



# ZERO PROSTATE CANCER

## CONTENTS

EIN: 59-3400922  
Report Generated on: 03/28/2024

Executive Summary	2
Programs & Results	4
Financial Review	8
Operations & Leadership	10

## APPENDIX

Key Documents	23
Charity Check Report	24

# ZERO PROSTATE CANCER

fka National Prostate Cancer Coalitionfka ZERO - The Project to End Prostate Cancerfka ZERO - The...

Alexandria, VA

<https://zerocancer.org/>

(202)463-9455



[View GuideStar Profile](#)

## MISSION

ZERO Prostate Cancer is the leading national nonprofit with the mission to end prostate cancer and help all who are impacted. ZERO advances research, provides support, and creates solutions to achieve health equity to meet the most critical needs of our community.

## EIN

59-3400922

## RULING YEAR

1998

## IRS SUBSECTION

501(c)(3) Public Charity

## FOUNDING YEAR

1996

## MAIN ADDRESS

201 N Union Street Mailbox  
110  
Alexandria, VA  
22314

## AFFILIATION TYPE

Independent Organization

## CONTACT

Jen Gomes, Vice President,  
Operations  
(202) 303-3105  
[jen@zerocancer.org](mailto:jen@zerocancer.org)

## PRESIDENT & CEO

Courtney Bugler

## BOARD CHAIR

Thomas Bognanno

## SUBJECT AREA

Health

Cancers

## NTEE Code

Cancer (G30)

Alliance/Advocacy  
Organizations (E01)

Ambulatory Health Center,  
Community Clinic (E32)

PROGRAMS

1. Patient Support

Population(s) served:Men and boys
2. Education & Awareness

Population(s) served:Men and boys
3. Advocacy

Population(s) served:Men and boys
4. Research

Population(s) served:Men and boys

POPULATIONS SERVED

1. Men and boys

COMPLIANCE

- ✓

IRS Pub 78 Verified as of March 2024
- ✓

IRS BMF 509(a) (1) as of March 12, 2024
- ✓

A-133 Audit Required/Performed?
- ✓

Conflict of Interest Policy
- ✓

Written whistleblower policy

Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)

TRANSPARENCY MEASURES

- ✓

Board Practices Reported?
- ✓

Diversity Data Reported?
- 16

Number of Independent Board Members

# Programs & Results

## PROGRAMS

Source: Self-Reported by Organization,  
February 2024

### Patient Support

#### Population(s) Served:

Males

ZERO Prostate Cancer's patient navigation program, ZERO360, is a free service to help patients access benefits they are entitled to, find supplemental insurance, locate financial resources from charitable and other organizations, and find emotional support. With ZERO360, patients can receive assistance for finances such as utilities, travel and lodging for appointments, medication, and more.

ZERO believes in the importance of peer-to-peer support programs to help improve mental health outcomes for men diagnosed with prostate cancer and their loved ones. Peer-to-peer support programs at ZERO come in multiple forms including online and location specific. These groups allow men and caregivers affected by prostate cancer to gain emotional support by providing a safe place to discuss concerns, feelings and hardships experienced due to prostate cancer.

### Education & Awareness

#### Population(s) Served:

Males

Through our education and awareness initiatives, ZERO educates and supports men and families across the nation. ZERO provides comprehensive educational resources through our website, [www.zerocancer.org](http://www.zerocancer.org), monthly electronic newsletter, podcast, and other educational programming including webinars, videos, fact sheets, and brochures. Through the ZERO Prostate Cancer Run/Walk series – the largest men's health event series in the nation

– ZERO activates local communities and raises critical funds and awareness. Additionally, we reach men and families through our endurance and golf event series. Through the ZERO cancer Research Fund, we provide grants toward promising research that will accelerate new treatment options and distinguish aggressive from indolent disease.

### Advocacy

#### Population(s) Served:

Males

ZERO has a strong presence on Capitol Hill and in local communities across the nation, advocating on behalf of prostate cancer patients and survivors for access to care and new treatment options. Every year, we bring dedicated advocates to Washington, D.C. to collaborate and share their prostate cancer stories with their legislators.

### Research

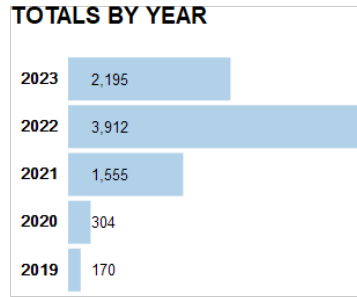
#### Population(s) Served:

Males

ZERO directly supports cutting-edge research that offers the best return on investment, with a track record of expediting life-saving treatments from the laboratory to patients.

RESULTS

Number of participants attending  
course/session/workshop



Population(s) Served: No target populations  
selected

Related program: Education & Awareness

Notes: In addition to virtual webinars, ZERO  
Prostate Cance has a yearly summit to educate  
attendees about prostate cancer diagnosis,  
treatments, survivorship, and advocacy.

## CHARTING IMPACT

---

### What is the organization aiming to accomplish?

ZERO — The End of Prostate Cancer is the leading national nonprofit with the mission to end prostate cancer. Losing a man we love every 17 minutes to prostate cancer is unacceptable. We envision a future with zero prostate cancer deaths and an end to pain and suffering from the disease. We are uniting men and families impacted by the disease to make ending it a national priority. By advancing research, improving lives, and inspiring action, we're building Generation ZERO, the first generation of men free from prostate cancer.

---

### What are the organization's key strategies for making this happen?

--Research - ZERO serves to protect and grow the largest resource of prostate cancer research funding in the nation. Now infusing \$110M in research grants annually, the Department of Defense's Prostate Cancer Research Program (PCRP) has generated three new treatments for late-stage disease and a new genomic tool in the last six years. ZERO spearheaded the creation of the program 20 years ago and within the past year, grew the program by \$10M by hosting the annual ZERO Prostate Cancer Summit - where passionate patients, survivors, family members, and loved ones gather in Washington, D.C. to fight for making prostate cancer research and access to care a priority within our federal government.

--Local Impact - Our Summit serves as a catalyst and helps drive action beyond D.C. back in local communities year-round. ZERO Chapters are building vibrant communities of advocates, activists, and volunteers - all champions who come together in the fight against prostate cancer. Established in several regions around the country, ZERO's Chapters are part of the fabric of these communities - offering education and support. We host our national ZERO Prostate Cancer Run/Walk, the largest men's health event series in America, in 40 cities across the country. Prostate cancer has a 99 percent survival rate when caught early and each event raises significant awareness and funds local research, education, and support programs. ZERO has granted more than \$10M to support local organizations that work tirelessly to end prostate cancer.

--Support - Ending prostate cancer also means stopping the pain and suffering endured by millions of patients and their families. Fighting cancer is difficult enough. No man should also have to fight for adequate and affordable care. ZERO provides support programs, such as ZERO360, MENtor, ZERO Connect and more. These programs help alleviate the often devastating medical, financial, and emotional impacts that come with a prostate cancer diagnosis through direct assistance, case management, and community building. ZERO supports community partners to host free testing programs and manages a nationwide testing database while operating a patient navigator program where case managers give each patient comprehensive assistance.

---

### What are the organization's capabilities for doing this?

--Research - With a vast and diverse network of cause champions, ZERO matches patients, doctors, researchers, and government agencies together to better understand the importance of research on improving health outcomes for the disease; assisting to direct research grants appropriately.

--Local Impact - The ZERO Prostate Cancer Run/Walk is a friendly welcome into local communities dedicated to raising awareness for prostate cancer. We invite those impacted by the disease to take an active role in each community through volunteerism at health fairs, mentoring newly diagnosed patients, and educating their networks about early detection. Our volunteers strive to be ZERO Champions - community leaders tasked with raising awareness and recruiting advocates.

--Support - With more than 80 percent of men saying they needed more help at diagnosis and 40 percent of patients not even knowing what stage of the disease they're in, ZERO launched the ZERO360: Comprehensive Patient Support program to provide free, customized assistance to men with prostate cancer. This unique program, the only case management program exclusively for men with prostate cancer, helps patients overcome access to care obstacles and understand their disease better. In complement to ZERO360, the organization, with its expert staff and medical advisory board, serves as a powerful and comprehensive resource for information from diagnosis to survivorship. Other ZERO programs, such as MENtor and ZERO Connect aim to build community and dialogue around this awful disease. Further, we invest in a variety of content to appeal to different audiences with videos, webinars, social media, brochures, fact sheets, e-newsletters, and podcasts.

---

## What have and haven't they accomplished so far?

With the hard work and passion from our champions, we have made amazing progress by reducing prostate cancer deaths by 35 percent since ZERO was founded in 1997 and tripled the relative 15-year survival rate to 76 percent.

Specifically, ZERO has:

- Led advocacy efforts to create and infuse more than \$1.5B in research funding for the Prostate Cancer Research Program (PCRP), which has generated three life-changing treatments for men living with advanced disease as well as a new genetic diagnosis profile to determine the status of aggressive disease.
- Successfully fought for an additional \$10M in PCRP funding for 2018 for a total of \$110M, only the second increase since 2001.
- Provided more than 50,000 patients with direct assistance to fight prostate cancer.
- Launched and rapidly grew the ZERO Prostate Cancer Run/Walk into the largest men's health event series in the country with 40 events annually in fewer than 10 years.
- Tested more than 140,000 men for free so they can know their risk.
- Worked with the United States Preventive Services Task Force (USPSTF) to update its "D" recommendation on prostate cancer screening to a "C" which advises men to have a conversation with their doctor about the benefits and harms of prostate cancer screening.
- Recruited and worked with dozens of partners, celebrities, key leaders, and communities to make prostate cancer a federal priority; prompting a national dialogue about the disease that engages families to take action.

# Financials

**FISCAL YEAR START:** 04/01  
**FISCAL YEAR END:** 03/31  
✓ Financials audited by an independent accountant

## FINANCIALS QUICK VIEW

Total revenue, gains, and other support per audited financial statements	\$8,959,734
Total expenses and losses per audited financial statements	\$10,407,106
Surpluses in last 5 years	3
Negative Net Assets in past 5 years	0

## Financial Trends Analysis

### Business Model Indicators

Created in Partnership with



Profitability	2018	2019	2020	2022	2023
Unrestricted surplus (deficit) before depreciation	\$377,717	\$848,683	-\$389,346	\$2,261,258	-\$1,496,679
As a % of expenses	6.5%	13.4%	-25.6%	30.8%	-14.5%
Unrestricted surplus (deficit) after depreciation	\$274,754	\$790,332	-\$396,680	\$2,207,091	-\$1,539,996
As a % of expenses	4.6%	12.3%	-25.9%	29.9%	-14.8%
Revenue Composition					
Total revenue (unrestricted & restricted)	\$6,317,424	\$7,138,974	\$1,308,253	\$10,066,484	\$9,365,841
Total revenue, % change over prior year	24.4%	13.0%	-81.7%	0.0%	-7.0%
Program services revenue	5.8%	5.0%	1.8%	0.4%	0.5%
Membership dues	0.0%	0.0%	0.0%	0.0%	0.0%
Investment income	0.7%	1.0%	1.0%	1.3%	2.1%
Government grants	0.0%	0.0%	0.0%	6.9%	1.1%
All other grants and contributions	93.5%	93.7%	97.4%	89.0%	94.7%
Other revenue	0.0%	0.3%	-0.3%	2.4%	1.7%
Expense Composition					
Total expenses before depreciation	\$5,834,288	\$6,348,492	\$1,523,050	\$7,338,881	\$10,343,918
Total expenses, % change over prior year	17.5%	8.8%	-76.0%	0.0%	40.9%
Personnel	39.7%	48.2%	55.7%	66.5%	60.4%
Professional Fees	10.4%	12.7%	9.4%	11.1%	13.8%
Occupancy	3.0%	2.8%	14.3%	2.5%	1.7%
Interest	0.0%	0.0%	0.0%	0.0%	0.0%
Pass-Through	17.6%	5.9%	0.0%	2.0%	4.3%
All other expenses	29.2%	30.3%	20.6%	17.8%	19.8%



# Financial Trends Analysis, continued

## Moving Toward Full Cost Coverage

Full Cost Components (estimated)	2018	2019	2020	2022	2023
Total Expenses (after depreciation)	\$5,937,251	\$6,406,843	\$1,530,384	\$7,393,048	\$10,387,235
One Month of Savings	\$486,191	\$529,041	\$126,921	\$611,573	\$861,993
Debt Principal Repayment	\$0	\$0	\$0	\$563,351	\$0
Fixed Asset Additions	\$0	\$0	\$54,859	\$0	\$232,086
Total Full Costs (estimated)	\$6,423,442	\$6,935,884	\$1,712,164	\$8,567,972	\$11,481,314

## Capital Structure Indicators

Liquidity					
Months of cash	0.6	0.5	1.1	1.8	0.7
Months of cash and investments	6.6	6.7	24.4	12.1	7.6
Months of estimated liquid unrestricted net assets	3.9	5.1	17.7	10.3	5.3
Balance Sheet Composition					
Cash	\$279,277	\$252,140	\$141,359	\$1,086,614	\$615,363
Investments	\$2,908,252	\$3,306,243	\$2,953,798	\$6,318,982	\$5,901,881
Receivables	\$150,723	\$99,814	\$9,690	\$197,999	\$23,266
Gross land, buildings, and equipment (LBE)	\$409,512	\$461,194	\$516,053	\$555,817	\$787,904
Accumulated depreciation (% of LBE)	80.0%	83.7%	76.2%	89.3%	68.5%
Liabilities (as % of assets)	39.6%	20.9%	22.0%	7.1%	19.9%
Unrestricted net assets	\$1,978,710	\$2,769,042	\$2,372,362	\$6,342,244	\$4,802,248
Temporarily restricted net assets	\$140,000	N/A	N/A	N/A	N/A
Permanently restricted net assets	\$0	N/A	N/A	N/A	N/A
Total restricted net assets	\$140,000	\$270,000	\$270,000	\$968,593	\$1,061,217
Total net assets	\$2,118,710	\$3,039,042	\$2,642,362	\$7,310,837	\$5,863,465

## Key Data Checks

Material Data Errors	2018	2019	2020	2022	2023
	No	No	No	No	No

Note: This issue is relevant to a small number of organizations: The nonprofit subject(s) of this report may have affiliates. The Form 990 data may not include information about any or all potential affiliates. If an organization does have affiliates and these affiliates have substantial financial activity, the financial data in this report may not present a comprehensive picture of the nonprofit's financial condition.Please consult the 990s of any potentially related affiliates for additional information.

- ☒ [Formulas for key metrics](#)
- ☒ ['Key Revenue & Expense Data from Form 990'](#)
- ☒ ['Key Balance Sheet Data from Form 990'](#)

# Operations

Source: Self-Reported by Organization, February 2024

## PRESIDENT & CEO

Courtney Bugler

[LinkedIn profile](#)

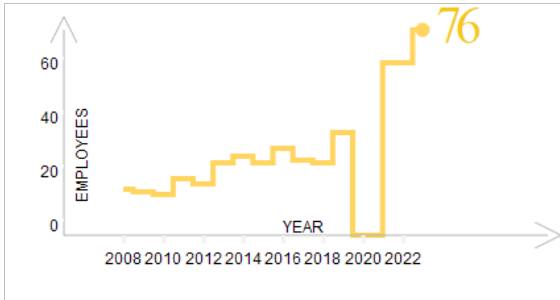
Courtney is a nonprofit executive with experience leading national health charities to advance program development, organizational infrastructure, fundraising, and advocacy.

Courtney has over fifteen years of expertise in cancer, healthy equity, chronic disease management, and public health communications. She is certified and trained in patient navigation, cancer survivor support modules and facilitation, and grant review and evaluation. She has lobbied on Capitol Hill for more than a billion dollars in funding toward the Department of Defense Congressionally Directed Medical Research Program and has served as a consumer advocate research grant reviewer for that same program.

As a caregiver to her father, who currently lives with prostate cancer, and a seventeen-year cancer survivor herself, Courtney is honored to be at the forefront of the fight against prostate cancer.

## NUMBER OF EMPLOYEES

Source: IRS Form 990



## BOARD CHAIR

Thomas Bognanno

Term: 2022 -

## BOARD CO-CHAIR

Alicia Morgans

Dana-Farber Cancer Institute

## BOARD MEMBERS

- Jonathan Schwartz
- Alicia Morgans
- Ed Lomasney
- Cheryl Nikituk
- Tom Bognanno
- Kelvin Moses
- Brad Lerner
- Don Slaght
- Alan Goldman
- Daniel Perkins
- James Schraidt
- Jon Poindexter
- Karen Jauregui
- Marty Chakoian
- Sandra Maxey
- Teedra Bernard

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2023

Name	Title	Compensation	Other	Related
Jamie Bearse	President & CEO	\$257,238	\$32,665	\$0
Kathryn Costigan	Chief Development Officer	\$212,795	\$43,595	\$0
Colony Brown	Chief Marketing Officer	\$204,201	\$8,198	\$0

**OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES**

FISCAL YEAR 2022

Name	Title	Compensation	Other	Related
Jamie Bearse	President & CEO	\$242,500	\$32,825	\$0
Kathryn Costigan	Chief Development Officer	\$212,150	\$44,458	\$0
Colony Brown	SVP, Marketing & Communications	\$197,719	\$22,760	\$0
Tom Bagnanno	Chairman	\$0	\$0	\$0
Alicia Morgans M.D.	Vice Chair	\$0	\$0	\$0
Ed Lomasney	Secretary/Treasurer	\$0	\$0	\$0
Marty Chakoian	Board member	\$0	\$0	\$0
Alan Goldman	Board member	\$0	\$0	\$0
Tom Hulsey	Board member	\$0	\$0	\$0
Karen Jauregui	Board member	\$0	\$0	\$0
Brad Lerner M.D.	Board member	\$0	\$0	\$0
Kelvin Moses M.D.	Board member	\$0	\$0	\$0
Cheryl Nikituk	Board member	\$0	\$0	\$0
Daniel Perkins	Board member	\$0	\$0	\$0
Jon Poindexter	Board member	\$0	\$0	\$0
James Schraidt	Board member	\$0	\$0	\$0
Jonathan Schwartz	Board member	\$0	\$0	\$0
Don Slaght	Board member	\$0	\$0	\$0

**OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES**

FISCAL YEAR 2020

Name	Title	Compensation	Other	Related
Robert Ginyard	Chairman	\$0	\$0	\$0
Alicia Morgans	vice Chairman	\$0	\$0	\$0
Paul Taylor	Secretary/Treasurer	\$0	\$0	\$0
Don Slaght	Director	\$0	\$0	\$0
Brad Lerner	Director	\$0	\$0	\$0
Tom Bognanno	Director	\$0	\$0	\$0
Kelvin Moses	Director	\$0	\$0	\$0
Jonathan D. Schwartz	Director	\$0	\$0	\$0
Cheryl Nikituk	Director	\$0	\$0	\$0
Tom Hulsey	Director	\$0	\$0	\$0
Ed Lomasney	Director	\$0	\$0	\$0
Sherry Galloway	Director	\$0	\$0	\$0
Leo Giambarresi	Director	\$0	\$0	\$0
Jamie Bearse	President & CEO	\$0	\$0	\$0
Kathy Costigan	Chief Development Officer	\$0	\$0	\$0
Colony Brown	SVP, Marketing & Communicat	\$0	\$0	\$0

**OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES**

FISCAL YEAR 2019

Name	Title	Compensation	Other	Related
Jamie Bearse	President & CEO	\$228,958	\$39,152	\$0
Kathy Costigan	SVP, Development & Operati	\$193,883	\$13,572	\$0
Colony Brown	VP, Marketing & Communicat	\$183,333	\$31,521	\$0
Robert G Ginyard	Chairman	\$0	\$0	\$0
Alicia K Morgans MD	Vice Chairman	\$0	\$0	\$0
Colonel Paul Taylor Ret	Secretary/Treasurer	\$0	\$0	\$0
Jonathan D Schwartz	Director	\$0	\$0	\$0
Leo Giambarresi PhD	Director	\$0	\$0	\$0
Sherry S Galloway RN	Director	\$0	\$0	\$0
Ed Lomasney	Director	\$0	\$0	\$0
Tom Hulsey	Director	\$0	\$0	\$0
Cheryl Nikituk	Director	\$0	\$0	\$0
Tom Bognanno	Director	\$0	\$0	\$0
Kelvin Moses MD	Director	\$0	\$0	\$0
Brad D Lerner Md Facs Casc	Director	\$0	\$0	\$0
Don Slaght	Director	\$0	\$0	\$0

OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2018

Name	Title	Compensation	Other	Related
Jamie Bearse	President & CEO	\$202,000	\$31,205	\$0
Kathy Costigan	SVP, Development & Operations	\$182,550	\$7,302	\$0
Colony Brown	VP, Marketing & Communications	\$168,000	\$25,408	\$0
Robert Ginyard	Chairman	\$0	\$0	\$0
Sherry Galloway	Vice Chairman	\$0	\$0	\$0
Cheryl Nikituk	Director	\$0	\$0	\$0
Ed Lomasney	Director	\$0	\$0	\$0
Tom Hulsey	Director	\$0	\$0	\$0
Paul Taylor	Director	\$0	\$0	\$0
Jonathan D Schwartz	Director	\$0	\$0	\$0
Leo Giambarresi	Director	\$0	\$0	\$0
Alicia Morgans	Director	\$0	\$0	\$0
Jim Grohman	Director	\$0	\$0	\$0
Skip Lockwood	Director	\$0	\$0	\$0
Brad Lerner	Director	\$0	\$0	\$0
Tom Bognanno	Director	\$0	\$0	\$0
Kelvin Moses	Director	\$0	\$0	\$0

HIGHEST PAID EMPLOYEES

FISCAL YEAR 2023

Name	Title	Compensation	Other	Related
Reggie Tucker-Seeley PhD	VP, Health Equity	\$172,477	\$14,420	\$0
Tracy Cesaretti	VP, Events	\$150,452	\$26,521	\$0
Ali Manson	VP, Government Relations & Advocacy	\$135,829	\$25,158	\$0
Shelby Moneer	VP, Patient Programs & Education	\$131,279	\$13,055	\$0
Shawn Supers	Sr. Director, Donor Relations	\$115,084	\$13,886	\$0

HIGHEST PAID EMPLOYEES

FISCAL YEAR 2022

Name	Title	Compensation	Other	Related
Tracy Cesaretti	VF, Events	\$153,300	\$25,356	\$0
Ali Hanson	VP, Government Relations	\$132,625	\$21,287	\$0
Shelby Moneer	VP, Patient Programs	\$123,037	\$9,360	\$0
Betsy Rubenstein	External Relations	\$114,067	\$32,418	\$0
Shawn Supers	Director, Donor Relations	\$110,270	\$12,596	\$0

HIGHEST PAID EMPLOYEES

FISCAL YEAR 2019

Name	Title	Compensation	Other	Related
Tracy Cesaretti	VP, Events	\$145,300	\$10,171	\$0
Josh Craddock	Senior Director, Operations	\$113,717	\$21,696	\$0
Patrice Brown	VP, Patient Programs and Government Relations	\$111,782	\$10,045	\$0
Betsy London	External Relations	\$107,000	\$31,919	\$0
Jeremy Reynolds	Director, Digital Marketing	\$104,760	\$24,285	\$0



HIGHEST PAID EMPLOYEES

FISCAL YEAR 2018

Name	Title	Compensation	Other	Related
Tracy Cesaretti	VP, Events	\$126,717	\$5,069	\$0
Drew Saelens	VP, GR	\$126,050	\$5,042	\$0
Josh Craddock	Director of Operations	\$111,833	\$15,710	\$0
Betsy London	External Relations	\$108,000	\$23,560	\$0
Jeremy Reynolds	Director, Digital Marketing	\$104,000	\$16,592	\$0

Contractors

FISCAL YEAR 2023

Name	Address	Type of Service	Compensation
Cornerstone Government Affairs Inc	800 Maine Ave SW 7th Floor, Washington 20024	Government relations consultant	\$210,000
Patient Advocate Foundation	421 Butler Farm Rd, Hampton 23666	ZERO360 and ZERO Drive program support s	\$142,238
Fbs-consolidated Print Solutions	811 Alpha Dr Ste 343, Richardson 75081	Printing services	\$125,307

Contractors

FISCAL YEAR 2022

Name	Address	Type of Service	Compensation
Cornerstone Government Affairs	800 Maine Ave SW 7th Floor, Washington 20024	Government Relations Services	\$190,001
Patient Advocate Foundation	421 Butler Farm Rd, Hampton 23666	ZERO360 and ZERO Drive Support Servic	\$188,937

**Paid Preparers**  
FISCAL YEAR 2023

Firm Name	Firm EIN	Firm Address	Firm Phone
Rogers & Company PLLC	582676261	8300 Boone Boulevard Suite 600, Vienna VA 22182	7038930300

**Paid Preparers**  
FISCAL YEAR 2022

Firm Name	Firm EIN	Firm Address	Firm Phone
Rogers & Company PLLC	58-2676261	8300 Boone Boulevard, Suite 600, Vienna VA 22182 USA	703-893-0300

**Paid Preparers**  
FISCAL YEAR 2020

Firm Name	Firm EIN	Firm Address	Firm Phone
Rogers & Company PLLC	58-2676261	8300 Boone Boulevard, Suite 600, Vienna VA 22182 USA	703-893-0300

BOARD LEADERSHIP PRACTICES

GuideStar worked with BoardSource, the national leader in nonprofit board leadership and governance, to create this section, which enables organizations and donors to transparently share information about essential board leadership practices.

BOARD ORIENTATION & EDUCATION

Does the board conduct a formal orientation for new board members and require all board members to sign a written agreement regarding their roles, responsibilities, and expectations?

Yes

CEO OVERSIGHT

Has the board conducted a formal, written assessment of the chief executive within the past year?

Yes

ETHICS & TRANSPARENCY

Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements in the past year?

Yes

BOARD COMPOSITION

Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership?

Yes

BOARD PERFORMANCE

Has the board conducted a formal, written self-assessment of its performance within the past three years?

No

Organizational Demographics

Who works and leads organizations that serve our diverse communities? This organization has voluntarily shared information to answer this important question and to support sector-wide learning. GuideStar partnered on this section with CHANGE Philanthropy and Equity in the Center.

Leadership

The organization's leader identifies as:

- Race & Ethnicity

White/Caucasian/European
- Gender Identity

Female
- Sexual Orientation

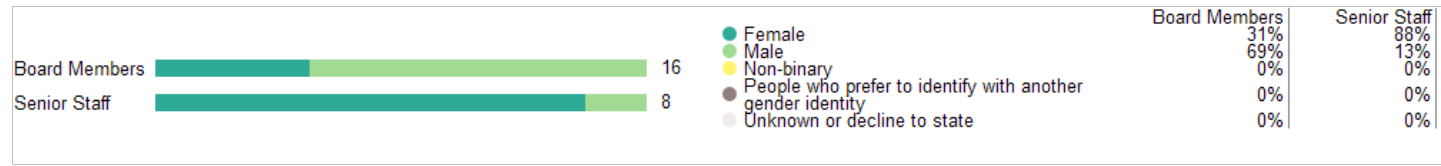
Decline to state
- Disability Status

Decline to state

Race & Ethnicity

No data

Gender Identity



Transgender Identity

Sexual Orientation

No data

Disability

No data.

## Equity Strategies *Last Updated: 09/06/2023*

Candid partnered with Equity in the Center - a project that works to shift mindsets, practices, and systems within the social sector to increase racial equity - to create this section. [Learn More](#)

### Data

- ✓ We review compensation data across the organization (and by staff levels) to identify disparities by race.
- ✓ We ask team members to identify racial disparities in their programs and/or portfolios.
- ✓ We analyze disaggregated data and root causes of race disparities that impact the organization's programs, portfolios, and the populations served.
- ✓ We disaggregate data to adjust programming goals to keep pace with changing needs of the communities we support.
- ✓ We employ non-traditional ways of gathering feedback on programs and trainings, which may include interviews, roundtables, and external reviews with/by community stakeholders.

### Policies and processes

- ✓ We seek individuals from various race backgrounds for board and executive director/CEO positions within our organization.
- ✓ We have community representation at the board level, either on the board itself or through a community advisory board.
- ✓ We help senior leadership understand how to be inclusive leaders with learning approaches that emphasize reflection, iteration, and adaptability.
- ✓ We engage everyone, from the board to staff levels of the organization, in race equity work and ensure that individuals understand their roles in creating culture such that one's race identity has no influence on how they fare within the organization.

# Appendix

Key Documents

IRS Forms 990	<a href="#">2023 990</a>
	<a href="#">2022 990</a>
	<a href="#">2022 990</a>
	<a href="#">2021 990</a>
	<a href="#">2020 990</a>
IRS Forms 990T	Not Available
Audited Financial Statements	<a href="#">2022 Audited Financial Statement</a>
	<a href="#">2021 Audited Financial Statement</a>
	<a href="#">2020 Audited Financial Statement</a>
Key Organization Documents	<a href="#">Letter of Determination</a>
	<a href="#">2021 Annual Report</a>
	<a href="#">2020 Annual Report</a>
	<a href="#">2019 Annual Report</a>
	<a href="#">2018 Annual Report</a>
	<a href="#">2017 Annual Report</a>
	<a href="#">2016 Annual Report</a>
	<a href="#">2015 Annual Report</a>
	<a href="#">2014 Annual Report</a>
	<a href="#">2013 Annual Report</a>
	<a href="#">2012 Annual Report</a>
	<a href="#">2011 Annual Report</a>
	<a href="#">2010 Annual Report</a>
	<a href="#">2009 Annual Report</a>
	<a href="#">'Key Revenue &amp; Expense Data from Form 990'</a>
	<a href="#">'Key Balance Sheet Data from Form 990'</a>

ZERO PROSTATE CANCER

201 N Union Street Mailbox 110  
Alexandria, VA 22314

✓ Foundation Status Code: PC\*

✓ Public charity described in section 509(a)(1) or (2)

IRS Publication 78 Details			<div>✓ IRS Pub 78 verified</div>
Organization name	Location	Most recent IRS Publication 78	
Zero Prostate Cancer	Alexandria, VA	March 2024	
EIN	<u>Deductibility status description</u>	Verified with most recent Internal Revenue Bulletin	
59-3400922	A public charity (50% deductibility limitation).	March 25, 2024	

IRS Business Master File Details			IRS BMF	509(a)(1)
Organization name	Most recent IRS BMF	Reason for Non-Private Foundation Status		
ZERO PROSTATE CANCER	March 12 2024	Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)		
EIN	IRS subsection	Ruling date		
59-3400922	This organization is a <u>501(c)(3) Public Charity</u>	02/1998		
This organization was not included in the Office of Foreign Assets Control Specially Designated Nationals (SDN) list.				

On September 8, 2011, the IRS issued [regulations](#) which eliminated the advance ruling process for a section 501(c)(3) organization. [Learn more](#)

\* The Foundation Status Code is the code that foundations are required to provide for each grantee annually on part XV of Form 990PF. Note that this code cannot be derived in some cases (e.g., supporting organizations for which 'type' can't be determined).

[IRS Revenue Procedure 2011-33](#) allows grantors to rely on third-party resources, such as GuideStar Charity Check, to obtain required Business Master File (BMF) data concerning a potential grantee's public charity classification under section 509 (a) (1), (2) or (3).

GuideStar Charity Check Data Sources

- GuideStar acquires all IRS data directly from the Internal Revenue Service.

-[IRS Publication 78 \(Cumulative List of Organizations\)](#) lists organizations that have been recognized by the Internal Revenue Service as eligible to receive tax-deductible contributions.

-The [IRS Internal Revenue Bulletin](#) (IRB) lists changes in charitable status since the last Publication 78 release. Between the release of IRS Publication 78 and the subsequent IRS Internal Revenue Bulletin, the IRB date will reflect the most recent release date of IRS Publication 78.

-The [IRS Business Master File](#) lists approximately 1.7 million nonprofits registered with the IRS as tax-exempt organizations.
- The [IRS Automatic Revocation of Exemption List](#) contains organizations that have had their federal tax-exempt status automatically revoked for failing to file an annual return or notice with the IRS for three consecutive years.

-The Foundation Status Code is a value derived by mapping the codes found on the [990PF filing instructions](#) to the corresponding codes in the IRS BMF. Note that not all codes are able to be mapped due to insufficient data.

-The Office of Foreign Assets Control (OFAC) [Specially Designated Nationals \(SDN\) list](#) organizations that are owned or controlled by targeted individuals, groups, and entities, such as terrorists or narcotics traffickers. Their assets are blocked and U.S. persons are generally prohibited from dealing with them.