GREENROOTS INC

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EIN: 81-2718273
Report Generated on: 07/19/2024

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GREENROOTS INC

aka GreenRoots/RaicesVerdes, fka Chelsea Green Space and Recreation Committee (at Chelsea Collabo...
Chelsea, MA
www.greenrootsej.org
(617)466-3076

MISSION
GreenRoots works to achieve environmental justice and greater quality of life through collective action, unity, education and youth leadership across neighborhoods and communities.

GreenRoots is a community-based organization dedicated to improving and enhancing the urban environment and public health in Chelsea, East Boston and surrounding communities. We do so through deep community engagement and empowerment, youth leadership and implementation of innovative projects and campaigns.

EIN
81-2718273

RULING YEAR
2016

IRS SUBSECTION
501(c)(3) Public Charity

FOUNDING YEAR
1994

MAIN ADDRESS
90 Everett Ave Floor 3 Suite 10
Chelsea, MA
02150

AFFILIATION TYPE
Independent Organization

CONTACT
Ms. Roseann Bongiovanni,
Executive Director
(617) 466-3076
RoseannB@GreenRootsEj.org

EXECUTIVE DIRECTOR
Roseann Bongiovanni

BOARD CHAIR
Grace Muwina

SUBJECT AREA
Environment
Public health
Food security
Community improvement
Youth development

NTEE Code
Community, Neighborhood Development, Improvement (S20)
Alliance/Advocacy Organizations (C01)
Youth Development Programs (O50)
PROGRAMS

1. **Environmental Justice (EJ)**
   Population(s) served:

2. **Waterfront Access & Revitalization**
   Population(s) served: Economically disadvantaged people, Ethnic and racial groups

3. **Youth Leadership**
   Population(s) served: Children and youth, Economically disadvantaged people

4. **Health Equity**
   Population(s) served: Economically disadvantaged people, Ethnic and racial groups

5. **Climate Justice and Resiliency**
   Population(s) served: Economically disadvantaged people, Ethnic and racial groups

6. **Green Space & Beautification**
   Population(s) served: Economically disadvantaged people, Ethnic and racial groups

7. **Urban Agriculture and Food Justice**
   Population(s) served: Economically disadvantaged people, Families, Young adults, Seniors

8. **Transit Justice**
   Population(s) served: Adolescents, Adults, Families, Children and youth

9. **Energy Democracy**
   Population(s) served:

10. **Anti-Displacement & Land Sovereignty**
    Population(s) served: Economically disadvantaged people, Ethnic and racial groups, Economically disadvantaged people, Ethnic and racial groups, Economically disadvantaged people, Ethnic and racial groups

POPULATIONS SERVED

1. Adolescents

2. Seniors

3. Families

4. Ethnic and racial groups

5. Immigrants and migrants

6. Economically disadvantaged people
Programs & Results

PROGRAMS

Source: Self-Reported by Organization, March 2024

Environmental Justice (EJ)

**Population(s) Served:**
Economically disadvantaged, low-income, and poor people
Minorities

Chelsea is severely impacted by environmental injustice. According to Dr. Daniel R. Faber and Dr. Eric Krieg, Chelsea is the 3rd most intensively overburdened communities in Massachusetts. The entire New England Region benefits from industries located in and around Chelsea. Public health and quality of life are compromised by the overabundance of industries in such a small, dense area.

GreenRoots EJ campaigns focus on creating more accountability with industries that do not have a relationship with the community; increasing communication between responsible businesses and the community; and thwarting egregious proposals that will further degrade the community’s public health and environment.

Waterfront Access & Revitalization

**Population(s) Served:**
Economically disadvantaged, low-income, and poor people
Minorities

GreenRoots works to bolster public access to the waterfront through parks, urban wilds, and walkways; to make our waterfront cleaner and healthier, ensuring any new developments provide robust waterfront access and green space; and to ensure businesses are accountable to the community and our environment. Using the community-created Chelsea Creek Community Vision as our guide, we have created significant new connections to the Chelsea Creek, Mill Creek, Island End River and Mystic River.

Youth Leadership

**Population(s) Served:**
Children and youth (0-19 years)
Economically disadvantaged, low-income, and poor people

GreenRoots knows youth empowerment is critical to achieving lasting change. Our Environmental Chelsea Organizers (ECO) youth crew and Urban Farm Crew (UFC) are teams of youth that implement environmental justice campaigns, build community power, foster greater youth engagement and connection; and empower fellow youth to become leaders.

Health Equity

**Population(s) Served:**
Economically disadvantaged, low-income, and poor people
Minorities

GreenRoots actively leads and implements campaigns and projects to reduce air, land and water pollutants to improve public health outcomes and quality of life of our communities. We also work to break down health disparities and to advance health equity with a focus on the communities of Chelsea and East Boston.

Climate Justice and Resiliency

**Population(s) Served:**
Economically disadvantaged, low-income, and poor people
Minorities

GreenRoots leads projects and campaigns to combat and prepare for climate change; realizes strategies to reduce the impacts of urban heat islands; implements green infrastructure and nature-based solutions to reduce flooding; engages with stakeholders to tackle climate justice assaults.

Green Space & Beautification

**Population(s) Served:**
Economically disadvantaged, low-income, and poor people
Minorities

GreenRoots works to improve the quantity and quality of open, green spaces, provides greater recreational opportunities for residents, and engages in aggressive tree planting to increase tree canopy cover throughout our community. We also advance placemaking projects when led by and for the community and in an effort to foster greater social connectivity!

Urban Agriculture and Food Justice

**Population(s) Served:**
Economically disadvantaged, low-income, and poor people
Families

One of GreenRoots longest standing programs is our work on Food Justice and Urban Agriculture. In an effort to address food insecurity and transform urban land into lush growing spaces, we cultivate five urban gardens and an urban farm; build community and foster greater nutrition at our Teaching Kitchen; and promote hydroponic growing through our freight farm coming soon! We do all of this with deep community engagement!

Transit Justice

**Population(s) Served:**
Adolescents (13-19 years)
Economically disadvantaged, low-income, and poor people

GreenRoots organizes and engages our transit-
dependent community in accessing more reliable, affordable and equitable public transportation. A majority of Chelsea and East Boston residents rely on public transportation to get to work, school and important appointments. Join us in the fight for a people-centered public transportation system!

**Energy Democracy**

**Population(s) Served:** n/a

In our effort to achieve a Just Transition, GreenRoots is working to move our communities away from an extractive, fossil fuel economy while working to create greater access to renewable, resilient and affordable energy while developing our independence from the energy grid.

**Anti-Displacement & Land Sovereignty**

**Population(s) Served:** n/a

As we work to make our communities healthier and greener, GreenRoots works to ensure our community does not become displaced. Residents who have and continue to work for quality of life and environmental improvements must be able to see those benefits come to realization without being forced out of our communities due to increasing housing costs. Learn more about Comunidades Enraizadas Community Land Trust!
CHARTING IMPACT

What is the organization aiming to accomplish?

To achieve our goals, GreenRoots works persistently and passionately each and every day to ensure our community is informed, engaged and empowered. We work to create lasting change and to ensure the most under-represented community members benefit from these systemic changes. It is utterly important that residents, particularly low income, people of color and youth, are informed, engaged and at the decision-making table, having ownership in these efforts. GreenRoots' utmost goal is to ensure the residents, particularly those who are harder to reach, will be involved in these long-term projects and strategies while preserving and protecting the ethnic and racial richness that have defined our communities as a safe haven for the most marginalized.

Our vision is for Chelsea and other communities in which we work to thrive as ethnically, racially, culturally and economically diverse community whose residents have access to open spaces, parks and the waterfront; and who live in a healthy and safe environment, reversing years of environmental degradation.

GreenRoots carries out this work by empowering all residents, with a particular emphasis on those who are traditionally excluded, low income communities of color. GreenRoots achieves its goals through community organizing, base building and meaningful membership engagement as well as through influencing public policy by drafting and advocating for policy changes and implement projects that advance the mission of GreenRoots.

We work to achieve:
- Environmental justice
- Waterfront access
- Youth leadership on environmental justice concerns
- Improved public health, air, and water quality
- Climate justice and resiliency
- Transit justice
- Greater open, green space
- Urban agriculture and food justice
- Energy justice

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

GreenRoots is a membership-based organization where the members decide, carry out and evaluate the work-plan. Members meet monthly, if not more frequently; and have annual planning retreats to devise the annual workplan. GreenRoots builds its membership through traditional community organizing strategies, such as door-knocking and deepening relationships through check-ins and one-on-one conversations with members. We engage our community in conducting deep power analyses and in examining the political structures and systems of oppression at a local, regional, federal and international level. We meet people where they are at in terms of the issues that deeply affect their lives, their contributions and skills they bring to the table. We encourage deeper commitments to further leadership goals as well as hone in on skills members would like to develop.

What are the organization's capabilities for doing this?

GreenRoots is intentional about its mission, vision, and strategies. We work hard to maintain our roots in the community, stay grounded in our principles of justice and social change while maintaining our identity as a grassroots environmental justice community-based organization. GreenRoots is committed to engaging the most impacted and hardest to reach residents in our community.

GreenRoots engages our members in deep power analyses and examining the political structures and systems of oppression at a local, regional, and federal level. We will do this through a racial lens, by bringing to the forefront and uplifting the voices of Chelsea's majority Black, Latino/a, immigrant and refugee populations.
What have and haven't they accomplished so far?

Over the past twenty years, GreenRoots has:

- defeated the siting of a dirty diesel power plant;
- stopped a proposal to have explosive ethanol freight trains from traveling thru 90 Massachusetts communities en route to Global Oil’s facility along the Chelsea Creek;
- implemented three EPA ARRA-funded diesel emissions reduction projects which invested more than $3 million to eliminate 2000 tons of annual air pollutants and 400,000 gallons of fuel usage, and to repower (or replace) 132 high sulfur content diesel engines in Chelsea and Everett, MA;
- improved the public realm along Mill Creek through the
devolution of waterfront walkways;
design (through a community driven process), funding and project oversight of the construction of the dynamic Creekside Commons park;
design, with significant youth input, and fabrication of interpretive, bilingual signage;
restoration of two acres of urban salt marsh;
implementation of several green infrastructure measures to improve water quality of the estuary; and
fundraising and community designing the next new amazing public access area along the river’s upland banks.
- achieved trellised walkways, raised boardwalks, a new park and public canoeing and kayaking access at the Island End River;
- launched a successful team of teen leaders through the Environmental Chelsea Organizers (ECO) youth crew which carries out environment justice campaigns. Over the past twenty years, dozens of youth have graduated from this program, leaving a mark in their community and a strong legacy of what it means to be a member of the ECO youth crew.
- established strong community relationships and a track record of organizing with East Boston and Everett residents to advance environmental justice, business accountability and public access projects along the Chelsea Creek, Island End River and lower Mystic River watershed.
- built and continue to strengthen the movement of empowered, informed and mobilized people who, in the last two decades, have developed deep analysis around issues of environmental justice in their own communities. Now, it is this very same movement of people who are working each and every day to achieve equity and a better quality of life through environmental justice, climate justice, and food justice and energy justice campaigns.
Financials

FISCAL YEAR START: 07/01
FISCAL YEAR END: 06/30
✓ Financials audited by an independent accountant

Financials Quick View

- Total revenue, gains, and other support per audited financial statements: $5,072,080
- Total expenses and losses per audited financial statements: $2,507,503
- Surpluses in last 5 years: 5
- Negative Net Assets in past 5 years: 0

Financial Trends Analysis

Business Model Indicators

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<tr>
<th>Profitability</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
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<td>Unrestricted surplus (deficit) before depreciation</td>
<td>$160,460</td>
<td>$1,533,735</td>
<td>$252,102</td>
<td>$2,108,738</td>
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<td>As a % of expenses</td>
<td>19.0%</td>
<td>124.4%</td>
<td>14.0%</td>
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<tr>
<td>Unrestricted surplus (deficit) after depreciation</td>
<td>$158,940</td>
<td>$1,531,502</td>
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<td>As a % of expenses</td>
<td>18.8%</td>
<td>124.0%</td>
<td>13.8%</td>
<td>114.0%</td>
<td>90.7%</td>
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</table>

Revenue Composition

- Total revenue (unrestricted & restricted): $1,396,095
- Total revenue, % change over prior year: 127.0%
- Program services revenue: 4.9%
- Membership dues: 0.0%
- Investment income: 0.4%
- Government grants: 0.0%
- All other grants and contributions: 94.5%
- Other revenue: 0.2%

Expense Composition

- Total expenses before depreciation: $845,642
- Total expenses, % change over prior year: 36.5%
- Personnel: 70.9%
- Professional Fees: 1.2%
- Occupancy: 6.8%
- Interest: 0.0%
- Pass-Through: 4.5%
- All other expenses: 16.6%
Financial Trends Analysis, continued

Moving Toward Full Cost Coverage

<table>
<thead>
<tr>
<th>Full Cost Components (estimated)</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
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</thead>
<tbody>
<tr>
<td>Total Expenses (after depreciation)</td>
<td>$847,162</td>
<td>$1,235,474</td>
<td>$1,804,171</td>
<td>$1,846,519</td>
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<td>One Month of Savings</td>
<td>$70,470</td>
<td>$102,770</td>
<td>$150,106</td>
<td>$153,570</td>
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<td>Debt Principal Repayment</td>
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<td>Fixed Asset Additions</td>
<td>$3,862</td>
<td>$0</td>
<td>$4,973</td>
<td>$34,150</td>
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<td>Total Full Costs (estimated)</td>
<td>$921,494</td>
<td>$1,338,244</td>
<td>$1,959,250</td>
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Capital Structure Indicators

Liquidity

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<tr>
<td>Months of cash</td>
<td>10.1</td>
<td>15.3</td>
<td>16.4</td>
<td>26.9</td>
<td>31.1</td>
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<tr>
<td>Months of cash and investments</td>
<td>10.1</td>
<td>15.3</td>
<td>16.4</td>
<td>26.9</td>
<td>31.1</td>
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<tr>
<td>Months of estimated liquid unrestricted net assets</td>
<td>4.9</td>
<td>18.3</td>
<td>14.2</td>
<td>27.4</td>
<td>23.9</td>
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Balance Sheet Composition

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<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
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<tbody>
<tr>
<td>Cash</td>
<td>$711,663</td>
<td>$1,571,155</td>
<td>$2,458,202</td>
<td>$4,126,500</td>
<td>$5,965,360</td>
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<tr>
<td>Investments</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Receivables</td>
<td>$484,470</td>
<td>$1,258,983</td>
<td>$621,124</td>
<td>$2,414,715</td>
<td>$2,488,527</td>
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<tr>
<td>Gross land, buildings, and equipment (LBE)</td>
<td>$12,130</td>
<td>$12,130</td>
<td>$17,104</td>
<td>$51,254</td>
<td>$848,990</td>
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<tr>
<td>Accumulated depreciation (% of LBE)</td>
<td>33.4%</td>
<td>51.8%</td>
<td>53.7%</td>
<td>25.1%</td>
<td>3.7%</td>
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<tr>
<td>Liabilities (as % of LBE)</td>
<td>2.7%</td>
<td>0.5%</td>
<td>2.2%</td>
<td>1.0%</td>
<td>5.7%</td>
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<tr>
<td>Unrestricted net assets</td>
<td>$354,697</td>
<td>$1,886,199</td>
<td>$2,135,405</td>
<td>$4,240,461</td>
<td>$5,397,307</td>
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<td>Temporarily restricted net assets</td>
<td>$820,550</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<tr>
<td>Permanently restricted net assets</td>
<td>$0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<tr>
<td>Total restricted net assets</td>
<td>$820,550</td>
<td>$938,500</td>
<td>$897,090</td>
<td>$2,286,689</td>
<td>$3,629,635</td>
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<tr>
<td>Total net assets</td>
<td>$1,175,247</td>
<td>$2,824,699</td>
<td>$3,032,495</td>
<td>$6,527,150</td>
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Key Data Checks

Material Data Errors

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</table>

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.
Operations

Source: Self-Reported by Organization, March 2024

EXECUTIVE DIRECTOR
Ms. Roseann Bongiovanni

Roseann Bongiovanni has led on environmental justice for almost 30 years. She founded GreenRoots in 2016 as an independent organization after previously leading this work as an unincorporated grassroots committee. She helped lead a collective response to the COVID-19 crisis in Chelsea and East Boston. Her work and leadership have resulted in Chelsea's recognition as a Culture of Health Prize Winner in 2017; and GreenRoots being recognized as a Social Innovator in 2018 and a US EPA Merit Award in 2021. Under Roseann's leadership, GreenRoots celebrated the grand opening of their "Teaching Kitchen," a space created by Chelsea residents to promote healthy eating and cultural exchange. She has raised and managed millions of dollars for various projects and has won several awards for her work. A Chelsea native, Roseann has served as a City Councilor, holds a Master of Public Health and is a proud mother of two strong-minded children.

NUMBER OF EMPLOYEES
Source: IRS Form 990

BOARD CHAIR
Grace Muwina
Community Activist
Term: 2022 - 2024

BOARD CO-CHAIR
Sandra Perdomo
Community Activist
Term: 2022 - 2024

BOARD MEMBERS
John Valinch
Manager of Equity and Resilience Programs, Groundworks USA

Yahya Noor
MGH Chelsea Healthcare Center, Owner of Tawakal

Gerald McCue
Retired, Executive Director for Administration and Finance, Chelsea Public Schools

Madeleine Scammell
Professor, Boston University School of Public Health

Gloribel Rivas
Chief of Staff to State Representative Adrian C. Madaro

Elaine Mendes
Pastor, Revival Center

Marcos Luna
Professor, Salem State University
## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES
### FISCAL YEAR 2023

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
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<td>Marcos Luna</td>
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<tr>
<td>Gloribel Mota</td>
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<tr>
<td>Elaine Mendes</td>
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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

### FISCAL YEAR 2022

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<td>John Valinch</td>
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<td>Yahya Noor</td>
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<td>Sandra Perdomo</td>
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<td>Eugene Benson Through 522</td>
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<td>Jovanna Garcia-Soto Through 1021</td>
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<td>Gloribel Mota Elected 52022</td>
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# OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

## FISCAL YEAR 2021

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
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<tbody>
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<tr>
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<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>John Valinch</td>
<td>CLERK</td>
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<tr>
<td>Gerald McCue</td>
<td>TREASURER</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Yahya Noor</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Madeleine Scammell</td>
<td>DIRECTOR</td>
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<tr>
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<td>DIRECTOR</td>
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</tr>
<tr>
<td>Eugene Benson</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Jovana Garcia-Soto</td>
<td>DIRECTOR</td>
<td>$0</td>
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# OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES
### FISCAL YEAR 2019

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</thead>
<tbody>
<tr>
<td>Roseann Bongiovanni</td>
<td>EXECUTIVE DIRECTOR</td>
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<tr>
<td>Madeleine Scammell</td>
<td>PRESIDENT</td>
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<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Marcos Luna</td>
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</table>
## HIGHEST PAID EMPLOYEES

**FISCAL YEAR 2023**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Sara Arman</td>
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<td>$107,953</td>
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</tr>
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<td>Maria Belen Power</td>
<td>ASSOCIATE EX</td>
<td>$103,359</td>
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<td>$0</td>
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</table>
## Paid Preparers
### FISCAL YEAR 2023

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>ANSTISS &amp; CO PC</td>
<td>042917204</td>
<td>6 OMNI WAY STE 201, CHELMSFORD MA 018244187</td>
<td>9784522500</td>
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</table>

## Paid Preparers
### FISCAL YEAR 2022

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
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</thead>
<tbody>
<tr>
<td>ANSTISS &amp; CO PC</td>
<td>042917204</td>
<td>6 OMNI WAY SUITE 201, CHELMSFORD MA 018244141</td>
<td>9784522500</td>
</tr>
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## Paid Preparers
### FISCAL YEAR 2021

<table>
<thead>
<tr>
<th>Firm Name</th>
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<th>Firm Address</th>
<th>Firm Phone</th>
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</thead>
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<td>6 OMNI WAY SUITE 201, CHELMSFORD MA 018244141</td>
<td>9784522500</td>
</tr>
</tbody>
</table>
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
Guidestar Pro Report
July 19, 2024

GreenRoots Inc

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, Not transgender
- Sexual Orientation: Heterosexual or Straight
- Disability Status: Person without a disability

Race & Ethnicity

- Board Members: 9
- Staff: 27
- Senior Staff: 4

- Asians/Asian American: 0% Board, 0% Staff, 0% Senior Staff
- Blacks/African American: 0% Board, 0% Staff, 0% Senior Staff
- Hispanic/Latino/Latinx: 0% Board, 0% Staff, 0% Senior Staff
- Middle Eastern North African: 0% Board, 0% Staff, 0% Senior Staff
- Native American/Alaskan: 0% Board, 0% Staff, 0% Senior Staff
- Native Hawaiian/Pacific Islander: 0% Board, 0% Staff, 0% Senior Staff
- White/Caucasian/European: 63% Board, 63% Staff, 76% Senior Staff
- Multi-racial/Other: 0% Board, 0% Staff, 0% Senior Staff

Gender Identity

- Board Members: 9
- Staff: 27
- Senior Staff: 4

- Female: 66% Board, 63% Staff, 76% Senior Staff
- Male: 5% Board, 26% Staff, 25% Senior Staff
- Non-binary: 9% Board, 4% Staff, 6% Senior Staff
- People who prefer to identify with another gender identity: 0% Board, 0% Staff, 0% Senior Staff
- Unknown or decline to state: 6% Board, 7% Staff, 3% Senior Staff

Transgender Identity

- Board Members: 9
- Staff: 27
- Senior Staff: 4

- Transgender: 0% Board, 0% Staff, 0% Senior Staff
- Not transgender: 85% Board, 93% Staff, 96% Senior Staff
- People who prefer to identify with another gender identity: 0% Board, 0% Staff, 0% Senior Staff
- Unknown or decline to state: 11% Board, 7% Staff, 11% Senior Staff

Sexual Orientation

- Board Members: 9
- Staff: 27
- Senior Staff: 4

- Gay, Lesbian, Bisexual: 11% Board, 26% Staff, 26% Senior Staff
- Heterosexual or Straight: 85% Board, 74% Staff, 74% Senior Staff
- People who prefer to identify with another sexual orientation: 0% Board, 0% Staff, 0% Senior Staff
- Unknown or decline to state: 0% Board, 0% Staff, 0% Senior Staff

Disability

- Board Members: 9
- Staff: 27

- Person with a disability: 100% Board, 0% Staff, 0% Senior Staff
- Person without a disability: 0% Board, 100% Staff, 100% Senior Staff
- Unknown or decline to state: 0% Board, 0% Staff, 0% Senior Staff
# Appendix

## Key Documents

<table>
<thead>
<tr>
<th>IRS Forms 990</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2023 990</td>
<td></td>
</tr>
<tr>
<td>2022 990</td>
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</tr>
<tr>
<td>2020 990</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>IRS Forms 990T</th>
<th>Not Available</th>
</tr>
</thead>
</table>

- Audited Financial Statements
  - 2022 Audited Financial Statement
  - 2020 Audited Financial Statement

## Key Organization Documents

- Letter of Determination
- Key Revenue & Expense Data from Form 990
- Key Balance Sheet Data from Form 990
**GREENROOTS INC**

*Aka GreenRoots/RaícesVerdes*

90 Everett Ave Floor 3 Suite 10  
Chelsea, MA 02150

- **Foundation Status Code:** PC*  
- **Public charity described in section 509(a)(1) or (2)**

### IRS Publication 78 Details

<table>
<thead>
<tr>
<th>Organization name</th>
<th>Location</th>
<th>Most recent IRS Publication 78</th>
</tr>
</thead>
<tbody>
<tr>
<td>Greenroots Inc.</td>
<td>Chelsea, MA</td>
<td>July 2024</td>
</tr>
</tbody>
</table>

- **Deductibility status description:** A public charity (50% deductibility limitation).

### IRS Business Master File Details

<table>
<thead>
<tr>
<th>Organization name</th>
<th>Most recent IRS BMF</th>
<th>Reason for Non-Private Foundation Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>GREENROOTS INC</td>
<td>July 09 2024</td>
<td>Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)</td>
</tr>
</tbody>
</table>

- **IRS subsection:** This organization is a 501(c)(3) Public Charity

- **Ruling date:** 09/2016

- **Foundation Code Description:** Organization which receives a substantial part of its support from a governmental unit or the general public

- **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. Note that this code cannot be derived in some cases (e.g., supporting organizations for which ‘type’ can’t be determined).

* 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).

IR Revenue Procedure 2011-35 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.

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

- **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** contains 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.

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