



# Forever Our Rivers Foundation

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EIN: 81-3496752  
Report Generated on: 03/28/2024

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# Forever Our Rivers Foundation

 GRAND JUNCTION, CO

 <https://www.foreverourrivers.org/>

 970-275-9712

 [View GuideStar Profile](#)



## MISSION

The mission of Forever Our Rivers is to improve the health and vitality of rivers through community-inspired projects.

## EIN

81-3496752

## RULING YEAR

2016

## IRS SUBSECTION

501(c)(3) Private Nonoperating Foundation

## FOUNDING YEAR

2016

## MAIN ADDRESS

PO BOX 1952  
CRESTED BUTTE, CO  
81224

## AFFILIATION TYPE

Independent Organization

## CONTACT

Ann Johnston, Executive Director  
[ann@foreverourrivers.org](mailto:ann@foreverourrivers.org)

## EXECUTIVE DIRECTOR

Ann Johnston

## BOARD CHAIR

Tim Carlson

## SUBJECT AREA

Environmental justice

Groundwater

Rivers and lakes

Water conservation

Wetlands

Aquatic wildlife protection

Endangered species protection

Invasive plant species

Forest management

Nature education

Foundations

## NTEE Code

Private Grantmaking Foundations (T20)

PROGRAMS

1. Southwest Rivers Grants  
Population(s) served:Ethnic and racial groups

2. Community Grants  
Population(s) served:Ethnic and racial groups, Families

POPULATIONS SERVED

- 1. Children and youth
- 2. Adults
- 3. Ethnic and racial groups
- 4. Economically disadvantaged people
- 5. At-risk youth

COMPLIANCE

✓ IRS Pub 78 Verified as of March 2024

TRANSPARENCY MEASURES

- ✓ Board Practices Reported?
- ✓ Diversity Data Reported?

# Programs & Results

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## PROGRAMS

Source: Self-Reported by Organization,  
October 2023

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### Southwest Rivers Grants

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

Established in partnership with the Walton Family Foundation and leveraged with contributions from our individual and business partners, the Southwest Rivers Grants are dedicated to monitoring and maintaining the Dolores, Escalante, Gila and Verde Rivers. These grants are vital, protecting the legacy of decades of river restoration undertaken by communities that live along these rivers. These grants and contributors are committed to supporting these iconic places' long-term health and resilience.

Grants are invitation only.

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### Community Grants

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

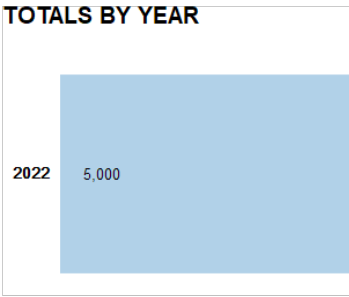
Launched in 2018, our Community Grants are focused on improving wetlands and wildlife habitat and sustaining functional flows. Community Grants are also focused on connecting communities to their rivers. We are committed to deepening relationships with marginalized communities so that we can help create space and opportunity for excluded groups who want to protect rivers in their communities.

Grants are invitation only.

RESULTS

Acres of natural habitat restored

*This metric is no longer tracked.*



Population(s) Served: No target populations selected

Related program:

## CHARTING IMPACT

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### What is the organization aiming to accomplish?

Our goal is simple: keep rivers flowing. There are many projects are in the works right now, including stream-side restoration in Utah, improved habitat for the endangered Southwestern Willow Flycatcher in Arizona and enhanced wetland function in Colorado.

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

The people behind Forever Our Rivers are entrepreneurs and connectors, creatively working to impact river health through the development of broad-based and sustainable revenue streams.

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

We now have two staff members and are actively working to expand our board.

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

We have established some solid partnerships with both corporate and river health partners. We have retained over 75% of our charter partners. Two staff members have been employed and FORF has updated some databases and software to offer better administrative support.

# Financials

FISCAL YEAR START: 01/01 FISCAL YEAR END: 12/31

## Revenue & Expenses

Revenue	2022
Net Investment Income	\$31,467
Adjusted Net Income	\$0
Total Revenue	\$971,139
Expenses	
Total Operating & Admin Expenses	\$330,770
Contributions, Gifts, Grants Paid	\$215,358
Total Expenses & Disbursements	\$546,128
Compensation of Officers, Directors, Trustees	\$0
Functional Expenses	
Accounting Fees	\$13,227
Interest Expense	\$0
Legal Fees	\$0
Other Professional Fees	\$0
Pension Plans/Employee Benefits	\$10,202
Printing & Publications	\$0

## Balance Sheet

Assets	2022
Assets: Cash & Equivalent	\$542,642
Assets: Investments, US & State Government	\$0
Assets: Investments, Corporate Stock	\$0
Assets: Investments, Corporate Bonds	\$0
Assets: Investments, Other	\$887,428
Assets: Land, Buildings and Equipment	\$0
Assets: Other	\$0
Assets: Total Assets (FMV)	\$1,880,070
Liabilities	
Total Liabilities:	\$9,498
Fund Balance	
Fund Balance/Net Assets:	\$1,870,572

☒ ['Key Revenue & Expense Data from Form 990'](#)

☒ ['Key Balance Sheet Data from Form 990'](#)

**BOARD CHAIR**

Tim Carlson

Retired

Term: 2018 -

# Operations

Source: Self-Reported by Organization, October 2023

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## **EXECUTIVE DIRECTOR**

Ann Johnston

Ann joins Forever Our Rivers after 15 years in land and water conservation. During her tenure as executive director of Crested Butte Land Trust, the organization tripled its operating capacity and achieved national accreditation. She completed several award-winning river restoration projects and was instrumental in bringing together diverse viewpoints to resolve a 30-year conflict over the use and protection of Snodgrass Mountain. Ann later served as the Russian River program manager for the Sonoma Land Trust. She was responsible for creating a land and water conservation strategy to protect the natural processes of the river while meeting social and economic needs. Ann is serving her second term as commissioner for the Land Trust Accreditation Commission. Within the commission, Ann serves on the Governance Committee. Prior to that, she served an appointment by Colorado's governor to the Conservation Easement Oversight Commission.



# Officers, Directors, Trustees, Foundation Managers

FISCAL YEAR 2021

Name	Title	Compensation	Benefits/Deferred Compensation	Expense Account, Other
Joe Neuhoﬀ	Executive Director	\$51,477	\$0	\$0
Tim Carlson	Dir, Pres Sec'y	\$0	\$0	\$0
Robyn Paulekas	Dir, Treas	\$0	\$0	\$0
Donna D'angelo Morrall	Director	\$0	\$0	\$0
Jim Francis	Director	\$0	\$0	\$0
Chip Norton	Director	\$0	\$0	\$0
Steve Ayers	Director	\$0	\$0	\$0

Officers, Directors, Trustees, Foundation Managers

FISCAL YEAR 2020

Name	Title	Compensation	Benefits/Deferred Compensation	Expense Account, Other
Joe Neuhof	Executive Director	\$93,000	\$3,227	\$0
Tim Carlson	Director, Pres	\$0	\$0	\$0
Rob White	Dir, VP, Treas	\$0	\$0	\$0
Donna D'angelo Morrall	Director	\$0	\$0	\$0
Jim Francis	Director	\$0	\$0	\$0
Chip Norton	Director	\$0	\$0	\$0
Steve Ayers	Director	\$0	\$0	\$0
Robyn Paulekas	Director	\$0	\$0	\$0

Officers, Directors, Trustees, Foundation Managers

FISCAL YEAR 2019

Name	Title	Compensation	Benefits/Deferred Compensation	Expense Account, Other
Joe Neuhof	Executive Director	\$21,900	\$0	\$0
Tim Carlson	Director, Pres	\$0	\$0	\$0
Terry Harper	Director, V Pres	\$0	\$0	\$0
Donna D'angelo Morrall	Director, Treas	\$0	\$0	\$0
Chip Norton	Director, V-Pres	\$0	\$0	\$0
Steve Ayers	Director	\$0	\$0	\$0
Jim Francis	Director	\$0	\$0	\$0
Rob White	Director	\$0	\$0	\$0

Officers, Directors, Trustees, Foundation Managers

FISCAL YEAR 2018

Name	Title	Compensation	Benefits/Deferred Compensation	Expense Account, Other
Tim Carlson	President	\$0		
Stacey Beaugh	SECRETARY/TREAS	\$0		
Chip Norton	Vice President	\$0		
Steve Ayers	Director	\$0		
Margaret Bowman	Director	\$0		

HIGHEST PAID EMPLOYEES

FISCAL YEAR 2021

Name	Title	Compensation	Benefits/Deferred Compensation	Expense Account, Other
Joe Neuhof	Executive Diretor	\$51,477	\$2,547	\$0

HIGHEST PAID EMPLOYEES

FISCAL YEAR 2020

Name	Title	Compensation	Benefits/Deferred Compensation	Expense Account, Other
Joe Neuhof	Executive Diretor	\$93,000	\$0	\$0

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?

No

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

### Race & Ethnicity

No data

### Gender Identity

### Transgender Identity

No data

### Sexual Orientation

No data

### Disability

No data.

We do not display staff or senior staff disability information for organizations with fewer than 15 staff.

## Equity Strategies *Last Updated: 10/12/2022*

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.
- ✓ We have long-term strategic plans and measurable goals for creating a culture such that one's race identity has no influence on how they fare within the organization.

### Policies and processes

- ✓ We use a vetting process to identify vendors and partners that share our commitment to race equity.
- ✓ We have a promotion process that anticipates and mitigates implicit and explicit biases about people of color serving in leadership positions.
- ✓ 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="#">2022 990</a>
	<a href="#">2021 990</a>
	<a href="#">2021 990</a>
	<a href="#">2020 990</a>
	<a href="#">2019 990</a>
IRS Forms 990T	Not Available
Audited Financial Statements	<a href="#">2021 Audited Financial Statement</a>
Key Organization Documents	<a href="#">'Key Revenue &amp; Expense Data from Form 990'</a>
	<a href="#">'Key Balance Sheet Data from Form 990'</a>

Forever Our Rivers Foundation

PO Box 1952  
Crested Butte, CO 81224

✓ Foundation Status Code: PF\*

✓ Private non-operating foundation (section 509(a))

IRS Publication 78 Details

Organization name  
Forever Our Rivers Foundation

Location  
Grand Jct, CO

Most recent IRS Publication 78  
March 2024

EIN  
81-3496752

Deductibility status description  
A private foundation (30% deductibility limitation, generally).

Verified with most recent Internal Revenue Bulletin  
March 25, 2024

✓ IRS Pub 78 verified

IRS Business Master File Details

Organization name  
FOREVER OUR RIVERS FOUNDATION

Most recent IRS BMF  
March 12 2024

Reason for Non-Private Foundation Status  
Only applies to 501(c)(3) public charities

EIN  
81-3496752

IRS subsection  
This organization is a 501(c)(3) Private Nonoperating Foundation

Ruling date  
10/2016

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.