Protectors of the Endangered

CONTENTS

EIN: 85-0607724
Report Generated on: 06/17/2024

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## Protectors of the Endangered

**Charlotte, NC**  
https://www.protectorsoftheendangered.org/  
(323)842-8535

### MISSION
To improve children’s literacy while inspiring young learners to protect each other and our planet.

### EIN
85-0607724

### RULING YEAR
2020

### IRS SUBSECTION
501(c)(3) Public Charity

### FOUNDING YEAR
2020

### MAIN ADDRESS
2901 Hillsdale Ave  
Charlotte, NC  
28209

### AFFILIATION TYPE
Independent Organization

### FOUNDER
Mike Deeney

### BOARD CHAIR
Kathleen Alcorn

### SUBJECT AREA
- Arts and culture
- Education
- Environment

### NTEE Code
Education N.E.C. (B99)

### CONTACT
Mike Deeney, Founder  
mike@protectorsoftheendangered.org
PROGRAMS

1. Home Libraries
   Population(s) served:

2. Book Clubs
   Population(s) served: At-risk youth, Economically disadvantaged people,
   At-risk youth, Economically disadvantaged people

3. Summer Camps
   Population(s) served:

POPULATIONS SERVED

1. Economically disadvantaged people
2. At-risk youth

COMPLIANCE

☑️ IRS Pub 78 Verified as of June 2024
☑️ IRS BMF 509(a) (1) as of June 10, 2024
   Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)

TRANSPARENCY MEASURES

☑️ Board Practices Reported?
☑️ Diversity Data Reported?
Programs & Results

PROGRAMS

Source: Self-Reported by Organization, April 2024

Home Libraries

Population(s) Served: n/a

We provide free copies of the Avery and Masa chapter book series for our young learners. They are encouraged to take their books home and Build a Home Library. We promote at-home literacy, a joy of reading, and starting a book collection.

Book Clubs

Population(s) Served: n/a

Our organization facilitates weekly Book Clubs with 3rd-grade students throughout the entire school year. We provide an original chapter book series that aligns with common core standards, emphasizes STEAM education, and engages students with original music. Our literacy-focused book clubs have witnessed significant growth in reading proficiency scores. In the 2021-2022 school year, scores increased from 17% to 40.8%, and in the 2022-2023 100% of students either passed the EOG and/or exceeded their growth literacy goals demonstrating the positive impact of our programs on students' literacy skills and academic achievement.

Summer Camps

Population(s) Served: n/a

We bridge the summer literacy gap, inspire mentorship, and celebrate our community partners.
RESULTS

Number of students showing improvement in test scores

<table>
<thead>
<tr>
<th>TOTALS BY YEAR</th>
<th>2023</th>
<th>2022</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>75</td>
<td>75</td>
<td>100</td>
</tr>
</tbody>
</table>

Population(s) Served: No target populations selected

Related program: Book Clubs

Notes: Book Club students will improve their reading proficiency scores and Growth goals. Growth will be measured by analyzing Students' Beginning-of-Grade Exam Results Compared to the Student's End-Grade.

Number of students who demonstrate improved overall literacy

<table>
<thead>
<tr>
<th>TOTALS BY YEAR</th>
<th>2023</th>
<th>2022</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>75</td>
<td>75</td>
<td>100</td>
</tr>
</tbody>
</table>

Population(s) Served: No target populations selected

Related program: Book Clubs

Notes: At least 60% of students enrolled in Book club will score a 3 or above on the EOG and/or meet their Reading Projection Growth Goal.

Number of children achieving language and literacy proficiency

<table>
<thead>
<tr>
<th>TOTALS BY YEAR</th>
<th>2023</th>
<th>2022</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>75</td>
<td>75</td>
<td>100</td>
</tr>
</tbody>
</table>

Population(s) Served: No target populations selected

Related program: Book Clubs

Notes: Proficiency will be Measured by identifying the number of students who are considered to be Proficient (3) or College and Career Ready (4,5) as measured by the EOG NC exam.

Number of children who have emerging literacy skills such as beginning letter recognition and phonological awareness, story comprehension, and use of writing materials.

<table>
<thead>
<tr>
<th>TOTALS BY YEAR</th>
<th>2023</th>
<th>2022</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>14,445</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Population(s) Served: No target populations selected

Related program: Home Libraries

Notes: from 2020-2024 We have provide a total 14,445 chapter books to promote high interest reading engagement, at-home literacy, and empowering a joy for learning.
CHARTING IMPACT

What is the organization aiming to accomplish?

The mission of Protectors of the Endangered is to protect children’s literacy and inspire young learners to further their commitment to educational excellence through three core impact programs: Book Clubs, Home Libraries, and Summer Camps.

Our goal is to serve all Title 1 schools within the CMS school system in Charlotte, NC and provide community outreach through key partnerships.

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

Our strategy for our core Impact Programs is implemented into a year round approach and intersect to provide a consistent service.

1. Book Clubs: Book clubs play a crucial role in fostering a love for reading and critical thinking among children. The Protectors book clubs bring 3rd-grade students together to discuss books, share their thoughts, and learn from each other. With the grant’s support, they plan to establish additional book clubs in more Title I schools and enhance existing ones, allowing them to reach more young readers. These clubs not only improve literacy but also encourage a sense of community among participants.

2. Home Libraries: Access to books is fundamental to fostering a love for reading and learning. By providing resources for the creation of new libraries and the enhancement of existing ones, they aim to give children in low-income areas access to a world of knowledge, imagination, and possibilities. Our literacy program foundation is based on the original Avery and Masa Chapter Book series.

3. Summer Camps: Protectors of the Endangered hosts free week-long summer camps that are designed to be both educational and fun, offering a safe and enriching environment for children during their summer break. These summer camps accommodate children from disadvantaged backgrounds and ensure that even more children have resources to help bridge the summer literacy gap.
# Financials

Source: Self-Reported by Organization, April 2024

**FISCAL YEAR START:** Jan/01  
**FISCAL YEAR END:** Dec/31

## Revenue & Expenses

### Revenue

<table>
<thead>
<tr>
<th>Source</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions, gifts, and grants</td>
<td>$50,145</td>
</tr>
<tr>
<td>Program service revenue including government fees and contracts</td>
<td>$0</td>
</tr>
<tr>
<td>Membership Dues</td>
<td>$0</td>
</tr>
<tr>
<td>Net Income from Special Events</td>
<td>$0</td>
</tr>
<tr>
<td>Other Revenue Amount</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$50,145</strong></td>
</tr>
</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th>Category</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program</td>
<td>$37,951</td>
</tr>
<tr>
<td>Administration</td>
<td>$10,404</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$0</td>
</tr>
<tr>
<td>Payments to Affiliates</td>
<td>$0</td>
</tr>
<tr>
<td>Other Expense</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$48,356</strong></td>
</tr>
</tbody>
</table>

## ASSETS AND LIABILITIES

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Assets</td>
<td>$2,736</td>
</tr>
<tr>
<td>Total Liabilities</td>
<td>$1,808</td>
</tr>
<tr>
<td><strong>Net Assets or Fund Balance at the end of year</strong></td>
<td><strong>$928</strong></td>
</tr>
</tbody>
</table>
Operations

Source: Self-Reported by Organization, April 2024

FOUNDER
Mike Deeney

BOARD CHAIR
Kathleen Alcorn

BOARD MEMBERS
Michael Deeney
Protectors of the Endangered
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?

Yes
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**: Multi-Racial/Multi-Ethnic (2+ races/ethnicities)
- **Gender Identity**: Male, Not transgender
- **Sexual Orientation**: Heterosexual or Straight
- **Disability Status**: Person without a disability

### Race & Ethnicity

<table>
<thead>
<tr>
<th>Category</th>
<th>Board Members</th>
<th>Staff</th>
<th>Senior Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian/Asian American</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Hispanic/Latino/Latinx</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Middle Eastern/North African</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Native American/American Indian/Alaska Native</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>White/Caucasian/European</td>
<td>33%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Multi-Racial/Multi-Ethnic (2+ races/ethnicities)</td>
<td>67%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>People who prefer to identify with another race or ethnicity</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Unknown or decline to state</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

### Gender Identity

<table>
<thead>
<tr>
<th>Category</th>
<th>Board Members</th>
<th>Staff</th>
<th>Senior Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>23%</td>
<td>60%</td>
<td>10%</td>
</tr>
<tr>
<td>Male</td>
<td>67%</td>
<td>36%</td>
<td>50%</td>
</tr>
<tr>
<td>Non-binary</td>
<td>0%</td>
<td>6%</td>
<td>5%</td>
</tr>
<tr>
<td>People who prefer to identify with another gender identity</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Unknown or decline to state</td>
<td>0%</td>
<td>6%</td>
<td>6%</td>
</tr>
</tbody>
</table>

### Transgender Identity

<table>
<thead>
<tr>
<th>Category</th>
<th>Board Members</th>
<th>Staff</th>
<th>Senior Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transgender</td>
<td>0%</td>
<td>100%</td>
<td>0%</td>
</tr>
<tr>
<td>People who prefer to identify with another gender identity</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Unknown or decline to state</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

### Sexual Orientation

<table>
<thead>
<tr>
<th>Category</th>
<th>Board Members</th>
<th>Staff</th>
<th>Senior Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gay, Lesbian, Bisexual</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Heterosexual or Straight</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>People who prefer to identify with another sexual orientation</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Unknown or decline to state</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

### Disability

<table>
<thead>
<tr>
<th>Category</th>
<th>Board Members</th>
<th>Staff</th>
<th>Senior Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Person without a disability</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>
We do not display staff or senior staff disability information for organizations with fewer than 15 staff.
Equity Strategies  Last Updated: 10/13/2023

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 disaggregate data by demographics, including race, in every policy and program measured.

✅ 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 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 measure and then disaggregate job satisfaction and retention data by race, function, level, and/or team.

✅ 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

<table>
<thead>
<tr>
<th>Description</th>
<th>availability</th>
</tr>
</thead>
<tbody>
<tr>
<td>IRS Forms 990</td>
<td>Not Available</td>
</tr>
<tr>
<td>IRS Forms 990T</td>
<td>Not Available</td>
</tr>
<tr>
<td>Audited Financial Statements</td>
<td>Not Available</td>
</tr>
<tr>
<td>Key Organization Documents</td>
<td>Not Available</td>
</tr>
</tbody>
</table>
Protectors of the Endangered

2901 Hillsdale Ave
Charlotte, NC 28209

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

IRS Publication 78 Details

Organization name
Protectors of the Endangered

Location
Charlotte, NC

Most recent IRS Publication 78
June 2024

EIN
85-0607724

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

Verified with most recent Internal Revenue Bulletin
June 17, 2024

IRS Business Master File Details

Organization name
PROTECTORS OF THE ENDANGERED

Most recent IRS BMF
June 10 2024

EIN
85-0607724

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

Ruling date
04/2020

Foundation Code
15

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. 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 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.