

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form 990

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form990 for instructions and the latest information.

2024

Open to Public Inspection

A For the 2024 calendar year, or tax year beginning **SEP 1, 2024** and ending **AUG 31, 2025**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization NATIONAL WILDLIFE FEDERATION		D Employer identification number 53-0204616
	Doing business as		E Telephone number 703-438-6000
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	
	11100 WILDLIFE CENTER DRIVE		G Gross receipts \$ 132,714,624.
	City or town, state or province, country, and ZIP or foreign postal code RESTON, VA 20190		
F Name and address of principal officer: COLLIN O' MARA SAME AS C ABOVE		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No	
J Website: WWW.NWF.ORG		If "No," attach a list. See instructions	
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other		H(c) Group exemption number	
L Year of formation: 1939		M State of legal domicile: DC	

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: UNITE ALL AMERICANS TO ENSURE WILDLIFE THRIVES IN A RAPIDLY CHANGING WORLD.		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	35
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	35
	5 Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5	505
	6 Total number of volunteers (estimate if necessary)	6	4000
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	-1,838.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	131,967,853.	109,477,121.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	8,033,167.	8,453,107.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	13,638,292.	2,759,893.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	2,765,295.	3,371,478.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	156,404,607.	124,061,599.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	20,097,880.	16,718,113.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	0.	0.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	50,123,084.	55,229,005.
	b Total fundraising expenses (Part IX, column (D), line 25)	184,655.	198,410.
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	8,895,325.	
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	56,552,743.	52,822,126.
19 Revenue less expenses. Subtract line 18 from line 12	126,958,362.	124,967,654.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	29,446,245.	-906,055.
	21 Total liabilities (Part X, line 26)	Beginning of Current Year	End of Year
	22 Net assets or fund balances. Subtract line 21 from line 20	178,912,382.	186,775,578.
		48,876,140.	53,713,988.
		130,036,242.	133,061,590.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer		Date		
	ISMAEL SAVADOGO, TREASURER & CFO Type or print name and title		Ismael Savadogo (Jul 7, 2026 09:08:06 EDT)		
Paid Preparer Use Only	Preparer's name	Preparer's signature	Date	Check if self-employed <input type="checkbox"/>	PTIN
	AARON FOX	AARON FOX	06/25/26		P01365820
Firm's name CBIZ ADVISORS, LLC			Firm's EIN 88-1478669		
Firm's address 1899 L STREET, NW #850 WASHINGTON, DC 20036			Phone no. (202) 227-4000		

May the IRS discuss this return with the preparer shown above? See instructions Yes No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III [X]

1 Briefly describe the organization's mission:

SEE SCHEDULE O

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 52,258,536. including grants of \$ 12,629,101.) (Revenue \$ 50,973.)

CONSERVATION PROGRAMS

AS A LEADING CONSERVATION ORGANIZATION, THE NATIONAL WILDLIFE FEDERATION IS ACTIVE ACROSS A BROAD ARRAY OF ISSUES. THE BREADTH OF OUR WORK REFLECTS THE BREADTH OF THREATS CONFRONTING FISH AND WILDLIFE AND IT HAS NEVER FELT MORE IMPORTANT AS TREASURED AND UNKNOWN SPECIES ALIKE FACE MOUNTING PRESSURES: HABITAT DEGRADATION AND FRAGMENTATION, THE SPREAD OF ZONOTIC DISEASES AND INVASIVE SPECIES, AND THE IMPACT FROM EXTREME WEATHER EVENTS MEAN MORE THAN ONE-THIRD OF ALL SPECIES IN THE UNITED STATES FACE AN INCREASED RISK OF EXTINCTION IN THE COMING DECADES.

4b (Code:) (Expenses \$ 31,810,755. including grants of \$ 4,089,012.) (Revenue \$ 7,560,176.)

EDUCATION OUTREACH & PUBLICATIONS

ECO-SCHOOLS HAD WIDESPREAD PARTICIPATION IN SCHOOL-BASED SUSTAINABILITY EFFORTS, WITH 452 SCHOOLS ACTIVELY ENGAGING ACROSS 68% OF U.S. STATES. THE PROGRAM ENGAGED OVER 36,400 STUDENTS IN NEARLY 1,400 STUDENT-LED ACTIONS FOCUSED ON ENERGY AND WATER CONSERVATION, WASTE REDUCTION, HABITAT CREATION, AND ENVIRONMENTAL AWARENESS. SCHOOLS REPORTED IMPROVEMENTS IN OUTDOOR LEARNING, GREEN SPACES, AND COMMUNITY RESILIENCE. ACTIONS INCLUDED CREATIVE PROJECTS LIKE POLLINATOR GARDENS AND UPCYCLING. SINCE THE PROGRAM'S INCEPTION, MORE THAN 6,000 SCHOOLS HAVE PARTICIPATED.

4c (Code:) (Expenses \$ 23,197,247. including grants of \$) (Revenue \$ 3,517,786.)

MEMBERSHIP & OTHER NATURE EDUCATION PROGRAMS

MEMBERSHIP EDUCATION PROGRAMS MAINTAIN AN ACTIVE, ENGAGED AND INFORMED MEMBERSHIP PROVIDING SUPPORTERS WITH THE INFORMATION AND INSPIRATION TO MAKE A DIFFERENCE IN THEIR OWN BACKYARDS, THEIR COMMUNITIES, AND ACROSS THE COUNTRY. NWF REACHES MILLIONS OF SUPPORTERS MONTHLY TO COMMUNICATE THE MOST PRESSING NEEDS FACING THE ENVIRONMENT TODAY - FROM PEOPLE BECOMING MORE DISCONNECTED FROM NATURE TO LOSS OF HABITAT AND THE IMPACTS OF CLIMATE CHANGE. THROUGH SUCH PUBLICATIONS AS NATIONAL WILDLIFE MAGAZINE, THE NWF WEBSITE, AND OTHER SOURCES OF INFORMATION, NWF IS EDUCATING OUR MEMBERSHIP BASE ON HOW NWF IS WORKING TO PROTECT WILDLIFE AND HABITAT. EVERY MONTH, THROUGH NATIONAL WILDLIFE MAGAZINE

4d Other program services (Describe on Schedule O.)

(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 107,266,538.

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Yes, No. Rows include questions 1 through 21 regarding organizational requirements and schedules A through I.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question number, Yes, No. Rows 22-38 covering various organizational requirements.

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V [X]

Table with 3 columns: Question number, Yes, No. Rows 1a-1c regarding Form 1096 and backup withholding rules.

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Table with columns for question number, question text, and Yes/No columns. Includes questions 2a through 17 regarding employee counts, tax returns, gross income, foreign accounts, prohibited transactions, and charitable contributions.

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI [X]

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include 1a (35), 1b (35), 2, 3, 4, 5, 6, 7a, 7b, 8a, 8b, 9.

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

Table with 3 columns: Question, Yes, No. Rows include 10a, 10b, 11a, 11b, 12a, 12b, 12c, 13, 14, 15a, 15b, 16a, 16b.

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed AL, AK, AR, CA, CO, CT, DC, FL, GA, HI, IL, KS
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection.
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) COLLIN O' MARA PRESIDENT & CEO	40.00			X			529,912.	0.	106,662.	
(2) BENJAMIN P. KOTA SECRETARY & COO	40.00			X			344,762.	0.	51,753.	
(3) ISMAEL SAVADOGO TREASURER & CFO	40.00			X			319,220.	0.	41,649.	
(4) MUSTAFA S. ALI EXECUTIVE VP CONSERVATION & JUSTICE	40.00				X		321,639.	0.	26,786.	
(5) THOMAS H. SELLERS CHIEF DEVELOPMENT OFFICER	40.00				X		316,948.	0.	24,825.	
(6) ELIZABETH M. BREAU SENIOR VP FOR PHILANTHROPY	40.00				X		230,177.	0.	46,163.	
(7) ROBIN MARTIN SENIOR VP OF PEOPLE	40.00					X	226,989.	0.	38,618.	
(8) CAROLINE V. ITOH SENIOR VP OPERATIONS & TECHNOLOGY	40.00					X	227,564.	0.	26,722.	
(9) CHANTE F. COLEMAN SENIOR VP EQUITY & JUSTICE	40.00					X	221,023.	0.	30,082.	
(10) HEATHER DAVIS-MILLER VP STRATEGIC PARTNERSHIPS	40.00					X	212,652.	0.	33,496.	
(11) THOMAS E. CLUDERAY ASST SECRETARY & GENERAL COUNSEL	40.00			X			211,937.	0.	19,977.	
(12) ABIGAIL TINSLEY VP CONSERVATION POLICY	40.00				X		204,775.	0.	25,735.	
(13) KIMBERLY D. MARTINEZ VP NATIONAL EDUCATION & ENGAGEMENT	40.00				X		201,612.	0.	16,076.	
(14) SARAH LASKIN VP CONSERVATION PROGRAMS	40.00				X		187,332.	0.	24,726.	
(15) ADRIENNE HOLLIS VP ENVIRONMENTAL JUSTICE	40.00					X	200,161.	0.	9,042.	
(16) SANDRA MIAO AVP MEMBERSHIP PROGRAMS	40.00				X		155,022.	0.	26,842.	
(17) TAMARA JOHNSON ASST TREASURER & CONTROLLER	40.00			X			159,816.	0.	19,981.	

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) FREDERICK KOWAL, CHAIR-ELECT UNTIL 06/25, CHAIR	3.00	X		X				0.	0.	0.
(19) JOHN ROBBINS, CHAIR UNTIL 06/25, IMM. PAST CHAIR	3.00	X		X				0.	0.	0.
(20) WILLIAM HOUSTON PAST CHAIR	3.00	X		X				0.	0.	0.
(21) REBECCA PRITCHETT EASTERN VICE CHAIR	3.00	X		X				0.	0.	0.
(22) ALLYN DUKES CENTRAL VICE CHAIR	3.00	X		X				0.	0.	0.
(23) BRAD POWELL WESTERN VICE CHAIR	3.00	X		X				0.	0.	0.
(24) MARK BERRY DIRECTOR	3.00	X						0.	0.	0.
(25) ARTHUR "BUTCH" BLAZER DIRECTOR	3.00	X						0.	0.	0.
(26) BOB BROWN DIRECTOR	3.00	X						0.	0.	0.
1b Subtotal								4,271,541.	0.	569,135.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								4,271,541.	0.	569,135.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 123

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3	X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	4	X
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>	5	X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
CDS GLOBAL, INC 1901 BELL AVE, DES MOINES, IA 50315	FULFILLMENT AND CONSULTING	1,942,040.
RWT PRODUCTION, LLC 8932 ORANGE HUNT LN, ANNANDALE, VA 22003	PRINT PROCUREMENT SERVICES	1,270,330.
FOREST INCENTIVES, LTD, 626 JACKSONVILLE RD, STE 150, WARMINSTER, PA 18974	FULFILLMENT AND CONSULTING	1,231,237.
ROCK DESIGN ASSOCIATES LLC 1215 VALLEY ROAD, BANNOCKBURN, IL 60015	DESIGN AND DOCUMENTATION	1,162,145.
UNIVERSITY OF WISCONSIN 21 N PARK ST, STE 6301, MADISON, WI 53715	CONSERVATION RESEARCH	535,000.

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization 37

SEE PART VII, SECTION A CONTINUATION SHEETS

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(27) CAROL BUIE-JACKSON DIRECTOR - UNTIL 06/25	3.00	X						0.	0.	0.
(28) BUZZ COBELL DIRECTOR	3.00	X						0.	0.	0.
(29) PRISCILLA DE LA CRUZ DIRECTOR	3.00	X						0.	0.	0.
(30) JOMAR FLOYD DIRECTOR	3.00	X						0.	0.	0.
(31) SCOTT GILMORE DIRECTOR - UNTIL 06/25	3.00	X						0.	0.	0.
(32) JOHN GOSS DIRECTOR	3.00	X						0.	0.	0.
(33) ANDREA KELLER HELSEL DIRECTOR	3.00	X						0.	0.	0.
(34) ARTHUR JOHNSON DIRECTOR	3.00	X						0.	0.	0.
(35) BRAD JOHNSON DIRECTOR	3.00	X						0.	0.	0.
(36) RANDY JONES DIRECTOR	3.00	X						0.	0.	0.
(37) BRIANNA JONES RICH DIRECTOR - UNTIL 06/25	3.00	X						0.	0.	0.
(38) KOALANI KAULUKUKUI-BARBEE DIRECTOR	3.00	X						0.	0.	0.
(39) JAY LANIER DIRECTOR	3.00	X						0.	0.	0.
(40) DAWN LEVEY DIRECTOR	3.00	X						0.	0.	0.
(41) CATHERINE NOVELLI DIRECTOR	3.00	X						0.	0.	0.
(42) MIGUEL ORDENANA DIRECTOR	3.00	X						0.	0.	0.
(43) DR. MAMIE PARKER DIRECTOR	3.00	X						0.	0.	0.
(44) STEVIE PARSONS DIRECTOR	3.00	X						0.	0.	0.
(45) SARA PARKER PAULEY DIRECTOR	3.00	X						0.	0.	0.
(46) SALLY RANNEY DIRECTOR	3.00	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

Table with 6 main columns: (A) Name and title, (B) Average hours per week, (C) Position, (D) Reportable compensation from the organization, (E) Reportable compensation from related organizations, (F) Estimated amount of other compensation. Rows include Bob Rees, Emily Schrader, Patty Schwalenberg, Rob Speidel, Rachel Sprague, Elizabeth Swisher, Gloria Tom, Benjamin Tuggle, Jeremy Vesbach, and Beth Viola.

Total to Part VII, Section A, line 1c

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a 29,586.				
	b	Membership dues	1b 8,315,532.				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e 17,203,877.				
	f	All other contributions, gifts, grants, and similar amounts not included above ...	1f 83,928,126.				
	g	Noncash contributions included in lines 1a-1f	1g \$ 4,022,684.				
	h	Total. Add lines 1a-1f		109477121.			
Program Service Revenue	2 a	SUBSCRIPTION REVENUE	Business Code 900099	8,315,532.	8,315,532.		
	b	REGISTRATION FEES	900099	130,114.	130,114.		
	c	HONORARIA	900099	7,350.	7,350.		
	d	AFFILIATE FEES	900099	111.	111.		
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f		8,453,107.			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		1,758,758.		-1,838.	1760596.
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties		1,331,625.			1331625.
	6 a	Gross rents	(i) Real	237,347.			
			(ii) Personal				
	b	Less: rental expenses ...	6b 209,709.				
	c	Rental income or (loss)	6c 27,638.				
	d	Net rental income or (loss)		27,638.			27,638.
	7 a	Gross amount from sales of assets other than inventory	(i) Securities	7a 7,174,100.			
			(ii) Other				
	b	Less: cost or other basis and sales expenses	7b 6,171,883.	1,082.			
c	Gain or (loss)	7c 1,002,217.	-1,082.				
d	Net gain or (loss)		1,001,135.			1001135.	
8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a					
b	Less: direct expenses	8b					
c	Net income or (loss) from fundraising events						
9 a	Gross income from gaming activities. See Part IV, line 19	9a					
b	Less: direct expenses	9b					
c	Net income or (loss) from gaming activities						
10 a	Gross sales of inventory, less returns and allowances		10a 4,946,179.				
b	Less: cost of goods sold	10b 2,270,351.					
c	Net income or (loss) from sales of inventory		2,675,828.	2,675,828.			
Miscellaneous Revenue	11 a	EQUITY LOSS IN SUBSIDIARY	Business Code 900099	-663,613.		-663,613.	
	b						
	c						
	d	All other revenue					
	e	Total. Add lines 11a-11d		-663,613.			
12	Total revenue. See instructions		124061599.	11128935.	-1,838.	3457381.	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX X

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	16,491,850.	16,491,850.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	226,263.	226,263.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	3,808,246.	1,608,985.	1,228,126.	971,135.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	38,429,303.	34,476,416.	3,146,103.	806,784.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	2,181,404.	1,966,723.	180,846.	33,835.
9 Other employee benefits	7,509,897.	6,554,757.	700,126.	255,014.
10 Payroll taxes	3,300,155.	2,834,833.	333,976.	131,346.
11 Fees for services (nonemployees):				
a Management				
b Legal	90,527.	77,313.	6,505.	6,709.
c Accounting	155,268.	131,931.	10,838.	12,499.
d Lobbying	265,552.	265,552.		
e Professional fundraising services. See Part IV, line 17	198,410.			198,410.
f Investment management fees	283,873.	245,664.	21,943.	16,266.
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	15,521,442.	13,599,812.	1,021,112.	900,518.
12 Advertising and promotion	1,539,349.	1,332,152.	118,992.	88,205.
13 Office expenses	14,783,013.	11,246,911.	701,065.	2,835,037.
14 Information technology	2,924,807.	2,531,128.	226,087.	167,592.
15 Royalties	422,881.	312,763.	15,604.	94,514.
16 Occupancy	1,664,588.	1,254,933.	361,882.	47,773.
17 Travel	1,785,486.	1,667,111.	94,562.	23,813.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	2,166,538.	1,903,570.	151,021.	111,947.
20 Interest	368,364.	318,782.	28,475.	21,107.
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,309,086.	986,921.	284,595.	37,570.
23 Insurance	80,088.	69,308.	6,191.	4,589.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a MAJOR PROGRAM MATERIALS	6,617,344.	4,875,151.		1,742,193.
b OTHER EXPENSES	1,356,789.	1,171,729.	107,947.	77,113.
c LIST RENTAL SERVICES	1,170,565.	865,749.	43,194.	261,622.
d TEXT/EDITORIAL	197,992.	157,617.	10,647.	29,728.
e All other expenses	118,574.	92,614.	5,954.	20,006.
25 Total functional expenses. Add lines 1 through 24e	124,967,654.	107,266,538.	8,805,791.	8,895,325.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input checked="" type="checkbox"/> X if following SOP 98-2 (ASC 958-720)	16,446,689.	7,734,994.	1,143,272.	7,568,423.

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

		(A)		(B)	
		Beginning of year		End of year	
Assets	1 Cash - non-interest-bearing	5,153,401.	1	15,278,547.	
	2 Savings and temporary cash investments	16,281,093.	2	12,508,404.	
	3 Pledges and grants receivable, net	50,177,373.	3	50,247,496.	
	4 Accounts receivable, net	1,257,284.	4	1,273,506.	
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5		
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6		
	7 Notes and loans receivable, net	0.	7	333,500.	
	8 Inventories for sale or use	1,757,667.	8	1,317,547.	
	9 Prepaid expenses and deferred charges	5,139,204.	9	3,461,469.	
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 32,594,893.			
	b Less: accumulated depreciation	10b 18,762,250.			
	11 Investments - publicly traded securities	14,348,077.	10c	13,832,643.	
	12 Investments - other securities. See Part IV, line 11	39,853,436.	11	41,085,752.	
	13 Investments - program-related. See Part IV, line 11	25,763,784.	12	28,106,707.	
	14 Intangible assets		13		
	15 Other assets. See Part IV, line 11	19,181,063.	14		
16 Total assets. Add lines 1 through 15 (must equal line 33)	178,912,382.	15	19,330,007.		
		16	186,775,578.		
Liabilities	17 Accounts payable and accrued expenses	11,342,525.	17	14,548,193.	
	18 Grants payable		18		
	19 Deferred revenue	12,087,159.	19	12,605,393.	
	20 Tax-exempt bond liabilities	9,197,134.	20	8,735,696.	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21		
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22		
	23 Secured mortgages and notes payable to unrelated third parties	0.	23	283,500.	
	24 Unsecured notes and loans payable to unrelated third parties		24		
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	16,249,322.	25	17,541,206.	
	26 Total liabilities. Add lines 17 through 25	48,876,140.	26	53,713,988.	
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.				
	27 Net assets without donor restrictions	44,132,908.	27	51,768,125.	
	28 Net assets with donor restrictions	85,903,334.	28	81,293,465.	
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.				
	29 Capital stock or trust principal, or current funds		29		
	30 Paid-in or capital surplus, or land, building, or equipment fund		30		
	31 Retained earnings, endowment, accumulated income, or other funds		31		
	32 Total net assets or fund balances	130,036,242.	32	133,061,590.	
33 Total liabilities and net assets/fund balances	178,912,382.	33	186,775,578.		

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	124,061,599.
2	Total expenses (must equal Part IX, column (A), line 25)	2	124,967,654.
3	Revenue less expenses. Subtract line 2 from line 1	3	-906,055.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	130,036,242.
5	Net unrealized gains (losses) on investments	5	4,577,756.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	318,628.
9	Other changes in net assets or fund balances (explain on Schedule O)	9	-964,981.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	133,061,590.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

		Yes	No
1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other		
If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		X
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:			
<input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	X	
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:			
<input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis			
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	X	
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	X	
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits	X	

Form 990 (2024)

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2024

Open to Public
Inspection

Name of the organization NATIONAL WILDLIFE FEDERATION	Employer identification number 53-0204616
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Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations
- g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	93029114.	92331434.	102135353	131967853	109477121	528940875
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	93029114.	92331434.	102135353	131967853	109477121	528940875
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						26446858.
6 Public support. Subtract line 5 from line 4.						502494017

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4	93029114.	92331434.	102135353	131967853	109477121	528940875
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	2208693.	3192524.	3178050.	3419153.	3329568.	15327988.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)		30,486.		482.		30,968.
11 Total support. Add lines 7 through 10						544299831
12 Gross receipts from related activities, etc. (see instructions)					12	81,583,832.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f))	14	92.32	%
15 Public support percentage from 2023 Schedule A, Part II, line 14	15	92.46	%
16a 33 1/3% support test - 2024. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input checked="" type="checkbox"/>
b 33 1/3% support test - 2023. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2024. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions			<input type="checkbox"/>

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions, merchandise sold or services performed; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 8 Public support.

Section B. Total Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; 10c Add lines 10a and 10b; 11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on; 12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.); 13 Total support.

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here

Section C. Computation of Public Support Percentage

Table with 2 columns: Line number, Percentage. Row 15: Public support percentage for 2024 (line 8, column (f), divided by line 13, column (f)) 15 %; Row 16: Public support percentage from 2023 Schedule A, Part III, line 15 16 %

Section D. Computation of Investment Income Percentage

Table with 2 columns: Line number, Percentage. Row 17: Investment income percentage for 2024 (line 10c, column (f), divided by line 13, column (f)) 17 %; Row 18: Investment income percentage from 2023 Schedule A, Part III, line 17 18 %

19a 33 1/3% support tests - 2024. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2023. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

Table with 3 columns: Question, Yes, No. Row 11: Has the organization accepted a gift or contribution from any of the following persons? Sub-rows 11a, 11b, 11c.

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? Row 2: Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization?

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)?

Section D. All Type III Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided? Row 2: Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? Row 3: By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year?

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). Sub-rows a, b, c. Row 2: Activities Test. Answer lines 2a and 2b below. Sub-rows a, b. Row 3: Parent of Supported Organizations. Answer lines 3a and 3b below. Sub-rows a, b.

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI). See instructions.
 All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	8
9	Distributable amount for 2024 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2024	(iii) Distributable Amount for 2024
1	Distributable amount for 2024 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2024 (reasonable cause required - explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2024		
a	From 2019		
b	From 2020		
c	From 2021		
d	From 2022		
e	From 2023		
f	Total of lines 3a through 3e		
g	Applied to under distributions of prior years		
h	Applied to 2024 distributable amount		
i	Carryover from 2019 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2024 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2024 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2024, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.		
6	Remaining underdistributions for 2024. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		
7	Excess distributions carryover to 2025. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2020		
b	Excess from 2021		
c	Excess from 2022		
d	Excess from 2023		
e	Excess from 2024		

Schedule A (Form 990) 2024

**Schedule B
(Form 990)**

(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Schedule of Contributors

Attach to Form 990, 990-EZ, or 990-PF.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

Name of the organization

NATIONAL WILDLIFE FEDERATION

Employer identification number

53-0204616

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

Name of organization NATIONAL WILDLIFE FEDERATION	Employer identification number 53-0204616
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	<hr/> <hr/> <hr/>	\$ <u>6,590,166.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	<hr/> <hr/> <hr/>	\$ <u>4,329,100.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	<hr/> <hr/> <hr/>	\$ <u>3,900,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	<hr/> <hr/> <hr/>	\$ <u>3,700,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	<hr/> <hr/> <hr/>	\$ <u>3,648,278.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	<hr/> <hr/> <hr/>	\$ <u>2,445,216.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization NATIONAL WILDLIFE FEDERATION	Employer identification number 53-0204616
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Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$ _____	_____
		\$ _____	_____
		\$ _____	_____
		\$ _____	_____
		\$ _____	_____
		\$ _____	_____
		\$ _____	_____

Name of organization NATIONAL WILDLIFE FEDERATION	Employer identification number 53-0204616
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Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) \$ _____
Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	

SCHEDULE C
(Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2024

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

For Organizations Exempt From Income Tax Under Section 501(c) and Section 527
Complete if the organization is described below. Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

If the organization answered "Yes" on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then:

- Section 501(c)(3) organizations: Complete Parts I-A and I-B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and I-C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then:

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes" on Form 990, Part IV, line 5 (Proxy Tax) (see separate instructions), or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then:

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization NATIONAL WILDLIFE FEDERATION	Employer identification number (EIN) 53-0204616
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.
- 2 Political campaign activity expenditures \$ _____
- 3 Volunteer hours for political campaign activities _____

Part I-B Complete if the organization is exempt under section 501(c)(3).

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 \$ _____
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 \$ _____
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Yes No
- 4a Was a correction made? Yes No
- b If "Yes," describe in Part IV.

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities \$ _____
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities \$ _____
- 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b \$ _____
- 4 Did the filing organization file Form 1120-POL for this year? Yes No
- 5 Enter the names, addresses, and EINs of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.

Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

- A** Check if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B** Check if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)														
b Total lobbying expenditures to influence a legislative body (direct lobbying)														
c Total lobbying expenditures (add lines 1a and 1b)														
d Other exempt purpose expenditures														
e Total exempt purpose expenditures (add lines 1c and 1d)														
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.														
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;">IF the amount on line 1e, column (a) or (b), is:</th> <th>THEN the lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	IF the amount on line 1e, column (a) or (b), is:	THEN the lobbying nontaxable amount is:	not over \$500,000	20% of the amount on line 1e.	over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	over \$17,000,000	\$1,000,000.		
IF the amount on line 1e, column (a) or (b), is:	THEN the lobbying nontaxable amount is:													
not over \$500,000	20% of the amount on line 1e.													
over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.													
over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.													
over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.													
over \$17,000,000	\$1,000,000.													
g Grassroots nontaxable amount (enter 25% of line 1f)														
h Subtract line 1g from line 1a. If zero or less, enter -0-														
i Subtract line 1f from line 1c. If zero or less, enter -0-														
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?	<input type="checkbox"/> Yes	<input type="checkbox"/> No												

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?	X		
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? ..	X		
c Media advertisements?		X	
d Mailings to members, legislators, or the public?		X	
e Publications, or published or broadcast statements?	X		10.
f Grants to other organizations for lobbying purposes?	X		44,667.
g Direct contact with legislators, their staffs, government officials, or a legislative body?	X		339,129.
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?	X		9,905.
i Other activities?		X	
j Total. Add lines 1c through 1i			393,711.
2a Did the activities in line 1 cause the organization to not be described in section 501(c)(3)?		X	
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

	Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?	1	
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
3 Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year?	3	

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No," OR (b) Part III-A, line 3, is answered "Yes."

1 Dues, assessments, and similar amounts from members	1	
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid):		
a Current year	2a	
b Carryover from last year	2b	
c Total	2c	
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditures next year?	4	
5 Taxable amount of lobbying and political expenditures. See instructions	5	

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions); and Part II-B, line 1. Also, complete this part for any additional information.

PART II-B, LINE 1, LOBBYING ACTIVITIES:

THE LOBBYING WORK OF THE NATIONAL WILDLIFE FEDERATION ADVANCES THE TAX-EXEMPT PURPOSES OF THE ORGANIZATION, FOCUSING ON ADDRESSING THE CHANGING CLIMATE; CONSERVING AND RESTORING LAND, WATER, AND WILDLIFE; ADDRESSING ENVIRONMENTAL INJUSTICES; AND CONNECTING COMMUNITIES TO NATURE. THE NATIONAL WILDLIFE FEDERATION DEVOTED \$393,710 OF ITS EXEMPT PURPOSE EXPENDITURES ATTEMPTING TO INFLUENCE LEGISLATION IN FISCAL YEAR 2025.

THE NATIONAL WILDLIFE FEDERATION (NWF) HELPED ADVANCE INITIATIVES SUCH AS:

Part IV Supplemental Information *(continued)*

- NEW, DEDICATED FEDERAL FUNDING FOR STATE FISH AND WILDLIFE AGENCIES AND TRIBES TO ENGAGE IN PROACTIVE SPECIES CONSERVATION WORK. HABITAT LOSS, THE CHANGING CLIMATE, INVASIVE SPECIES, AND EMERGING DISEASES HAVE ALL TAKEN A TOLL ON OUR NATION'S WILDLIFE. ONE-THIRD OF ALL U.S. WILDLIFE SPECIES ARE AT INCREASED RISK OF EXTINCTION. NWF AND ITS STATE AND TERRITORIAL AFFILIATES WORKED TO ADVANCE ADDITIONAL EFFORTS TO INVEST IN WILDLIFE CONSERVATION, INCLUDING MULTIPLE BIPARTISAN BILLS THAT PROTECT AND RESTORE OUR PUBLIC LANDS, WATERS, WILDLIFE HABITAT, AND WORKING LANDS.
- A PROPOSED TAX INCENTIVE TO PROVIDE A CREDIT FOR PROACTIVE CONSERVATION WORK CARRIED OUT BY PRIVATE LANDOWNERS ON THEIR PROPERTY.
- SUPPORT FOR THE HISTORIC INVESTMENTS IN CLIMATE SOLUTIONS, ENVIRONMENTAL JUSTICE, WILDLIFE, AND CONSERVATION INCLUDED IN THE INFLATION REDUCTION ACT OF 2022, INCLUDING EFFORTS TO RETAIN TAX INCENTIVES FOR CLEAN ENERGY DEVELOPMENT AND DEPLOYMENT;
- INCENTIVES AND OTHER POLICY REFORMS TO ENCOURAGE IMPROVED ELECTRICAL TRANSMISSION CAPACITY ON EXISTING INFRASTRUCTURE, AND RESPONSIBLE, TIMELY CONSTRUCTION OF NEW INFRASTRUCTURE TO CONNECT CLEAN, AFFORDABLE ENERGY TO THE NATIONAL POWER GRID.
- PROMOTING THE DEVELOPMENT AND DEPLOYMENT OF GEOTHERMAL ENERGY PRODUCTION TECHNOLOGIES;
- PROPER IMPLEMENTATION AND SUSTAINED FUNDING FOR WILDLIFE-FRIENDLY FARM BILL CONSERVATION PROGRAMS, AS WELL AS FAIRER DELIVERY OF U.S. DEPARTMENT OF AGRICULTURE FINANCIAL AND TECHNICAL ASSISTANCE;
- INCLUSION OF WILDLIFE-FRIENDLY POLICY UPDATES IN A PROPOSED 2026 FARM BILL;
- FUNDING TO BETTER MONITOR, RESEARCH, AND ADDRESS WILDLIFE DISEASES LIKE CHRONIC WASTING DISEASE AND OTHER ZOO NOTIC DISEASES;
- BETTER IDENTIFICATION AND PRESERVATION OF EXISTING ROUTES THAT WILDLIFE TRAVEL AND CONNECT FRAGMENTED HABITAT, INCLUDING ON TRIBAL LANDS;
- REAUTHORIZATION AND IMPROVEMENT OF DEPARTMENT OF TRANSPORTATION PROGRAMS THAT SUPPORT TERRESTRIAL AND AQUATIC WILDLIFE MOVEMENT ACROSS INFRASTRUCTURE BARRIERS AND IMPROVE THE RESILIENCE OF TRANSPORTATION INFRASTRUCTURE.
- THE ADOPTION OF NATURAL INFRASTRUCTURE SOLUTIONS AND IMPROVING TRANSPARENCY, COORDINATION, AND COST-EFFECTIVE PROJECT SELECTION IN THE ARMY CORPS OF ENGINEERS;
- IMPROVED FLOOD MONITORING, MITIGATION, AND RECOVERY FOR COMMUNITIES AND HABITATS ACROSS THE COUNTRY;
- REAUTHORIZATION OF KEY WATER INFRASTRUCTURE PROGRAMS WITH IMPROVEMENTS TO BETTER SERVE LOW-INCOME COMMUNITIES;
- THE REFORM OF THE NATIONAL FLOOD INSURANCE PROGRAM (NFIP) TO PROVIDE A FAIRER RETURN FOR TAXPAYERS AND BETTER PROTECT WILDLIFE AND OUR VULNERABLE COASTLINES AND WETLANDS;
- STRONGER WILDFIRE RESILIENCE MEASURES, INCLUDING INCREASED USE OF PRESCRIBED BURNS AND OTHER FOREST MANAGEMENT STRATEGIES;
- PRESERVING THE ABILITY OF FEDERAL GRAZING PERMIT HOLDERS TO VOLUNTARILY RETIRE GRAZING ALLOTMENTS TO PREVENT WILDLIFE-LIVESTOCK CONFLICT AND PROMOTE ECOLOGICAL RESTORATION;
- POLICIES THAT SUPPORT A FAIRER TRANSITION FOR FOSSIL FUEL-DEPENDENT COMMUNITIES, INCLUDING ECONOMIC REDEVELOPMENT AND RECLAMATION OF DEGRADED LAND AND WATER;
- THE REFORM OF THE RENEWABLE FUELS STANDARD IN WAYS THAT WOULD BETTER PROTECT WILDLIFE HABITAT IN THE FACE OF A CORN ETHANOL EXPANSION, INCLUDING BY PROMOTING ADVANCED BIOFUELS;
- FEDERAL INVESTMENT FOR CARBON CAPTURE AND UTILIZATION RESEARCH,

Part IV Supplemental Information (continued)

USAGE, AND STORAGE;

- THE CONSERVATION AND RESTORATION OF OUR NATION'S PUBLIC LANDS, WATERS, AND TREASURED NATURAL AREAS;
- THE RETENTION OF FEDERAL LANDS AND WATERS;
- INVESTMENTS IN MAINTENANCE AND STAFF RESOURCES ON FEDERAL LANDS MANAGED BY THE NATIONAL PARK SERVICE, U.S. FOREST SERVICE, BUREAU OF LAND MANAGEMENT, U.S. FISH AND WILDLIFE SERVICE, AND OTHER AGENCIES;
- IMPROVED ACCESS TO FEDERAL LANDS AND WATERS FOR USE BY HUNTERS, ANGLERS, AND OTHER RECREATIONAL USERS;
- A BIPARTISAN LEGISLATIVE PROPOSAL TO CREATE A NATIONAL GRASSLANDS CONSERVATION STRATEGY TO CONSERVE AND RESTORE DWINDLING NATIVE GRASSLANDS AND PREVENT FURTHER LOSSES;
- LEGISLATION TO ADDRESS IMPORTATION OF CERTAIN PRODUCTS RESULTING FROM ILLEGAL TROPICAL DEFORESTATION ACTIVITIES;
- DEFENDING BEDROCK ENVIRONMENTAL LAWS LIKE THE CLEAN WATER ACT, CLEAN AIR ACT, NATIONAL ENVIRONMENTAL POLICY ACT, ANTIQUITIES ACT, LACEY ACT, AND ENDANGERED SPECIES ACT.
- REFORMS TO RESPONSIBLY EXPEDITE PERMIT APPROVALS FOR VOLUNTARY ECOLOGICAL RESTORATION PROJECTS;
- OPPOSING USE OF THE CONGRESSIONAL REVIEW ACT TO RESCIND RULEMAKINGS AND OTHER FEDERAL ACTIONS, INCLUDING COMMUNITY-DRIVEN RESOURCE MANAGEMENT PLANS AND SCIENCE-BASED ENDANGERED SPECIES ACT LISTINGS;
- ENVIRONMENTAL EDUCATION FUNDING, SCHOOL GREENING, AND EFFORTS TO IMPROVE ENERGY EFFICIENCY AND GREEN SPACES AT SCHOOL FACILITIES;
- FUNDING TO ADVANCE REGIONAL ECOSYSTEM RESTORATION IN THE GREAT LAKES, CHESAPEAKE, COLUMBIA RIVER BASIN, EVERGLADES, UPPER PECOS RIVER, AND OTHER ECOSYSTEMS AROUND THE COUNTRY;
- A NON-REGULATORY INITIATIVE FOCUSED ON THE RESTORATION AND RESILIENCE OF THE MISSISSIPPI RIVER.
- A BIPARTISAN LEGISLATIVE PROPOSAL TO CREATE A NON-REGULATORY OHIO RIVER BASIN RESTORATION PROGRAM THAT WOULD COORDINATE FEDERAL INVESTMENTS IN RESTORATION OF THE OHIO RIVER AND ITS TRIBUTARIES;
- REFORM OF OUTDATED FEDERAL OIL AND GAS LEASING LAWS TO PROVIDE A FAIRER RETURN TO TAXPAYERS;
- SUPPORT FOR QUALIFIED FEDERAL NOMINEES TO BE CONFIRMED BY THE U.S. SENATE;
- THE ENVIRONMENTAL JUSTICE FOR ALL ACT AND RELATED PROPOSALS;
- SUPPORT FOR FEDERAL REGULATIONS THAT PROTECT AIR, WATER, AND PUBLIC HEALTH INCLUDING THE MERCURY AND AIR TOXICS STANDARDS, A SCIENCE-BASED WATERS OF THE UNITED STATES DEFINITION, AND THE FEDERAL ENDANGERMENT FINDING FOR CARBON DIOXIDE POLLUTION IN THE ATMOSPHERE.
- MEASURES TO ADDRESS PFAS CONTAMINATION IN OUR WATERS AND LANDS;
- PROMOTION OF THE RESPONSIBLE DEVELOPMENT OF A DOMESTIC OFFSHORE WIND ENERGY INDUSTRY;
- INDIVIDUALIZED EFFORTS TO RECOVER SPECIES LIKE BISON, BLACK-FOOTED FERRETS, WILD SALMON AND STEELHEAD;
- BEST PRACTICES FOR SITING FOR RENEWABLE ENERGY PROJECTS, OIL AND GAS INFRASTRUCTURE, CARBON CAPTURE, AND MINING PROJECTS.

SCHEDULE D
(Form 990)

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization **NATIONAL WILDLIFE FEDERATION** Employer identification number **53-0204616**

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).
 Preservation of land for public use (for example, recreation or education) Preservation of a historically important land area
 Protection of natural habitat Preservation of a certified historic structure
 Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included on line 2a	2c
d Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year _____

4 Number of states where property subject to conservation easement is located _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year _____

8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items.

(i) Revenue included on Form 990, Part VIII, line 1

(ii) Assets included in Form 990, Part X

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1

b Assets included in Form 990, Part X

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule D (Form 990) (Rev. 12-2024)

LHA 432051 01-02-25

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply).
- a Public exhibition
 - b Scholarly research
 - c Preservation for future generations
 - d Loan or exchange program
 - e Other _____
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

Part V Endowment Funds Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	14,757,137.	19,989,025.	18,229,555.	16,825,503.	13,031,106.
b Contributions	9,126,143.		1,689,499.	1,581,259.	3,664,009.
c Net investment earnings, gains, and losses	73,757.	115,033.	73,453.	2,241.	180,359.
d Grants or scholarships					
e Other expenditures for facilities and programs	445,397.	5,346,921.	3,482.	179,448.	49,971.
f Administrative expenses					
g End of year balance	23,511,640.	14,757,137.	19,989,025.	18,229,555.	16,825,503.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment 75.9832 %
 - b Permanent endowment 23.4001 %
 - c Term endowment .6167 %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|--|-----|----|
| (i) Unrelated organizations? | | X |
| (ii) Related organizations? | | X |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | | |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		4,636,639.		4,636,639.
b Buildings		12,780,638.	6,273,163.	6,507,475.
c Leasehold improvements		1,868,843.	1,187,405.	681,438.
d Equipment		12,279,193.	10,741,342.	1,537,851.
e Other		1,029,580.	560,340.	469,240.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				13,832,643.

Part VII Investments - Other Securities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests	-1,480,019.	END-OF-YEAR MARKET VALUE
(3) Other		
(A) INSTITUTIONAL COMINGLED		
(B) FUNDS	28,032,167.	END-OF-YEAR MARKET VALUE
(C) PRIVATE EQUITY FUNDS	1,554,559.	END-OF-YEAR MARKET VALUE
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))	28,106,707.	

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, line 13, col. (B))		

Part IX Other Assets

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1) RIGHT-OF-USE ASSET	6,475,858.
(2) CHARITABLE REMAINDER TRUSTS	470,180.
(3) CHARITABLE REMAINDER ANNUITIES	6,565,949.
(4) INTEREST IN PERPETUAL TRUST	5,290,562.
(5) POSTAGE ADVANCES	50,684.
(6) DEPOSITS	118,858.
(7) DUE FROM RELATED ENTITY	357,916.
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	19,330,007.

Part X Other Liabilities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) POST-RETIREMENT BENEFITS RESERVE	6,923,951.
(3) ANNUITY AND OTHER RESERVES	2,964,964.
(4) LEASE LIABILITY	7,652,291.
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	17,541,206.

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ...

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d		2e
3	Subtract line 2e from line 1		3
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b		4c
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d		2e
3	Subtract line 2e from line 1		3
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b		4c
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART V, LINE 4:

ENDOWMENT FUNDS ABOVE SUPPORT NATIONAL WILDLIFE FEDERATION'S CONSERVATION EDUCATION PROGRAMS AND ARE HELD IN ACCORDANCE WITH EACH DONOR'S STIPULATIONS AND WISHES CONCERNING VARIOUS ENVIRONMENTAL ISSUES. THE AMOUNT ABOVE ALSO CONTAINS INTERNALLY DESIGNATED FUNDS.

PART X, LINE 2:

THE FEDERATION REVIEWS AND ASSESSES ALL ACTIVITIES ANNUALLY TO IDENTIFY ANY CHANGES IN THE SCOPE OF THE ACTIVITIES AND REVENUE SOURCES AND THE TAX TREATMENT THEREOF TO IDENTIFY ANY UNCERTAINTY IN INCOME TAXES. FOR THE YEARS ENDED AUGUST 31, 2025 AND 2024, MANAGEMENT DID NOT IDENTIFY ANY UNCERTAINTY IN INCOME TAXES REQUIRING RECOGNITION OR DISCLOSURE IN THESE CONSOLIDATED FINANCIAL STATEMENTS. IT IS THE FEDERATION'S POLICY TO RECOGNIZE INTEREST AND/OR PENALTIES RELATED TO UNCERTAINTY IN INCOME TAXES, IF ANY, IN INCOME TAX OR INTEREST EXPENSE. THE FEDERATION'S TAX RETURNS ARE SUBJECT TO POSSIBLE EXAMINATION BY THE TAXING AUTHORITIES; HOWEVER, NO EXAMINATIONS ARE CURRENTLY PENDING OR IN PROGRESS.

Part II Grants and Other Assistance to Organizations or Entities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		SOUTH AMERICA	CONSERVATION ASSISTANCE	150,686.	WIRE	0.		
		SOUTH AMERICA	CONSERVATION ASSISTANCE	75,577.	WIRE	0.		

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax exempt 501(c)(3) organization by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter 2

3 Enter total number of other organizations or entities 0

Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see the Instructions for Form 926)* Yes No

- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see the Instructions for Forms 3520 and 3520-A; don't file with Form 990)* Yes No

- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect to Certain Foreign Corporations (see the Instructions for Form 5471)* Yes No

- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see the Instructions for Form 8621)* Yes No

- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see the Instructions for Form 8865)* Yes No

- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see the Instructions for Form 5713; don't file with Form 990)* Yes No

Part V Supplemental Information

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

PART I, LINE 2:

THE FEDERATION ASSESSES WHETHER ANY FOREIGN ENTITIES ARE CHARITABLE ORGANIZATIONS WITH A SIMILAR MISSION TO THE FEDERATION AND CAPABLE OF MEETING THE DELIVERABLES TO ACCOMPLISH OUR MISSION. WE ASK FOR PROPOSALS FROM GRANTEES AND ONCE WE ARE SATISFIED, WE ENGAGE IN WRITTEN AGREEMENTS AND CAREFULLY MONITOR THE GRANTEE TO ENSURE DELIVERABLES AND MILESTONES ARE MET SO THAT THE OVERALL MISSION OBJECTIVES ARE ACCOMPLISHED. WE ALSO VET GRANTEES FROM A COMPLIANCE AND RISK MANAGEMENT PERSPECTIVE. THE FEDERATION STAFF ROUTINELY ALSO WORK ALONG WITH GRANTEES TO MONITOR PROGRESS IN ADDITION TO REQUIRING REGULAR REPORTS BY THE GRANTEES, AMONG OTHER REQUIREMENTS.

PART I, LINE 3:

FOREIGN EXPENDITURES ARE ACCOUNTED FOR ON THE ACCRUAL BASIS.

PART II, LINE 1:

FOREIGN GRANTS ARE ACCOUNTED FOR ON THE ACCRUAL BASIS.

**SCHEDULE G
(Form 990)**

(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities
Complete if the organization answered "Yes" on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization **NATIONAL WILDLIFE FEDERATION** Employer identification number **53-0204616**

Part I Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

- 1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.
- a Mail solicitations
 - b Internet and email solicitations
 - c Phone solicitations
 - d In-person solicitations
 - e Solicitation of nongovernment grants
 - f Solicitation of government grants
 - g Special fundraising events
- 2 a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? Yes No
- b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
TELEFUND - 186 LINCOLN STREET, SUITE 100, BOSTON, MA MOORE, A SERIES LLC - 4200 PARLIAMENT PLACE, SUITE 300,	MEMBERSHIPS, PUBLIC ED, FUNDRAISING, AND STRATEGIC CONSULTING		X	1,235.	18,410.	-17,175.
			X	0.	180,000.	-180,000.
Total				1,235.	198,410.	-197,175.

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.
AL, AK, AR, CA, CO, CT, DC, FL, GA, HI, IL, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA, RI, SC, TN, VA, WA, WV, WI

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
		(event type)	(event type)	(total number)	(add col. (a) through col. (c))
Revenue	1	Gross receipts			
	2	Less: Contributions			
	3	Gross income (line 1 minus line 2)			
Direct Expenses	4	Cash prizes			
	5	Noncash prizes			
	6	Rent/facility costs			
	7	Food and beverages			
	8	Entertainment			
	9	Other direct expenses			
	10	Direct expense summary. Add lines 4 through 9 in column (d)			
11	Net income summary. Subtract line 10 from line 3, column (d)				

Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
		1	Gross revenue		
Direct Expenses	2	Cash prizes			
	3	Noncash prizes			
	4	Rent/facility costs			
	5	Other direct expenses			
6	Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	
7	Direct expense summary. Add lines 2 through 5 in column (d)				
8	Net gaming income summary. Subtract line 7 from line 1, column (d)				

9 Enter the state(s) in which the organization conducts gaming activities: _____

a Is the organization licensed to conduct gaming activities in each of these states? Yes No

b If "No," explain: _____

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? Yes No

b If "Yes," explain: _____

- 11 Does the organization conduct gaming activities with nonmembers? Yes No
- 12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? Yes No
- 13 Indicate the percentage of gaming activity conducted in:

a The organization's facility		13a	%
b An outside facility		13b	%
- 14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name _____

Address _____

- 15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? Yes No
- b If "Yes," enter the amount of gaming revenue received by the organization \$ _____ and the amount of gaming revenue retained by the third party \$ _____
- c If "Yes," enter the name and address of the third party:

Name _____

Address _____

16 Gaming manager information:

Name _____

Gaming manager compensation \$ _____

Description of services provided _____

- Director/officer
- Employee
- Independent contractor

17 Mandatory distributions:

- a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? Yes No
- b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year \$ _____

Part IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

SCHEDULE G, PART I, LINE 2B, LIST OF TEN HIGHEST PAID FUNDRAISERS:

(I) NAME OF FUNDRAISER: TELEFUND

(I) ADDRESS OF FUNDRAISER: 186 LINCOLN STREET, SUITE 100, BOSTON, MA 02111

(II) ACTIVITY: MEMBERSHIPS, PUBLIC ED, FUNDRAISING, AND GRASSROOTS ORGANIZI

(I) NAME OF FUNDRAISER: MOORE, A SERIES LLC

(I) ADDRESS OF FUNDRAISER:

4200 PARLIAMENT PLACE, SUITE 300, LANHAM, MD 20706

**SCHEDULE I
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization **NATIONAL WILDLIFE FEDERATION** Employer identification number **53-0204616**

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
MOUNTAINS RECREATION & CONSERVATION AUTHORITY - 570 W AVE. 26TH, STE. 100 - LOS ANGELES, CA 90065	77-0112367	GOVERNMENT	8,125,569.	0.			CONSERVATION ASSISTANCE
CITY OF HAVRE DE GRACE 711 PENNINGTON AVE. HAVRE DE GRACE, MD 21078	52-6000796	GOVERNMENT	2,135,000.	0.			CONSERVATION ASSISTANCE
NATIONAL AUDUBON SOCIETY 225 VARICK ST. 7TH FLOOR NEW YORK, NY 10014	13-1624102	501(C)(3)	617,349.	0.			CONSERVATION ASSISTANCE
SANTA MONICA MOUNTAINS FUND 1 BAXTER WAY, STE. 180 THOUSAND OAKS, CA 91362	95-4187832	501(C)(3)	512,525.	0.			CONSERVATION ASSISTANCE
NATIONAL WILDLIFE FEDERATION ACTION FUND - 1200 G ST. NW, STE 900 - WASHINGTON, DC 20005	74-2556532	501(C)(4)	208,000.	0.			CONSERVATION ASSISTANCE
UNIVERSITY OF MARYLAND COLLEGE PARK - ROUTE 1 - COLLEGE PARK, MD 20743	52-6002033	GOVERNMENT	191,826.	0.			CONSERVATION ASSISTANCE

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 134.

3 Enter total number of other organizations listed in the line 1 table 8.

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule I (Form 990) (Rev. 12-2024)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NATURAL RESOURCES COUNCIL OF MAINE 3 WADE ST. AUGUSTA, ME 04330	01-0270690	501(C)(3)	165,153.	0.			CONSERVATION ASSISTANCE
CENTRO DE APOYO FAMILIAR 6801 KENILWORTH AVE. STE. 201 RIVERDALE, MD 20737	26-0452137	501(C)(3)	140,000.	0.			CONSERVATION ASSISTANCE
SOUTH BALTIMORE COMMUNITY LAND TRUST INC - 10 16TH AVE. #19762 - BALTIMORE, MD 21225	27-3253917	501(C)(3)	134,289.	0.			CONSERVATION ASSISTANCE
TENNESSEE WILDLIFE FEDERATION, INC. - 300 ORLANDO AVE. - NASHVILLE, TN 37209	62-6047188	501(C)(3)	126,413.	0.			CONSERVATION ASSISTANCE
TEXAS CONSERVATION ALLIANCE PO BOX 822554 DALLAS, TX 75382	23-7112618	501(C)(3)	123,107.	0.			CONSERVATION ASSISTANCE
CITIZENS FOR PENNSYLVANIA'S FUTURE 610 N THIRD ST. HARRISBURG, PA 17101	31-1607866	501(C)(3)	120,054.	0.			CONSERVATION ASSISTANCE
ALLEN LIVESTOCK LLLP PO BOX 25 HOTCHKISS, CO 81419	26-0164755	N/A	117,200.	0.			CONSERVATION ASSISTANCE
SIERRA CLUB FOUNDATION 2101 WEBSTER ST. STE. 1250 OAKLAND, CA 94612	94-6069890	501(C)(3)	95,000.	0.			CONSERVATION ASSISTANCE
SUSSEX HEALTH & ENVIRONMENTAL NETWORK INC. - 13386 MADISON AVE. - SELBYVILLE, DE 19975	93-2648552	501(C)(3)	93,021.	0.			CONSERVATION ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PRAIRIE RIVERS NETWORK 1605 SOUTH STATE ST. STE. 1 CHAMPAIGN, IL 61820	37-6085905	501(C)(3)	89,028.	0.			CONSERVATION ASSISTANCE
NEW MEXICO WILDLIFE FEDERATION 6100 SEAGULL ST. NE STE. B-105 ALBUQUERQUE, NM 87109	85-0160947	501(C)(3)	88,853.	0.			CONSERVATION ASSISTANCE
ARKANSAS WILDLIFE FEDERATION PO BOX 56380 LITTLE ROCK, AR 72215	71-6059226	501(C)(3)	84,343.	0.			CONSERVATION ASSISTANCE
LOUISIANA WILDLIFE FEDERATION PO BOX 65239 BATON ROUGE, LA 70896	72-0445638	501(C)(3)	83,803.	0.			CONSERVATION ASSISTANCE
MINNESOTA CONSERVATION FEDERATION 542 SNELLING AVE. S #104 ST. PAUL, MN 55116	41-0808383	501(C)(3)	83,383.	0.			CONSERVATION ASSISTANCE
UTAH WILDLIFE FEDERATION 5396 S WILLOW LN APT A MURRAY, UT 84107	85-2304831	501(C)(3)	80,882.	0.			CONSERVATION ASSISTANCE
JOHN BARTRAM ASSOCIATION 5400 LINDBERGH BLVD. PHILADELPHIA, PA 19143	23-7393771	501(C)(3)	79,523.	0.			CONSERVATION ASSISTANCE
WORLD WILDLIFE FUND, INC 1250 24TH ST. NW WASHINGTON, DC 20037	52-1693387	501(C)(3)	75,000.	0.			CONSERVATION ASSISTANCE
WEST VIRGINIA STATE UNIVERSITY RESEARCH AND DEVELOPMENT CORPORATION - PO BOX 1000, 204 BYERS LG ADMINISTRATION BUILDING -	55-0708567	501(C)(3)	69,261.	0.			CONSERVATION ASSISTANCE

Schedule I (Form 990)

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STATE OF MARYLAND DBA MORGAN STATE UNIVERSITY - 1700 EAST COLD SPRING LANE - BALTIMORE, MD 21251	52-6002033	GOVERNMENT	64,266.	0.			CONSERVATION ASSISTANCE
DISTRICT OF COLUMBIA GRASSROOTS EMPOWERMENT PROJECT, INC. - 1419 V ST. NW - WASHINGTON, DC 20009	27-2623232	501(C)(3)	62,146.	0.			CONSERVATION ASSISTANCE
FORT VALLEY STATE UNIVERSITY 1005 STATE UNIVERSITY DR. FORT VALLEY, GA 31030	58-6002062	GOVERNMENT	60,000.	0.			CONSERVATION ASSISTANCE
RANGELAND WILD DBA WORKING CIRCLE 527 VIA PRESA SAN CLEMENTE, CA 92672	85-4017787	501(C)(3)	60,000.	0.			CONSERVATION ASSISTANCE
WYOMING WILDLIFE FEDERATION PO BOX 1312 LANDER, WY 82520	23-7002578	501(C)(3)	59,437.	0.			CONSERVATION ASSISTANCE
JASTECH DEVELOPMENT SERVICES INC 6134 LANCASTER AVE. PHILADELPHIA, PA 19151	23-2943764	501(C)(3)	57,969.	0.			CONSERVATION ASSISTANCE
COASTAL STATES ORGANIZATION 50 F ST. NW STE. 570 WASHINGTON, DC 20001	54-1124134	501(C)(4)	50,000.	0.			CONSERVATION ASSISTANCE
COLORADO WILDLIFE FEDERATION 1410 GRANT ST. C-313 DENVER, CO 80203	84-0576376	501(C)(3)	47,483.	0.			CONSERVATION ASSISTANCE
VIRGINIA CONSERVATION NETWORK 409 EAST MAIN ST. STE. 201 RICHMOND, VA 23219	51-0198762	501(C)(3)	46,868.	0.			CONSERVATION ASSISTANCE

Schedule I (Form 990)

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DELAWARE NATURE SOCIETY, INC PO BOX 700, 3511 BAILEY MILL RD. HOCKESSIN, DE 19707	51-6018321	501(C)(3)	41,049.	0.			CONSERVATION ASSISTANCE
WIND RIVER TRIBAL BUFFALO INITIATIVE - PO BOX 1475 - KINNEAR, WY 82516	88-1968510	501(C)(3)	41,000.	0.			CONSERVATION ASSISTANCE
CONSERVATION COALITION OF OKLAHOMA PO BOX 2751 OKLAHOMA CITY, OK 73101	61-1661052	501(C)(3)	40,888.	0.			CONSERVATION ASSISTANCE
WEST VIRGINIA RIVERS COALITION INC 3501 MACCORKLE AVE. SE #129 CHARLESTON, WV 25304	52-1736621	501(C)(3)	39,003.	0.			CONSERVATION ASSISTANCE
MISSISSIPPI WILDLIFE FEDERATION 517 COBBLESTONE CT. STE. 2 MADISON, MS 39110	64-0509531	501(C)(3)	38,798.	0.			CONSERVATION ASSISTANCE
BIRDSEED COLLECTIVE 5531 UMATILLA ST. DENVER, CO 80221	47-4385936	501(C)(3)	38,552.	0.			CONSERVATION ASSISTANCE
NATIONAL AQUARIUM, INC. 501 E. PRATT ST. BALTIMORE, MD 21202	52-1121163	501(C)(3)	38,393.	0.			CONSERVATION ASSISTANCE
ARIZONA WILDLIFE FEDERATION PO BOX 51510 MESA, AZ 85208	86-0076994	501(C)(3)	38,338.	0.			CONSERVATION ASSISTANCE
ALLIANCE FOR AFFORDABLE ENERGY 4505 S CLAIBORNE AVE. NEW ORLEANS, LA 70125	71-1057834	501(C)(3)	35,000.	0.			CONSERVATION ASSISTANCE

Schedule I (Form 990)

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RESTORE OR RETREAT, INC. PO BOX 2048-NSU THIBODAUX, LA 70310	72-1474850	501(C)(3)	35,000.	0.			CONSERVATION ASSISTANCE
WINDWARD FUND 1828 L ST. NW STE. 300C WASHINGTON, DC 20036	47-3522162	501(C)(3)	35,000.	0.			CONSERVATION ASSISTANCE
NEVADA WILDLIFE FEDERATION INC PO BOX 71238 RENO, NV 89570	23-7088184	501(C)(3)	33,883.	0.			CONSERVATION ASSISTANCE
ENVIRONMENTAL ADVOCATES OF NEW YORK - 353 HAMILTON ST. - ALBANY, NY 12210	22-2360736	501(C)(3)	33,882.	0.			CONSERVATION ASSISTANCE
SOUTH DAKOTA WILDLIFE FEDERATION PO BOX 7075 PIERRE, SD 57501	23-7314554	501(C)(3)	33,844.	0.			CONSERVATION ASSISTANCE
CONSERVATION COUNCIL FOR HAWAII PO BOX 2923 HONOLULU, HI 96802	99-0199211	501(C)(3)	32,461.	0.			CONSERVATION ASSISTANCE
MINNESOTA ENVIRONMENTAL PARTNERSHIP - 546 RICE ST. STE. 100 - ST. PAUL, MN 55103	41-1986433	501(C)(3)	32,347.	0.			CONSERVATION ASSISTANCE
A PART OF EVERYTHING CDC 2590 WALNUT ST. DENVER, CO 80205	87-1274976	501(C)(3)	32,266.	0.			CONSERVATION ASSISTANCE
THE CENTER FOR AQUATIC SCIENCES, INC. - 1 RIVERSIDE DR. - CAMDEN, NJ 08103	52-1647018	501(C)(3)	32,061.	0.			CONSERVATION ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

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SCHUYLKILL CENTER FOR ENVIRONMENTAL EDUCATION - 8480 HAGYS MILL RD. - PHILADELPHIA, PA 19128	23-1654975	501(C)(3)	31,529.	0.			CONSERVATION ASSISTANCE
LOWER NINTH WARD CENTER FOR SUSTAINABLE ENGAGEMENT AND DEVELOPMENT - PO BOX 770407 - NEW ORLEANS, LA 70177	27-0185863	501(C)(3)	30,000.	0.			CONSERVATION ASSISTANCE
MASSACHUSETTS AUDUBON SOCIETY, INC 298 SOUTH GREAT RD. LINCOLN, MA 01773	04-2104702	501(C)(3)	30,000.	0.			CONSERVATION ASSISTANCE
DELAWARE RIVER CITY CORP 3460 N DELAWARE AVE. STE. 306 PHILADELPHIA, PA 19134	20-2231228	501(C)(3)	29,094.	0.			CONSERVATION ASSISTANCE
LANDBERRY LIMITED 8502 DARK HAWK CIR COLUMBIA, MD 21045	85-2531000	501(C)(3)	28,000.	0.			CONSERVATION ASSISTANCE
NATURE FORWARD INC. 8940 JONES MILL RD. CHEVY CHASE, MD 20815	53-0233715	501(C)(3)	27,866.	0.			CONSERVATION ASSISTANCE
SMITHSONIAN INSTITUTION 1000 JEFFERSON DR SW WASHINGTON, DC 20560	53-0206027	501(C)(3)	25,458.	0.			CONSERVATION ASSISTANCE
MICHIGAN LEAGUE OF CONSERVATION VOTERS EDUCATION FUND - 3029 MILLER RD. - ANN ARBOR, MI 48103	37-1430158	501(C)(4)	25,000.	0.			CONSERVATION ASSISTANCE
MARYLAND LEAGUE OF CONSERVATION VOTERS EDUCATION FUND INC. - 30 WEST ST. STE. C - ANNAPOLIS, MD 21401	52-2210858	501(C)(3)	25,000.	0.			CONSERVATION ASSISTANCE

Schedule I (Form 990)

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THE JUNCTION COALITION 419 JUNCTION AVE. TOLEDO, OH 43607	81-1449842	501(C)(3)	25,000.	0.			CONSERVATION ASSISTANCE
TRUSTEES OF BOSTON UNIVERSITY 881 COMMONWEALTH AVE. BOSTON, MA 02215	04-2103547	501(C)(3)	25,000.	0.			CONSERVATION ASSISTANCE
MAINE AUDUBON SOCIETY 20 GILSLAND FARM RD. FALMOUTH, ME 04105	01-0248780	501(C)(3)	25,000.	0.			CONSERVATION ASSISTANCE
CLEAN WISCONSIN INC 634 W MAIN ST. #300 MADISON, WI 53703	39-1413448	501(C)(3)	24,228.	0.			CONSERVATION ASSISTANCE
MILWAUKEE WATER COMMONS INC 1836 W FOND DU LAC AVE. MILWAUKEE, WI 53205	83-2154946	501(C)(3)	24,180.	0.			CONSERVATION ASSISTANCE
FUND FOR THE WATER WORKS 640 WATERWORKS DR. PHILADELPHIA, PA 19130	91-1882472	501(C)(3)	24,167.	0.			CONSERVATION ASSISTANCE
THE SIERRA CLUB 85 SECOND ST. 2ND FLOOR SAN FRANCISCO, CA 94105	94-1153307	501(C)(4)	23,677.	0.			CONSERVATION ASSISTANCE
OHIO ENVIRONMENTAL COUNCIL 1145 CHESAPEAKE AVE. STE. I COLUMBUS, OH 43212	31-0805578	501(C)(3)	23,591.	0.			CONSERVATION ASSISTANCE
INDIANA WILDLIFE FEDERATION, INC. 708 E MICHIGAN ST. INDIANAPOLIS, IN 46202	35-1058426	501(C)(3)	23,272.	0.			CONSERVATION ASSISTANCE

Schedule I (Form 990)

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NORTH CAROLINA WILDLIFE FEDERATION INC. - 1024 WASHINGTON ST. - RALEIGH, NC 27605	56-1564376	501(C)(3)	23,228.	0.			CONSERVATION ASSISTANCE
WATERSHED INSTITUTE INC. 31 TITUS MILL RD. PENNINGTON, NJ 08534	21-0649717	501(C)(3)	23,116.	0.			CONSERVATION ASSISTANCE
ENVIRONMENT COUNCIL OF RHODE ISLAND - PO BOX 9061 - PROVIDENCE, RI 02940	05-0401660	501(C)(3)	21,883.	0.			CONSERVATION ASSISTANCE
APPALACHIAN VOICES 589 WEST KING ST. BOONE, NC 28607	56-2049956	501(C)(3)	21,851.	0.			CONSERVATION ASSISTANCE
KENTUCKY WATERWAYS ALLIANCE, INC. 120 WEBSTER ST. STE. 217 LOUISVILLE, KY 40206	61-1239766	501(C)(3)	21,812.	0.			CONSERVATION ASSISTANCE
CALVIN UNIVERSITY 3201 BURTON ST. SE GRAND RAPIDS, MI 49546	38-3071514	501(C)(3)	21,000.	0.			CONSERVATION ASSISTANCE
FRIENDS OF THE HEINZ WILDLIFE REFUGE AT TINICUM - PO BOX 333 - FOLCROFT, PA 19032	23-2889425	501(C)(3)	20,137.	0.			CONSERVATION ASSISTANCE
MICHIGAN UNITED CONSERVATION CLUBS 2101 WOOD ST. LANSING, MI 48912	38-0831862	501(C)(3)	20,003.	0.			CONSERVATION ASSISTANCE
GREENLATINOS PO BOX 60217 WASHINGTON, DC 20039	26-3386082	501(C)(3)	20,000.	0.			CONSERVATION ASSISTANCE

Schedule I (Form 990)

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AMERICAN LITTORAL SOCIETY 18 HARTSHORNE DR. STE. 1 HIGHLANDS, NJ 07732	22-1731073	501(C)(3)	20,000.	0.			CONSERVATION ASSISTANCE
COASTAL STATES STEWARDSHIP FOUNDATION - 444 NORTH CAPITOL ST. NW STE. 638 - WASHINGTON, DC 20001	20-2790697	501(C)(3)	20,000.	0.			CONSERVATION ASSISTANCE
NATIVE AMERICAN RIGHTS FUND, INC. 250 ARAPAHOE AVE. BOULDER, CO 80302	84-0611876	501(C)(3)	20,000.	0.			CONSERVATION ASSISTANCE
FRIENDS FOR THE ABBOTT MARSHLANDS INC - 157 WESTCOTT AVE. - HAMILTON, NJ 08610	85-2224128	501(C)(3)	18,062.	0.			CONSERVATION ASSISTANCE
PHEASANTS FOREVER, INC 1783 BUERKLE CIRCLE ST. PAUL, MN 55110	41-1429149	501(C)(3)	18,000.	0.			CONSERVATION ASSISTANCE
CITIZENS CAMPAIGN FUND FOR THE ENVIRONMENT - 225A MAIN ST. - FARMINGDALE, NY 11735	11-2983418	501(C)(3)	17,500.	0.			CONSERVATION ASSISTANCE
ILLINOIS ENVIRONMENTAL COUNCIL EDUCATION FUND - 520 E CAPITOL AVE. - SPRINGFIELD, IL 62701	51-0211835	501(C)(3)	15,000.	0.			CONSERVATION ASSISTANCE
ARIZONA SUSTAINABILITY ALLIANCE 8205 S PRIEST DR. #11962 TEMPE, AZ 85284	82-1664765	501(C)(3)	15,000.	0.			CONSERVATION ASSISTANCE
HISPANIC FEDERATION, INC. 55 EXCHANGE PL. STE. 501 NEW YORK, NY 10005	13-3573852	501(C)(3)	15,000.	0.			CONSERVATION ASSISTANCE

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NEW MEXICO ACEQUIA ASSOCIATION 505 DON GASPAR AVE. SANTA FE, NM 87505	85-0440606	501(C)(3)	15,000.	0.			CONSERVATION ASSISTANCE
COOK INLET TRIBAL COUNCIL, INC. 3600 SAN JERONIMO DR. STE. 410 ANCHORAGE, AK 99508	92-0094184	501(C)(3)	15,000.	0.			CONSERVATION ASSISTANCE
MINNESOTA SOIL HEALTH COALITION 1157 110TH AVE. LIVERNE, MN 56156	83-3309795	501(C)(3)	14,798.	0.			CONSERVATION ASSISTANCE
FRIENDS OF THE UPPER DELAWARE RIVER INC. - 158 EAST FRONT ST. - HANCOCK, NY 13783	20-0337027	501(C)(3)	14,000.	0.			CONSERVATION ASSISTANCE
NEBRASKA WILDLIFE FEDERATION 4547 CALVERT ST. STE. 12 LINCOLN, NE 68506	23-7401528	501(C)(3)	13,992.	0.			CONSERVATION ASSISTANCE
DRUID HEIGHTS COMMUNITY DEVELOPMENT CORPORATION - 2140 MCCULLOH ST. - BALTIMORE, MD 21217	52-1021726	501(C)(3)	13,500.	0.			CONSERVATION ASSISTANCE
INTERFAITH CONFERENCE OF METROPOLITAN WASHINGTON - 900 MASSACHUSETTS AVE. NW - WASHINGTON, DC 20001	52-1156410	501(C)(3)	13,387.	0.			CONSERVATION ASSISTANCE
NEW JERSEY AUDUBON SOCIETY 9 HARDCRABBLE RD. BERNARDSVILLE, NJ 07924	22-1539642	501(C)(3)	13,374.	0.			CONSERVATION ASSISTANCE
THE UNIVERSITY OF TEXAS AT AUSTIN 110 INNER CAMPUS DR. STOP K5300 AUSTIN, TX 78712	74-6000203	GOVERNMENT	13,000.	0.			CONSERVATION ASSISTANCE

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CONSERVATION FEDERATION OF MISSOURI - 728 WEST MAIN - JEFFERSON CITY, MO 65101	44-0606356	501(C)(3)	12,738.	0.			CONSERVATION ASSISTANCE
IDAHO WILDLIFE FEDERATION, INC. 1020 W MAIN ST. STE. 450 BOISE, ID 83702	23-7039340	501(C)(3)	12,623.	0.			CONSERVATION ASSISTANCE
KANSAS WILDLIFE FEDERATION 1310 WESTLOOP PL. STE. A #180 MANHATTAN, KS 66502	48-0772452	501(C)(3)	12,588.	0.			CONSERVATION ASSISTANCE
TROUT UNLIMITED, INC. 1700 N MOORE ST. STE. 2005 ARLINGTON, VA 22209	38-1612715	501(C)(3)	12,500.	0.			CONSERVATION ASSISTANCE
HERITAGE CONSERVANCY 85 OLD DUBLIN PIKE DOYLESTOWN, PA 18901	23-6296515	501(C)(3)	12,479.	0.			CONSERVATION ASSISTANCE
OHIO CONSERVATION FEDERATION 14610 MIDDLEBURG PLAIN CITY RD. PLAIN CITY, OH 43064	46-3135275	501(C)(3)	12,269.	0.			CONSERVATION ASSISTANCE
NDPONICS PO BOX 1475 LEXINGTON, VA 24450	47-2531760	501(C)(3)	12,000.	0.			CONSERVATION ASSISTANCE
ENVIRONMENTAL LEAGUE OF MASSACHUSETTS, INC. - 15 COURT SQ. STE. 1000 - BOSTON, MA 02108	04-2760271	501(C)(3)	11,883.	0.			CONSERVATION ASSISTANCE
MONTANA WILDLIFE FEDERATION PO BOX 1175 HELENA, MT 59624	81-0303948	501(C)(3)	11,843.	0.			CONSERVATION ASSISTANCE

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SOUTH CAROLINA WILDLIFE FEDERATION 455 ST. ANDREWS RD. STE. B1 COLUMBIA, SC 29210	57-0602549	501(C)(3)	11,778.	0.			CONSERVATION ASSISTANCE
THE PARK PEOPLE 1510 S GRANT ST. DENVER, CO 80210	84-6045624	501(C)(3)	11,728.	0.			CONSERVATION ASSISTANCE
IOWA WILDLIFE FEDERATION 505 5TH AVE. STE. 444 DES MOINES, IA 50509	23-7326585	501(C)(3)	11,673.	0.			CONSERVATION ASSISTANCE
ORGANIZACION PRO AMBIENTE SUSTENTABLE INC - PO BOX 270440 - SAN JUAN, PR 00928	66-0672254	501(C)(3)	11,165.	0.			CONSERVATION ASSISTANCE
OTSEGO COUNTY CONSERVATION ASSOCIATION, INC - PO BOX 931 - COOPERSTOWN, NY 13326	23-7250655	501(C)(3)	11,000.	0.			CONSERVATION ASSISTANCE
POCONO ENVIRONMENTAL EDUCATION CENTER - 538 EMERY RD. - DINGMANS FERRY, PA 18328	23-2424742	501(C)(3)	10,721.	0.			CONSERVATION ASSISTANCE
THE CHIPPEWA CREE TRIBE OF THE ROCKY BOY RESERVATION - 96 CLINIC ROAD N - BOX ELDER, MT 59521	81-0242827	TRIBAL GOV'T	10,500.	0.			CONSERVATION ASSISTANCE
NATIONAL RELIGIOUS PARTNERSHIP FOR THE ENVIRONMENT - 110 MARYLAND AVE. NE #203 - WASHINGTON, DC 20002	13-6996770	501(C)(3)	10,375.	0.			CONSERVATION ASSISTANCE
ENVIRONMENT AMERICA RESEARCH 1543 WAZEE ST. STE. 410 DENVER, CO 80202	13-4339865	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE

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CLEAN WATER FUND 1444 EYE ST. NW STE. 400 WASHINGTON, DC 20005	52-1043444	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE
ANIMALS FOR EDUCATION-CRITTER CREEK WILDLIFE STATION - 36710 SAND CREEK RD. - SQUAW VALLEY, CA 93675	77-0204523	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE
CONSERVATION COLORADO EDUCATION FUND - 303 EAST 17TH AVE. STE. 400 - DENVER, CO 80203	84-0614285	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE
CENTER FOR HEIRS' PROPERTY PRESERVATION - 8570 RIVERS AVE. STE. 170 - NORTH CHARLESTON, SC 29406	52-2452879	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE
HEALTHY GULF 935 GRAVIER ST. STE. 700 NEW ORLEANS, LA 70112	72-1447742	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE
HUI O KUAPA 99205 KAMEHAMEHA V HWY, KAUNAKAKAI, HI 96748	99-0271743	501(C)(3)	10,000.	0.			CONSERVATION ASSISTANCE
NORTH DAKOTA WILDLIFE FEDERATION 1605 EAST CAPITOL AVE. PO BOX 1091 BISMARCK, ND 58502	23-7071000	501(C)(3)	9,383.	0.			CONSERVATION ASSISTANCE
INDEPENDENCE SEAPORT MUSEUM 211 S. COLUMBUS BLVD. PHILADELPHIA, PA 19106	23-1584971	501(C)(3)	9,279.	0.			CONSERVATION ASSISTANCE
WISCONSIN WILDLIFE FEDERATION PO BOX 460 POYNETTE, WI 53955	39-1095827	501(C)(3)	9,248.	0.			CONSERVATION ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SAVE THE DUNES CONSERVATION FUND, INC. - 444 BARKER RD. - MICHIGAN CITY, IN 46360	35-1915468	501(C)(3)	8,639.	0.			CONSERVATION ASSISTANCE
NEW JERSEY LEAGUE OF CONSERVATION VOTERS EDUCATION FUND - 1 N. JOHNSTON AVE. STE. A250 - HAMILTON, NJ 08609	45-2995824	501(C)(3)	8,500.	0.			CONSERVATION ASSISTANCE
NATIVE AMERICAN FISH & WILDLIFE SOCIETY - 10465 MELODY DR. STE. 325 - NORTHGLENN, CO 80234	86-0534380	501(C)(3)	8,000.	0.			CONSERVATION ASSISTANCE
AMIGOS BRAVOS INC PO BOX 238 TAOS, NM 87571	85-0363268	501(C)(3)	7,500.	0.			CONSERVATION ASSISTANCE
PENNSYLVANIA ENVIRONMENTAL COUNCIL 1315 WALNUT ST. SUITE 532 PHILADELPHIA, PA 19107	23-7286159	501(C)(3)	7,500.	0.			CONSERVATION ASSISTANCE
WESTERN ENVIRONMENTAL LAW CENTER 120 SHELTON MCMURPHEY BLVD. STE 340 EUGENE, OR 97401	93-1010269	501(C)(3)	7,500.	0.			CONSERVATION ASSISTANCE
NINE MILE RUN WATERSHED ASSOCIATION - 321 PENNWOOD AVE. STE. 202 - PITTSBURGH, PA 15221	25-1894523	501(C)(3)	7,500.	0.			CONSERVATION ASSISTANCE
NORTH CAROLINA ASSOCIATION OF SOIL AND WATER CONSERVATION DISTRICTS - PO BOX 27943 - RALEIGH, NC 27611	23-7075599	501(C)(3)	7,479.	0.			CONSERVATION ASSISTANCE
WILDLIFE INFORMATION CENTER, INC. 8844 PAINT MILL RD. PO BOX 198 SLATINGTON, PA 18080	22-2741693	501(C)(3)	7,220.	0.			CONSERVATION ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
REFUGIO COUNTY COMMUNITY DEVELOPMENT FOUNDATION, INC - 301 N. ALAMO ST. - REFUGIO, TX 78377	74-2836967	501(C)(3)	7,000.	0.			CONSERVATION ASSISTANCE
FIRST ADVANTAGE ACADEMY, LLC 1555 S. HAVANA ST. UNIT G AURORA, CO 80012	87-2634558	N/A	7,000.	0.			CONSERVATION ASSISTANCE
LITTLE ANGELS DAYCARE INC 13963 E. EXPOSITION AVE. AURORA, CO 80012	84-1526127	N/A	7,000.	0.			CONSERVATION ASSISTANCE
CREATIVE LEARNING ACADEMY 2198 S. PEGOSA WAY AURORA, CO 80013	46-3832740	N/A	7,000.	0.			CONSERVATION ASSISTANCE
COBBS CREEK COMMUNITY ENVIRONMENTAL EDUCATION CENTER INC - 700 COBBS CREEK PKWY - PHILADELPHIA, PA 19143	23-2795536	501(C)(3)	6,958.	0.			CONSERVATION ASSISTANCE
BERKS NATURE 575 ST. BERNARDINE ST. READING, PA 19607	23-1966295	501(C)(3)	6,953.	0.			CONSERVATION ASSISTANCE
DEFENSORES DE LA CUENCA 3013 PARK WAY CHEVERLY, MD 20785	85-1090314	501(C)(3)	6,000.	0.			CONSERVATION ASSISTANCE
BAINBRIDGE ISLAND METRO PARK & RECREATION DISTRICT - 11700 MEADOWMEER CIRCLE NE - BAINBRIDGE ISLAND, WA 98110	38-3731374	GOVERNMENT	6,000.	0.			CONSERVATION ASSISTANCE
FLORIDA WILDLIFE FEDERATION PO BOX 6870 TALLAHASSEE, FL 32314	59-1398265	501(C)(3)	5,968.	0.			CONSERVATION ASSISTANCE

Schedule I (Form 990)

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance

Part IV Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

PART I, LINE 2:

THE FEDERATION PROVIDES ORGANIZATIONAL SUPPORT THROUGHOUT THE YEAR IN THE FORM OF GRANTS AND AWARDS. THIS SUPPORT IS GIVEN TO BOTH ORGANIZATIONS AND INDIVIDUALS WHOSE WORK WILL FURTHER BENEFIT THE MISSION OF NATIONAL WILDLIFE FEDERATION'S CONSERVATION AND EDUCATION PROGRAMS. FOR GRANTS THAT ARE SUB-AWARDS AND WHERE THE ORIGINAL FUNDS WERE GRANTED TO NATIONAL WILDLIFE FEDERATION, WE REQUIRE THE AWARDEE TO REPORT TO NATIONAL WILDLIFE FEDERATION ON HOW THE FUNDS ARE USED. IN CASES WHERE IT IS NATIONAL WILDLIFE FEDERATION FUNDS THAT ARE GIVEN OUT AS A GRANT, IT SPECIFIES IN ITS AWARD LETTER TO GRANTEEES THE REPORTING REQUIREMENTS ON THE USE OF THE FUNDS AND IN SOME CASES RESERVES THE RIGHT TO EXAMINE THE RECORDS ASSOCIATED WITH THE AWARD.

**SCHEDULE J
(Form 990)**

(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees
Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization NATIONAL WILDLIFE FEDERATION	Employer identification number 53-0204616
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Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|---|---|
| <input type="checkbox"/> Compensation committee | <input checked="" type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input checked="" type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
- b** Participate in or receive payment from a supplemental nonqualified retirement plan?
- c** Participate in or receive payment from an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1b		
2		
4a	X	
4b	X	
4c		X
5a		X
5b		X
6a		X
6b		X
7	X	
8		X
9		

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) (Rev. 12-2024)

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) COLLIN O' MARA PRESIDENT & CEO	(i)	506,331.	0.	23,581.	50,077.	56,585.	636,574.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) BENJAMIN P. KOTA SECRETARY & COO	(i)	319,951.	0.	24,811.	23,516.	28,237.	396,515.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) ISMAEL SAVADOGO TREASURER & CFO	(i)	319,220.	0.	0.	14,292.	27,357.	360,869.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) MUSTAFA S. ALI EXECUTIVE VP CONSERVATION & JUSTICE	(i)	320,682.	0.	957.	0.	26,786.	348,425.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) THOMAS H. SELLERS CHIEF DEVELOPMENT OFFICER	(i)	316,415.	0.	533.	22,183.	2,642.	341,773.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) ELIZABETH M. BREAUX SENIOR VP FOR PHILANTHROPY	(i)	229,142.	0.	1,035.	16,503.	29,660.	276,340.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) ROBIN MARTIN SENIOR VP OF PEOPLE	(i)	224,913.	0.	2,076.	11,839.	26,779.	265,607.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) CAROLINE V. ITOH SENIOR VP OPERATIONS & TECHNOLOGY	(i)	225,731.	0.	1,833.	15,461.	11,261.	254,286.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) CHANTE F. COLEMAN SENIOR VP EQUITY & JUSTICE	(i)	128,971.	0.	92,052.	10,878.	19,204.	251,105.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(10) HEATHER DAVIS-MILLER VP STRATEGIC PARTNERSHIPS	(i)	211,549.	0.	1,103.	15,171.	18,325.	246,148.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(11) THOMAS E. CLUDERAY ASST SECRETARY & GENERAL COUNSEL	(i)	211,937.	0.	0.	10,720.	9,257.	231,914.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(12) ABIGAIL TINSLEY VP CONSERVATION POLICY	(i)	200,395.	3,734.	646.	13,885.	11,850.	230,510.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(13) KIMBERLY D. MARTINEZ VP NATIONAL EDUCATION & ENGAGEMENT	(i)	196,804.	3,734.	1,074.	14,118.	1,958.	217,688.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(14) SARAH LASKIN VP CONSERVATION PROGRAMS	(i)	185,805.	0.	1,527.	13,174.	11,552.	212,058.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(15) ADRIENNE HOLLIS VP ENVIRONMENTAL JUSTICE	(i)	198,353.	0.	1,808.	0.	9,042.	209,203.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(16) SANDRA MIAO AVP MEMBERSHIP PROGRAMS	(i)	153,464.	0.	1,558.	10,832.	16,010.	181,864.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.

Schedule J (Form 990) (Rev. 12-2024)

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(17) TAMARA JOHNSON ASST TREASURER & CONTROLLER	(i)	159,066.	0.	750.	9,702.	10,279.	179,797.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
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	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

PART I, LINES 4A-B:

**THE FOLLOWING INDIVIDUALS RECEIVED SEVERANCE PAY DURING THE CALENDAR YEAR
ENDING DECEMBER 31, 2024:**

- CHANTE COLEMAN, SR VP OF EQUITY AND JUSTICE

**THE FOLLOWING INDIVIDUALS PARTICIPATED IN A SUPPLEMENTAL NON-QUALIFIED
RETIREMENT PLAN DURING THE CALENDAR YEAR ENDING DECEMBER 31, 2024:**

- COLLIN O'MARA, PRESIDENT & CEO
- BENJAMIN P. KOTA, CHIEF OPERATING OFFICER

PART I, LINE 7:

**THE FOLLOWING INDIVIDUALS RECEIVED NON-FIXED DISCRETIONARY BONUSES DURING
THE CALENDAR YEAR ENDING DECEMBER 31, 2024:**

- ABIGAIL TINSLEY, VP CONSERVATION POLICY
- KIMBERLY D. MARTINEZ, VP NATIONAL EDUCATION & ENGAGEMENT

Supplemental Information on Tax-Exempt Bonds
Complete if the organization answered "Yes" on Form 990, Part IV, line 24a. Provide descriptions,
explanations, and any additional information in Part VI.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization **NATIONAL WILDLIFE FEDERATION** Employer identification number **53-0204616**

Part I	Bond Issues	SEE PART VI FOR COLUMN (F) CONTINUATIONS												
		(a) Issuer name	(b) Issuer EIN	(c) CUSIP #	(d) Date issued	(e) Issue price	(f) Description of purpose	(g) Defeased		(h) On behalf of issuer		(i) Pooled financing		
								Yes	No	Yes	No	Yes	No	
	A	FAIRFAX COUNTY ECONOMIC DEVELOPMENT AUTHORITY	91-1910090	30382EHG2	08/01/18	10106751.	REFINANCE BUILDING LOCATED	X		X				X
	B													
	C													
	D													

Part II	Proceeds								
		A		B		C		D	
1	Amount of bonds retired	780,000.							
2	Amount of bonds legally defeased	9,326,751.							
3	Total proceeds of issue	10,106,751.							
4	Gross proceeds in reserve funds								
5	Capitalized interest from proceeds								
6	Proceeds in refunding escrows								
7	Issuance costs from proceeds	121,858.							
8	Credit enhancement from proceeds								
9	Working capital expenditures from proceeds								
10	Capital expenditures from proceeds								
11	Other spent proceeds								
12	Other unspent proceeds								
13	Year of substantial completion	2039							
		Yes	No	Yes	No	Yes	No	Yes	No
14	Were the bonds issued as part of a refunding issue of tax-exempt bonds (or, if issued prior to 2018, a current refunding issue)?		X						
15	Were the bonds issued as part of a refunding issue of taxable bonds (or, if issued prior to 2018, an advance refunding issue)?		X						
16	Has the final allocation of proceeds been made?	X							
17	Does the organization maintain adequate books and records to support the final allocation of proceeds?	X							

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule K (Form 990) (Rev. 12-2024)

Part III Private Business Use								
	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
1 Was the organization a partner in a partnership, or a member of an LLC, which owned property financed by tax-exempt bonds?		X						
2 Are there any lease arrangements that may result in private business use of bond-financed property?		X						
3a Are there any management or service contracts that may result in private business use of bond-financed property?		X						
b If "Yes" to line 3a, does the organization routinely engage bond counsel or other outside counsel to review any management or service contracts relating to the financed property?								
c Are there any research agreements that may result in private business use of bond-financed property?		X						
d If "Yes" to line 3c, does the organization routinely engage bond counsel or other outside counsel to review any research agreements relating to the financed property? ...								
4 Enter the percentage of financed property used in a private business use by entities other than a section 501(c)(3) organization or a state or local government		%		%		%		%
5 Enter the percentage of financed property used in a private business use as a result of unrelated trade or business activity carried on by your organization, another section 501(c)(3) organization, or a state or local government		%		%		%		%
6 Total of lines 4 and 5		%		%		%		%
7 Does the bond issue meet the private security or payment test?		X						
8a Has there been a sale or disposition of any of the bond-financed property to a non-governmental person other than a 501(c)(3) organization since the bonds were issued?		X						
b If "Yes" to line 8a, enter the percentage of bond-financed property sold or disposed of		%		%		%		%
c If "Yes" to line 8a, was any remedial action taken pursuant to Regulations sections 1.141-12 and 1.145-2?								
9 Has the organization established written procedures to ensure that all nonqualified bonds of the issue are remediated in accordance with the requirements under Regulations sections 1.141-12 and 1.145-2?	X							

Part IV Arbitrage								
	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
1 Has the issuer filed Form 8038-T, Arbitrage Rebate, Yield Reduction and Penalty in Lieu of Arbitrage Rebate?		X						
2 If "No" to line 1, did the following apply?								
a Rebate not due yet?		X						
b Exception to rebate?	X							
c No rebate due?		X						
If "Yes" to line 2c, provide in Part VI the date the rebate computation was performed								
3 Is the bond issue a variable rate issue?		X						

Part IV Arbitrage (continued)

	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
4a Has the organization or the governmental issuer entered into a qualified hedge with respect to the bond issue?		X						
b Name of provider								
c Term of hedge								
d Was the hedge superintegrated?								
e Was the hedge terminated?								
5a Were gross proceeds invested in a guaranteed investment contract (GIC)?		X						
b Name of provider								
c Term of GIC								
d Was the regulatory safe harbor for establishing the fair market value of the GIC satisfied?								
6 Were any gross proceeds invested beyond an available temporary period?		X						
7 Has the organization established written procedures to monitor the requirements of section 148?	X							

Part V Procedures To Undertake Corrective Action

	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
Has the organization established written procedures to ensure that violations of federal tax requirements are timely identified and corrected through the voluntary closing agreement program if self-remediation isn't available under applicable regulations?								
	X							

Part VI Supplemental Information. Provide additional information for responses to questions on Schedule K. See instructions.

SCHEDULE K, PART I, BOND ISSUES:

(A) ISSUER NAME: FAIRFAX COUNTY ECONOMIC DEVELOPMENT AUTHORITY

(F) DESCRIPTION OF PURPOSE:

REFINANCE BUILDING LOCATED @ 11100 WILDLIFE CENTER DRIVE, RESTON, VA 20190

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2024

Open to Public Inspection

Complete if the organizations answered "Yes" on Form 990, Part IV, line 29 or 30.
Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

Name of the organization: **NATIONAL WILDLIFE FEDERATION**
Employer identification number: **53-0204616**

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	49	4,022,684.	FMV
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ()				
26 Other ()				
27 Other ()				
28 Other ()				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement **29**

	Yes	No
30a During the year, did the organization receive by contribution any property reported on Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?		X
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	X	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?		X
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule M (Form 990) 2024

Part II **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

SCHEDULE M, PART I, COLUMN (B):

THE NUMBERS IN COLUMN A REPRESENT THE NUMBER OF CONTRIBUTIONS.

Multiple horizontal lines for supplemental information.

**SCHEDULE O
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization

NATIONAL WILDLIFE FEDERATION

Employer identification number

53-0204616

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
AT A TIME WHEN A NATIONAL VOICE FOR CONSERVATION WAS LACKING, THE
NATIONAL WILDLIFE FEDERATION FORMED IN 1936 TO ADVOCATE FOR WILDLIFE
CONSERVATION AS ONE BODY, ONE FEDERATION, TO SUPPORT CONSERVATION. THE
NATIONAL WILDLIFE FEDERATION HAS WORKED SINCE THEN, IN PARTNERSHIP WITH
ITS 52 STATE AND TERRITORIAL AFFILIATES, TO ADVANCE ITS MISSION TO
UNITE AMERICANS TO ENSURE THAT WILDLIFE THRIVES IN A RAPIDLY CHANGING
WORLD.

WE BELIEVE THAT TO SAVE WILDLIFE AND OURSELVES, WE NEED TO ENSURE THAT
EVERYONE IN AMERICA HAS CLEAN AIR AND WATER, SAFE COMMUNITIES, EASY AND
EQUITABLE ACCESS TO THE DAILY BENEFITS OF NATURE, AND PROTECTION FROM
THE RAVAGES OF CLIMATE CHANGE. THESE BASIC NEEDS, EQUALLY NECESSARY AND
URGENT FOR ALL PEOPLE, ARE FOUNDATIONAL TO BRINGING THE CONSERVATION
MOVEMENT AND ETHOS INTO THE 21ST CENTURY.

THE NATIONAL WILDLIFE FEDERATION COMMITS TO ACHIEVE ITS MISSION AND
STRATEGIC PLAN AND ADDRESS THE IMMENSE AND INTERCONNECTED WILDLIFE,
CLIMATE, AND ENVIRONMENTAL JUSTICE CRISES BY 2030.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:
RECOVERING WILDLIFE IS THE THREAD LINKING EVERYTHING THE FEDERATION
DOES. AND WHEN WILDLIFE THRIVE, IT
IMPROVES THE QUALITY OF LIFE AND ECONOMIC OPPORTUNITIES FOR PEOPLE AND
HELPS RESTORE THE ENVIRONMENT.

OUR PROGRAMS DEVELOP, PROMOTE, AND ENACT SCIENCE-BASED SOLUTIONS TO
HELP WILDLIFE AND PEOPLE ADAPT AND THRIVE IN A RAPIDLY CHANGING WORLD.

- WILDLIFE RECOVERY AND HABITAT RESTORATION

AMERICAN GRASSLANDS

NWF HOSTED THE 7TH BIENNIAL AMERICA'S GRASSLANDS CONFERENCE IN JUNE.
THE CONFERENCE THEME, GRASSLANDS ACROSS GENERATIONS, HIGHLIGHTED THE
CHANGES IN OUR GRASSLAND LANDSCAPE OVER TIME AND THE FUTURE OF
GRASSLANDS CONSERVATION. THE EVENT ATTRACTED OVER 350 PARTICIPANTS,
INCLUDING RANCHERS, RESEARCHERS, CONSERVATIONISTS, TRIBAL PARTNERS, AND
MORE FROM 33 STATES, CANADA, AND MEXICO, REPRESENTING THE DIVERSITY OF
NORTH AMERICA'S GRASSLANDS CONSERVATION INTERESTS.

PROTECTING THE LAVACA RIVER

IN JULY, COMMUNITY MEMBERS, PARTNERS, AND CONSERVATION LEADERS FROM NWF
AND THE TEXAS CONSERVATION ALLIANCE GATHERED IN AUSTIN TO RAISE
AWARENESS AND BUILD SUPPORT FOR SAFEGUARDING THE LAVACA RIVER AND
CONNECTED BAY SYSTEMS. THE GATHERING HIGHLIGHTED CONCERNS ABOUT THE
LAVACA RIVER DAM, WHICH WOULD DIVERT UP TO 31 BILLION GALLONS OF WATER
ANNUALLY, REDUCING FRESHWATER INFLOWS, DESTROYING VITAL RIVER HABITAT,
DISPLACING WILDLIFE, AND UNDERMINING COMMUNITY RESILIENCE ALONG THE
TEXAS COAST.

URBAN FARMERS EMBRACE POLLINATORS AS FOOD PARTNER PRODUCERS

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990) (Rev. 12-2024)

LHA 432211 01-15-25

Name of the organization NATIONAL WILDLIFE FEDERATION	Employer identification number 53-0204616
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IN PARTNERSHIP WITH THE FARM ALLIANCE OF BALTIMORE, NWF HOSTED A SIX-PART WORKSHOP SERIES CALLED POLLINATORS AND PRODUCE, AIMED AT URBAN FARMERS INTERESTED IN EMBRACING NATIVE POLLINATORS AS PARTNERS IN SUSTAINABLE, LOCAL FOOD PRODUCTION. A TOTAL OF 127 PARTICIPANTS LEARNED ABOUT NATIVE POLLINATORS, POLLINATOR GARDEN DESIGN, MAINTENANCE BEST PRACTICES, AND MORE THROUGH WORKSHOPS, WEBINARS, AND FIELD TRIPS. TO HELP URBAN GROWERS CREATE POLLINATOR HABITAT, WE DISTRIBUTED 50 NATIVE PLANT CONTAINER GARDENS, 10 POLLINATOR GARDEN STARTER KITS, AND THREE \$1,500 MINI-GRANTS FOR PARTICIPANTS TO INSTALL HABITAT AT THEIR FARMS OR GARDENS.

IGNITING INTEREST WITH STUDENTS WHO LEARNED AND BURNED PRESCRIBED BURNING - THE INTENTIONAL USE OF FIRE TO ACHIEVE LAND MANAGEMENT OBJECTIVES - REDUCES HAZARDOUS FUEL LOADS, PROMOTES THE GROWTH OF NATIVE PLANTS, AND IMPROVES WILDLIFE HABITATS. IN FEBRUARY, 13 FORT VALLEY STATE UNIVERSITY UNDERGRADUATES LEARNED ABOUT THE BENEFITS OF PRESCRIBED FIRE WITH NWF'S SOUTHEAST FORESTRY PROGRAM. THE FIRECATS, A NEW CLUB ON CAMPUS, SEEKS TO EDUCATE STUDENTS INTERESTED IN THE NATURAL WORLD ABOUT FORESTRY, FIRE ECOLOGY, PRESCRIBED BURNING, AND CAREERS IN CONSERVATION.

LUMBEE LANDOWNER HOSTS EDUCATIONAL EVENT
NWF'S FIRST LONGLEAF FOR ALL LANDOWNER MENTOR IN NORTH CAROLINA HOSTED HIS FIRST EVENT, "LONGLEAF PINE AND THE LUMBEE HERITAGE," DEMONSTRATING HOW LANDOWNERS CAN CONSERVE LOCAL ECOSYSTEMS WHILE ECONOMICALLY BENEFITING FROM LONGLEAF PINE. TRADITIONAL ECOLOGICAL KNOWLEDGE (TEK) REFERS TO THE MULTI-GENERATIONAL ACCUMULATION OF KNOWLEDGE, PRACTICES, AND BELIEFS ACQUIRED BY INDIGENOUS PEOPLE THROUGH DIRECT ENGAGEMENT WITH LOCAL ENVIRONMENTS. DELIVERING THIS LEARNING PROMOTES VALUABLE CONSERVATION PRACTICES FOR LANDOWNERS TO SECURE THEIR INCOME AND ALSO SUPPORT THE WELL-BEING OF THE FOREST.

OXFORD'S LIVING ISLANDS REDUCE FLOODS, CREATE HABITAT
THE TOWN OF OXFORD, MD CONSTRUCTED INNOVATIVE LIVING ISLANDS IN PLACE OF TRADITIONAL BREAKWATERS TO ABSORB WAVE ENERGY AND CREATE HABITAT FOR WILDLIFE. THE PROJECT CREATED 4.89 ACRES IN THE INTERTIDAL EMERGENT ESTUARINE WETLAND ENVIRONMENT IN PARTNERSHIP WITH NATIONAL WILDLIFE FEDERATION AND WITH FUNDS FROM NATIONAL FISH AND WILDLIFE FOUNDATION.

HAVRE DE GRACE INSTALLS DEEPWATER LIVING SHORELINE
NWF PARTNERED WITH THE CITY OF HAVRE DE GRACE TO RESTORE 356 LINEAR FEET OF LIVING SHORELINE. THE NEW DEEP-WATER LIVING SHORELINE RESPONDS TO EROSION, REDUCES FLOODING, AND PROVIDES ESSENTIAL HABITAT FOR WILDLIFE, INCLUDING DUNES, WHICH LED TO 1.05 ACRES OF NEW BEACH HABITAT. OVERALL, NEARLY ONE QUARTER OF AN ACRE OF TIDAL MARSH WAS RESTORED, AND 4,000 NATIVE PLANTS AND 10 NEW TREES WERE PLANTED.

THOUSANDS OF ACRES OF CONNECTIVITY RESTORED FOR BIGHORN SHEEP
NWF NEGOTIATED A FINANCIAL AGREEMENT WITH A RANCHER TO CANCEL THEIR GRAZING PERMITS ON THREE HIGH-ELEVATION GRAZING ALLOTMENTS IN THE SAN JUAN MOUNTAIN RANGE OF SOUTHWESTERN COLORADO, COVERING NEARLY 40,000 ACRES. THE ALLOTMENTS HAVE BEEN GRAZED FOR OVER 100 YEARS AND OVERLAP WITH ONE OF THE NATION'S MOST IMPORTANT BIGHORN SHEEP HERDS. THIS AGREEMENT CONNECTS OVER 100,000 ACRES OF ADJACENT ALLOTMENTS RETIRED AT THE END OF 2023.

Name of the organization NATIONAL WILDLIFE FEDERATION	Employer identification number 53-0204616
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HABITAT CONSERVATION FUND EXTENDED

TOGETHER WITH THE PLANNING AND CONSERVATION LEAGUE AND YES ON PROP 4, NWF HELPED SUCCESSFULLY ADVOCATE TO EXTEND THE HABITAT CONSERVATION FUND, WHICH WAS ESTABLISHED BY THE CALIFORNIA WILDLIFE PROTECTION ACT PASSED BY VOTERS IN JUNE 1990. TO DATE, THE \$30 MILLION A YEAR FUND HAS FUNDED HUNDREDS OF PROJECTS WHICH PROTECTED AND RESTORED MORE THAN 1.2 MILLION ACRES OF WILDLIFE HABITAT THROUGHOUT CALIFORNIA. WITH A NEW SUNSET DATE IN 2035, AN ADDITIONAL \$150 MILLION WILL SUPPORT MORE CRITICAL CONSERVATION WORK.

BEAVERS AS CONSERVATION PARTNERS

BEAVERS ARE INCREDIBLY EFFICIENT ECOSYSTEM ENGINEERS - SOMETIMES TOO EFFICIENT. NWF'S MONTANA BEAVER CONFLICT RESOLUTION PROGRAM WORKS ACROSS THE STATE TO SMOOTH OUT CONFLICTS WHEN BEAVER ACTIVITIES RESULT IN BLOCKED CULVERTS AND TREE CHEWING. TO DATE, WE'VE MITIGATED 103 HUMAN-BEAVER CONFLICTS BY INSTALLING COST-EFFECTIVE, NON-LETHAL SOLUTIONS LIKE FENCING TREES, AND CULVERTS WHILE PROMOTING THE ECOLOGICAL BENEFITS OF BEAVERS, BALANCING COMMUNITY NEEDS WITH BEAVER AND WATERSHED CONSERVATION.

EVERGLADES RESTORATION CELEBRATES MAJOR MILESTONES

NWF HAS LONG WORKED TO RESTORE AMERICA'S EVERGLADES. AFTER YEARS OF PROJECT DELAYS AND FUNDING STRUGGLES, WE ARE NOW CELEBRATING MAJOR MILESTONES FOR EVERGLADES RESTORATION. WE HAVE SECURED RECORD INVESTMENTS FOR RESTORATION AND PROJECTS DECADES IN THE MAKING ARE COMING ONLINE. CONSTRUCTION HAS BEGUN ON THE CRITICAL EVERGLADES AGRICULTURAL AREA (EAA) RESERVOIR AND BLUE SHANTY FLOW-WAY, WITH WATER FLOWING THROUGH THE PROJECT'S STORMWATER TREATMENT AREA FOR THE FIRST TIME. IN JULY THE STATE AND FEDERAL GOVERNMENT ENTERED INTO AN AGREEMENT COMMITTING TO COMPLETE THE RESERVOIR AND ALL ITS COMPONENTS BY 2029, A MAJOR ACCELERATION FROM THE ORIGINAL SCHEDULE. COMPLETING THESE PROJECTS MORE QUICKLY WILL REQUIRE SIGNIFICANT RESOURCES, AND NWF WILL CONTINUE TO WORK TO ACHIEVE THIS GOAL SO ENOUGH CLEAN FRESHWATER WILL FLOW SOUTH - AS NATURE INTENDED - ONCE AGAIN.

HISTORIC WATER INFRASTRUCTURE INVESTMENT FOR TEXAS

NWF WORKED WITH PARTNERS TO RAISE PUBLIC AWARENESS ABOUT A HISTORIC INVESTMENT IN WATER INFRASTRUCTURE (HJR7/SB7). PROP 4, ONCE PASSED BY TEXAS VOTERS IN NOVEMBER, PROVIDES DEDICATED FUNDING OF \$1 BILLION ANNUALLY FOR THE NEXT 20 YEARS, WHICH WILL BE INVESTED IN WATER INFRASTRUCTURE AND SUPPLY PROJECTS, SUCH AS UPGRADING DETERIORATING WATER AND WASTEWATER SYSTEMS, REDUCING FLOOD RISK, SAFEGUARDING NATURAL RESOURCES, AND KEEPING WATER BILLS LOW.

COALITION SUCCESSFULLY FUNDS DELAWARE RIVER BASIN PROJECTS

NWF'S COALITION FOR THE DELAWARE RIVER WATERSHED ADVOCATED FOR FEDERAL APPROPRIATIONS TO THE DELAWARE WATERSHED CONSERVATION FUND, WHICH AWARDED \$17 MILLION ACROSS 45 PROJECTS. ONE EXAMPLE IS NWF'S NJ AFFILIATE NEW JERSEY AUDUBON'S \$351,800 GRANT TO MONITOR SHOREBIRD AND HORSESHOE CRAB POPULATIONS IN THE DELAWARE BAY, SUPPORTING VOLUNTEER TAGGING PROGRAMS THAT PROVIDE DATA CRITICAL TO THE RECOVERY OF RED KNOTS, OTHER SHOREBIRDS, AND HORSESHOE CRABS.

FORM 990, PART III, LINE 4A, DESCRIPTION OF PROGRAM SERVICE:

COMMUNITY VOICES WILL SHAPE TAMPA BAY COASTAL MASTER PLAN
PLANS TO DEVELOP A TAMPA BAY COASTAL MASTER PLAN WERE ANNOUNCED IN

Name of the organization NATIONAL WILDLIFE FEDERATION	Employer identification number 53-0204616
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2025, A VITAL STEP FORWARD FOR ONE OF THE MOST VULNERABLE AREAS IN THE US TO STORM SURGE. THE PLAN INTENDS TO EMPHASIZE NATURE-BASED SOLUTIONS, AND INVOLVEMENT WITH COMMUNITIES IS AT THE HEART OF HOW THE PLAN WILL TAKE SHAPE. NWF IS COORDINATING PUBLIC OUTREACH WITH KEY STAKEHOLDERS AND COMMUNITIES.

CLEAN WATER FOR ALL ENGAGEMENT IN NEW MEXICO
WORKING WITH DIVERSE STAKEHOLDERS THROUGH CLEAN WATER FOR ALL, NWF SUCCESSFULLY SUPPORTED PUBLIC EDUCATION AND AWARENESS ABOUT STATE-LEVEL PROTECTIONS OF IMPORTANT STREAMS AND WETLANDS THAT LOST FEDERAL PROTECTIONS FROM POLLUTION AND DESTRUCTION AS A RESULT OF A 2023 U.S. SUPREME COURT DECISION - SACKETT V. EPA.

RESTORED CONNECTIVITY REDUCES WILDLIFE CONFLICTS FOR NATIVE SPECIES
NWF AND THE GLACIER-TWO MEDICINE ALLIANCE SECURED AN AGREEMENT TO CANCEL THE LAST THREE GRAZING PERMITS IN THE BADGER-TWO MEDICINE. THIS ACTION ENDS CATTLE GRAZING ACROSS 28,000 ACRES IN A KEY ECOLOGICAL CORRIDOR BORDERING GLACIER NATIONAL PARK, THE BLACKFEET RESERVATION, AND TWO WILDERNESS AREAS. THIS PROJECT ELIMINATES GRIZZLY BEAR/CATTLE CONFLICT IN CORE GRIZZLY BEAR HABITAT, BENEFITS WOLVES, ELK, LYNX, MOOSE, WOLVERINES, AND WESTSLOPE CUTTHROAT TROUT, AND ENHANCES WILDLIFE CONNECTIVITY.

STUDENTS STEWARD SALMON FOR 10 YEARS
FOR A DECADE, NWF HAS PARTNERED WITH ITS STATE AFFILIATE, THE ASSOCIATION OF NORTHWEST STEELHEADERS, AND THE OREGON DEPARTMENT OF FISH & WILDLIFE TO SUPPORT SCHOOLS THROUGH THE FISH EGGS TO FRY PROGRAM. FROM THIS COLLABORATION CAME THE DEVELOPMENT OF ECO-SCHOOLS U.S. SALMON STEWARDS, WHICH, SINCE 2015, HAS ENGAGED 25 SCHOOLS (AND ASSISTED DOZENS MORE) TO FOSTER CHINOOK SALMON EGGS IN CLASSROOM AQUARIUMS BEFORE RELEASING THEM AS YOUNG FRY INTO LOCAL WATERSHEDS OF THE LOWER COLUMBIA RIVER BASIN. THROUGH LIFECYCLE LEARNING, WATER QUALITY TESTING, STEWARDSHIP PROJECTS, AND GAINING KNOWLEDGE OF THE CULTURAL RELEVANCE OF SALMON TO NATIVE AND INDIGENOUS PEOPLES, STUDENTS BECAME TRUE "SALMON STEWARDS." THIS YEAR, FOUR ELEMENTARY SCHOOLS FROM NORTH CLACKAMAS SCHOOL DISTRICT NEAR PORTLAND, OR EARNED ECO-SCHOOLS U.S. CERTIFICATION AND RELEASED 2,300 CHINOOK SALMON FRY INTO LOCAL WATERSHEDS.

CONNECTIVITY RESTORED FOR PRONGHORNS, OTHER NATIVE SPECIES
IN 2025, NWF REMOVED OR REPLACED 22 MILES OF FENCING, 17.5 OF WHICH WERE WOVEN WIRE FENCES, THE MOST DIFFICULT TYPE OF FENCE FOR PRONGHORN TO PASS. THIS CONTRIBUTES TOWARDS A TOTAL OF 78 MILES OF FENCE REMOVED OR REPLACED IN SOUTHWEST MONTANA SINCE 2021, HAVING A LARGE-SCALE, LONG-TERM IMPACT ON THE ABILITY FOR WILDLIFE TO MOVE FREELY IN THIS ICONIC ECOSYSTEM.

PROTECTING ENDANGERED AND VULNERABLE SPECIES
NWF AND MUTUAL OF OMAHA'S WILD KINGDOM AWARDED GRANTS TO SEVEN UNIVERSITIES TO PROTECT ENDANGERED AND VULNERABLE SPECIES. UNIVERSITY OF TENNESSEE WILL ASSESS THE RECOVERY OF FRESHWATER MUSSELS IN AREAS WHERE HUMAN ACTIVITY HAS SEVERELY IMPACTED THEIR POPULATIONS, AND PARTNER WITH THE POWELL RIVER TOURISM COMMITTEE OF THE CLAIBOURNE COUNTY TOURISM COMMISSION TO PROVIDE INTERPRETIVE ENVIRONMENTAL MATERIALS FOR THE POWELL RIVER BLUEWAY TRAIL, HIGHLIGHTING THE IMPORTANCE OF FRESHWATER MUSSELS, THEIR ROLE IN THE ECOSYSTEM, AND

Name of the organization NATIONAL WILDLIFE FEDERATION	Employer identification number 53-0204616
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THEIR CONSERVATION STATUS. THE UNIVERSITY OF SOUTH FLORIDA'S "BULL'S NATURE TRAIL" BOARDWALK PROJECT WILL TRANSFORM AN UNDERUTILIZED CAMPUS RESOURCE INTO AN ECOLOGICALLY SUSTAINABLE GREEN SPACE THAT FOSTERS BIODIVERSITY AND MITIGATES HUMAN-WILDLIFE CONFLICT WHILE STRATEGICALLY PREVENTING ENCROACHING DEVELOPMENT THAT THREATENS THEIR DIVERSE ECOSYSTEM. SMITH COLLEGE WILL RESTORE IMPORTANT HABITAT FEATURES BY CONTROLLING NON-NATIVE PLANTS AND INTRODUCING NATIVE WOODY PLANT SPECIES TO SUPPORT THE EASTERN RAT SNAKE, THE ONLY TREE SNAKE IN MASSACHUSETTS. KENTUCKY STATE UNIVERSITY WILL CONTROL INVASIVE PLANTS AND RESTORE NATIVE PLANTS, TO ENHANCE THE HABITAT FOR TWO KEY GROUPS OF AT-RISK BIRD SPECIES ON CAMPUS INCLUDING THE RED-HEADED WOODPECKER AND VARIOUS SONGBIRD SPECIES THAT DEPEND ON SHRUBBY HABITATS. GEORGIA STATE UNIVERSITY WILL STUDY AND PROTECT THE BROWN-HEADED NUTHATCH, A SPECIES THAT IS NOT FOUND OUTSIDE OF MATURE LONGLEAF PINE FORESTS. HABITAT LOSS PUTS THIS UNIQUE SPECIES AT RISK, AS THE LONGLEAF PINE ECOSYSTEM IN GEORGIA IS AMONG THE MOST CRITICALLY ENDANGERED FOREST TYPES IN THE COUNTRY, WITH LESS THAN FIVE PERCENT OF ITS ORIGINAL ACREAGE REMAINING. CALIFORNIA STATE UNIVERSITY, BAKERSFIELD, WILL CREATE A SURVEY USING NON-INVASIVE DNA BASED TECHNOLOGY. THE SURVEY WILL SUPPORT CONSERVATION STRATEGIES FOR THE KIT FOX, A SMALL CANINE SPECIES THAT HAS LOST MORE THAN 90 PERCENT OF ITS ORIGINAL HABITAT IN THE SAN JOAQUIN VALLEY DUE TO URBAN SPRAWL AND EXTENSIVE INDUSTRIAL AGRICULTURE. ALLEGHENY COLLEGE WILL PLANT A NATIVE GARDEN AND CREATE BIRD AND BAT BOXES TO PROVIDE HABITAT FOR NATIVE SPECIES SUCH AS EASTERN BLUEBIRDS, TREE SWALLOWS, NORTHERN LONG-EARED BATS, AND LITTLE BROWN BATS.

GROWING HEALTHY HABITATS AND COMMUNITIES IN GRAND RAPIDS SINCE 2017, THE GREAT LAKES COMMUNITY ENGAGEMENT TEAM HAS PARTNERED WITH COMMUNITY ORGANIZATIONS, HOUSES OF WORSHIP, AND NEIGHBORHOOD ANCHORS TO TRANSFORM UNDERUTILIZED SPACES INTO THRIVING NATIVE PLANT HABITATS. WITH MORE THAN 120 SITES ACROSS DETROIT, TOLEDO, CLEVELAND, AND GRAND RAPIDS, SACRED GROUNDS AND HEALING OVER HABITAT IMPROVE WATER QUALITY, REDUCE FLOODING, EXPAND ACCESS TO NATURE, AND ENGAGE THOUSANDS IN BUILDING RESILIENT GREAT LAKES COMMUNITIES.

SACRED GROUNDS - GROWS JOY IN D.C.

NWF'S SACRED GROUNDS PROGRAM ENGAGED MORE THAN 30 CONGREGATIONS TO GROW JOY AT THEIR CONGREGATIONS THROUGH MULTI-FAITH COHORTS WHERE THEY CREATED NATIVE PLANT GARDENS, ENGAGED THEIR MEMBERS TO PLANT NATIVE PLANTS AT THEIR HOMES BY HOSTING NATIVE PLANT GIVEAWAYS, AND CONNECTED FAITH AND ENVIRONMENTAL STEWARDSHIP. THIS RESULTED IN 10,000+ NATIVE PLANTS BEING PLANTED AT MORE THAN 3000 HOMES IN THE GREATER WASHINGTON DC METRO AREA INCLUDING PRINCE GEORGE'S AND MONTGOMERY (MOST RELIGIOUSLY DIVERSE IN NATION) COUNTIES.

SACRED GROUNDS - DELAWARE RIVER WATERSHED

NWF AND PARTNERS ARE RECRUITING 25 FAITH-BASED GROUPS IN DELAWARE AND PHILADELPHIA WHO WANT TO CARE FOR THE ENVIRONMENT, CONNECT THEIR NEIGHBORS TO NATURE, AND PUT THEIR FAITH INTO PRACTICE BY INSTALLING NATIVE POLLINATOR HABITAT IN THEIR COMMUNITIES. WE ARE ALSO BUILDING THE SACRED GROUNDS NETWORK, GATHERING FAITH-BASED GROUPS TO PARTICIPATE IN WORKSHOPS, FIELD TRIPS, VOLUNTEER EVENTS, AND MORE TO BUILD OUR COLLECTIVE CAPACITY FOR FAITH-BASED ENVIRONMENTAL STEWARDSHIP. THE SACRED GROUNDS DELAWARE RIVER WATERSHED PROJECT IS FUNDED BY THE NATIONAL FISH AND WILDLIFE FOUNDATION AND U.S. FISH & WILDLIFE SERVICE'S DELAWARE WATERSHED CONSERVATION FUND, AND BY ENERGIZE

Name of the organization NATIONAL WILDLIFE FEDERATION DELAWARE.	Employer identification number 53-0204616
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14 SCHOOLYARD HABITATS IN LANCASTER, PA
SINCE 2019, NWF HAS INSTALLED 14 SCHOOLYARD HABITATS GARDENS AT 11 SCHOOLS IN LANCASTER, PENNSYLVANIA. IN 2024, WE INSTALLED GARDENS AT WHARTON ELEMENTARY AND REYNOLDS MIDDLE IN THE SCHOOL DISTRICT OF LANCASTER, PARTNERING WITH A LOCAL EXPERT TO PROVIDE IN-CLASSROOM INSTRUCTION AND SUPPORT STUDENTS IN SELECTING PLANTS AND DESIGNS FOR THEIR GARDENS THAT PROVIDE HABITAT FOR THEIR FAVORITE NATIVE POLLINATORS. THANKS TO THEIR POLLINATOR GARDEN PROJECT, WHARTON ELEMENTARY CELEBRATED THEIR FIRST ECO-SCHOOLS GREEN FLAG AWARD IN 2025. OUR SCHOOLYARD HABITATS WORK IN LANCASTER IS SUPPORTED BY A GENEROUS DONATION FROM KATHERINE J. BISHOP.

TREES FOR WILDLIFE

NWF'S TREES FOR WILDLIFE PROGRAM WORKED WITH COMMUNITIES IN WISCONSIN, ILLINOIS, OHIO, NEW YORK, INDIANA, OKLAHOMA, NORTH CAROLINA, TEXAS, AND FLORIDA. SPECIES PLANTED: BLACK WALNUT, SUGAR MAPLE, BUR OAK, WHITE OAK, BITTERNUT HICKORY, HACKBERRY, SYCAMORE, SERVICEBERRY, NANNYBERRY, WHITE PINE, AMERICAN HAZELNUT, RED OAK, FLOWERING DOGWOOD, EASTERN REDBUD, BALD CYPRESS, AMERICAN PLUM, PIN OAK, BLACK OAK, AMERICAN ARBORVITAE, NORTHERN CATALPA, CHINKAPIN OAK, GRAY DOGWOOD, ELDERBERRY, HAZELNUT, SILKY DOGWOOD, PAWPAW, PERSIMMON, RED OAK, SHAGBARK HICKORY, WASHINGTON HAWTHORN, BLACK CHOKEBERRY, RIVER BIRCH, ROUGH-LEAF DOGWOOD, PERSIMMON, BLACK WALNUT, SWEETGUM, TULIP POPLAR, AMERICAN BEAUTYBERRY, BLACK CHERRY, EASTERN RED CEDAR, AMERICAN ELDERBERRY, MOCKERNUT HICKORY, PECAN, BALD CYPRESS, PIGNUT HICKORY, GREEN ASH, AMERICAN ELM, BERLANDIER FIDDLEWOOD, ANACUA, WILD OLIVE, MANZANITA, DAHOON HOLLY, SWEET BAY, AND MAGNOLIA, POND APPLE, SAW PALMETTO, MANGROVE, VARNISH LEAF, COASTAL PLAIN WILLOW, MULBERRY, SEA GRAPE, SIMPSON STOPPER, COCO PLUM, JAMAICAN CAPER, RED STOPPER, LIGNUM VITAE, DAHOON HOLLY, BLACKBEAD, WILD LIME.

FORM 990, PART III, LINE 4A, DESCRIPTION OF PROGRAM SERVICE:

- CLIMATE AND CLEAN ENERGY

TEXANS EMBRACE SUSTAINABILITY AT OFFSHORE WIND FORUM

GULF COAST STATES LIKE TEXAS ARE EXPERTS IN ENERGY DEVELOPMENT AND HAVE PLAYED A CRITICAL ROLE IN THE INDUSTRY BY CONSTRUCTING THE FIRST U.S. OFFSHORE WIND SUBSTATION AND THE FIRST JONES ACT-COMPLIANT TURBINE INSTALLATION VESSEL. NWF TEAMED UP WITH TEXAS A&M UNIVERSITY TO HOST AN OFFSHORE WIND FORUM AT ITS GALVESTON CAMPUS. EXPERTS DISCUSSED RECENT OFFSHORE WIND POLLING (WHICH FOUND THAT 71% OF TEXANS SUPPORT OFFSHORE WIND), GRID RELIABILITY, ENVIRONMENTAL IMPACTS, AND ECONOMIC OPPORTUNITIES.

CLIMATE CONCERNS CONVINCED CITY TO CONSERVE ROCK ISLAND WETLANDS

NWF AND PRAIRIE RIVERS NETWORK PUBLISHED THE QUAD CITIES CLIMATE RISK REPORT IN 2024, WHICH DETAILED A MYRIAD OF WAYS THIS CLUSTER OF CITIES ALONG THE MISSISSIPPI RIVER COULD REDUCE THEIR FLOOD RISKS. DUE TO THE EFFORTS OF OUR PARTNERS AND NWF, THE CITY OF ROCK ISLAND VOTED TO CONSERVE A 600-ACRE TRACT OF WETLANDS ALONG THE MISSISSIPPI RIVER IN JULY 2025, WHICH WILL PROTECT HABITAT FOR BLANDING'S TURTLES AND OTHER AT-RISK SPECIES WHILE IMPROVING WATER QUALITY AND MITIGATING FLOOD RISKS.

Name of the organization NATIONAL WILDLIFE FEDERATION	Employer identification number 53-0204616
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LISTENING TO COMMUNITIES FOR CLIMATE SOLUTIONS AND CLEAN ENERGY
NWF AND THE TEXAS CONSERVATION ALLIANCE HOSTED A SERIES OF LISTENING
SESSIONS ON HOW CLEAN ENERGY AND CLIMATE TECHNOLOGY SOLUTIONS CAN
COEXIST WITH CONSERVATION AND COMMUNITY GOALS. THEY BROUGHT TOGETHER
PARTICIPANTS FROM ACADEMIA, GOVERNMENT, NGOS, AND INDUSTRY. INSIGHTS
WILL HELP US BETTER ADVOCATE FOR CLIMATE SOLUTIONS THAT BENEFIT PEOPLE
AND WILDLIFE.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:
NWF'S HABITAT PROGRAMS FOCUSED ON ACCELERATING COMMUNITY-BASED
CONSERVATION, ENHANCING CLIMATE RESILIENCE THROUGH NATURE-BASED
SOLUTIONS, AND STRENGTHENING WILDLIFE CORRIDORS. KEY INITIATIVES
INCLUDED CERTIFYING NEW COMMUNITIES, SUPPORTING POLLINATOR HABITATS,
AND PROMOTING "LEAVE THE LEAVES" CAMPAIGNS TO SUPPORT BIODIVERSITY. IN
2025, 10 COMMUNITIES EARNED CERTIFICATION BY IMPLEMENTING OUTREACH
ACTIVITIES AND CREATING HABITATS WHERE PEOPLE LIVE, WORK, AND WORSHIP.
NEW ADDITIONS INCLUDE NEW HOPE (PA), LAKE BLUFF (IL), AND LAKE
MONTICELLO (VA) AND MORE THAN 15,000 PROPERTIES WERE CERTIFIED THROUGH
NWF'S CERTIFIED WILDLIFE HABITAT PROGRAM.

FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS:
MILLIONS OF PEOPLE CAN READ INFORMATIVE FEATURE ARTICLES ABOUT WILDLIFE
AND WILDLIFE CONSERVATION, THE LATEST ENVIRONMENTAL NEWS AND SUCCESS
STORIES FROM NWF AND AROUND THE NATION.

THE RICH HISTORY OF NATIONAL WILDLIFE WEEK DATES ALL THE WAY BACK TO
ITS FIRST CELEBRATION IN 1938. AS OUR LONGEST-RUNNING EDUCATION
PROGRAM, NATIONAL WILDLIFE WEEK ENGAGES MILLIONS OF PARTICIPANTS. THE
BROAD RANGE OF EDUCATIONAL ACTIVITIES INCREASES AWARENESS AND PROMOTES
THE CONSERVATION OF NORTH AMERICA'S MOST AT-RISK WILDLIFE AND HABITATS.

THE NATIONAL WILDLIFE FEDERATION'S GREEN HOUR PROVIDES TIPS AND
ACTIVITIES TO GET KIDS AND FAMILIES OUTSIDE IN NATURE EVERY DAY. WE
ENCOURAGE KIDS, PARENTS, GRANDPARENTS, EDUCATORS, AND CAREGIVERS AT
HOME, SCHOOLS, CHILDCARE CENTERS, PARK AGENCIES, CAMPS, AND MORE TO
ADOPT A GOAL OF AN HOUR PER DAY OF TIME FOR CHILDREN TO PLAY AND LEARN
OUTDOORS IN NATURE.

FAMILY, FRIEND, AND NEIGHBOR (FFN) CARE IS THE MOST COMMON FORM OF
NONPARENTAL CHILDCARE IN THE U.S., AND IT IS ALSO OFTEN UNDER
RESOURCED. AS PART OF A GROUNDBREAKING GRANT IN COLORADO, NWF'S EARLY
CHILDHOOD HEALTH OUTDOORS (ECHO) TEAM LED OUTDOOR PLAY AND LEARNING
WORKSHOPS IN ENGLISH AND SPANISH FOR 170 CHILDCARE PROVIDERS. FFN
CAREGIVERS LEFT WORKSHOPS EMPOWERED WITH THE SKILLS AND RESOURCES
NEEDED TO CONFIDENTLY ENGAGE YOUNG CHILDREN IN DEVELOPMENTALLY
SUPPORTIVE ACTIVITIES OUTDOORS.

FORM 990, PART V, LINE 4B, LIST OF FOREIGN COUNTRIES:
AUSTRALIA, AUSTRIA, BELGIUM, BERMUDA,
CANADA, CHINA, DENMARK, FINLAND,
FRANCE, GERMANY, HONG KONG, IRELAND,
ISRAEL, ITALY, JAPAN, NETHERLANDS,
NEW ZEALAND, NORWAY, PORTUGAL, SINGAPORE,
SPAIN, SWEDEN, SWITZERLAND, TAIWAN,
UNITED KINGDOM

Name of the organization NATIONAL WILDLIFE FEDERATION	Employer identification number 53-0204616
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FORM 990, PART VI, SECTION A, LINE 6:

THE FEDERATION'S STATE AND TERRITORIAL AUTONOMOUS AND UNRELATED ENTITIES ARE MEMBERS OF THE FEDERATION.

FORM 990, PART VI, SECTION A, LINE 7A:

AFFILIATE REPRESENTATIVES ELECT THE MAJORITY OF THE BOARD OF DIRECTORS OF THE FEDERATION.

FORM 990, PART VI, SECTION B, LINE 11B:

THE FEDERATION'S FINANCE DEPARTMENT COMPILES DATA AND SCHEDULES FOR THE IRS FORM 990 FROM AUDITED FINANCIAL STATEMENTS. CBIZ ADVISORS, LLC PREPARES AND REVIEWS THE RETURN. THE FEDERATION'S BOARD MEMBERS ARE PROVIDED WITH A DRAFT COPY OF THE 990 RETURN. THE FEDERATION'S AUDIT COMMITTEE MEETING IS HELD WHERE THE FULL BOARD IS INVITED TO PARTICIPATE IN DISCUSSING THE 990 PRIOR TO FILING. THE FEDERATION'S FINANCE STAFF, GENERAL COUNSEL, AND THE CBIZ TAX MANAGING DIRECTOR ADDRESS AND ANSWER ANY QUESTIONS THAT THE BOARD MAY HAVE.

FORM 990, PART VI, SECTION B, LINE 12C:

IN ACCORDANCE WITH WRITTEN POLICIES, OFFICERS, DIRECTORS, TRUSTEES, AND EMPLOYEES ARE REQUIRED TO DISCLOSE ANY POTENTIAL ISSUES THAT MAY CAUSE A CONFLICT. GENERAL COUNSEL AND HUMAN RESOURCES COMMUNICATE POLICY TO BOARD AND EMPLOYEES. FORMS ARE REVIEWED AND DISCLOSURES ARE REVIEWED BY A COMMITTEE OF THE BOARD. GENERAL COUNSEL ALSO REVIEWS STAFF DISCLOSURES. CONFLICTS ARE THEN REVIEWED AND MANAGED CONSISTENT WITH POLICY PROCEDURES.

FORM 990, PART VI, SECTION B, LINE 15A:

THE COMPENSATION OF THE CEO OF THE FEDERATION UNDERGOES AN ANNUAL REVIEW BY THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS, WHICH CONSIST OF NINE INDEPENDENT BOARD MEMBERS. DATA FROM A COMPENSATION STUDY, ALONG WITH INFORMATION FROM OTHER SIMILAR ORGANIZATIONS' FORM 990 FILINGS ARE USED TO INFORM THE EXECUTIVE COMMITTEE'S RECOMMENDED COMPENSATION ADJUSTMENTS TO THE FULL BOARD FOR APPROVAL.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:

AL, AK, AR, CA, CO, CT, DC, FL, GA, HI, IL, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO, NH, NJ, NM, NY, ND, OH, OK, OR, PA, RI, SC, TN, VA, WA, WI, WV

FORM 990, PART VI, SECTION C, LINE 19:

THE FEDERATION MAKES ITS GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICY AVAILABLE TO THE PUBLIC UPON REQUEST. THE FEDERATION MAKES ITS AUDITED FINANCIAL STATEMENTS AND 990'S AVAILABLE TO THE PUBLIC ON ITS OWN WEBSITE AND UPON REQUEST.

FORM 990, PART IX, LINE 11G, OTHER FEES:

CONTRACTUAL & CONSULTANTS:

PROGRAM SERVICE EXPENSES	7,920,624.
MANAGEMENT AND GENERAL EXPENSES	610,944.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	8,531,568.

RESEARCH:

PROGRAM SERVICE EXPENSES	559,952.
MANAGEMENT AND GENERAL EXPENSES	45,998.
FUNDRAISING EXPENSES	53,050.

Name of the organization NATIONAL WILDLIFE FEDERATION	Employer identification number 53-0204616
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TOTAL EXPENSES	659,000.
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GRAPHICS:

PROGRAM SERVICE EXPENSES	288,443.
MANAGEMENT AND GENERAL EXPENSES	14,391.
FUNDRAISING EXPENSES	87,165.
TOTAL EXPENSES	389,999.

ADVERTISING:

PROGRAM SERVICE EXPENSES	333,041.
MANAGEMENT AND GENERAL EXPENSES	16,616.
FUNDRAISING EXPENSES	100,642.
TOTAL EXPENSES	450,299.

DATA ENTRY:

PROGRAM SERVICE EXPENSES	138,890.
MANAGEMENT AND GENERAL EXPENSES	11,409.
FUNDRAISING EXPENSES	13,158.
TOTAL EXPENSES	163,457.

LETTER SHOP:

PROGRAM SERVICE EXPENSES	1,125,792.
MANAGEMENT AND GENERAL EXPENSES	56,168.
FUNDRAISING EXPENSES	340,204.
TOTAL EXPENSES	1,522,164.

FULFILLMENT:

PROGRAM SERVICE EXPENSES	3,233,070.
MANAGEMENT AND GENERAL EXPENSES	265,586.
FUNDRAISING EXPENSES	306,299.
TOTAL EXPENSES	3,804,955.
TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	15,521,442.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:

CHANGE IN SPLIT INTEREST AGREEMENTS	853,783.
LOSS ON PENSION INVESTMENT	-1,818,764.
TOTAL TO FORM 990, PART XI, LINE 9	-964,981.

**SCHEDULE R
(Form 990)**

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships
Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization **NATIONAL WILDLIFE FEDERATION** Employer identification number **53-0204616**

Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No
GARDEN FOR WILDLIFE, INC - 92-2575933 9841 WASHINGTON BLVD, STE 500 GAITHERSBURG, MD 20878	E-COMMERCE SALES OF NATIVE PLANTS TO SUPPORT WILDLIFE	DE	NATIONAL WILDLIFE FEDERATION	C CORP	-663,613.	534,400.	96.44%	X	

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

	Yes	No
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity	X	
b Gift, grant, or capital contribution to related organization(s)		X
c Gift, grant, or capital contribution from related organization(s)		X
d Loans or loan guarantees to or for related organization(s)	X	
e Loans or loan guarantees by related organization(s)		X
f Dividends from related organization(s)		X
g Sale of assets to related organization(s)		X
h Purchase of assets from related organization(s)		X
i Exchange of assets with related organization(s)		X
j Lease of facilities, equipment, or other assets to related organization(s)		X
k Lease of facilities, equipment, or other assets from related organization(s)		X
l Performance of services or membership or fundraising solicitations for related organization(s)		X
m Performance of services or membership or fundraising solicitations by related organization(s)		X
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	X	
o Sharing of paid employees with related organization(s)	X	
p Reimbursement paid to related organization(s) for expenses		X
q Reimbursement paid by related organization(s) for expenses		X
r Other transfer of cash or property to related organization(s)		X
s Other transfer of cash or property from related organization(s)		X

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) GARDEN FOR WILDLIFE, INC	A	100,000.	BOOK VALUE
(2) GARDEN FOR WILDLIFE, INC	D	283,500.	CASH
(3)			
(4)			
(5)			
(6)			

