

PUBLIC DISCLOSURE COPY

Form **990**

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

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

2021

Department of the Treasury
Internal Revenue Service

▶ 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.

Open to Public Inspection

A For the 2021 calendar year, or tax year beginning **OCT 1, 2021** and ending **SEP 30, 2022**

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 RAILS TO TRAILS CONSERVANCY		D Employer identification number 52-1437006
	Doing business as		E Telephone number 202-331-9696
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	
	2121 WARD COURT, NW, 5TH FLOOR		G Gross receipts \$ 15,182,880.
	City or town, state or province, country, and ZIP or foreign postal code WASHINGTON, DC 20037		
F Name and address of principal officer: RYAN CHAO SAME AS C ABOVE		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. See instructions H(c) Group exemption number ▶	

I Tax-exempt status: 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or 527

J Website: ▶ **WWW.RAILSTOTRAILS.ORG**

K Form of organization: Corporation Trust Association Other ▶ **L** Year of formation: **1985** **M** State of legal domicile: **DC**

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: SEE PART III, LINE 1.		
	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	21
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	21
	5 Total number of individuals employed in calendar year 2021 (Part V, line 2a)	5	66
	6 Total number of volunteers (estimate if necessary)	6	25
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
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 13,618,179.	Current Year 13,343,592.
	9 Program service revenue (Part VIII, line 2g)	795,348.	888,746.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	117,539.	195,976.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	78,384.	91,158.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	14,609,450.	14,519,472.
	Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	467,100.
14 Benefits paid to or for members (Part IX, column (A), line 4)		0.	0.
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		5,380,449.	5,750,449.
16a Professional fundraising fees (Part IX, column (A), line 11e)		108,000.	115,800.
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 2,295,259.			
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		5,062,601.	5,817,152.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		11,018,150.	12,120,757.
19 Revenue less expenses. Subtract line 18 from line 12	3,591,300.	2,398,715.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year 15,330,123.	End of Year 16,243,959.
	21 Total liabilities (Part X, line 26)	1,564,223.	1,563,862.
	22 Net assets or fund balances. Subtract line 21 from line 20	13,765,900.	14,680,097.

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		
	RYAN CHAO, PRESIDENT Type or print name and title				
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check if self-employed <input type="checkbox"/>	PTIN
	RICHARD J. LOCASTRO, CPA	<i>Richard J. Locastro</i>	2/7/23	<input type="checkbox"/>	P00288314
Firm's name ▶ GELMAN, ROSENBERG & FREEDMAN			Firm's EIN ▶ 52-1392008		
Firm's address ▶ 4550 MONTGOMERY AVE SUITE 800N BETHESDA, MD 20814-2930			Phone no. 301-951-9090		

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: THE RAILS-TO-TRAILS CONSERVANCY IS THE NATIONS LARGEST TRAILS ORG. WITH A GRASSROOTS COMMUNITY MORE THAN 1 MIL. STRONG DEDICATED TO BUILDING A NATION CONNECTED BY TRAILS, REIMAGINING PUBLIC SPACES TO CREATE SAFE WAYS FOR EVERYONE TO WALK, BIKE & BE ACTIVE OUTDOORS.

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 \$ 4,105,617. including grants of \$ 430,556.) (Revenue \$ 68,394.)

TRAIL DEVELOPMENT: SINCE ITS INCEPTION, RAILS-TO-TRAILS CONSERVANCY (RTC) HAS WORKED TO REIMAGINE PUBLIC CORRIDORS AND RIGHTS OF WAY TO CREATE SAFE WAYS FOR PEOPLE TO WALK, BIKE AND BE ACTIVE OUTSIDE - CREATING EQUITABLE, VIBRANT PUBLIC SPACES THAT ENGAGE, INSPIRE AND EMPOWER COMMUNITIES FROM COAST TO COAST. THIS WORK EMBODIES BEST PRACTICES AND LEADING EDGE INITIATIVES TO GUIDE TRAIL DEVELOPMENT IN WAYS THAT PROMOTE COMMUNITY ENGAGEMENT AND EQUITABLE DISTRIBUTION OF TRAILS, BRING INNOVATION TO TRAIL DEVELOPMENT AND PLANNING, AND SHIFT THE PHILOSOPHY OF TRAIL DEVELOPMENT TO FOCUS ON THE CONNECTIVITY THAT TRAILS CAN DELIVER BETWEEN PEOPLE AND PLACES.

4b (Code:) (Expenses \$ 2,671,065. including grants of \$) (Revenue \$ 855,104.)

PUBLIC INFORMATION/EVENTS: RTC SERVES AS THE VOICE OF THE TRAILS MOVEMENT, SPEAKING OUT ABOUT THE TRANSFORMATIVE POWER OF TRAILS, ENCOURAGING THEIR USE AND GENERATING DEMAND FOR TRAILS NATIONWIDE.

RTC'S FLAGSHIP INITIATIVE, TRAILLINK.COM PROVIDES ACCESS TO MORE THAN 5,300 TRAILS REPRESENTING 41,000 MILES THROUGH ITS WEBSITE AND 5-STAR RATED APPS. TRAILLINK.COM SERVED MORE THAN 7.5 MILLION VISITORS IN 2022. THIS TRAIL CONTENT IS ALSO OFFERED IN A SERIES OF PRINT GUIDEBOOKS.

THROUGH STORYTELLING AND DIRECT ENGAGEMENT, RTC SHARES INFORMATION ABOUT TRAILS ACROSS A VARIETY OF PUBLIC CHANNELS THAT COLLECTIVELY REACH MILLIONS OF PEOPLE, INCLUDING ITS MAGAZINE, MONTHLY ENEWS, SOCIAL

4c (Code:) (Expenses \$ 1,199,403. including grants of \$ 6,800.) (Revenue \$)

TRAIL POLICY: AS THE NATION'S FOREMOST ADVOCACY ORGANIZATION FOR TRAILS AND ACTIVE TRANSPORTATION, RTC SEEKS TO GROW AND SAFEGUARD PUBLIC FUNDING FOR TRAILS, WALKING AND BICYCLING AT EVERY LEVEL - FEDERAL, STATE AND LOCAL - ENSURING THE INVESTMENTS NEEDED TO CREATE A TRANSFORMATIVE 21ST-CENTURY ACTIVE TRANSPORTATION SYSTEM IN AMERICA AND PROMOTING POLICIES THAT MAKE TRAIL BUILDING POSSIBLE.

AT THE FEDERAL LEVEL, RTC LEADS EFFORTS TO GROW AND PROTECT THE LEGACY TRANSPORTATION ALTERNATIVES PROGRAM (WHICH INCLUDES THE RECREATIONAL TRAILS PROGRAM) - THE LARGEST SOURCE OF FUNDING FOR TRAIL DEVELOPMENT AND MAINTENANCE - AND ADVOCATES FOR INNOVATIONS IN PUBLIC FUNDING INCLUDING CHAMPIONING THE NEW ACTIVE TRANSPORTATION INFRASTRUCTURE

4d Other program services (Describe on Schedule O.) (Expenses \$ 759,854. including grants of \$) (Revenue \$)

4e Total program service expenses 8,735,939.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	1 X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions	2 X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>	3	X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	4 X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>	5	X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>	6	X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>	7	X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>	8	X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>	9	X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>	10 X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	11a X	
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>	11b	X
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>	11c	X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>	11d	X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	11e X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	11f X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	12a X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>	12b	X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	13	X
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a X	
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	14b	X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>	15	X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>	16	X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i> See instructions	17 X	
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	18	X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>	19	X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	20a	X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21 X	

Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		X
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or 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? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		X
28 Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>		X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>	X	
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	X	
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>		X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		X
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?	X	

Note: All Form 990 filers are required to complete Schedule O

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

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable		
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable		
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	

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

Table with columns for question number, question text, and Yes/No checkboxes. Includes questions 2a through 17 regarding employee counts, tax returns, unrelated business 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 Enter the number of voting members... 21; 1b Enter the number of voting members included on line 1a... 21; 2 Did any officer, director, trustee, or key employee have a family relationship... X; 3 Did the organization delegate control over management duties... X; 4 Did the organization make any significant changes to its governing documents... X; 5 Did the organization become aware during the year of a significant diversion of the organization's assets... X; 6 Did the organization have members or stockholders... X; 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body... X; 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body... X; 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body? X; b Each committee with authority to act on behalf of the governing body? X; 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O... X

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 Did the organization have local chapters, branches, or affiliates? X; 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?; 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? X; 11b Describe on Schedule O the process, if any, used by the organization to review this Form 990.; 12a Did the organization have a written conflict of interest policy? If "No," go to line 13 X; 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? X; 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done X; 13 Did the organization have a written whistleblower policy? X; 14 Did the organization have a written document retention and destruction policy? X; 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? a The organization's CEO, Executive Director, or top management official X; b Other officers or key employees of the organization X; If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.; 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? X; 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed SEE SCHEDULE O
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. Indicate how you made these available. Check all that apply.
[] Own website [] Another's website [X] Upon request [] Other (explain on Schedule O)
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
CYNTHIA DICKERSON - 202-331-9696
2121 WARD COURT, NW, 5TH FLOOR, WASHINGTON, DC 20037

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, 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) RYAN CHAO PRESIDENT	40.00			X				304,332.	0.	39,508.
(2) CYNTHIA DICKERSON CHIEF OPERATING OFFICER	40.00			X				191,224.	0.	35,413.
(3) KEVIN MILLS SENIOR VP OF POLICY	40.00					X		182,462.	0.	33,555.
(4) BRANDI HORTON VP OF COMMUNICATIONS	40.00					X		177,432.	0.	33,253.
(5) ALISA BORLAND VP OF DEVELOPMENT	40.00					X		176,029.	0.	33,168.
(6) ELIZABETH THORSTENSEN VP OF TRAIL DEVELOPMENT	40.00					X		181,655.	0.	20,164.
(7) FREDERICK SCHAEDETLER CHIEF TECHNOLOGY OFFICER	40.00					X		146,978.	0.	29,807.
(8) JON COFSKY CHAIR	7.00	X		X				0.	0.	0.
(9) ROSE GOWEN VICE CHAIR	7.00	X		X				0.	0.	0.
(10) EDWARD CHANG SECRETARY	7.00	X		X				0.	0.	0.
(11) DOUG MONIESON TREASURER	7.00	X		X				0.	0.	0.
(12) JOE BARROW, JR BOARD MEMBER (END 02/2022)	5.00	X						0.	0.	0.
(13) BALAJI BONDILI BOARD MEMBER (FROM 06/2022)	5.00	X						0.	0.	0.
(14) JAMES BRAINARD BOARD MEMBER	5.00	X						0.	0.	0.
(15) MARK FILIPPELL BOARD MEMBER	5.00	X						0.	0.	0.
(16) JOHN FRIEDMANN BOARD MEMBER (FROM 06/2022)	5.00	X						0.	0.	0.
(17) VANESSA GARRISON BOARD MEMBER	5.00	X						0.	0.	0.

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) CATHERINE SLOSS JONES BOARD MEMBER (FROM 06/2022)	5.00	X						0.	0.	0.
(19) NOEL KEGEL BOARD MEMBER	5.00	X						0.	0.	0.
(20) M. KATHERINE KRAFT BOARD MEMBER	5.00	X						0.	0.	0.
(21) GAIL LIPSTEIN BOARD MEMBER	5.00	X						0.	0.	0.
(22) AYESHA MCGOWAN BOARD MEMBER	5.00	X						0.	0.	0.
(23) FRANK MULVEY BOARD MEMBER	5.00	X						0.	0.	0.
(24) TIM NOEL BOARD MEMBER	5.00	X						0.	0.	0.
(25) TIM PETRI BOARD MEMBER	5.00	X						0.	0.	0.
(26) JOHN RATHBONE BOARD MEMBER	5.00	X						0.	0.	0.
1b Subtotal								1,360,112.	0.	224,868.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,360,112.	0.	224,868.

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 **15**

	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
PROLIST INC, 8341 BEECHCRAFT AVENUE, GAITHERSBURG, MD 20879	FULFILLMENT SERVICES	614,338.
GENERAL SYSTEMS CORP 8787 BRANCH AVENUE #183, CLINTON, MD 20735	DATA MANAGEMENT AND PROGRAMMING	349,123.
THE SCOTT GROUP, INC, 348 THOMPSON CREEK SUITE 136, STEVENSVILLE, MD 21666	DIRECT MAIL SERVICES	266,900.
MKDM, 612 E JEFFERSON STREET 2ND FL, CHARLOTTESVILLE, VA 22902	F/R, DESIGN & EDITING SERVICES	259,747.
ONE SOURCE PRODUCTION 38590 BETTIS DRIVE, HAMILTON, VA 20158	DIRECT MAIL SERVICES	243,625.

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 **10**

SEE PART VII, SECTION A CONTINUATION SHEETS

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 169,195.				
	b	Membership dues	1b 3,847,140.				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above ...	1f 9,327,257.				
	g	Noncash contributions included in lines 1a-1f	1g \$ 1,104,987.				
	h	Total. Add lines 1a-1f		13,343,592.			
Program Service Revenue	2 a	TRAILINK SUBSCRIPTION	Business Code 900099	738,956.	738,956.		
	b	CONTRACTS	900099	108,394.	108,394.		
	c	EVENT REGISTRATION	900099	41,396.	41,396.		
	d						
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f		888,746.			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		197,194.		197,194.	
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties		23,294.		23,294.	
	6 a	Gross rents	(i) Real	2,400.			
			(ii) Personal				
	6 b	Less: rental expenses ...	6b 0.				
	6 c	Rental income or (loss)	6c 2,400.				
	d	Net rental income or (loss)		2,400.		2,400.	
	7 a	Gross amount from sales of assets other than inventory	(i) Securities	642,133.			
			(ii) Other				
	7 b	Less: cost or other basis and sales expenses	7b 643,351.				
7 c	Gain or (loss)	7c -1,218.					
d	Net gain or (loss)		-1,218.		-1,218.		
8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a					
8 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					
9 b	Less: direct expenses	9b					
c	Net income or (loss) from gaming activities						
10 a	Gross sales of inventory, less returns and allowances		54,809.				
10 b	Less: cost of goods sold	10b 20,057.					
c	Net income or (loss) from sales of inventory		34,752.	34,752.			
Miscellaneous Revenue	11 a	MISCELLANEOUS	Business Code 900099	19,780.		19,780.	
	b	REIMBURSEMENTS	900099	10,932.		10,932.	
	c						
	d	All other revenue					
	e	Total. Add lines 11a-11d		30,712.			
12	Total revenue. See instructions		14,519,472.	923,498.	0.	252,382.	

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 ...	437,356.	437,356.		
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				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	570,477.	328,921.	152,158.	89,398.
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	4,066,864.	3,287,185.	242,060.	537,619.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	224,148.	182,533.	16,611.	25,004.
9 Other employee benefits	541,258.	435,523.	44,881.	60,854.
10 Payroll taxes	347,702.	272,760.	28,604.	46,338.
11 Fees for services (nonemployees):				
a Management				
b Legal	33,481.	30,031.	3,450.	
c Accounting	31,129.		31,129.	
d Lobbying	4,635.	4,635.		
e Professional fundraising services. See Part IV, line 17	115,800.			115,800.
f Investment management fees	42,132.		42,132.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	1,634,305.	1,311,879.	157,095.	165,331.
12 Advertising and promotion	331,621.	307,717.	7,926.	15,978.
13 Office expenses	1,917,430.	903,715.	180,952.	832,763.
14 Information technology	324,487.	222,495.	22,461.	79,531.
15 Royalties				
16 Occupancy	488,954.	381,636.	46,754.	60,564.
17 Travel	294,120.	232,446.	39,402.	22,272.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	59,383.	45,867.	5,345.	8,171.
23 Insurance	38,437.	32,195.	3,424.	2,818.
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 MERCHANDISE COSTS	501,676.	225,473.	46,435.	229,768.
b DUES AND SUBSCRIPTIONS	61,163.	53,246.	6,345.	1,572.
c PROF'L DEVELOPMENT	30,820.	27,756.	2,605.	459.
d TAXES AND LICENSES	22,146.	12,361.	9,785.	
e All other expenses	1,233.	209.	5.	1,019.
25 Total functional expenses. Add lines 1 through 24e	12,120,757.	8,735,939.	1,089,559.	2,295,259.
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)	1,415,355.	881,561.	237,353.	296,441.

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	255,879.	1	162,750.
	2 Savings and temporary cash investments	4,568,146.	2	2,110,038.
	3 Pledges and grants receivable, net	2,620,360.	3	1,609,422.
	4 Accounts receivable, net	178,148.	4	110,801.
	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		7	
	8 Inventories for sale or use	260,296.	8	142,728.
	9 Prepaid expenses and deferred charges	151,623.	9	216,751.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 1,091,889.		
	b Less: accumulated depreciation	10b 1,028,346.	10c	63,543.
	11 Investments - publicly traded securities	7,183,662.	11	11,800,184.
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	32,037.	15	27,742.
16 Total assets. Add lines 1 through 15 (must equal line 33)	15,330,123.	16	16,243,959.	
Liabilities	17 Accounts payable and accrued expenses	751,097.	17	895,025.
	18 Grants payable		18	
	19 Deferred revenue	643,577.	19	617,361.
	20 Tax-exempt bond liabilities		20	
	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		23	
	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	169,549.	25	51,476.
	26 Total liabilities. Add lines 17 through 25	1,564,223.	26	1,563,862.
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	8,316,141.	27	11,431,127.
	28 Net assets with donor restrictions	5,449,759.	28	3,248,970.
	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	13,765,900.	32	14,680,097.
33 Total liabilities and net assets/fund balances	15,330,123.	33	16,243,959.	

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	14,519,472.
2	Total expenses (must equal Part IX, column (A), line 25)	2	12,120,757.
3	Revenue less expenses. Subtract line 2 from line 1	3	2,398,715.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	13,765,900.
5	Net unrealized gains (losses) on investments	5	-1,484,518.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	14,680,097.

Part XII Financial Statements and Reporting

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

- 1** Accounting method used to prepare the Form 990: Cash Accrual 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?
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:
 Separate basis Consolidated basis Both consolidated and separate basis
- b** Were the organization's financial statements audited by an independent accountant?
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:
 Separate basis Consolidated basis 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?
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 Single Audit Act and OMB Circular A-133?
- 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

	Yes	No
2a		X
2b	X	
2c	X	
3a		X
3b		

Form 990 (2021)

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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	11912086.	9679993.	9589973.	13618179.	13343592.	58143823.
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	11912086.	9679993.	9589973.	13618179.	13343592.	58143823.
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)						4179715.
6 Public support. Subtract line 5 from line 4.						53964108.

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
7 Amounts from line 4	11912086.	9679993.	9589973.	13618179.	13343592.	58143823.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	129,963.	199,273.	162,560.	148,744.	222,888.	863,428.
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.)	69,966.	42,081.	13,682.	19,816.	30,712.	176,257.
11 Total support. Add lines 7 through 10						59183508.
12 Gross receipts from related activities, etc. (see instructions)					12	3,205,732.
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 2021 (line 6, column (f), divided by line 11, column (f))	14	91.18	%
15 Public support percentage from 2020 Schedule A, Part II, line 14	15	92.39	%
16a 33 1/3% support test - 2021. 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 - 2020. 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 - 2021. 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 - 2020. 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) 2017, (b) 2018, (c) 2019, (d) 2020, (e) 2021, (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. Add lines 1 through 5; 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. (Subtract line 7c from line 6.)

Section B. Total Support

Table with 7 columns: (a) 2017, (b) 2018, (c) 2019, (d) 2020, (e) 2021, (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. (Add lines 9, 10c, 11, and 12.)

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: Description, Percentage. Row 15: Public support percentage for 2021 (line 8, column (f), divided by line 13, column (f)) 15 %; Row 16: Public support percentage from 2020 Schedule A, Part III, line 15 16 %

Section D. Computation of Investment Income Percentage

Table with 2 columns: Description, Percentage. Row 17: Investment income percentage for 2021 (line 10c, column (f), divided by line 13, column (f)) 17 %; Row 18: Investment income percentage from 2020 Schedule A, Part III, line 17 18 %

19a 33 1/3% support tests - 2021. 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 - 2020. 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 in line 12 on 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. Contains questions 11a, 11b, 11c regarding gift acceptance.

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Contains questions 1 and 2 regarding governing body powers and organization operation.

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Contains question 1 regarding directors/trustees.

Section D. All Type III Supporting Organizations

Table with 3 columns: Question, Yes, No. Contains questions 1, 2, 3 regarding support provided and relationships.

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Contains questions 1, 2a, 2b, 3a, 3b regarding the Integral Part Test and activities.

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 (<i>explain in detail in Part VI</i>):		
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 - <i>provide details in Part VI</i>)	5
6	Other distributions (<i>describe in Part VI</i>). 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 (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2021 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-2021	(iii) Distributable Amount for 2021
1 Distributable amount for 2021 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2021 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2021			
a From 2016			
b From 2017			
c From 2018			
d From 2019			
e From 2020			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2021 distributable amount			
i Carryover from 2016 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2021 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2021 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2022. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2017			
b Excess from 2018			
c Excess from 2019			
d Excess from 2020			
e Excess from 2021			

Part VI

Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

Multiple horizontal lines for supplemental information.

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

2021

Name of the organization

RAILS TO TRAILS CONSERVANCY

Employer identification number

52-1437006

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 RAILS TO TRAILS CONSERVANCY	Employer identification number 52-1437006
--	---

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>1,976,454.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input checked="" type="checkbox"/> (Complete Part II for noncash contributions.)
2	<hr/> <hr/> <hr/>	\$ <u>880,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization RAILS TO TRAILS CONSERVANCY	Employer identification number 52-1437006
--	---

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
<u>1</u>	RESIDENTIAL REAL ESTATE _____ _____ _____	\$ <u>1,015,898.</u>	<u>09/30/22</u>
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____

Name of organization RAILS TO TRAILS CONSERVANCY	Employer identification number 52-1437006
--	---

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

2021

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 B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and 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 RAILS TO TRAILS CONSERVANCY	Employer identification number 52-1437006
--	---

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 employer identification number (EIN) 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-.

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. Schedule C (Form 990) 2021

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)	55,895.													
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	131,873.													
c	Total lobbying expenditures (add lines 1a and 1b)	187,768.													
d	Other exempt purpose expenditures	11,932,989.													
e	Total exempt purpose expenditures (add lines 1c and 1d)	12,120,757.													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	756,038.													
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is:</th> <th>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:	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:	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)	189,010.													
h	Subtract line 1g from line 1a. If zero or less, enter -0-	0.													
i	Subtract line 1f from line 1c. If zero or less, enter -0-	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) 2018	(b) 2019	(c) 2020	(d) 2021	(e) Total
2a Lobbying nontaxable amount	673,095.	695,240.	700,908.	756,038.	2,825,281.
b Lobbying ceiling amount (150% of line 2a, column(e))					4,237,922.
c Total lobbying expenditures	196,870.	309,582.	325,847.	187,768.	1,020,067.
d Grassroots nontaxable amount	168,274.	173,810.	175,227.	189,010.	706,321.
e Grassroots ceiling amount (150% of line 2d, column (e))					1,059,482.
f Grassroots lobbying expenditures	98,384.	162,184.	167,187.	55,895.	483,650.

Schedule C (Form 990) 2021

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)).

Table with 3 columns: (a) Yes, (a) No, (b) Amount. Rows include: 1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation...; 2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?

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

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

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."

Table with 2 columns: Question, Amount. Rows include: 1 Dues, assessments and similar amounts from members; 2 Section 162(e) nondeductible lobbying and political expenditures; 3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues; 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 expenditure next year?; 5 Taxable amount of lobbying and political expenditures.

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.

Blank lines for providing supplemental information as required by the instructions.

SCHEDULE D (Form 990)

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

2021

Open to Public Inspection

Name of the organization RAILS TO TRAILS CONSERVANCY Employer identification number 52-1437006

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.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include: 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?, 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?

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

Table with 2 columns: Held at the End of the Tax Year. Rows include: 1 Purpose(s) of conservation easements held by the organization (check all that apply), 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, 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 2(d) 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.

Table with 2 columns: Revenue, Assets. Rows include: 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. 1b 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.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule D (Form 990) 2021

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 on 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	1,874,832.	1,647,941.	1,616,710.	1,637,162.	1,375,675.
b Contributions		5,000.			163,250.
c Net investment earnings, gains, and losses	-245,758.	304,010.	102,594.	47,395.	98,236.
d Grants or scholarships					
e Other expenditures for facilities and programs	89,228.	82,119.	71,363.	67,847.	
f Administrative expenses					
g End of year balance	1,539,846.	1,874,832.	1,647,941.	1,616,710.	1,637,161.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment 46.5300 %
 - b Permanent endowment 53.4700 %
 - c Term endowment .0000 %
- 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? <input type="checkbox"/> | 3b | |
- 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				
b Buildings				
c Leasehold improvements		603,832.	586,926.	16,906.
d Equipment		169,544.	137,711.	31,833.
e Other		318,513.	303,709.	14,804.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				63,543.

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		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

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, col. (B) line 13.) ▶		

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)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	

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) DEFERRED RENT	35,503.
(3) LEASE INCENTIVE LIABILITY	15,973.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	51,476.

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	13,933,047.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	-1,484,518.	
b	Donated services and use of facilities	2b	920,168.	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d	20,057.	
e	Add lines 2a through 2d	2e		-544,293.
3	Subtract line 2e from line 1		3	14,477,340.
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	42,132.	
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c		42,132.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	14,519,472.

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	13,018,850.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a	920,168.	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d	20,057.	
e	Add lines 2a through 2d	2e		940,225.
3	Subtract line 2e from line 1		3	12,078,625.
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	42,132.	
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c		42,132.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	12,120,757.

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:

THE CONSERVANCY'S ENDOWMENT CONSISTS OF MULTIPLE DONOR-RESTRICTED FUNDS TO GENERATE A PERMANENT SOURCE OF INCOME FOR RTC'S PROGRAMS.

DURING THE YEAR ENDED SEPTEMBER 30, 1997, RTC ESTABLISHED THE LANGDON GATES BURWELL ENDOWMENT FUND ("FUND 1"). THIS FUND WAS ESTABLISHED WITH A GIFT OF STOCK VALUED AT \$334,645 AT THE DATE OF THE GIFT PLUS AN ADDITIONAL \$44,433 IN ACCUMULATED INVESTMENT EARNINGS, WHICH ARE ALSO CONSIDERED PERMANENTLY RESTRICTED. THE DONOR STIPULATED THAT THE PRINCIPAL BE INVESTED IN PERPETUITY; HOWEVER, 30 YEARS FROM THE DATE OF THE GIFT, THE FUND WILL REVERT TO RTC'S GENERAL ENDOWMENT.

Part XIII Supplemental Information (continued)

AN ADDITIONAL \$31,000 OF PERMANENTLY RESTRICTED CONTRIBUTIONS WERE ADDED TO FUND 1 IN THE FISCAL YEARS 2011, 2016, AND 2021. IN ACCORDANCE WITH THE DONOR'S INSTRUCTIONS, EARNINGS ON FUND 1 ARE AVAILABLE TO SUPPORT RTC'S GENERAL OPERATIONS.

DURING THE YEAR ENDED SEPTEMBER 30, 1998, RTC ESTABLISHED THE WYSS ENDOWMENT FUND ("FUND 2"). THIS FUND WAS ESTABLISHED WITH A GIFT OF CASH OF \$250,000. FOR INVESTMENT EARNINGS ON FUND 2, THE DONOR RECOMMENDED THAT HALF OF THE ANNUAL EARNINGS FROM THE ENDOWMENT BE USED FOR GENERAL OPERATING EXPENSES AND THE OTHER HALF BE USED TO INCREASE THE ENDOWMENT, WITH AN ALLOWANCE FOR THE BOARD OF DIRECTORS TO OVERRIDE THIS PROVISION. IN PRIOR YEARS, RTC'S BOARD OF DIRECTORS RESOLVED THAT ALL THE INVESTMENT EARNINGS ON FUND 2 BE CONSIDERED UNRESTRICTED AND AVAILABLE TO SUPPORT GENERAL OPERATIONS.

DURING THE YEAR ENDED SEPTEMBER 30, 2018, RTC ESTABLISHED THE KEITH LAUGHLIN LEGACY ENDOWMENT FUND. RTC'S BOARD OF DIRECTORS ESTABLISHED THIS FUND TO HONOR THE 18 YEARS OF SERVICE OF ITS PRESIDENT KEITH LAUGHLIN. THE BOARD MADE PERSONAL PLEDGES IN EXCESS OF \$500,000, OF WHICH \$163,250 WAS PERMANENTLY RESTRICTED. IN ACCORDANCE WITH THE DONOR'S INSTRUCTIONS, EARNINGS ON FUND 3 ARE AVAILABLE TO SUPPORT RTC'S GENERAL OPERATIONS.

PART X, LINE 2:

FOR THE YEARS ENDED SEPTEMBER 30, 2022 AND 2021, THE CONSERVANCY HAS DOCUMENTED ITS CONSIDERATION OF FASB ASC 740-10, INCOME TAXES, THAT PROVIDES GUIDANCE FOR REPORTING UNCERTAINTY IN INCOME TAXES AND HAS DETERMINED THAT NO MATERIAL UNCERTAIN TAX POSITIONS QUALIFY FOR EITHER RECOGNITION OR DISCLOSURE IN THE FINANCIAL STATEMENTS.

Part XIII Supplemental Information (continued)

PART XI, LINE 2D - OTHER ADJUSTMENTS:

COST OF GOODS SOLD REPORTED AS EXPENSES ON THE FINANCIAL STATEMENTS AND NETTED AGAINST REVENUE ON FORM 990, PART VIII, LINE 10B. 20,057.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

COST OF GOODS SOLD REPORTED AS EXPENSES ON THE FINANCIAL STATEMENTS AND NETTED AGAINST REVENUE ON FORM 990, PART VIII, LINE 10B. 20,057.

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 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: MKDM

(I) ADDRESS OF FUNDRAISER:

612 E JEFFERSON ST, 2ND FL, CHARLOTTESVILLE, VA 22902

**SCHEDULE I
(Form 990)**

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 the latest information.**

OMB No. 1545-0047

2021

**Open to Public
Inspection**

Name of the organization **RAILS TO TRAILS CONSERVANCY** Employer identification number **52-1437006**

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
30TH STREET INDUSTRIAL CORRIDOR CORPORATION - PO BOX 16498 - MILWAUKEE, WI 53216	39-1707616	501(C)(3)	60,000.	0.			TRAIL DEVELOPMENT
BLACK WOMEN IN NATURE 3907 E. MOUNT ST. COLUMBUS, OH 43227	87-4053516	N/A	10,000.	0.			TRAIL DEVELOPMENT
CITY OF SOLON 34200 BAINBRIDGE RD. SOLON, OH 44139	34-6002686	GOVERNMENT	24,556.	0.			TRAIL DEVELOPMENT
COMMUNITY INITIATIVES 1000 BROADWAY, SUITE 480 OAKLAND, CA 94607	94-3255070	501(C)(3)	20,000.	0.			TRAIL DEVELOPMENT
DELAWARE RIVER WATERFRONT CORPORATION - 121 N. COLUMBUS BLVD - PHILADELPHIA, PA 19106	23-1734559	501(C)(3)	50,000.	0.			TRAIL DEVELOPMENT
FRIENDS OF THE NORTHERN RAIL-TRAIL P.O. BOX 154 ANDOVER, NH 03216	84-1665769	501(C)(3)	25,000.	0.			TRAIL DEVELOPMENT

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table **18.**
- 3** Enter total number of other organizations listed in the line 1 table **1.**

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

Schedule I (Form 990) 2021

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
GEARIN' UP BICYCLES 1811 RHODE ISLAND AVE NE WASHINGTON, DC 20018	45-4857730	501(C)(3)	7,500.	0.			TRAIL DEVELOPMENT
HACE 167 W. ALLEGHANY AVE, SUITE 200 PHILADELPHIA, PA 19140	23-2142317	501(C)(3)	20,000.	0.			TRAIL DEVELOPMENT
HBCUS OUTSIDE 200 WEST MAIN STREET ELIZABETH CITY, NC 27909	85-2370960	501(C)(3)	30,000.	0.			TRAIL DEVELOPMENT
IOWA NATURAL HERITAGE FOUNDATION 505 5TH AVENUE, #444 DES MOINES, IA 50309	42-1127544	501(C)(3)	10,000.	0.			TRAIL DEVELOPMENT
MIAMI RIVER FUND, INC. 1801 SW 13 AVE MIAMI, FL 33145	65-0867648	501(C)(3)	8,000.	0.			TRAIL DEVELOPMENT
MISSOURI COALITION FOR THE ENVIRONMENT FOUNDATION - 725 KINGSLAND AVE., STE. 100 - ST. LOUIS, MO 63130	23-7167066	501(C)(3)	25,000.	0.			TRAIL DEVELOPMENT
NEW KENSINGTON COMMUNITY DEVELOPMENT CORP - 2771 RUTH ST. SUITE 1 - PHILADELPHIA, PA 19134	22-2610536	501(C)(3)	20,000.	0.			TRAIL DEVELOPMENT
NORTHWEST SIDE COMMUNITY DEVELOPMENT CORPORATION - 4201 N 27TH ST, 7TH FL - MILWAUKEE, WI 53216	39-1478014	501(C)(3)	10,000.	0.			TRAIL DEVELOPMENT
REMEMBER US URBAN SCOUTS 1985 CEDAR WILLOW DRIVE COLUMBUS, OH 43229	84-1930874	501(C)(3)	10,000.	0.			TRAIL DEVELOPMENT

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
RIVERWORKS DEVELOPMENT CORP 526 E CONCORDIA AVE MILWAUKEE, WI 53212	39-1731739	501(C)(3)	10,000.	0.			TRAIL DEVELOPMENT
URBAN OASIS INC 2812 CLIFTON AVE BALTIMORE, MD 21216	84-3768675	501(C)(3)	10,500.	0.			TRAIL DEVELOPMENT
UNIVERSITY OF MIAMI KIDZ NEUROSCIENCE CENTER - 1095 N.W. 14TH TERRACE LOIS POPE LIFE CENTER - MIAMI, FL 33136	59-0624458	501(C)(3)	8,000.	0.			TRAIL DEVELOPMENT
URBAN TILTH 323 BROOKSIDE DR. RICHMOND, CA 94801	20-4124161	501(C)(3)	9,000.	0.			TRAIL DEVELOPMENT

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:

RTC PROVIDES GRANTS TO TRAIL AND COMMUNITY ORGANIZATIONS FOR THE PURPOSE OF MAKING PERMANENT IMPROVEMENTS TO THEIR TRAILS, BOOSTING SAFETY, OR IMPROVING CONNECTION AND INCLUSION. A FOCUS THIS YEAR WAS ON GRANTS THAT FUNDED PROJECTS TO BUILD LOCAL-LEVEL CAPACITY AND BRING MORE INCLUSIVE AND EQUITABLE PROGRAMMING TO TRAIL AND ACTIVE TRANSPORTATION NETWORKS. GRANTEES ARE IDENTIFIED BY RTC AND RTC DETERMINES AWARD RECIPIENTS. A FINAL REPORT IS REQUIRED FROM EACH RECIPIENT ORGANIZATION.

**SCHEDULE J
(Form 990)**

Compensation Information

OMB No. 1545-0047

2021

Open to Public Inspection

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.

Department of the Treasury
Internal Revenue Service

Name of the organization: **RAILS TO TRAILS CONSERVANCY**
 Employer identification number: **52-1437006**

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 checked="" type="checkbox"/> Compensation committee | <input type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input 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? **4a**
- b** Participate in or receive payment from a supplemental nonqualified retirement plan? **4b**
- c** Participate in or receive payment from an equity-based compensation arrangement? **4c**
- 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? **5a**
- b** Any related organization? **5b**
- 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? **6a**
- b** Any related organization? **6b**
- 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		

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

Schedule J (Form 990) 2021

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) RYAN CHAO PRESIDENT	(i)	303,998.	334.	0.	18,223.	21,285.	343,840.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) CYNTHIA DICKERSON CHIEF OPERATING OFFICER	(i)	190,869.	355.	0.	11,452.	23,961.	226,637.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) KEVIN MILLS SENIOR VP OF POLICY	(i)	182,107.	355.	0.	10,927.	22,628.	216,017.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) BRANDI HORTON VP OF COMMUNICATIONS	(i)	177,077.	355.	0.	10,625.	22,628.	210,685.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) ALISA BORLAND VP OF DEVELOPMENT	(i)	175,674.	355.	0.	10,540.	22,628.	209,197.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) ELIZABETH THORSTENSEN VP OF TRAIL DEVELOPMENT	(i)	181,300.	355.	0.	10,878.	9,286.	201,819.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) FREDERICK SCHAEDETLER CHIEF TECHNOLOGY OFFICER	(i)	146,623.	355.	0.	8,797.	21,010.	176,785.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(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, LINE 7:

THE FOLLOWING INDIVIDUALS RECEIVED BONUS PAYMENTS DURING THE YEAR:

RYAN CHAO \$ 334

CYNTHIA DICKERSON \$ 355

KEVIN MILLS \$ 355

BRANDI HORTON \$ 355

ALISA BORLAND \$ 355

ELIZABETH THORSTENSEN \$ 355

FREDERICK SCHAEDETLER \$ 355

Part IV Business Transactions Involving Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
JACOB LAUGHLIN	EMPLOYEE RELATED TO	54,077.	SALARY		X

Part V Supplemental Information.

Provide additional information for responses to questions on Schedule L (see instructions).

SCH L, PART IV, BUSINESS TRANSACTIONS INVOLVING INTERESTED PERSONS:

(A) NAME OF PERSON: JACOB LAUGHLIN

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

EMPLOYEE RELATED TO FORMER PRESIDENT

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

- ▶ Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
- ▶ Attach to Form 990.
- ▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization **RAILS TO TRAILS CONSERVANCY** Employer identification number **52-1437006**

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	22	89,089.	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	X	2	1,015,898.	FMV
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 in Part I, lines 1 through 28, that it must hold for at least three 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.		

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule M (Form 990) 2021

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 NUMBER ON COLUMN (B) REPRESENTS THE NUMBER OF CONTRIBUTIONS

SCHEDULE M, LINE 32B:

REAL ESTATE BROKER WILL HITE SOLD 2 OF THE CINDY WINTER RESIDENTIAL PROPERTIES THIS YEAR AND RECEIVED A REAL ESTATE COMMISSION.

**SCHEDULE O
(Form 990)**

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 the latest information.

OMB No. 1545-0047

2021

Open to Public
Inspection

Name of the organization

RAILS TO TRAILS CONSERVANCY

Employer identification number

52-1437006

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:

THE CURRENT SCOPE OF TRAILNATION IS FOCUSED ON EIGHT PLACES ACROSS THE
COUNTRY THAT ARE DIVERSE IN THEIR GEOGRAPHY, CULTURE, SIZE AND SCOPE -
SOUTHEAST WISCONSIN, THE SAN FRANCISCO BAY AREA, THE INDUSTRIAL
HEARTLAND (WESTERN PENNSYLVANIA, WEST VIRGINIA, OHIO AND NEW YORK
STATE), PHILADELPHIA, BALTIMORE, WASHINGTON, D.C., MIAMI AND SOUTH
TEXAS. THE LESSONS FROM TRAILNATION ARE SHARED AMONG RTC'S LEARNING
COMMUNITY OF TRAIL MANAGERS AND STAKEHOLDERS NATIONWIDE.

RTC'S OTHER FLAGSHIP TRAIL DEVELOPMENT INITIATIVE IS THE GREAT AMERICAN
RAIL-TRAIL, WHICH SPANS 3,700 MILES BETWEEN WASHINGTON, D.C., AND
WASHINGTON STATE. RTC PROVIDES THE NATIONAL LEADERSHIP AND
ON-THE-GROUND SUPPORT - THE WORK TO ORGANIZE PEOPLE, PLANS AND IDEAS;
TRAIL PLANNING AND COMMUNITY ENGAGEMENT; THE ADVOCACY AND MARKETING
THAT IS NECESSARY TO COMPLETING THE GREAT AMERICAN RAIL-TRAIL.

IN ADDITION, RTC CONTINUES TO SUPPORT TRAIL BUILDERS NATIONWIDE IN
VARIOUS WAYS, INCLUDING MANAGING AN EARLY WARNING SYSTEM TO NOTIFY
STAKEHOLDER OF UPCOMING RAILWAY ABANDONMENTS; CREATING STATEWIDE TRAIL
INVENTORIES AND DEVELOPMENT PLANS; PROVIDING TECHNICAL ASSISTANCE AND
GRANTS FOR LOCAL TRAIL DEVELOPMENT AND MANAGEMENT PROJECTS; AND
PROVIDING BEST PRACTICES TRAINING AND EDUCATION.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:

MEDIA, RAILSTOTRAILS.ORG, NEWS MEDIA AND PUBLICATIONS. RTC ALSO
SPEARHEADS TRAIL USE CAMPAIGNS DESIGNED TO ENGAGE AND INSPIRE THE

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

Schedule O (Form 990) 2021

132211 11-11-21

Name of the organization RAILS TO TRAILS CONSERVANCY	Employer identification number 52-1437006
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PUBLIC TO USE TRAILS, INCLUDING CELEBRATE TRAILS DAY, THAT ENGAGED OVER 200 PARTNERS WITH EVENTS IN ALL 50 STATES; TRAIL MOMENTS, WITH STORIES OF HOW TRAILS MAKE A DIFFERENCE IN PEOPLE'S DAILY LIVES; AND SHARE THE TRAIL, WHICH PROMOTES TRAIL ETIQUETTE AND SAFETY.

FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS:
INVESTMENT PROGRAM, WHICH ESTABLISHES COMPETITIVE GRANTS THAT WILL STRATEGICALLY INVEST IN PROJECTS THAT CONNECT TRAILS AND ACTIVE TRANSPORTATION INFRASTRUCTURE.

AS THE COUNTRY'S ONLY NATIONAL ORGANIZATION SOLELY COMMITTED TO DEFENDING THE PRESERVATION OF FORMER RAILROAD CORRIDORS FOR CONTINUED PUBLIC USE, RTC HAS HELPED SHAPE THE LEGAL FRAMEWORK AROUND RAIL-TRAILS AND CONTINUES TO DEFEND THE FEDERAL RAILBANKING STATUTE IN CONGRESS AND THE COURTS AS AN ESSENTIAL TOOL TO PRESERVE UNUSED RAIL CORRIDORS. RTC ALSO MONITORS LITIGATION ON CASES INVOLVING ENFORCEMENT OF FEDERAL LAWS RELATED TO RAILBANKING.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:
MEMBER PROGRAMS: IN ADDITION TO THE PROGRAMS PROVIDED THROUGH PUBLIC INFORMATION AND EDUCATION, RTC ALSO DIGITIZES MEMBER AND CONSTITUENT INFORMATION IN ALIGNMENT WITH THE ORGANIZATIONS COMPREHENSIVE GIS DATABASE OF MORE THAN 41,000 MILES OF TRAILS, CREATING A CENTRALIZED RESOURCE THAT ASSISTS THE ORGANIZATION IN IDENTIFYING OPPORTUNITIES FOR LINKING TRAIL SYSTEMS, AND MOBILIZING GRASSROOTS SUPPORT OF TRAIL PROJECTS. OTHER ACTIVITIES INCLUDE DELIVERY OF MEMBER BENEFIT AND SERVICE PROGRAMS.

EXPENSES \$ 541,121. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

Name of the organization RAILS TO TRAILS CONSERVANCY	Employer identification number 52-1437006
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RESEARCH - RTC'S RESEARCH PROGRAM FOCUSES ON CREATING INNOVATIVE TOOLS THAT EMPOWER COMMUNITIES TO ADVANCE TRAIL SYSTEMS IN THEIR CITIES, TOWNS AND REGIONS, WHILE ALSO MONITORING THE BENEFITS TRAILS BRING TO COMMUNITIES, THE IMPACT TRAILS HAVE ON PEOPLE AND PLACES, AND THE IMPLEMENTATION OF STATE AND FEDERAL PROGRAMS THAT PROVIDE THE FUNDING AND RESOURCES TO BUILD AND MAINTAIN TRAILS.

EXPENSES \$ 218,733. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

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

THE FINANCE COMMITTEE OF RTC REVIEWS THE DRAFT OF THE 990 BEFORE PRESENTATION TO THE FULL BOARD. EACH MEMBER OF THE BOARD OF DIRECTORS RECEIVES A COPY OF THE 990 PRIOR TO THE SUBMISSION OF THE FORM TO THE IRS. FOR THE YEAR ENDED SEPTEMBER 30, 2022, THE AUDITORS PRESENTED THE DRAFT 990 AT A BOARD OF DIRECTORS MEETING IN FEBRUARY. RTC WILL NOT FILE THE FINAL 990 UNTIL THE BOARD FORMALLY APPROVES SUCH FILING AT A SUBSEQUENT MEETING.

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

RTC HAS A CONFLICT OF INTEREST POLICY AND FORM THAT EACH BOARD MEMBER IS REQUIRED TO COMPLETE ANNUALLY. TO IMPLEMENT THIS POLICY, BOARD MEMBERS SUBMIT ANNUAL REPORTS ON THE CONFLICT OF INTEREST FORMS AT THE FEBRUARY BOARD MEETING AND, IF NOT PREVIOUSLY DISCLOSED, WILL MAKE DISCLOSURE BEFORE ANY RELEVANT BOARD OR COMMITTEE ACTION. THESE REPORTS WILL BE REVIEWED BY THE BOARD OR AN APPOINTED COMMITTEE OF THE BOARD, WHICH WILL ATTEMPT TO RESOLVE ANY ACTUAL OR POTENTIAL CONFLICT(S) AND, IN THE ABSENCE OF RESOLUTION, REFER THE MATTER TO THE BOARD OF DIRECTORS. RTC FOLLOWS A SIMILAR PROCEDURE FOR ITS EMPLOYEES. EACH EMPLOYEE IS REQUIRED TO READ, ACKNOWLEDGE RECEIPT, AND DISCLOSE ON AN ANNUAL BASIS. NEW EMPLOYEES ARE

Name of the organization

RAILS TO TRAILS CONSERVANCY

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52-1437006

REQUIRED TO ACKNOWLEDGE AND DISCLOSE AS PART OF THEIR ONBOARDING PROCESS.

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

COMPENSATION FOR THE PRESIDENT IS SET BY THE EXECUTIVE COMMITTEE OF RTC'S BOARD OF DIRECTORS BASED ON AN ANNUAL PERFORMANCE REVIEW, COMPARISON TO OTHER ENVIRONMENTAL NONPROFIT CEO COMPENSATION AS REPORTED IN THEIR 990'S, AND IN THE CONTEXT OF RTC'S OVERALL OPERATING BUDGET. DOCUMENTATION OF THESE PROCEDURES AND RESULTING CHANGES IN COMPENSATION ARE PREPARED BY THE BOARD CHAIR AND FORWARDED TO HUMAN RESOURCES FOR INCLUSION IN THE PRESIDENT'S PERSONNEL FILE. THE LAST COMPENSATION REVIEW TOOK PLACE IN JANUARY 2022.

COMPENSATION FOR KEY EMPLOYEES IS SET BY THE PRESIDENT. NEW HIRES' COMPENSATION IS DETERMINED BY BENCHMARKING SIMILAR POSITIONS IN OTHER ENVIRONMENTAL NONPROFIT ORGANIZATIONS OF SIMILAR SCOPE AND SIZE. DEPENDING ON THE RECRUITING TECHNIQUE, THIS ANALYSIS MAY BE PREPARED BY A PERSONNEL RECRUITING AGENCY OR COLLECTED BY RTC'S HUMAN RESOURCES DEPARTMENT. COMPENSATION IS ADJUSTED ANNUALLY BASED ON AN ANNUAL PERFORMANCE REVIEW CONDUCTED BY THE PRESIDENT AND IN CONTEXT WITH THE SALARY POOL AVAILABLE IN RTC'S OVERALL OPERATING BUDGET FOR THE UPCOMING FISCAL YEAR.

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

AL, AR, CA, FL, GA, HI, IL, KS, KY, MD, MA, MI, MN, MS, NH, NJ, NM, NY, NC, OR, PA, RI, SC, TN, UT
VA, WV, WI, MO

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

RTC'S GOVERNING DOCUMENTS, INCLUDING THE ANNUAL REPORT, FORM 990, AUDITED FINANCIAL STATEMENTS, CONFLICT OF INTEREST POLICY, AND FORM 1023, ARE

Name of the organization RAILS TO TRAILS CONSERVANCY	Employer identification number 52-1437006
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AVAILABLE TO THE PUBLIC UPON REQUEST. COPIES WILL BE PROVIDED IMMEDIATELY IN THE CASE OF IN-PERSON REQUESTS. REQUESTS RECEIVED IN WRITING, BY PHONE, FAX OR EMAIL WILL BE HONORED BY DIRECTING REQUESTORS TO RTC'S WEBSITE. THREE YEARS OF 990S, AUDITED FINANCIAL STATEMENTS, AND ANNUAL REPORTS CAN BE FOUND ON RTC'S WEBSITE IN ADOBE FORMAT. RTC RESERVES THE RIGHT TO CHARGE A REASONABLE COPYING FEE PLUS ACTUAL POSTAGE FOR MULTIPLE COPIES REQUESTED FROM THE SAME INDIVIDUAL OR RELATED GROUP OF INDIVIDUALS.

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

CAGING FEES:

PROGRAM SERVICE EXPENSES	47,545.
MANAGEMENT AND GENERAL EXPENSES	0.
FUNDRAISING EXPENSES	0.
TOTAL EXPENSES	47,545.

CONSULTING SERVICES:

PROGRAM SERVICE EXPENSES	725,165.
MANAGEMENT AND GENERAL EXPENSES	87,912.
FUNDRAISING EXPENSES	19,856.
TOTAL EXPENSES	832,933.

LIST MANAGEMENT SERVICES:

PROGRAM SERVICE EXPENSES	79,056.
MANAGEMENT AND GENERAL EXPENSES	13,403.
FUNDRAISING EXPENSES	132,877.
TOTAL EXPENSES	225,336.

DATA MANAGMENT:

Name of the organization RAILS TO TRAILS CONSERVANCY	Employer identification number 52-1437006
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PROGRAM SERVICE EXPENSES	192,963.
MANAGEMENT AND GENERAL EXPENSES	23,393.
FUNDRAISING EXPENSES	5,283.
TOTAL EXPENSES	221,639.

RESEARCH:

PROGRAM SERVICE EXPENSES	65,166.
MANAGEMENT AND GENERAL EXPENSES	7,900.
FUNDRAISING EXPENSES	1,784.
TOTAL EXPENSES	74,850.

ECONOMICS:

PROGRAM SERVICE EXPENSES	54,414.
MANAGEMENT AND GENERAL EXPENSES	6,597.
FUNDRAISING EXPENSES	1,490.
TOTAL EXPENSES	62,501.

PUBLIC RELATIONS:

PROGRAM SERVICE EXPENSES	56,155.
MANAGEMENT AND GENERAL EXPENSES	6,808.
FUNDRAISING EXPENSES	1,538.
TOTAL EXPENSES	64,501.

DESIGN:

PROGRAM SERVICE EXPENSES	91,415.
MANAGEMENT AND GENERAL EXPENSES	11,082.
FUNDRAISING EXPENSES	2,503.
TOTAL EXPENSES	105,000.

