

**** PUBLIC DISCLOSURE COPY ****Form **990**Department of the Treasury
Internal Revenue Service**Return of Organization Exempt From Income Tax**

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

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

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

OMB No. 1545-0047

2018Open to Public
Inspection**A For the 2018 calendar year, or tax year beginning** OCT 1, 2018 **and ending** SEP 30, 2019

B Check if applicable: Address change Name change Initial return Final return/terminated Amended return Application pending	C Name of organization RARE		D Employer identification number 23-7380563
	Doing business as		E Telephone number (703) 522-5070
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	
	1310 NORTH COURTHOUSE RD 110		
City or town, state or province, country, and ZIP or foreign postal code ARLINGTON, VA 22201			G Gross receipts \$ 50,779,127.
F Name and address of principal officer: BRETT JENKS SAME AS C ABOVE			H(a) Is this a group return for subordinates? Yes <input checked="" type="checkbox"/> No
			H(b) Are all subordinates included? Yes No
			If "No," attach a list. (see instructions)
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) 501(c) () ◀ (insert no.) 4947(a)(1) or 527			H(c) Group exemption number ▶
J Website: WWW.RARE.ORG			
K Form of organization: <input checked="" type="checkbox"/> Corporation Trust Association Other ▶			L Year of formation: 1974 M State of legal domicile: VA

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: RARE INSPIRES CHANGE SO PEOPLE AND NATURE THRIVE.		
	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	19
	5 Total number of individuals employed in calendar year 2018 (Part V, line 2a)	5	95
	6 Total number of volunteers (estimate if necessary)	6	2292
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	262,613.
b Net unrelated business taxable income from Form 990-T, line 38	7b	-36,027.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year 21,394,396.	Current Year 36,591,756.
	9 Program service revenue (Part VIII, line 2g)	0.	0.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	233,881.	790,301.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	319,230.	224,336.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	21,947,507.	37,606,393.
	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	1,419,471.	1,090,096.
Expenses	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)	13,846,617.	16,426,065.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	13,954.
	b Total fundraising expenses (Part IX, column (D), line 25) ▶ 2,331,385.		
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	9,250,640.	9,396,758.
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	24,516,728.	26,926,873.
	19 Revenue less expenses. Subtract line 18 from line 12	-2,569,221.	10,679,520.
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year 36,181,517.	End of Year 41,397,121.
	21 Total liabilities (Part X, line 26)	18,440,811.	12,842,431.
	22 Net assets or fund balances. Subtract line 21 from line 20	17,740,706.	28,554,690.

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 <i>Niels Crone</i> 251E8D90BDF345C NIELS CRONE, CHIEF OPERATIONS OFFICER		Date 6/20/2020		
	Type or print name and title				
Paid Preparer Use Only	Print/Type preparer's name KRISTEN BARNETT	Preparer's signature <i>Kristen Barnett</i>	Date 06/19/2020	Check if self-employed <input type="checkbox"/>	PTIN P01234578
	Firm's name ▶ RSM US LLP	Firm's EIN ▶ 42-0714325	Phone no. 703-336-6400		
	Firm's address ▶ 1861 INTERNATIONAL DRIVE, SUITE 400 MCLEAN, VA 22102				

May the IRS discuss this return with the preparer shown above? (see instructions) ☒ Yes ☐ No

Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III ☒ **X****1** Briefly describe the organization's mission:

RARE INSPIRES CHANGE SO PEOPLE AND NATURE THRIVE. FOR EVERY ENVIRONMENTAL CHALLENGE WE FACE, PEOPLE ARE BOTH THE PROBLEM AND THE SOLUTION. IF PEOPLE AND HUMAN BEHAVIOR ARE BEHIND THESE CHALLENGES, THEY SHOULD BE AT THE CENTER OF THE SOLUTION.

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 ☒ 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 ☒ 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 \$ 12,373,479. including grants of \$ 907,051.) (Revenue \$)
SUSTAINABLE FISHERIES AND AGRICULTURE:

THE LIVES AND LIVELIHOODS OF THE WORLD'S MOST VULNERABLE PEOPLE DEPEND ON THE REMAINING FORESTS, WETLANDS AND CORAL REEFS AND BALANCING HOW WE USE AND PRESERVE THESE RESOURCES REQUIRES US TO CHANGE OUR RELATIONSHIP WITH NATURE.

FISH FOREVER IS RARE'S COMPREHENSIVE AND COMMUNITY-LED SOLUTION FOR REVITALIZING COASTAL MARINE HABITATS, SUCH AS CORAL REEFS, MANGROVES AND SEAGRASSES, PROTECTING BIODIVERSITY, AND SECURING THE LIVELIHOODS OF FISHER HOUSEHOLDS AND THEIR COMMUNITIES. RARE'S VISION IS TO TRANSFORM THE MANAGEMENT OF COASTAL FISHERIES BY PAIRING A PROVEN LOCAL

4b (Code:) (Expenses \$ 3,184,546. including grants of \$ 183,045.) (Revenue \$)
CLIMATE CHANGE:

IN 2019, RARE LAUNCHED A NEW PROGRAM CALLED, "MAKE IT PERSONAL" DESIGNED TO HELP INDIVIDUAL AMERICANS REDUCE THEIR CARBON FOOTPRINT. MAKE IT PERSONAL WILL TARGET SEVEN BEHAVIORS WITH THE GREATEST PRACTICAL POTENTIAL TO REDUCE EMISSIONS IN THE U.S. IF JUST 10% OF THE ADDRESSABLE MARKET OF AMERICANS ADOPT THE SEVEN BEHAVIORS, WE COULD FILL THE GAP BETWEEN OUR CURRENT EMISSIONS TRAJECTORY AND OUR OBLIGATIONS UNDER THE 2015 PARIS CLIMATE AGREEMENT.

IN 2019, MAKE IT PERSONAL AND THE CENTER FOR BEHAVIOR & THE ENVIRONMENT PUBLISHED A REPORT, "CHANGING BEHAVIORS TO REDUCE U.S. EMISSIONS,"

4c (Code:) (Expenses \$ 3,129,517. including grants of \$) (Revenue \$)
CENTER FOR BEHAVIOR & THE ENVIRONMENT:

THE CENTER FOR BEHAVIOR & THE ENVIRONMENT (BE.CENTER) IS TRANSLATING SCIENCE INTO PRACTICE AND LEVERAGING THE BEST BEHAVIORAL SCIENCE INSIGHTS AND DESIGN THINKING APPROACHES TO TACKLE SOME OF THE MOST CHALLENGING ENVIRONMENTAL ISSUES. GLOBAL UNDERSTANDING OF HUMAN BEHAVIOR IS EVOLVING QUICKLY. NEW INSIGHTS ACROSS ECONOMICS, PSYCHOLOGY, EVOLUTIONARY BIOLOGY, NEUROSCIENCE, AND MORE HAVE TRANSFORMED OUR UNDERSTANDING OF HOW PEOPLE MAKE DECISIONS. THROUGH PARTNERSHIPS WITH LEADING ACADEMIC AND RESEARCH INSTITUTIONS, WE ARE BRINGING THE RESEARCH INTO THE FIELD TO CONNECT THE NEXT GENERATION OF BEHAVIORAL SCIENTISTS WITH PRACTITIONERS ON THE FRONT LINES OF OUR

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

(Expenses \$ 3,358,079. including grants of \$) (Revenue \$)

4e Total program service expenses **22,045,621.**

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> ?	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 Revenue Procedure 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 temporarily restricted endowments, permanent endowments, or 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>	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>	22	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>	23	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>	24a	X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
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?	24c	
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
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>	25a	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>	25b	X
26 Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>	26	X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>	27	X
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28a	X
b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b	X
c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c	X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29	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>	30	X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31	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>	32	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>	33	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>	34	X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	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>	35b	X
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>	36	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>	37	X
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	38	X

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	1a	40
b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b	0
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	X

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

		Yes	No
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a 95		
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X	
Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)			
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	X	
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O	3b	X	
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a	X	
b If "Yes," enter the name of the foreign country: SEE SCHEDULE O See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
c If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a		X
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
7 Organizations that may receive deductible contributions under section 170(c).			
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		X
b If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		X
d If "Yes," indicate the number of Forms 8282 filed during the year	7d		
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		X
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8		
9 Sponsoring organizations maintaining donor advised funds.			
a Did the sponsoring organization make any taxable distributions under section 4966?	9a		
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		
10 Section 501(c)(7) organizations. Enter:			
a Initiation fees and capital contributions included on Part VIII, line 12	10a		
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b		
11 Section 501(c)(12) organizations. Enter:			
a Gross income from members or shareholders	11a		
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b		
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b		
13 Section 501(c)(29) qualified nonprofit health insurance issuers.			
a Is the organization licensed to issue qualified health plans in more than one state?	13a		
Note. See the instructions for additional information the organization must report on Schedule O.			
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b		
c Enter the amount of reserves on hand	13c		
14a Did the organization receive any payments for indoor tanning services during the tax year?	14a		X
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	14b		
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?	15		X
If "Yes," see instructions and file Form 4720, Schedule N.			
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16		X
If "Yes," complete Form 4720, Schedule O.			

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 in 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

	1a	1b	2	3	4	5	6	7a	7b	8a	8b	9	Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year	21													
If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.														
b Enter the number of voting members included in line 1a, above, who are independent		19												
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?			2							X				
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person?				3							X			
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?				4							X			
5 Did the organization become aware during the year of a significant diversion of the organization's assets?				5							X			
6 Did the organization have members or stockholders?				6							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?				7a							X			
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?				7b							X			
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:														
a The governing body?				8a		X								
b Each committee with authority to act on behalf of the governing body?				8b		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 in Schedule O				9								X		

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

	10a	10b	11a	12a	12b	12c	13	14	15a	15b	16a	16b	Yes	No
10a Did the organization have local chapters, branches, or affiliates?	10a	X												
b 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?		10b	X											
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?			11a	X										
b Describe in 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				12a	X									
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?				12b	X									
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done						12c	X							
13 Did the organization have a written whistleblower policy?				13			X							
14 Did the organization have a written document retention and destruction policy?				14			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				15a			X							
b Other officers or key employees of the organization				15b			X							
If "Yes" to line 15a or 15b, describe the process in 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?				16a			X							
b 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?												16b	X	

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed **AZ, AK, CA, CT, CO, DC, FL, GA, HI, IL, IN, KS**

18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
☒ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)

19 Describe in 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 **CATHERINE STEWART - (703) 522-5070**
1310 NORTH COURTHOUSE RD, NO. 110, ARLINGTON, VA 22201

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent ContractorsCheck 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 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 and/or Box 7 of Form 1099-MISC) 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.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

☐ 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) SCOTT AMERO CHAIRMAN	3.50	X		X				0.	0.	0.
(2) STEVE GAINES SECRETARY	2.50	X		X				0.	0.	0.
(3) TOM PATTERSON TREASURER	2.50	X		X				0.	0.	0.
(4) AMANDA PAULSON TRUSTEE	2.50	X						0.	0.	0.
(5) DOROTHY BATTEN TRUSTEE	2.50	X						0.	0.	0.
(6) MEHRDAD BAGHAI TRUSTEE	2.50	X						0.	0.	0.
(7) MICHAEL BONNEY TRUSTEE	2.50	X						0.	0.	0.
(8) RANDY BROWN TRUSTEE	2.50	X						0.	0.	0.
(9) PAUL BUTLER TRUSTEE	7.00	X						106,110.	0.	0.
(10) ALICE FARMER TRUSTEE	2.50	X						0.	0.	0.
(11) LIZANNE GALBREATH TRUSTEE	2.50	X						0.	0.	0.
(12) AVI GARROW TRUSTEE	2.50	X						0.	0.	0.
(13) SARAH STEIN GREENBERG TRUSTEE	2.50	X						0.	0.	0.
(14) SVEN LINDBLAD TRUSTEE	2.50	X						0.	0.	0.
(15) JOSE ROBERTO MARINHO TRUSTEE	2.50	X						0.	0.	0.
(16) NANCY MACKINNON TRUSTEE	2.50	X						0.	0.	0.
(17) ED SOULE TRUSTEE	2.50	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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) JAN PORTMAN TRUSTEE	2.50	X						0.	0.	0.
(19) VADIM NIKITINE TRUSTEE	2.50	X						0.	0.	0.
(20) DAVID MCCORMICK TRUSTEE	2.50	X						0.	0.	0.
(21) BRETT JENKS PRESIDENT AND CEO	40.00	X		X				443,702.	0.	99,242.
(22) NIELS CRONE CHIEF OPERATING OFFICER	40.00			X				146,229.	0.	35,129.
(23) MARTHA PIPER MANAGING DIR., GLOBAL SOLUTIONS	40.00				X			150,875.	0.	39,265.
(24) DALE GALVIN MANAGING DIR., SUSTAINABLE	40.00				X			327,230.	0.	77,278.
(25) CARYN PERRELLI TRIVETT VICE PRESIDENT, TALENT	40.00				X			226,956.	0.	15,862.
(26) KAREN ZIFFER CHIEF DEVELOPMENT OFFICER	40.00				X			287,160.	0.	74,509.
1b Sub-total								1,688,262.	0.	341,285.
c Total from continuation sheets to Part VII, Section A								1,018,090.	0.	178,234.
d Total (add lines 1b and 1c)								2,706,352.	0.	519,519.

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 **▶**

30

- 3** Did the organization list any **former** officer, director, or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*
- 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? *If "Yes," complete Schedule J for such individual*
- 5** Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*

	Yes	No
3		X
4	X	
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
JANINE MARIE WILKIN, 1819 N INGLEWOOD STREET, ARLINGTON, NV 22205	PROGRAM DEVELOPMENT AND OVERSIGHT	111,401.

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 **▶**

1

SEE PART VII, SECTION A CONTINUATION SHEETS

Form **990** (2018)

Part VII

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

Section A: Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)										
(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(27) STEPHEN BOX SENIOR VICE PRESIDENT	40.00				X			203,788.	0.	41,283.
(28) ESTEBAN CHAVARRIA VP FINANCE & ACCOUNTING	40.00					X		165,888.	0.	36,483.
(29) ANNA BARTLETT VP, IND. GIVING & BOARD RELATIONS	40.00					X		169,008.	0.	27,629.
(30) BRIAN ULLMAN VP, MARKETING & COMMUNICATIONS	40.00					X		162,595.	0.	6,186.
(31) CYNTHIA MAYORAL SR. DIRECTOR, FOUNDATION RELATIONS	40.00					X		162,906.	0.	46,536.
(32) MANUEL BUENO VERA SR. DIR., SUSTAINABLE MARKETS & FIN.	40.00					X		153,905.	0.	20,117.

Part VIII Statement of RevenueCheck if Schedule O contains a response or note to any line in this Part VIII ☐

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a						
	b Membership dues	1b						
	c Fundraising events	1c						
	d Related organizations	1d						
	e Government grants (contributions)	1e	7,342,903.					
	f All other contributions, gifts, grants, and similar amounts not included above	1f	29,248,853.					
	g Noncash contributions included in lines 1a-1f: \$		660,151.					
	h Total. Add lines 1a-1f							36,591,756.
Program Service Revenue			Business Code					
	2 a							
	b							
	c							
	d							
	e							
	f All other program service revenue							
	g Total. Add lines 2a-2f							
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			687,203.			687,203.	
	4 Income from investment of tax-exempt bond proceeds							
	5 Royalties							
	6 a Gross rents	(i) Real	(ii) Personal					
	b Less: rental expenses	168,393.						
	c Rental income or (loss)	206,670.						
	d Net rental income or (loss)	-38,277.						
	7 a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other					
	b Less: cost or other basis and sales expenses	13,069,162.						
	c Gain or (loss)	12,966,064.						
	d Net gain or (loss)	103,098.						
	8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	a						
	b Less: direct expenses	b						
	c Net income or (loss) from fundraising events							
	9 a Gross income from gaming activities. See Part IV, line 19	a						
	b Less: direct expenses	b						
	c Net income or (loss) from gaming activities							
	10 a Gross sales of inventory, less returns and allowances	a						
	b Less: cost of goods sold	b						
	c Net income or (loss) from sales of inventory							
	Miscellaneous Revenue			Business Code				
	11 a MANAGEMENT FEE REVENUE	541610		262,613.		262,613.		
b								
c								
d All other revenue								
e Total. Add lines 11a-11d			262,613.					
12 Total revenue. See instructions			37,606,393.	0.	262,613.	752,024.		

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 ...	324,720.	324,720.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	2,800.	2,800.		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	762,576.	762,576.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,785,941.	799,892.	476,186.	509,863.
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	11,575,763.	9,998,549.	761,708.	815,506.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	737,938.	414,818.	182,516.	140,604.
9 Other employee benefits	1,119,404.	925,956.	93,473.	99,975.
10 Payroll taxes	1,207,019.	832,366.	177,106.	197,547.
11 Fees for services (non-employees):				
a Management				
b Legal	280,019.	209,699.	70,320.	
c Accounting	185,849.	83,134.	102,715.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	13,954.			13,954.
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch. O.)	2,777,314.	2,682,434.		94,880.
12 Advertising and promotion	59,446.	59,446.		
13 Office expenses	292,389.	206,164.	68,116.	18,109.
14 Information technology	1,045,747.	698,635.	136,575.	210,537.
15 Royalties				
16 Occupancy	1,394,338.	1,080,811.	176,471.	137,056.
17 Travel	1,947,349.	1,800,687.	54,763.	91,899.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	1,053,049.	1,053,049.		
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	133,375.		133,375.	
23 Insurance	104,510.	57,913.	46,597.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a PERMITS AND LICENSES	66,667.	51,972.	13,240.	1,455.
b GAIN/LOSS ON CURRENCY	37,708.		37,708.	
c BANK FEES	18,998.		18,998.	
d				
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	26,926,873.	22,045,621.	2,549,867.	2,331,385.
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 ☐ if following SOP 98-2 (ASC 958-720)

Part X Balance SheetCheck 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	6,018,907.	1	2,466,173.
	2 Savings and temporary cash investments	2,307,850.	2	5,025,170.
	3 Pledges and grants receivable, net	11,470,419.	3	19,092,688.
	4 Accounts receivable, net		4	
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instr). Complete Part II of Sch L		6	
	7 Notes and loans receivable, net		7	239,108.
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	575,305.	9	415,507.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 1,433,293.		
	b Less: accumulated depreciation	10b 1,227,728.		
	11 Investments - publicly traded securities	286,100.	10c	205,565.
	12 Investments - other securities. See Part IV, line 11	13,726,332.	11	12,367,780.
	13 Investments - program-related. See Part IV, line 11		12	
	14 Intangible assets		13	
	15 Other assets. See Part IV, line 11	1,796,604.	14	
16 Total assets. Add lines 1 through 15 (must equal line 34)	36,181,517.	15	1,585,130.	
Liabilities	17 Accounts payable and accrued expenses	3,242,235.	16	41,397,121.
	18 Grants payable		17	3,403,291.
	19 Deferred revenue		18	
	20 Tax-exempt bond liabilities	8,304,591.	19	4,794,135.
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		20	
	22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		21	
	23 Secured mortgages and notes payable to unrelated third parties		22	
	24 Unsecured notes and loans payable to unrelated third parties		23	
	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	6,893,985.	24	
	26 Total liabilities. Add lines 17 through 25	18,440,811.	25	4,645,005.
	Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.		26
27 Unrestricted net assets		8,771,524.		
28 Temporarily restricted net assets		8,969,182.	27	9,893,690.
29 Permanently restricted net assets			28	18,661,000.
Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.			29	
30 Capital stock or trust principal, or current funds				
31 Paid-in or capital surplus, or land, building, or equipment fund			30	
32 Retained earnings, endowment, accumulated income, or other funds			31	
33 Total net assets or fund balances		17,740,706.	32	
34 Total liabilities and net assets/fund balances		36,181,517.	33	28,554,690.
		34	41,397,121.	

Part XI Reconciliation of Net AssetsCheck 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	37,606,393.
2	Total expenses (must equal Part IX, column (A), line 25)	2	26,926,873.
3	Revenue less expenses. Subtract line 2 from line 1	3	10,679,520.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	17,740,706.
5	Net unrealized gains (losses) on investments	5	134,464.
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 in Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	28,554,690.

Part XII Financial Statements and ReportingCheck if Schedule O contains a response or note to any line in this Part XII ☒

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in 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: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	2a	<input checked="" type="checkbox"/>
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: <input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	2b	<input checked="" type="checkbox"/>
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 in Schedule O.	2c	<input checked="" type="checkbox"/>
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? _____	3a	<input checked="" type="checkbox"/>
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 in Schedule O and describe any steps taken to undergo such audits _____	3b	<input checked="" type="checkbox"/>

Form **990** (2018)

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) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	20,190,469.	18,744,535.	32,487,459.	21,394,396.	36,591,756.	129,408,615.
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	20,190,469.	18,744,535.	32,487,459.	21,394,396.	36,591,756.	129,408,615.
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)						49,102,996.
6 Public support. Subtract line 5 from line 4.						80,305,619.

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
7 Amounts from line 4	20,190,469.	18,744,535.	32,487,459.	21,394,396.	36,591,756.	129,408,615.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	230,845.	189,649.	176,985.	230,367.	855,596.	1,683,442.
9 Net income from unrelated business activities, whether or not the business is regularly carried on				0.	0.	
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	39,491.			41,276.		80,767.
11 Total support. Add lines 7 through 10						131,172,824.
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First five 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 2018 (line 6, column (f) divided by line 11, column (f))	14	61.22	%
15 Public support percentage from 2017 Schedule A, Part II, line 14	15	56.31	%
16a 33 1/3% support test - 2018. 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 - 2017. 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 - 2018. 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 - 2017. 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

Calendar year (or fiscal year beginning in) ►	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in 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 five 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

15 Public support percentage for 2018 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2017 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2018 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2017 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2018. 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 - 2017. 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 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of 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 (b) and (c) 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 12a or 12b in Part I, answer (b) and (c) 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 (b) and (c) 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 or 990-EZ).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</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 in 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 in 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 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)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
11a		
b A family member of a person described in (a) above?		
11b		
c A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI .		
11c		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.		
1		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.		
2		

Section C. Type II Supporting Organizations

	Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).		
1		

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

	Yes	No
1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).		
2 Activities Test. Answer (a) and (b) below.		
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.		
2a		
b Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.		
2b		
3 Parent of Supported Organizations. Answer (a) and (b) below.		
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? Provide details in Part VI .		
3a		
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.		
3b		

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

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

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

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

Schedule A (Form 990 or 990-EZ) 2018

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	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI). See instructions.	
7 Total annual distributions. Add lines 1 through 6.	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	
9 Distributable amount for 2018 from Section C, line 6	
10 Line 8 amount divided by line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2018	(iii) Distributable Amount for 2018
1 Distributable amount for 2018 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2018 (reasonable cause required- explain in Part VI). See instructions.			
3 Excess distributions carryover, if any, to 2018			
a From 2013			
b From 2014			
c From 2015			
d From 2016			
e From 2017			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2018 distributable amount			
i Carryover from 2013 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4 Distributions for 2018 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2018 distributable amount			
c Remainder. Subtract lines 4a and 4b from 4.			
5 Remaining underdistributions for years prior to 2018, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI . See instructions.			
6 Remaining underdistributions for 2018. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI . See instructions.			
7 Excess distributions carryover to 2019. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2014			
b Excess from 2015			
c Excess from 2016			
d Excess from 2017			
e Excess from 2018			

Schedule A (Form 990 or 990-EZ) 2018

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.)

SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:

AMOUNT BILLED TO INSURANCE COMPANY FOR FIRE DAMAGE:

2014 AMOUNT: \$ 39,491.

OTHER REVENUE

2017 AMOUNT: \$ 41,276.

Schedule B(Form 990, 990-EZ,
or 990-PF)Department of the Treasury
Internal Revenue Service**Schedule of Contributors**

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

OMB No. 1545-0047

2018

Name of the organization

RARE

Employer identification number

23-7380563

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 foundationCheck 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 or 990-EZ), 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, 990-EZ, or 990-PF), 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, 990-EZ, or 990-PF).

Name of organization	Employer identification number
RARE	23-7380563

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		\$ 7,188,389.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2		\$ 6,835,906.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3		\$ 5,650,747.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4		\$ 2,642,452.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5		\$ 1,111,785.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6		\$ 1,000,076.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization

Employer identification number

RARE

23-7380563

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
7		\$ 941,005.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
8		\$ 873,981.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
9		\$ 732,450.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization

Employer identification number

RARE

23-7380563

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
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee

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

2018**Open to Public Inspection****Name of the organization**

RARE

Employer identification number

23-7380563

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

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

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).

☐ Preservation of land for public use (e.g., recreation or education) ☐ Preservation of a historically important land area

☐ Protection of natural habitat ☐ Preservation of a certified historic structure

☐ Preservation of open space

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

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

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)? ☐ Yes ☐ No

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

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

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

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under SFAS 116 (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 SFAS 116 (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) 2018

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 are a significant use of its collection items

(check all that apply):

a ☐ Public exhibition**d** ☐ Loan or exchange programs**b** ☐ Scholarly research**e** ☐ Other _____**c** ☐ Preservation for future generations**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 assetsto 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					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:**a** Board designated or quasi-endowment ☐ _____ %**b** Permanent endowment ☐ _____ %**c** Temporarily restricted endowment ☐ _____ %

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:**(i)** unrelated organizations**(ii)** related organizations**b** If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? ☐

	Yes	No
3a(i)		
3a(ii)		
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		258,515.	317,602.	-59,087.
d Equipment		761,438.	661,421.	100,017.
e Other		413,340.	248,705.	164,635.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				205,565.

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 COMPENSATION LIABILITY	1,376,255.	
(3) INVESTED FUNDS DUE TO RELATED PARTY	3,268,750.	
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	4,645,005.	

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 FIN 48 (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	38,841,722.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	134,464.
b	Donated services and use of facilities	2b	133,449.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	760,746.
e	Add lines 2a through 2d	2e	1,028,659.
3	Subtract line 2e from line 1	3	37,813,063.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	-206,670.
c	Add lines 4a and 4b	4c	-206,670.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	37,606,393.

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	27,387,561.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	133,449.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	120,569.
e	Add lines 2a through 2d	2e	254,018.
3	Subtract line 2e from line 1	3	27,133,543.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	-206,670.
c	Add lines 4a and 4b	4c	-206,670.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	26,926,873.

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 X, LINE 2:

RARE IS EXEMPT FROM INCOME TAXES UNDER SECTION 501(C)(3) OF THE INTERNAL

REVENUE CODE (IRC). RARE IS SUBJECT TO UNRELATED BUSINESS INCOME TAXES

UNDER SECTION 511 OF THE IRC; HOWEVER, IN THE OPINION OF MANAGEMENT, NO

PROVISION FOR INCOME TAXES IS REQUIRED TO BE MADE.

RARE FOLLOWS THE ACCOUNTING STANDARD ON ACCOUNTING FOR UNCERTAINTY IN

INCOME TAXES, WHICH ADDRESSES THE DETERMINATION OF WHETHER TAX BENEFITS

CLAIMED OR EXPECTED TO BE CLAIMED ON A TAX RETURN SHOULD BE RECORDED IN

THE CONSOLIDATED FINANCIAL STATEMENTS. UNDER THIS GUIDANCE, RARE MAY

RECOGNIZE THE TAX BENEFIT FROM AN UNCERTAIN TAX POSITION ONLY IF IT IS

MORE LIKELY THAN NOT THAT THE TAX POSITION WILL BE SUSTAINED ON

Part XIII Supplemental Information *(continued)*

EXAMINATION BY TAXING AUTHORITIES, BASED ON THE TECHNICAL MERITS OF THE
 POSITION. THE TAX BENEFITS RECOGNIZED IN THE CONSOLIDATED FINANCIAL
 STATEMENTS FROM SUCH A POSITION ARE MEASURED BASED ON THE LARGEST BENEFIT
 THAT HAS A GREATER THAN 50% LIKELIHOOD OF BEING REALIZED UPON ULTIMATE
 SETTLEMENT. THE GUIDANCE ON ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES
 ALSO ADDRESSES DE-RECOGNITION, CLASSIFICATION, INTEREST AND PENALTIES ON
 INCOME TAXES AND ACCOUNTING IN INTERIM PERIODS.

MANAGEMENT EVALUATED RARE'S TAX POSITIONS AND CONCLUDED THAT RARE HAD
 TAKEN NO UNCERTAIN TAX POSITIONS THAT REQUIRE ADJUSTMENT TO THE
 CONSOLIDATED FINANCIAL STATEMENTS TO COMPLY WITH THE PROVISIONS OF THIS
 GUIDANCE. GENERALLY, RARE IS NO LONGER SUBJECT TO INCOME TAX EXAMINATIONS
 BY THE U.S. FEDERAL, STATE OR LOCAL TAX AUTHORITIES FOR YEARS BEFORE 2016.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

PORTFOLIO INTEREST MELOY FUND I LP INCLUDED IN CONSOL.

FINANCIAL STATEMENT	218,315.
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CONTRIBUTION BY LIMITED PARTNERS TO MELOY FUND I LP

INCLUDED IN CONSOL. FS	663,000.
------------------------	----------

CHANGE IN UNREALIZED LOSS ON PRIVATELY HELD SECURITIES	142,044.
--	----------

ELIMINATION ENTRY INCLUDED IN CONSOLIDATED FINANCIAL

STATEMENTS	-262,613.
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TOTAL TO SCHEDULE D, PART XI, LINE 2D	760,746.
---------------------------------------	----------

PART XI, LINE 4B - OTHER ADJUSTMENTS:

RENTAL EXPENSES INCLUDED IN PART VIII	-206,670.
---------------------------------------	-----------

PART XII, LINE 2D - OTHER ADJUSTMENTS:

Part XIII

Supplemental Information

(continued)

EXPENSES OF MELOY FUND I LP INCLUDED IN CONSOLIDATED

FINANCIAL STATEMENTS383,182.

ELIMINATION ENTRY INCLUDED IN CONSOLIDATED FINANCIAL

STATEMENTS-262,613.

TOTAL TO SCHEDULE D, PART XII, LINE 2D120,569.

PART XII, LINE 4B - OTHER ADJUSTMENTS:

RENTAL EXPENSES INCLUDED IN PART VIII-206,670.

**SCHEDULE F
(Form 990)**Department of the Treasury
Internal Revenue Service**Statement of Activities Outside the United States**

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 14b, 15, or 16.

▶ Attach to Form 990.

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

OMB No. 1545-0047

2018**Open to Public
Inspection**

Name of the organization

Employer identification number

RARE

23-7380563

Part I General Information on Activities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.**1 For grantmakers.** Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ **Yes** ☐ **No****2 For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.**3 Activities per Region.** (The following Part I, line 3 table can be duplicated if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
SOUTH AMERICA	2	23	PROGRAM SERVICES	COASTAL FISHERIES MARINE RESERVE PROGRAM DESIGN AND BEHAVIOR CHANGE	2,209,409.
EUROPE (INCLUDING ICELAND & GREENLAND)	1	2	PROGRAM SERVICES	NEAR SHORE FISHERIES CONSERVATION PROGRAM DESIGN AND BEHAVIOR CHANGE. TEACHING	262,202.
EAST ASIA AND THE PACIFIC	3	52	PROGRAM SERVICES	NEAR SHORE FISHERIES CONSERVATION PROGRAM DESIGN AND BEHAVIOR CHANGE. TEACHING	5,458,920.
EAST ASIA AND THE PACIFIC	0	1	PROGRAM SERVICES	GLOBAL CONSERVATION EVENTS AND RAISING AWARENESS	475,216.
CENTRAL AMERICA AND THE CARIBBEAN	1	2	PROGRAM SERVICES	COASTAL FISHERIES CONSERVATION PROGRAM DESIGN AND BEHAVIOR CHANGE	155,586.
SUB-SAHARAN AFRICA	1	9	PROGRAM SERVICES	NEAR SHORE FISHERIES PROGRAM DESIGN AND BEHAVIOR CHANGE. CAMPAIGNING FOR	895,413.
SOUTH AMERICA	0	1	PROGRAM SERVICES	RESEARCH AND DATA COLLECTION FOR THE ONLINE WORLD ATLAS OF MARINE FISHERIES CATCHES	309,075.
CENTRAL AMERICA AND THE CARIBBEAN	1	2	GRANTS TO RECIPIENTS		220,423.
3 a Subtotal	9	92			9,986,244.
b Total from continuation sheets to Part I	5	38			1,175,686.
c Totals (add lines 3a and 3b)	14	130			11,161,930.

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

Schedule F (Form 990) 2018

SEE PART V FOR COLUMN (E) DESCRIPTIONS

Schedule F (Form 990)

RARE

23-7380563

Page 1

Part I Continuation of Activities per Region. (Schedule F (Form 990), Part I, line 3)

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
EAST ASIA AND THE PACIFIC	0	1	GRANTS TO RECIPIENTS		120,213.
EUROPE (INCLUDING ICELAND & GREENLAND)	1	2	GRANTS TO RECIPIENTS		104,854.
SOUTH AMERICA	2	23	GRANTS TO RECIPIENTS		227,512.
NORTH AMERICA	0	1	GRANTS TO RECIPIENTS		29,038.
SUB-SAHARAN AFRICA	1	9	GRANTS TO RECIPIENTS		60,536.
EUROPE (INCLUDING ICELAND & GREENLAND)	1	2	FUNDRAISING		633,533.
Totals	5	38			1,175,686.

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

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		CENTRAL AMERICA AND THE CARIBBEAN	ADOPT SUSTAINABLE AND CLIMATE SMART FISHERIES AND AGRICULTURAL	220,423.	WIRE PAYMENT	0.		
		EAST ASIA AND THE PACIFIC	ADOPT SUSTAINABLE LIFESTYLES THAT REDUCE GREENHOUSE GAS EMISSIONS	12,360.	WIRE PAYMENT	0.		
		EAST ASIA AND THE PACIFIC	ADOPTION OF SUSTAINABLE AND CLIMATE FRIENDLY FARMING AND FISHING	107,853.	WIRE PAYMENT	0.		
		EUROPE (INCLUDING ICELAND & GREENLAND)	ADOPTION OF SUSTAINABLE AND CLIMATE FRIENDLY FARMING AND FISHING	104,854.	WIRE PAYMENT	0.		
		NORTH AMERICA	RESEARCH AND STATISTICAL REPORTING ON COASTAL FISHERIES	29,038.	WIRE PAYMENT	0.		
		SOUTH AMERICA	ADOPTION OF SUSTAINABLE AND CLIMATE FRIENDLY FARMING AND FISHING	223,382.	WIRE PAYMENT	0.		
		SUB-SAHARAN AFRICA	PROVIDE TRAINING AND MENTORING IN WATER HYACINTH COMPOSTING AND AGRO ECOLOGICAL	60,536.	WIRE PAYMENT	0.		

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

11

3 Enter total number of other organizations or entities

9

Schedule F (Form 990) 2018

SEE PART V FOR COLUMN (D) DESCRIPTIONS

Part IV Foreign Forms

- 1** Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* ☐ Yes ☒ No
- 2** Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* ☐ Yes ☒ No
- 3** Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect To Certain Foreign Corporations (see Instructions for Form 5471)* ☐ Yes ☒ No
- 4** Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* ☐ Yes ☒ No
- 5** Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* ☐ Yes ☒ No
- 6** Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990)* ☐ Yes ☒ No

Schedule F (Form 990) 2018

Part V Supplemental Information

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

PART I, LINE 2:

THE PROCESS FOR MONITORING THE USE OF GRANT FUNDS OUTSIDE OF THE UNITED

STATES INVOLVES SITE VISITS, FREQUENT CORRESPONDENCE WITH GRANTEE,

MONTHLY FINANCIAL AND NARRATIVE PROGRESS REPORTS THAT SUPPORTS THE

CONTRACT AGREEMENT, AND EXAMINATION OF INVOICES AND EXPENSE RECEIPTS.

PART I, LINE 3:

THE ORGANIZATION USES GAAP TO REPORT EXPENDITURES IN FOREIGN REGIONS.

PART I, LINE 3, COLUMN (E):

REGION: EUROPE (INCLUDING ICELAND & GREENLAND)

(E) SPECIFIC TYPES OF SERVICES IN REGION: NEAR SHORE FISHERIES

CONSERVATION PROGRAM DESIGN AND BEHAVIOR CHANGE. TEACHING SUSTAINABLE AND

CLIMATE COMPATIBLE FARMING PRACTICES.

REGION: EAST ASIA AND THE PACIFIC

(E) SPECIFIC TYPES OF SERVICES IN REGION: NEAR SHORE FISHERIES

CONSERVATION PROGRAM DESIGN AND BEHAVIOR CHANGE. TEACHING SUSTAINABLE AND

CLIMATE COMPATIBLE FARMING PRACTICES.

REGION: SUB-SAHARAN AFRICA

(E) SPECIFIC TYPES OF SERVICES IN REGION: NEAR SHORE FISHERIES PROGRAM

DESIGN AND BEHAVIOR CHANGE. CAMPAIGNING FOR CONSERVATION EDUCATION AND

BEHAVIOR CHANGE

PART II, COLUMN (D):

REGION: CENTRAL AMERICA AND THE CARIBBEAN

Part V

Supplemental Information

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

(D) PURPOSE OF GRANT: ADOPT SUSTAINABLE AND CLIMATE SMART FISHERIES AD

AGRICULTURAL PRACTICES

REGION: EAST ASIA AND THE PACIFIC

(D) PURPOSE OF GRANT: ADOPTION OF SUSTAINABLE AND CLIMATE FRIENDLY

FARMING AND FISHING PRACTICES

REGION: EUROPE (INCLUDING ICELAND & GREENLAND)

(D) PURPOSE OF GRANT: ADOPTION OF SUSTAINABLE AND CLIMATE FRIENDLY

FARMING AND FISHING PRACTICES

REGION: SOUTH AMERICA

(D) PURPOSE OF GRANT: ADOPTION OF SUSTAINABLE AND CLIMATE FRIENDLY

FARMING AND FISHING PRACTICES

REGION: SUB-SAHARAN AFRICA

(D) PURPOSE OF GRANT: PROVIDE TRAINING AND MENTORING IN WATER HYACINTH

COMPOSTING AND AGRO ECOLOGICAL PRACTICES ALONG WITH SOME MATERIALS TO

FARMERS AS AN ALTERNATIVE TO PESTICIDES

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

2018**Open to Public
Inspection**

Name of the organization

RARE

Employer identification number

23-7380563

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 non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
SMITHSONIAN INSTITUTION 1000 JEFFERSON DRIVE SW WASHINGTON, DC 20560	53-0206027	501(C)(3)	161,628.	0.			BEHAVIOR CHANGE CONSERVATION STUDIES
WILDLIFE CONSERVATION SOCIETY 2300 SOUTHERN BOULEVARD BRONX, NY 10460	13-1740011	501(C)(3)	136,788.	0.			CONSERVATION RESEARCH AND DATA COLLECTION
SOLAR SISTER, INC 94 INTERPROMONTORY ROAD GREAT FALLS, VA 22066	27-1185128	501(C)(3)	12,500.	0.			DISTRIBUTION OF ALTERNATIVE LIGHTING IN 3RD WORLD COUNTRIES

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

3.

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

0.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.**Schedule I (Form 990) (2018)**

Part III

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

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

Part IV

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

PART I, LINE 2:

THE PROCESS FOR MONITORING THE USE OF GRANT FUNDS OUTSIDE OF THE UNITED STATES INCLUDES SITE VISITS, FREQUENT CORRESPONDENCE WITH GRANTEEES, EXAMINATION OF EXPENDITURES, PERIODIC FINANCIAL AND NARRATIVE PROGRESS REPORTS THAT SUPPORTS THE CONTRACT AGREEMENT.

**SCHEDULE J
(Form 990)**Department of the Treasury
Internal Revenue Service**Compensation Information**For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 23.**▶ **Attach to Form 990.**▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

OMB No. 1545-0047

2018**Open to Public
Inspection**

Name of the organization

RARE

Employer identification number

23-7380563

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.☐ First-class or charter travel☐ Housing allowance or residence for personal use☐ Travel for companions☐ Payments for business use of personal residence☐ Tax indemnification and gross-up payments☐ Health or social club dues or initiation fees☐ Discretionary spending account☐ 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 filing 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.☐ Compensation committee☐ Written employment contract☒ Independent compensation consultant☒ Compensation survey or study☒ Form 990 of other organizations☒ Approval by the board or compensation committee**4** During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:**a** Receive a severance payment or change-of-control payment?**b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?**c** Participate in, or receive payment from, an equity-based compensation arrangement?

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.**5** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:**a** The organization?**b** Any related organization?

If "Yes" on line 5a or 5b, describe in Part III.

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

If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III**8** Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III**9** If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

Yes No

1b

2

4a

4b

4c

5a

5b

6a

6b

7

8

9

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

Schedule J (Form 990) 2018

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 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) BRETT JENKS PRESIDENT AND CEO	(i)	352,184.	40,000.	51,518.	71,291.	27,951.	542,944.	50,113.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) NIELS CRONE CHIEF OPERATING OFFICER	(i)	126,155.	18,040.	2,034.	5,646.	29,483.	181,358.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) MARTHA PIPER MANAGING DIR., GLOBAL SOLUTIONS	(i)	0.	0.	150,875.	30,901.	8,364.	190,140.	150,661.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) DALE GALVIN MANAGING DIR., SUSTAINABLE	(i)	266,182.	31,628.	29,420.	49,990.	27,288.	404,508.	28,504.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) CARYN PERRELLI TRIVETT VICE PRESIDENT, TALENT	(i)	194,787.	28,991.	3,178.	11,484.	4,378.	242,818.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) KAREN ZIFFER CHIEF DEVELOPMENT OFFICER	(i)	258,085.	26,753.	2,322.	47,699.	26,810.	361,669.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) STEPHEN BOX SENIOR VICE PRESIDENT	(i)	180,559.	22,510.	719.	13,239.	28,044.	245,071.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) ESTEBAN CHAVARRIA VP FINANCE & ACCOUNTING	(i)	143,822.	21,741.	325.	10,141.	26,342.	202,371.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) ANNA BARTLETT VP, IND. GIVING & BOARD RELATIONS	(i)	141,671.	27,044.	293.	10,479.	17,150.	196,637.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(10) BRIAN ULLMAN VP, MARKETING & COMMUNICATIONS	(i)	145,381.	15,574.	1,640.	6,186.	0.	168,781.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(11) CYNTHIA MAYORAL SR. DIRECTOR, FOUNDATION RELATIONS	(i)	148,447.	13,981.	478.	11,087.	35,449.	209,442.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(12) MANUEL BUENO VERA SR. DIR., SUSTAINABLE MARKETS & FIN.	(i)	143,115.	10,003.	787.	10,062.	10,055.	174,022.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(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 4B:

DURING 2011, UPON BOARD APPROVAL, RARE ESTABLISHED A NON-QUALIFIED DEFERRED

COMPENSATION PLAN, A 457(F) PLAN FOR CERTAIN KEY EMPLOYEES. THE AMOUNTS

CONTRIBUTED FOR THE YEAR ENDING DECEMBER 31, 2018 WERE AS FOLLOWS:

BRETT JENKS- \$50,000

MARTHA PIPER- \$30,901

DALE GALVIN- \$31,133

KAREN ZIFFER- \$28,959

THESE AMOUNTS HAVE BEEN INCLUDED IN SCHEDULE J, PART II, COLUMN (C),

RETIREMENT AND OTHER DEFERRED COMPENSATION AMOUNTS.

PART I, LINE 7:

THE PAYMENT STRUCTURE IS BASED ON ANNUAL INDIVIDUAL PERFORMACE GOALS.

**SCHEDULE M
(Form 990)**Department of the Treasury
Internal Revenue Service**Noncash Contributions**

OMB No. 1545-0047

2018**Open to Public
Inspection**

- ▶ **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

RARE

Employer identification number

23-7380563

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	5	660,151. FMV	
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other ...				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ ()				
26 Other ▶ ()				
27 Other ▶ ()				
28 Other ▶ ()				

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

29

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?

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?

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash
contributions?

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.

	Yes	No
30a		X
31	X	
32a		X
33		

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

Schedule M (Form 990) 2018

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 O
(Form 990 or 990-EZ)

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 990-EZ.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2018
Open to Public
Inspection

Name of the organization	Employer identification number
RARE	23-7380563

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

RARE IS THE LEADING BEHAVIOR CHANGE ORGANIZATION IN CONSERVATION AND SUSTAINABLE DEVELOPMENT. IN OUR MORE THAN FOUR DECADES OF WORK, RARE HAS LAUNCHED OVER 450 BEHAVIOR CHANGE CAMPAIGNS (KNOWN AS "PRIDE") IN MORE THAN 60 COUNTRIES, INSPIRING LOCAL COMMUNITIES TO ADOPT MORE SUSTAINABLE FISHING HABITS, END DEFORESTATION, PRESERVE HABITAT, AND SAVE SPECIES. PRIDE INCREASES AND ACCELERATES THE ADOPTION OF CONSERVATION SOLUTIONS - AND THE CHANGE LASTS.

RARE'S PEOPLE-CENTERED, PARTICIPATORY APPROACH TO CONSERVATION EMPOWERS LOCAL LEADERS AND ELEVATES THE ROLE OF FISHERS, FARMERS, AND OTHER PEOPLE WHO DEPEND ON NATURE IN LOCAL DECISION-MAKING AND GOVERNANCE. THIS COMMUNITY-LED APPROACH IS BUOYED BY PARTNERSHIPS WITH OFFICIALS AT ALL LEVELS OF GOVERNMENTFROM MAYORS TO MINISTERSAND WITH PUBLIC AND PRIVATE INSTITUTIONS, UNIVERSITIES AND OTHER ORGANIZATIONS CAPABLE OF REMOVING BARRIERS AND PAVING THE WAY FOR ENDURING SOLUTIONS.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:
SOLUTION, COMMUNITY-BASED MANAGEMENT, WITH A UNIQUE DELIVERY METHOD BASED ON BEHAVIORAL INSIGHTS AND SOCIAL MARKETING PRINCIPLES TO ENGAGE AND MOBILIZE THOSE COMMUNITIES.

OUR WORK HAS LED TO MORE ABUNDANT MARINE LIFE AND HEALTHIER COASTAL HABITATS. FOR THE COMMUNITIES WE SERVE, OUR WORK HELPS ENSURE MORE SUSTAINABLE FOOD SUPPLY, IMPROVED SOCIAL EQUITY, AND GREATER RESILIENCE TO EXTERNAL IMPACTSESPECIALLY THOSE RELATED TO CLIMATE CHANGE.

Schedule O (Form 990 or 990-EZ) (2018)

Page **2**

Name of the organization RARE	Employer identification number 23-7380563
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IN 2019, RARE CONTINUED TO EXPAND ITS FISH FOREVER FOOTPRINT TO 824 COMMUNITIES IN EIGHT COUNTRIES, ENGAGING 97 LOCAL GOVERNMENTS. THE PROGRAM FOCUSED ON BUILDING NETWORKS WITHIN AND ACROSS COUNTRIES, INCLUDING UNPRECEDENTED NETWORKS OF MARINE RESERVES, SOCIAL NETWORKS OF LOCAL LEADERS AND THEIR COMMUNITIES CO-MANAGING COASTAL RESOURCES AND POLITICAL NETWORKS OF SUBNATIONAL, PROVINCIAL, AND STATE AUTHORITIES EXECUTING AGAINST THE SAME PLAN FOR COASTAL FISHERIES REFORM. TO DATE, THE PROGRAM HAS HELPED REGISTER OVER 40,000 FISHERS, PLACE MORE THAN 6,000 SQUARE MILES OF COASTAL SEAS UNDER SUSTAINABLE MANAGEMENT, AND TRACK THOUSANDS OF TONS OF FISH TRANSACTIONS BY FISH BUYERS.

TO SCALE THE IMPACT, RARE HAS ALSO LED INITIATIVES TO SECURE PRIVATE-SECTOR SUPPORT THROUGH OUR CONSERVATION FINANCE PROGRAM. THE PROGRAM IS HELPING DEPLOY PRIVATE CAPITAL AND PUBLIC FINANCE FOR CONSERVATION AND DEVELOPMENT. IN 2019, RARE DEVELOPED A FIRST-OF-ITS-KIND FINANCING STRUCTURE WITH THE GOVERNMENT OF INDONESIA. THIS VEHICLE WILL CHANNEL FUNDS TO SUPPORT THE MARINE AND COASTAL ECONOMY ACROSS THREE PROVINCES.

WE ALSO DEPLOY OUR BEHAVIOR-CENTERED APPROACH TO PROMOTE SUSTAINABLE FARMING PRACTICES IN COLOMBIA. THROUGH OUR LANDS FOR LIFE PROGRAM, WE ARE BUILDING A SCALABLE APPROACH TO INCREASING THE ADOPTION OF CLIMATE-COMPATIBLE AGRICULTURAL PRACTICES THAT DELIVER ON SOIL HEALTH, WATERSHED MANAGEMENT, AGROFORESTRY, AND RESTORATION OBJECTIVES. LANDS FOR LIFE WORKS AT VARIOUS LEVELS, FROM VILLAGES AND MUNICIPALITIES TO THE NATIONAL LEVEL, MOBILIZING EXTENSION AGENTS, LOCAL LEADERS, AND SMALL-SCALE FARMERS TO ADDRESS CONSERVATION AND DEVELOPMENT CHALLENGES

Schedule O (Form 990 or 990-EZ) (2018)

Page **2**

Name of the organization RARE	Employer identification number 23-7380563
----------------------------------	--

AND EMPOWERS THEM TO BECOME AGENTS FOR CHANGE.

IN 2019, RARE LED CAPACITY-BUILDING AND BEHAVIOR-CENTERED DESIGN

TRAININGS FOR AGRICULTURAL EXTENSION AGENTS, EQUIPPING THEM WITH PROVEN

TECHNIQUES FOR ENGAGING AND MOBILIZING FARMERS TO ADOPT SUSTAINABLE

PRACTICES.

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

WHICH IDENTIFIED THE BEHAVIORS INDIVIDUAL PEOPLE CAN ADOPT WITH THE

GREATEST POTENTIAL FOR CLIMATE IMPACT.

MAKE IT PERSONAL ALSO LAUNCHED PILOT PROGRAMS TO ENGAGE AMERICANS

THROUGH THEIR BANKS, THEIR COMMUNITIES AND THEIR WORKPLACES. RARE IS

CURRENTLY DEVELOPING A TECHNOLOGY TO ALLOW BANKS TO HELP THEIR

CUSTOMERS PURCHASE CARBON OFFSETS, AS WELL AS WORKING WITH FORTUNE 500

COMPANIES TO PROMOTE CLIMATE FRIENDLY ACTIONS AMONGST THEIR EMPLOYEES.

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

GREATEST ENVIRONMENTAL CHALLENGES.

IN 2019, THE BE.CENTER-LED "SOLUTION SEARCH" (A WORLDWIDE CONTEST

DESIGNED TO SOURCE, REWARD, AND PROMOTE INNOVATIVE CONSERVATION

SOLUTIONS BUILT ON BEHAVIORAL SCIENCE) CONCLUDED ITS LATEST CONTEST,

"CLIMATE CHANGE NEEDS BEHAVIOR CHANGE," WHICH HAD 200 ENTRIES FROM OVER

40 COUNTRIES. THE CENTER PUBLISHED FOUR NEW REPORTS. FURTHER, THE

BE.CENTER HOSTED TWO DAY-LONG SUMMITS BE.HIVE AND BE.HIVE ON CAMPUS

WHICH BROUGHT TOGETHER THOUGHT LEADERS FROM CONSERVATION, CLIMATE

ADVOCACY, ACADEMIA, AND THE PRIVATE SECTOR TO EXPLORE BEHAVIORAL

Schedule O (Form 990 or 990-EZ) (2018)

Page **2**

Name of the organization RARE	Employer identification number 23-7380563
----------------------------------	--

SOLUTIONS TO CLIMATE CHANGE. THE CONVENINGS ENGAGED OVER 750 PEOPLE IN
PERSON AND ONLINE.

TO DATE, THE BE.CENTER HAS TRAINED OVER 1,000 INDIVIDUALS IN OUR UNIQUE
BEHAVIOR-CENTERED DESIGN APPROACH.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

OTHER PROGRAM SERVICES

EXPENSES \$ 3,358,079. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

FORM 990, PART V, LINE 4B, LIST OF FOREIGN COUNTRIES:

MEXICO, CHINA, PHILIPPINES, INDONESIA,

BRAZIL, MOZAMBIQUE, COLOMBIA, GERMANY

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

THE BOARD MEMBERS WERE GIVEN A COPY OF THE RETURN TO REVIEW AND APPROVE
BEFORE FILING WITH THE IRS.

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

UPON JOINING, STAFF AND BOARD MEMBERS ARE REQUIRED TO SIGN A CONFLICT OF

INTEREST DISCLOSURE STATEMENT INDICATING THE CAPACITY IN WHICH YOU ARE

SERVING THE ORGANIZATION, ANY AFFILIATIONS WITH RARE'S BUSINESS PARTNERS,

OR ANY BENEFIT GAINED THROUGH A RARE BUSINESS TRANSACTION. DETAILED

INFORMATION ON ANY SUCH POTENTIAL CONFLICT MUST BE FULLY DISCLOSED ON THE

FORM. ANNUALLY, STAFF AND BOARD MEMBERS ARE REQUIRED TO PROVIDE ANY

UPDATES.

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

Schedule O (Form 990 or 990-EZ) (2018)

Page **2**

Name of the organization	Employer identification number
RARE	23-7380563

ANNUALLY, RARE STAFF COMPILES DATA FROM CURRENT MARKET COMPENSATION SURVEYS

AND OTHER RELEVANT RESEARCH IN ADDITION TO A SELF EVALUATION OF THE CEO AND

COO TO BE SUBMITTED TO THE FINANCE AND HR COMMITTEE FOR REVIEW. THE FINANCE

AND HR COMMITTEE, BASED ON THE INFORMATION RECEIVED, RECOMMENDS

COMPENSATION ADJUSTMENTS FOR THE CEO AND COO TO THE FULL BOARD OF TRUSTEES

FOR FINAL APPROVAL. RARE HIRES A FIRM TO REVIEW THE COMPENSATION OF THOSE

IN A POSITION TO EXERCISE SUBSTANTIAL INFLUENCE WITH RESPECT TO RARE'S

AFFAIRS TO PROVIDE AN OPINION ON THE REASONABLENESS OF THEIR COMPENSATION.

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

AZ,AK,CA,CT,CO,DC,FL,GA,HI,IL,IN,KS,MA,MD,MI,MN,ME,MT,NJ,NC,NH,NY,OH,OR,PA

SC,TN,VA,VT,WA,WI

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

RARE MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND

FINANCIAL STATEMENTS AVAILABLE UPON REQUEST FOR THE SAME PERIOD OF

DISCLOSURE AS SET FORTH IN SECTION 6104(D).

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

OTHER PROFESSIONAL FEES:

PROGRAM SERVICE EXPENSES	2,682,434.
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MANAGEMENT AND GENERAL EXPENSES	0.
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FUNDRAISING EXPENSES	94,880.
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TOTAL EXPENSES	2,777,314.
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TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A	2,777,314.
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FORM 990, PART XII, LINE 2C:

THE PROCESS FOR OVERSEEING THE AUDIT OF THE FINANCIAL STATEMENTS AND

Name of the organization	Employer identification number
RARE	23-7380563

SELECTION OF AN INDEPENDENT ACCOUNTANT THAT AUDITED THE FINANCIAL STATEMENTS HAS BEEN CONSISTENT WITH PRIOR YEARS.

FORM 990, PART I, LINE 5:

PART I, LINE 5 ONLY REFLECTS THE NUMBER OF EMPLOYEES RECEIVING FORM W-2

(80). THE TOTAL NUMBER OF WORLDWIDE EMPLOYEES IS 172.

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.**Note:** Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

	Yes	No
1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?		
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity	1a	X
b Gift, grant, or capital contribution to related organization(s)	1b	X
c Gift, grant, or capital contribution from related organization(s)	1c	X
d Loans or loan guarantees to or for related organization(s)	1d	X
e Loans or loan guarantees by related organization(s)	1e	X
f Dividends from related organization(s)	1f	X
g Sale of assets to related organization(s)	1g	X
h Purchase of assets from related organization(s)	1h	X
i Exchange of assets with related organization(s)	1i	X
j Lease of facilities, equipment, or other assets to related organization(s)	1j	X
k Lease of facilities, equipment, or other assets from related organization(s)	1k	X
l Performance of services or membership or fundraising solicitations for related organization(s)	1l	X
m Performance of services or membership or fundraising solicitations by related organization(s)	1m	X
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n	X
o Sharing of paid employees with related organization(s)	1o	X
p Reimbursement paid to related organization(s) for expenses	1p	X
q Reimbursement paid by related organization(s) for expenses	1q	X
r Other transfer of cash or property to related organization(s)	1r	X
s Other transfer of cash or property from related organization(s)	1s	X
2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.		

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) THE MELOY FUND I, G.P.	L	262,613.	EXPENSES INCURRED
(2)			
(3)			
(4)			
(5)			
(6)			

Part VII

Supplemental Information.

Provide additional information for responses to questions on Schedule R. See instructions.

PART I, IDENTIFICATION OF DISREGARDED ENTITIES:

NAME AND ADDRESS OF DISREGARDED ENTITY:

ASSOCIACAO RARE DO BRASIL

RUA VISCONDE DE PIRAJA, 177- SALA 801, IPANEMA

RIO DE JANEIRO, RIO DE JANEIRO, BRAZIL 22410