**Return of Organization Exempt From Income Tax**

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

**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.**

**Activities & Governance**

<table>
<thead>
<tr>
<th><strong>1</strong></th>
<th>Briefly describe the organization’s mission or most significant activities:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Thorne's mission is to build Earth stewardship by connecting youth to nature through joyful, hands-on, place-based environmental education experiences.</td>
</tr>
</tbody>
</table>

**Check if applicable:**

- [ ] Amended return
- [ ] Terminated
- [ ] Final return/
- [ ] Name change
- [ ] Address change

**Name of organization**

Thorne Ecological Institute

**Number and street (for P.O. Box if mail is not delivered to street address)**

PO Box 19107

**City or town, state or province, country, and ZIP or foreign postal code**

Boulder CO 80308

**Website**

www.thorneNature.org

**Form of organization**

Corporation

**Number of employees**

54

**Number of volunteers (estimate if necessary)**

28

**Revenue**

<table>
<thead>
<tr>
<th><strong>8</strong> Contributions and grants (Part VIII, line 1h)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prior Year</td>
</tr>
<tr>
<td>767,708</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>9</strong> Program service revenue (Part VIII, line 2g)</th>
</tr>
</thead>
<tbody>
<tr>
<td>207,602</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>10</strong> Investment income (Part VIII, column (A), lines 3, 4, and 7d)</th>
</tr>
</thead>
<tbody>
<tr>
<td>47,299</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>11</strong> Other revenue (Part VIII, column (A), lines 5, 6, 8c, 9c, 10c, and 11e)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prior Year</td>
</tr>
<tr>
<td>0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>12</strong> Total revenue – add lines 8 through 11 (must equal Part VIII, column (A), line 12)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,022,609</td>
</tr>
</tbody>
</table>

**Expenses**

<table>
<thead>
<tr>
<th><strong>13</strong> Grants and similar amounts paid (Part IX, column (A), lines 1–3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>66,028</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>14</strong> Benefits paid to or for members (Part IX, column (A), line 4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>15</strong> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)</th>
</tr>
</thead>
<tbody>
<tr>
<td>671,106</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>16</strong> Professional fundraising fees (Part IX, column (A), line 11e)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prior Year</td>
</tr>
<tr>
<td>160,880</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>17</strong> Other expenses (Part IX, column (A), lines 11a–11d, 11l–24e)</th>
</tr>
</thead>
<tbody>
<tr>
<td>295,048</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>18</strong> Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,032,182</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>19</strong> Revenue less expenses. Subtract line 18 from line 12</th>
</tr>
</thead>
<tbody>
<tr>
<td>-9,573</td>
</tr>
</tbody>
</table>

**Total assets (Part X, line 16)**

| Prior Year | Current Year |
| 3,207,075 | 4,067,500 |

**Total liabilities (Part X, line 26)**

| Prior Year | Current Year |
| 471,982 | 339,145 |

**Net assets or fund balances. Subtract line 21 from line 20**

| Prior Year | Current Year |
| 2,735,093 | 3,728,355 |

**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.

**Signature of officer**

Micah Shagoury

**Date**

2022 Treasurer

**Type or print name and title**

Treasurer

**Preparer’s name**

Taylor Roth and Company

**Firm’s EIN**

20-3746583

**Date**

05/12/22

**Check if self-employed**

Yes

**PTIN**

01388919

**Phone no.**

303-830-8109

May the IRS discuss this return with the preparer shown above? See instructions

[X] Yes

[ ] No
Form 990 (2020) THORNE ECOLOGICAL INSTITUTE 84–6029250 Page 2

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:
Thorne's mission is to build Earth stewardship by connecting youth to nature through joyful, hands-on, place-based environmental education experiences.

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

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

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

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

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code: N/A) (Expenses $ 1,744,209 including grants of$ 247,098 ) (Revenue $ 826,215 )

See Schedule O

4b (Code: N/A) (Expenses $ including grants of$ ) (Revenue $ )

4c (Code: N/A) (Expenses $ including grants of$ ) (Revenue $ )

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

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

4e Total program service expenses $ 1,744,209
1. Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If “Yes,” complete Schedule A.  
2. Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?  
3. Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If “Yes,” complete Schedule C, Part I.  
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? If “Yes,” complete Schedule C, Part II.  
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? If “Yes,” complete Schedule C, Part III.  
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? If “Yes,” complete Schedule D, Part I.  
7. Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If “Yes,” complete Schedule D, Part II.  
8. Did the organization maintain collections of works of art, historical treasures, or other similar assets? If “Yes,” complete Schedule D, Part III.  
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? If “Yes,” complete Schedule D, Part IV.  
10. Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? If “Yes,” complete Schedule D, Part V.  
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? If “Yes,” complete Schedule D, Part VI.  
   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? If “Yes,” complete Schedule D, Part VII.  
   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? If “Yes,” complete Schedule D, Part VIII.  
   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? If “Yes,” complete Schedule D, Part IX.  
   e. Did the organization report an amount for other liabilities in Part X, line 25? If “Yes,” complete Schedule D, Part 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)? If “Yes,” complete Schedule D, Part X.  
12. Did the organization obtain separate, independent audited financial statements for the tax year? If “Yes,” complete Schedule D, Parts XI and XII.  
13. Is the organization a school described in section 170(b)(1)(A)(ii)? If “Yes,” complete Schedule E.  
14. Did the organization maintain an office, employees, or agents outside of the United States?  
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? If “Yes,” complete Schedule F, Parts I and IV.  
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? If “Yes,” complete Schedule F, Parts II and IV.  
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? If “Yes,” complete Schedule G, Part I.  
18. Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If “Yes,” complete Schedule G, Part II.  
19. Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? If “Yes,” complete Schedule G, Part III.  
20. Did the organization operate one or more hospital facilities? If “Yes,” complete Schedule H.  
   a. If “Yes” to line 20a, did the organization attach a copy of its audited financial statements to this return?  
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 17? If “Yes,” complete Schedule I, Parts I and II.
22 Did the organization report more than $5,000 of grants or other assistance to or for domestic individuals on Form 990, Part X, column (A), line 2? If “Yes,” complete Schedule I, Parts I and III.[ ] Yes[ ] No

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? If “Yes,” complete Schedule J.[ ] Yes[ ] No

24 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? If “Yes,” answer lines 24b through 24d and complete Schedule K. If “No,” go to line 25a.[ ] Yes[ ] No

b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?[ ] Yes[ ] No

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?[ ] Yes[ ] No

d Did the organization act as an “on behalf of” issuer for bonds outstanding at any time during the year?[ ] Yes[ ] No

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? If “Yes,” complete Schedule L, Part I.[ ] Yes[ ] No

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? If “Yes,” complete Schedule L, Part I.[ ] Yes[ ] No

26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If “Yes,” complete Schedule L, Part II.[ ] Yes[ ] No

27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If “Yes,” complete Schedule L, Part III.[ ] Yes[ ] No

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):[ ] Yes[ ] No

a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If “Yes,” complete Schedule L, Part IV.[ ] Yes[ ] No

b A family member of any individual described in line 28a? If “Yes,” complete Schedule L, Part IV.[ ] Yes[ ] No

c A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If “Yes,” complete Schedule L, Part IV.[ ] Yes[ ] No

29 Did the organization receive more than $25,000 in non-cash contributions? If “Yes,” complete Schedule M.[ ] Yes[ ] No

30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If “Yes,” complete Schedule M.[ ] Yes[ ] No

31 Did the organization liquidate, terminate, or dissolve and cease operations? If “Yes,” complete Schedule N, Part I.[ ] Yes[ ] No

32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If “Yes,” complete Schedule N, Part II.[ ] Yes[ ] No

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? If “Yes,” complete Schedule R, Part I.[ ] Yes[ ] No

34 Was the organization related to any tax-exempt or taxable entity? If “Yes,” complete Schedule R, Part II, III, or IV, and Part V, line 1.[ ] Yes[ ] No

35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?[ ] Yes[ ] No

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)? If “Yes,” complete Schedule R, Part V, line 2.[ ] Yes[ ] No

36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If “Yes,” complete Schedule R, Part V, line 2.[ ] Yes[ ] No

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? If “Yes,” complete Schedule R, Part VI.[ ] Yes[ ] No

38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? All Form 990 filers are required to complete Schedule O.[ ] Yes[ ] No

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.[ ] Yes[ ] No

b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.[ ] Yes[ ] No

c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?[ ] Yes[ ] No
Part V  Statements Regarding Other IRS Filings and Tax Compliance (continued)

2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, for the calendar year ending with or within the year covered by this return.  
   If at least one is reported on line 2a, did the organization file all required federal employment tax returns?  
   Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)
   2b  

3a Did the organization have unrelated business gross income of $1,000 or more during the year?  
   b If “Yes,” has it filed a Form 990-T for this year? If “No” to line 3b, provide an explanation on Schedule O.  
   3b  

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)?  
   b If “Yes,” enter the name of the foreign country  
   4a  

5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?  
   b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?  
   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?  
   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?  
   b If “Yes,” did the organization notify the donor of the value of the goods or services provided?  
   c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?  
   d If “Yes,” indicate the number of Forms 8282 filed during the year  
   7b  

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?  

9 Sponsoring organizations maintaining donor advised funds.  
   a Did the sponsoring organization make any taxable distributions under section 4966?  
   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  
   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  
   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?  
   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?  
   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  
   c Enter the amount of reserves on hand  
   13b  

14a Did the organization receive any payments for indoor tanning services during the tax year?  
   b If “Yes,” has it filed a Form 720 to report these payments? If “No,” provide an explanation on 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?  
   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?  
   If “Yes,” complete Form 4720, Schedule O.  

Form 990 (2020)
### Section A. Governing Body and Management

<table>
<thead>
<tr>
<th>Line</th>
<th>Question</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1a</td>
<td>Enter the number of voting members of the governing body at the end of the tax year.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>If there are material differences in voting rights among members of the governing body, or</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>if the governing body delegated broad authority to an executive committee or similar</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>committee, explain on Schedule O.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1b</td>
<td>Enter the number of voting members included on line 1a, above, who are independent</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Did any officer, director, trustee, or key employee have a family relationship or a business</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>relationship with any other officer, director, trustee, or key employee?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Did the organization delegate control over management duties customarily performed by or under</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>the direct supervision of officers, directors, trustees, or key employees to a management</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>company or other person?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Did the organization make any significant changes to its governing documents since the prior</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Form 990 was filed?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Did the organization become aware during the year of a significant diversion of the organization's</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>assets?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Did the organization have members or stockholders?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7a</td>
<td>Did the organization have members, stockholders, or other persons who had the power to elect</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>or appoint one or more members of the governing body?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7b</td>
<td>Are any governance decisions of the organization reserved to (or subject to approval by)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>members, stockholders, or persons other than the governing body?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Did the organization contemporaneously document the meetings held or written actions undertaken</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>during the year by the following:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8a</td>
<td>The governing body?</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>8b</td>
<td>Each committee with authority to act on behalf of the governing body?</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>cannot be reached at the organization's mailing address?</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td></td>
<td>If “Yes,” provide the names and addresses on Schedule O.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Line</th>
<th>Question</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>10a</td>
<td>Did the organization have local chapters, branches, or affiliates?</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td></td>
<td>If “Yes,” did the organization have written policies and procedures governing the activities</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>of such chapters, affiliates, and branches to ensure their operations are consistent with the</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>organization’s exempt purposes?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11a</td>
<td>Has the organization provided a complete copy of this Form 990 to all members of its governing</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>body before filing the form?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11b</td>
<td>Describe in Schedule O the process, if any, used by the organization to review this Form 990.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12a</td>
<td>Did the organization have a written conflict of interest policy?</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td></td>
<td>If “No,” go to line 13</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12b</td>
<td>Were officers, directors, or trustees, and key employees required to disclose annually</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td></td>
<td>interests that could give rise to conflicts?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12c</td>
<td>Did the organization regularly and consistently monitor and enforce compliance with the policy?</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td></td>
<td>If “Yes,” describe in Schedule O how this was done</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Did the organization have a written whistleblower policy?</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Did the organization have a written document retention and destruction policy?</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>15a</td>
<td>Did the organization have a written policy or procedure requiring the organization to</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td></td>
<td>evaluate its participation in joint venture arrangements under applicable federal tax law,</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>and take steps to safeguard the organization’s exempt status with respect to such</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>arrangements?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>15b</td>
<td>If “Yes,” describe in Schedule O how this was done</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>16a</td>
<td>Did the organization invest in, contribute assets to, or participate in a joint venture or</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td></td>
<td>similar arrangement with a taxable entity during the year?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16b</td>
<td>If “Yes,” describe in Schedule O how this was done</td>
<td>X</td>
<td></td>
</tr>
</tbody>
</table>

### Section C. Disclosure

<table>
<thead>
<tr>
<th>Line</th>
<th>Question</th>
<th>Relevant Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>17</td>
<td>List the states with which a copy of this Form 990 is required to be filed u None</td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable),</td>
<td></td>
</tr>
<tr>
<td></td>
<td>990, and 990-T (Section 501(c) 3)(s) only available for public inspection. Indicate how you</td>
<td></td>
</tr>
<tr>
<td></td>
<td>made these available. Check all that apply.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Own website X Another’s website X Upon request X Other (explain on Schedule O)</td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>Describe on Schedule O whether (and if so, how) the organization made its governing documents,</td>
<td></td>
</tr>
<tr>
<td></td>
<td>conflict of interest policy, and financial statements available to the public during the tax</td>
<td></td>
</tr>
<tr>
<td></td>
<td>year.</td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>State the name, address, and telephone number of the person who possesses the organization's</td>
<td>Boulder Desrosiers</td>
</tr>
<tr>
<td></td>
<td>books and records u</td>
<td>1466 N 63rd Street</td>
</tr>
<tr>
<td></td>
<td></td>
<td>CO 80308 303-499-3647</td>
</tr>
</tbody>
</table>
### Part VII

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

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

#### Section A

- Compensated by the organization and related organizations
- Check if Schedule O contains a response or note to any line in this Part VII

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 all of the organization’s 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.

See instructions for the order in which to list the persons above.

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

<table>
<thead>
<tr>
<th>(A)</th>
<th>(B) Average hours per week</th>
<th>(C) Position (do not check more than one box, unless person is both an officer and director/trustee)</th>
<th>(D) Reportable compensation from the organization (W-2/1099-MISC)</th>
<th>(E) Reportable compensation from related organizations (W-2/1099-MISC)</th>
<th>(F) Estimated amount of other compensation from the organization and related organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Amanda Paulson</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chair</td>
<td>2.00</td>
<td>x</td>
<td>x</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>(2) David Brantz</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vice-Chair</td>
<td>2.00</td>
<td>x</td>
<td>x</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>(3) Jacquie McKenna</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Secretary</td>
<td>2.00</td>
<td>x</td>
<td>x</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>(4) Chad Arnold</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Treasurer</td>
<td>2.00</td>
<td>x</td>
<td>x</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>(5) John Ahrens</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Board Member</td>
<td>1.00</td>
<td>x</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>(6) Sarah Irizarry</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Board Member</td>
<td>1.00</td>
<td>x</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>(7) Brian Bagley</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Board Member</td>
<td>1.00</td>
<td>x</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>(8) Graham Casden</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Board Member</td>
<td>1.00</td>
<td>x</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>(9) Niki Koubourlis</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Board Member</td>
<td>1.00</td>
<td>x</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>(10) Pablo Hester</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Board Member</td>
<td>1.00</td>
<td>x</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>(11) Chris Jacobs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Board Member</td>
<td>1.00</td>
<td>x</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
### Part VII
#### Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

<table>
<thead>
<tr>
<th>(A) Name and title</th>
<th>(B) Average hours per week (list any hours for related organizations below dotted line)</th>
<th>(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)</th>
<th>(D) Reportable compensation from the organization (W-2/1099-MISC)</th>
<th>(E) Reportable compensation from related organizations (W-2/1099-MISC)</th>
<th>(F) Estimated amount of other compensation from the organization and related organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>David Kirk</td>
<td>1.00</td>
<td>Board Member</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Kerry Merkel</td>
<td>1.00</td>
<td>Board Member</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>JD Mangat</td>
<td>1.00</td>
<td>Board Member</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Anne-Worley Moelter</td>
<td>1.00</td>
<td>Board Member</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Annika Paradise</td>
<td>1.00</td>
<td>Board Member</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sophie Ramus</td>
<td>1.00</td>
<td>Board Member</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Micah Shagoury</td>
<td>1.00</td>
<td>Board Member</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Jose Vieitez</td>
<td>1.00</td>
<td>Board Member</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

| 1b Subtotal        | 100,858                         | 6,549                            |
| 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 | 0 |

3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If “Yes,” complete Schedule J for such individual. Yes X

4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? If “Yes,” complete Schedule J for such individual. Yes X

5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If “Yes,” complete Schedule J for such person. Yes 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.

<table>
<thead>
<tr>
<th>(A) Name and business address</th>
<th>(B) Description of services</th>
<th>(C) Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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 | 0 |
## Part VIII Statement of Revenue

### Federated Campaigns
- **1a** Total revenue: 1,117,995
- **1b** Related or exempt function revenue: 846,908
- **1c** Unrelated business revenue: 7,657
- **1d** Revenue excluded from tax under sections 512-514: 1,964,903

### Program Service Revenues
- **2a** Program fees: 826,215
- **2b** Related or exempt function revenue: 826,215
- **2c** Unrelated business revenue: 826,215

### Investment Income
- **3** Investment income (including dividends, interest, and other similar amounts): 11,221
- **4** Income from investment of tax-exempt bond proceeds: 11,221
- **5** Royalties: 11,221

### Rental Income
- **6a** Gross rents: 611710
- **6b** Related or exempt function revenue: 826,215
- **6c** Unrelated business revenue: 826,215
- **6d** Revenue excluded from tax under sections 512-514: 826,215

### Net Rental Income
- **7a** Net rental income or (loss): 11,221
- **7b** Related or exempt function revenue: 11,221
- **7c** Unrelated business revenue: 11,221
- **7d** Revenue excluded from tax under sections 512-514: 11,221

### Gross Income from Fundraising Events
- **8a** Gross income from fundraising events: 826,215
- **8b** Related or exempt function revenue: 826,215
- **8c** Unrelated business revenue: 826,215

### Sales of Inventory
- **9a** Gross income from sales of inventory, less returns and allowances: 2,802,339
- **9b** Related or exempt function revenue: 826,215
- **9c** Unrelated business revenue: 826,215

### Miscellaneous Revenue
- **10a** Related or exempt function revenue: 0
- **10b** Unrelated business revenue: 11,221
- **11a** Revenue excluded from tax under sections 512-514: 11,221

### Total Revenue
- **12** Total revenue: 2,802,339
- **12a** Related or exempt function revenue: 826,215
- **12b** Unrelated business revenue: 826,215
- **12c** Revenue excluded from tax under sections 512-514: 11,221
Form 990 (2020)  THORNE ECOLOGICAL INSTITUTE  84-6029250

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

<table>
<thead>
<tr>
<th>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</th>
<th>(A) Total expenses</th>
<th>(B) Program service expenses</th>
<th>(C) Management and general expenses</th>
<th>(D) Fundraising expenses</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21</td>
<td>247,098</td>
<td>247,098</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 Grants and other assistance to domestic individuals. See Part IV, line 22</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 Benefits paid to or for members</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 Compensation of current officers, directors, trustees, and key employees</td>
<td>137,862</td>
<td>113,702</td>
<td>10,206</td>
<td>13,954</td>
</tr>
<tr>
<td>6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7 Other salaries and wages</td>
<td>1,055,701</td>
<td>860,399</td>
<td>92,827</td>
<td>102,475</td>
</tr>
<tr>
<td>8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)</td>
<td>21,384</td>
<td>18,601</td>
<td>991</td>
<td>1,792</td>
</tr>
<tr>
<td>9 Other employee benefits</td>
<td>121,599</td>
<td>105,530</td>
<td>5,719</td>
<td>10,350</td>
</tr>
<tr>
<td>10 Payroll taxes</td>
<td>82,645</td>
<td>72,097</td>
<td>3,668</td>
<td>6,880</td>
</tr>
<tr>
<td>11 Fees for services (nonemployees):</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a Management</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b Legal</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c Accounting</td>
<td>11,135</td>
<td>11,135</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d Lobbying</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e Professional fundraising services. See Part IV, line 17</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>f Investment management fees</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)</td>
<td>42,598</td>
<td>36,012</td>
<td>297</td>
<td>6,289</td>
</tr>
<tr>
<td>12 Advertising and promotion</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13 Office expenses</td>
<td>27,351</td>
<td>21,629</td>
<td>271</td>
<td>5,451</td>
</tr>
<tr>
<td>14 Information technology</td>
<td>19,349</td>
<td>17,105</td>
<td>793</td>
<td>1,451</td>
</tr>
<tr>
<td>15 Royalties</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16 Occupancy</td>
<td>74,921</td>
<td>71,374</td>
<td>1,256</td>
<td>2,291</td>
</tr>
<tr>
<td>17 Travel</td>
<td>6,398</td>
<td>6,363</td>
<td>11</td>
<td>24</td>
</tr>
<tr>
<td>18 Payments of travel or entertainment expenses for any federal, state, or local public officials</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19 Conferences, conventions, and meetings</td>
<td>4,253</td>
<td>3,997</td>
<td>256</td>
<td></td>
</tr>
<tr>
<td>20 Interest</td>
<td>193</td>
<td>162</td>
<td>11</td>
<td>20</td>
</tr>
<tr>
<td>21 Payments to affiliates</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>22 Depreciation, depletion, and amortization</td>
<td>20,067</td>
<td>18,465</td>
<td>566</td>
<td>1,036</td>
</tr>
<tr>
<td>23 Insurance</td>
<td>5,042</td>
<td>3,500</td>
<td>1,114</td>
<td>428</td>
</tr>
<tr>
<td>24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a Supplies</td>
<td>55,621</td>
<td>55,827</td>
<td>592</td>
<td>1,202</td>
</tr>
<tr>
<td>b Nature Kids expense</td>
<td>42,879</td>
<td>42,879</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c Gifts and donations</td>
<td>28,217</td>
<td>27,181</td>
<td>356</td>
<td>680</td>
</tr>
<tr>
<td>d Training and development</td>
<td>13,482</td>
<td>12,503</td>
<td>346</td>
<td>633</td>
</tr>
<tr>
<td>e All other expenses</td>
<td>15,843</td>
<td>9,785</td>
<td>134</td>
<td>5,924</td>
</tr>
<tr>
<td>25 Total functional expenses. Add lines 1 through 24e</td>
<td>2,035,638</td>
<td>1,744,209</td>
<td>130,549</td>
<td>160,880</td>
</tr>
<tr>
<td>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)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assets</td>
<td>(A) Beginning of year</td>
<td>(B) End of year</td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------</td>
<td>-----------------------</td>
<td>----------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>Cash—non-interest-bearing</td>
<td>112,624</td>
<td>274,955</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Savings and temporary cash investments</td>
<td>830,697</td>
<td>1,315,362</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Pledges and grants receivable, net</td>
<td>328,000</td>
<td>732,312</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Accounts receivable, net</td>
<td>381,055</td>
<td>166,361</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons</td>
<td>69,604</td>
<td>33,524</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)</td>
<td>232,998</td>
<td>91,439</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Notes and loans receivable, net</td>
<td>141,559</td>
<td>200,867</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Inventories for sale or use</td>
<td>263,648</td>
<td>138,954</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Prepaid expenses and deferred charges</td>
<td>37,045</td>
<td>198,855</td>
<td></td>
</tr>
<tr>
<td>10a</td>
<td>Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D</td>
<td>1,252,692</td>
<td>1,453,547</td>
<td></td>
</tr>
<tr>
<td>10b</td>
<td>Less: accumulated depreciation</td>
<td>263,648</td>
<td>1,453,547</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Investments—publicly traded securities</td>
<td>11</td>
<td>12</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Investments—other securities. See Part IV, line 11</td>
<td>12</td>
<td>13</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Investments—program-related. See Part IV, line 11</td>
<td>13</td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Intangible assets</td>
<td>14</td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Other assets. See Part IV, line 11</td>
<td>1,252,692</td>
<td>1,453,547</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Total assets. Add lines 1 through 15 (must equal line 33)</td>
<td>3,207,075</td>
<td>4,067,500</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities</th>
<th>(A) Beginning of year</th>
<th>(B) End of year</th>
</tr>
</thead>
<tbody>
<tr>
<td>17</td>
<td>Accounts payable and accrued expenses</td>
<td>200,867</td>
</tr>
<tr>
<td>18</td>
<td>Grants payable</td>
<td>19</td>
</tr>
<tr>
<td>19</td>
<td>Deferred revenue</td>
<td>69,604</td>
</tr>
<tr>
<td>20</td>
<td>Tax-exempt bond liabilities</td>
<td>20</td>
</tr>
<tr>
<td>21</td>
<td>Escrow or custodial account liability. Complete Part IV of Schedule D</td>
<td>21</td>
</tr>
<tr>
<td>22</td>
<td>Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons</td>
<td>22</td>
</tr>
<tr>
<td>23</td>
<td>Secured mortgages and notes payable to unrelated third parties</td>
<td>23</td>
</tr>
<tr>
<td>24</td>
<td>Unsecured notes and loans payable to unrelated third parties</td>
<td>24</td>
</tr>
<tr>
<td>25</td>
<td>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</td>
<td>201,511</td>
</tr>
<tr>
<td>26</td>
<td>Total liabilities. Add lines 17 through 25</td>
<td>471,982</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Net Assets or Fund Balances</th>
<th>(A) Beginning of year</th>
<th>(B) End of year</th>
</tr>
</thead>
<tbody>
<tr>
<td>27</td>
<td>Net assets without donor restrictions</td>
<td>569,466</td>
</tr>
<tr>
<td>28</td>
<td>Net assets with donor restrictions</td>
<td>2,165,627</td>
</tr>
<tr>
<td>29</td>
<td>Capital stock or trust principal, or current funds</td>
<td>2,735,093</td>
</tr>
<tr>
<td>30</td>
<td>Paid-in or capital surplus, or land, building, or equipment fund</td>
<td>3,207,075</td>
</tr>
</tbody>
</table>
Part XI  Reconciliation of Net Assets

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

1  Total revenue (must equal Part VIII, column (A), line 12)  1  2,802,339
2  Total expenses (must equal Part IX, column (A), line 25)  2  2,035,638
3  Revenue less expenses. Subtract line 2 from line 1  3  766,701
4  Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))  4  2,735,093
5  Net unrealized gains (losses) on investments  5  226,561
6  Donated services and use of facilities  6
7  Investment expenses  7
8  Prior period adjustments  8
9  Other changes in net assets or fund balances (explain on Schedule O)  9  0
10  Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))  10  3,728,355

Part XII  Financial Statements and Reporting

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

1  Accounting method used to prepare the Form 990:  X  Accrual  
   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:
   X  Separate basis  X  Consolidated basis  
   Both consolidated and separate basis

2b  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:
   X  Separate basis  
   Consolidated basis  
   Both consolidated and separate basis

2c  If “Yes” to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?  
   If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.

3a  As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?  
   X

3b  If “Yes,” did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits
### Part VII

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

<table>
<thead>
<tr>
<th>(A) Name and title</th>
<th>(B) Average hours per week (list any hours for related organizations below dotted line)</th>
<th>(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)</th>
<th>(D) Reportable compensation from the organization (W-2/1099-MISC)</th>
<th>(E) Reportable compensation from related organizations (W-2/1099-MISC)</th>
<th>(F) Estimated amount of other compensation from the organization and related organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>(20) Keith Desrosiers</td>
<td>40.00</td>
<td>X</td>
<td>100,858</td>
<td>0</td>
<td>6,549</td>
</tr>
</tbody>
</table>

1b Subtotal                                               u 100,858

c Total from continuation sheets to Part VII, Section A                                               u

d Total (add lines 1b and 1c)                                             u

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 u

3 Did the organization list any former officer, director, 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.

#### 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.

<table>
<thead>
<tr>
<th>(A) Name and business address</th>
<th>(B) Description of services</th>
<th>(C) Compensation</th>
</tr>
</thead>
</table>

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 u
Public Charity Status and Public Support

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

THORNE ECOLOGICAL INSTITUTE

Employer identification number 84–6029250

Part I

Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

1. [ ] A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i).
2. [ ] A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990 or 990-EZ).)
3. [ ] A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).
4. [ ] A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital’s name, city, and state:

5. [ ] An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II.)
6. [ ] A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v).
7. [ ] An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.)
8. [ ] A community trust described in section 170(b)(1)(A)(vii). (Complete Part II.)
9. [ ] An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university:

10. [ ] An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.)
11. [ ] An organization organized and operated exclusively to test for public safety. See section 509(a)(4).
12. [ ] An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.

a. [ ] Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. You must complete Part IV, Sections A and B.

b. [ ] Type II. A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). You must complete Part IV, Sections A and C.

c. [ ] Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E.

d. [ ] Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). You must complete Part IV, Sections A and D, and Part V.

Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.

Enter the number of supported organizations

Provide the following information about the supported organization(s):

<table>
<thead>
<tr>
<th>(i) Name of supported organization</th>
<th>(ii) EIN</th>
<th>(iii) Type of organization (described on lines 1–10 above (see instructions))</th>
<th>(iv) Is the organization listed in your governing document?</th>
<th>(v) Amount of monetary support (see instructions)</th>
<th>(vi) Amount of other support (see instructions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(A)</td>
<td></td>
<td></td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(B)</td>
<td></td>
<td></td>
<td>No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(C)</td>
<td></td>
<td></td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(D)</td>
<td></td>
<td></td>
<td>No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(E)</td>
<td></td>
<td></td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total

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

Schedule A (Form 990 or 990-EZ) 2020
## Schedule A (Form 990 or 990-EZ) 2020

**THORNE ECOLOGICAL INSTITUTE**

**84-6029250**

### 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

<table>
<thead>
<tr>
<th>Calendar year (or fiscal year beginning in)</th>
<th>(a) 2016</th>
<th>(b) 2017</th>
<th>(c) 2018</th>
<th>(d) 2019</th>
<th>(e) 2020</th>
<th>(f) Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Gifts, grants, contributions, and membership fees received. (Do not include any &quot;unusual grants.&quot;)</td>
<td>1,175,841</td>
<td>1,191,542</td>
<td>1,776,465</td>
<td>767,708</td>
<td>1,964,903</td>
<td>6,876,459</td>
</tr>
<tr>
<td>2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 The value of services or facilities furnished by a governmental unit to the organization without charge</td>
<td>42,370</td>
<td>42,370</td>
<td>42,370</td>
<td>28,247</td>
<td>42,369</td>
<td>197,726</td>
</tr>
<tr>
<td>4 Total. Add lines 1 through 3</td>
<td>1,218,211</td>
<td>1,233,912</td>
<td>1,818,835</td>
<td>795,955</td>
<td>2,007,272</td>
<td>7,074,185</td>
</tr>
<tr>
<td>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)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 Public support. Subtract line 5 from line 4</td>
<td>6,340,665</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Section B. Total Support

<table>
<thead>
<tr>
<th>Calendar year (or fiscal year beginning in)</th>
<th>(a) 2016</th>
<th>(b) 2017</th>
<th>(c) 2018</th>
<th>(d) 2019</th>
<th>(e) 2020</th>
<th>(f) Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>7 Amounts from line 4</td>
<td>1,218,211</td>
<td>1,233,912</td>
<td>1,818,835</td>
<td>795,955</td>
<td>2,007,272</td>
<td>7,074,185</td>
</tr>
<tr>
<td>8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources</td>
<td>20,155</td>
<td>32,382</td>
<td>32,184</td>
<td>47,299</td>
<td>11,221</td>
<td>143,241</td>
</tr>
<tr>
<td>9 Net income from unrelated business activities, whether or not the business is regularly carried on</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI)</td>
<td>1,116</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1,116</td>
</tr>
<tr>
<td>11 Total support. Add lines 7 through 10</td>
<td>7,218,542</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12 Gross receipts from related activities, etc. (see instructions)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>826,215</td>
</tr>
<tr>
<td>13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Section C. Computation of Public Support Percentage

<table>
<thead>
<tr>
<th></th>
<th>(a) 2016</th>
<th>(b) 2017</th>
<th>(c) 2018</th>
<th>(d) 2019</th>
<th>(e) 2020</th>
<th>(f) Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>14 Public support percentage for 2020 (line 6, column (f) divided by line 11, column (f))</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15 Public support percentage from 2019 Schedule A, Part II, line 14</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16a 33 1/3% support test—2020. 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</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16b 33 1/3% support test—2019. 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</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17a 10% facts-and-circumstances test—2020. 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 &quot;facts-and-circumstances&quot; test, check this box and stop here. Explain in Part VI how the organization meets the &quot;facts-and-circumstances&quot; test. The organization qualifies as a publicly supported organization</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17b 10% facts-and-circumstances test—2019. 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 &quot;facts-and-circumstances&quot; test, check this box and stop here. Explain in Part VI how the organization meets the &quot;facts-and-circumstances&quot; test. The organization qualifies as a publicly supported organization</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>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</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**Section A. Public Support**

<table>
<thead>
<tr>
<th>Calendar year (or fiscal year beginning in)</th>
<th>u</th>
<th>(a) 2016</th>
<th>(b) 2017</th>
<th>(c) 2018</th>
<th>(d) 2019</th>
<th>(e) 2020</th>
<th>(f) Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Gifts, grants, contributions, and membership fees received. (Do not include any unusual grants.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>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.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 Gross receipts from activities that are not an unrelated trade or business under section 513.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 The value of services or facilities furnished by a governmental unit to the organization without charge.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 Total. Add lines 1 through 5.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7a Amounts included on lines 1, 2, and 3 received from disqualified persons.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7b 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.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7c Add lines 7a and 7b.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8 Public support. (Subtract line 7c from line 6.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Section B. Total Support**

<table>
<thead>
<tr>
<th>Calendar year (or fiscal year beginning in)</th>
<th>u</th>
<th>(a) 2016</th>
<th>(b) 2017</th>
<th>(c) 2018</th>
<th>(d) 2019</th>
<th>(e) 2020</th>
<th>(f) Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>9 Amounts from line 6.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10c Add lines 10a and 10b.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.).</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13 Total support. (Add lines 9, 10c, 11, and 12.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Section C. Computation of Public Support Percentage**

| | | | | | | | | |
|---|---|---|---|---|---|---|
| 15 Public support percentage for 2020 (line 8, column (f), divided by line 13, column (f)). | 15 | % | | | | |
| 16 Public support percentage from 2019 Schedule A, Part III, line 15. | 16 | % | | | | |

**Section D. Computation of Investment Income Percentage**

| | | | | | | | | |
|---|---|---|---|---|---|---|
| 17 Investment income percentage for 2020 (line 10c, column (f), divided by line 13, column (f)). | 17 | % | | | | |
| 18 Investment income percentage from 2019 Schedule A, Part III, line 17. | 18 | % | | | | |
| 19a 33 1/3% support tests—2020. 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. | | | | | | | |
| 19b 33 1/3% support tests—2019. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization. | | | | | | | |
| 20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions. | | | | | | | |
### Part IV Supporting Organizations

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

#### Section A. All Supporting Organizations

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Are all of the organization's supported organizations listed by name in the organization's governing documents?</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>2. Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)?</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>3a. Did the organization have a supported organization described in section 501(c)(4), (5), or (6)?</td>
<td></td>
<td>3a</td>
</tr>
<tr>
<td>3b. If &quot;Yes,&quot; describe in Part VI how and when the organization made the determination.</td>
<td></td>
<td>3b</td>
</tr>
<tr>
<td>3c. If &quot;Yes,&quot; explain in Part VI what controls the organization put in place to ensure such use.</td>
<td></td>
<td>3c</td>
</tr>
<tr>
<td>4a. Was any supported organization not organized in the United States (&quot;foreign supported organization&quot;)?</td>
<td></td>
<td>4a</td>
</tr>
<tr>
<td>4b. If &quot;Yes,&quot; 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.</td>
<td></td>
<td>4b</td>
</tr>
<tr>
<td>4c. If &quot;Yes,&quot; 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.</td>
<td></td>
<td>4c</td>
</tr>
<tr>
<td>5a. Did the organization add, substitute, or remove any supported organizations during the tax year?</td>
<td></td>
<td>5a</td>
</tr>
<tr>
<td>5b. If &quot;Yes,&quot; answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</td>
<td></td>
<td>5b</td>
</tr>
<tr>
<td>5c. Substitutions only. Was the substitution the result of an event beyond the organization's control?</td>
<td></td>
<td>5c</td>
</tr>
<tr>
<td>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?</td>
<td></td>
<td>6</td>
</tr>
<tr>
<td>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?</td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>8. Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7?</td>
<td></td>
<td>8</td>
</tr>
<tr>
<td>9a. Was the organization organization 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))?</td>
<td></td>
<td>9a</td>
</tr>
<tr>
<td>9b. If &quot;Yes,&quot; provide detail in Part VI.</td>
<td></td>
<td>9b</td>
</tr>
<tr>
<td>9c. Did a disqualified person (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest?</td>
<td></td>
<td>9c</td>
</tr>
<tr>
<td>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, all Type III non-functionally integrated supporting organizations)?</td>
<td></td>
<td>10a</td>
</tr>
<tr>
<td>10b. If &quot;Yes,&quot; answer line 10b below.</td>
<td></td>
<td>10b</td>
</tr>
<tr>
<td>10c. Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</td>
<td></td>
<td>10c</td>
</tr>
</tbody>
</table>
Section B. Type I Supporting Organizations

1. Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization’s officers, directors, or trustees at all times during the tax year? 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 officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.

Section C. Type II Supporting Organizations

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).

Section D. All Type III Supporting Organizations

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?

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).

3. By reason of the relationship described in line 2, above, did the organization’s supported organizations have a significant voice in the organization’s investment policies and in directing the use of the organization’s income or assets at all times during the tax year? If “Yes,” describe in Part VI the role the organization’s supported organizations played in this regard.

Section E. Type III Functionally-Integrated Supporting Organizations

1. Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).
   a. [ ] The organization satisfied the Activities Test. Complete line 2 below.
   b. [ ] The organization is the parent of each of its supported organizations. Complete line 3 below.
   c. [ ] The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).

2. Activities Test. Answer lines 2a and 2b 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.
   b. Did the activities described in line 2a, above, 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.

3. Parent of Supported Organizations. Answer lines 3a and 3b 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? If “Yes” or “No,” provide details in Part VI.
   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.
<table>
<thead>
<tr>
<th>Section A – Adjusted Net Income</th>
<th>(A) Prior Year</th>
<th>(B) Current Year (optional)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Net short-term capital gain</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>2 Recoveries of prior-year distributions</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>3 Other gross income (see instructions)</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>4 Add lines 1 through 3.</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>5 Depreciation and depletion</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>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)</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>7 Other expenses (see instructions)</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>8 Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)</td>
<td>8</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Section C – Distributable Amount</th>
<th>Current Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Adjusted net income for prior year (from Section A, line 8, column A)</td>
<td>1</td>
</tr>
<tr>
<td>2 Enter 0.85 of line 1.</td>
<td>2</td>
</tr>
<tr>
<td>3 Minimum asset amount for prior year (from Section B, line 8, column A)</td>
<td>3</td>
</tr>
<tr>
<td>4 Enter greater of line 2 or line 3.</td>
<td>4</td>
</tr>
<tr>
<td>5 Income tax imposed in prior year</td>
<td>5</td>
</tr>
<tr>
<td>6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).</td>
<td>6</td>
</tr>
<tr>
<td>7 Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).</td>
<td></td>
</tr>
</tbody>
</table>
## Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

### Part V

#### Section D – Distributions

<table>
<thead>
<tr>
<th>Current Year</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Amounts paid to supported organizations to accomplish exempt purposes</td>
</tr>
<tr>
<td>2</td>
<td>Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity</td>
</tr>
<tr>
<td>3</td>
<td>Administrative expenses paid to accomplish exempt purposes of supported organizations</td>
</tr>
<tr>
<td>4</td>
<td>Amounts paid to acquire exempt-use assets</td>
</tr>
<tr>
<td>5</td>
<td>Qualified set-aside amounts (prior IRS approval required—provide details in Part VI)</td>
</tr>
<tr>
<td>6</td>
<td>Other distributions (describe in Part VI). See instructions.</td>
</tr>
<tr>
<td>7</td>
<td>Total annual distributions. Add lines 1 through 6.</td>
</tr>
<tr>
<td>8</td>
<td>Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.</td>
</tr>
<tr>
<td>9</td>
<td>Distributable amount for 2020 from Section C, line 6</td>
</tr>
<tr>
<td>10</td>
<td>Line 8 amount divided by line 9 amount</td>
</tr>
</tbody>
</table>

#### Section E – Distribution Allocations (see instructions)

<table>
<thead>
<tr>
<th></th>
<th>(i) Excess Distributions</th>
<th>(ii) Underdistributions Pre-2020</th>
<th>(iii) Distributable Amount for 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Distributable amount for 2020 from Section C, line 6</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Underdistributions, if any, for years prior to 2020 (reasonable cause required—explain in Part VI). See instructions.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Excess distributions carryover, if any, to 2020</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a</td>
<td>From 2015</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b</td>
<td>From 2016</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c</td>
<td>From 2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d</td>
<td>From 2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>e</td>
<td>From 2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>f</td>
<td>Total of lines 3a through 3e</td>
<td></td>
<td></td>
</tr>
<tr>
<td>g</td>
<td>Applied to underdistributions of prior years</td>
<td></td>
<td></td>
</tr>
<tr>
<td>h</td>
<td>Applied to 2020 distributable amount</td>
<td></td>
<td></td>
</tr>
<tr>
<td>i</td>
<td>Carryover from 2015 not applied (see instructions)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>j</td>
<td>Remainder. Subtract lines 3g, 3h, and 3i from line 3f.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Distributions for 2020 from Section D, line 7:</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>a</td>
<td>Applied to underdistributions of prior years</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b</td>
<td>Applied to 2020 distributable amount</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c</td>
<td>Remainder. Subtract lines 4a and 4b from line 4.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Remaining underdistributions for years prior to 2020, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Remaining underdistributions for 2020 Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Excess distributions carryover to 2021. Add lines 3j and 4c.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Breakdown of line 7:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a</td>
<td>Excess from 2016</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b</td>
<td>Excess from 2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c</td>
<td>Excess from 2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d</td>
<td>Excess from 2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>e</td>
<td>Excess from 2020</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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.)

Part II, Line 10 - Other Income Detail

$ 1,116
## Schedule B (Form 990, 990-EZ, or 990-PF)

### Name of the organization

**THORNE ECOLOGICAL INSTITUTE**

### Employer identification number

84-6029250

### Filers of:

- **Form 990 or 990-EZ**
  - X 501(c)(3) (enter number) organization
  - 4947(a)(1) nonexempt charitable trust not treated as a private foundation
  - 527 political organization

- **Form 990-PF**
  - 501(c)(3) exempt private foundation
  - 4947(a)(1) nonexempt charitable trust treated as a private foundation
  - 501(c)(3) taxable private foundation

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

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

### General Rule

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

### Special Rules

- X 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).
## Schedule B (Form 990, 990-EZ, or 990-PF) (2020)

**Name of organization**

**THORNE ECOLOGICAL INSTITUTE**

**Employer identification number**

**84-6029250**

### Part I

**Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

<table>
<thead>
<tr>
<th>(a) No.</th>
<th>(b) Name, address, and ZIP + 4</th>
<th>(c) Total contributions</th>
<th>(d) Type of contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td>$50,000</td>
<td>Person ☑ Payroll ☐ Noncash ☐</td>
</tr>
<tr>
<td>2</td>
<td></td>
<td>$234,163</td>
<td>Person ☑ Payroll ☐ Noncash ☐</td>
</tr>
<tr>
<td>3</td>
<td></td>
<td>$50,000</td>
<td>Person ☑ Payroll ☐ Noncash ☐</td>
</tr>
<tr>
<td>4</td>
<td></td>
<td>$438,375</td>
<td>Person ☑ Payroll ☐ Noncash ☐</td>
</tr>
<tr>
<td>5</td>
<td></td>
<td>$396,600</td>
<td>Person ☑ Payroll ☐ Noncash ☐</td>
</tr>
<tr>
<td>6</td>
<td></td>
<td>$202,034</td>
<td>Person ☑ Payroll ☐ Noncash ☐</td>
</tr>
</tbody>
</table>
### Supplemental Financial Statements

**Part I**

**Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

<table>
<thead>
<tr>
<th></th>
<th>(a) Donor advised funds</th>
<th>(b) Funds and other accounts</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Total number at end of year</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Aggregate value of contributions to (during year)</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Aggregate value of grants from (during year)</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Aggregate value at end of year</td>
<td></td>
</tr>
</tbody>
</table>

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?  
   - Yes  
   - 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?  
   - Yes  
   - No

**Part II**

**Conservation Easements.**

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

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

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2a</td>
<td>Held at the End of the Tax Year</td>
</tr>
<tr>
<td>2b</td>
<td></td>
</tr>
<tr>
<td>2c</td>
<td></td>
</tr>
<tr>
<td>2d</td>
<td></td>
</tr>
</tbody>
</table>

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

1b. If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

   - (i) Revenue included on Form 990, Part VIII, line 1
   - (ii) Assets included in Form 990, Part X

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

   - a. Revenue included on Form 990, Part VIII, line 1
   - b. Assets included in Form 990, Part X
### Part III  Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):

- [ ] Public exhibition
- [ ] Scholarly research
- [ ] Preservation for future generations
- [ ] Loan or exchange program
- [ ] Other

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?

- [ ] Yes
- [ ] No

### Part IV  Escrow and Custodial Arrangements.

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

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?  
- [ ] Yes
- [ ] No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>1c</td>
<td></td>
</tr>
<tr>
<td>1d</td>
<td></td>
</tr>
<tr>
<td>1e</td>
<td></td>
</tr>
<tr>
<td>1f</td>
<td></td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Description</th>
<th>(a) Current year</th>
<th>(b) Prior year</th>
<th>(c) Two years back</th>
<th>(d) Three years back</th>
<th>(e) Four years back</th>
</tr>
</thead>
<tbody>
<tr>
<td>1a Beginning of year balance</td>
<td>1,252,692</td>
<td>1,198,211</td>
<td>1,036,664</td>
<td>1,105,634</td>
<td>471,085</td>
</tr>
<tr>
<td>1b Contributions</td>
<td>10,065</td>
<td></td>
<td>29,500</td>
<td>531,400</td>
<td></td>
</tr>
<tr>
<td>1c Net investment earnings, gains, and losses</td>
<td>192,135</td>
<td>53,136</td>
<td>170,144</td>
<td>-59,253</td>
<td>124,755</td>
</tr>
<tr>
<td>1d Grants or scholarships</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1e Other expenditures for facilities and programs</td>
<td>8,597</td>
<td>39,217</td>
<td>8,139</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1f Administrative expenses</td>
<td>-8,720</td>
<td></td>
<td></td>
<td>-13,467</td>
<td></td>
</tr>
<tr>
<td>1g End of year balance</td>
<td>1,453,547</td>
<td>1,252,692</td>
<td>1,198,211</td>
<td>1,036,664</td>
<td>1,105,634</td>
</tr>
</tbody>
</table>

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- [ ] Board designated or quasi-endowment u %
- [ ] Permanent endowment u 100.00 %
- [ ] Term endowment u %

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:

- [ ] Unrelated organizations (i) Yes
- [ ] Related organizations (ii) Yes

3b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?  
- [ ] Yes
- [ ] No

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.

<table>
<thead>
<tr>
<th>Description of property</th>
<th>(a) Cost or other basis (investment)</th>
<th>(b) Cost or other basis (other)</th>
<th>(c) Accumulated depreciation</th>
<th>(d) Book value</th>
</tr>
</thead>
<tbody>
<tr>
<td>1a Land</td>
<td></td>
<td></td>
<td></td>
<td>91,439</td>
</tr>
<tr>
<td>b Buildings</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c Leasehold improvements</td>
<td></td>
<td>126,260</td>
<td>88,247</td>
<td>38,013</td>
</tr>
<tr>
<td>d Equipment</td>
<td></td>
<td>91,789</td>
<td>38,363</td>
<td>53,426</td>
</tr>
<tr>
<td>e Other</td>
<td></td>
<td>14,949</td>
<td>14,949</td>
<td>91,439</td>
</tr>
</tbody>
</table>

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)
### 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.

<table>
<thead>
<tr>
<th>(a) Description of security or category (including name of security)</th>
<th>(b) Book value</th>
<th>(c) Method of valuation: Cost or end-of-year market value</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Financial derivatives</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(2) Closely held equity interests</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(3) Other</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(A)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(B)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(C)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(D)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(E)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(F)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(G)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(H)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total. (Column (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.

<table>
<thead>
<tr>
<th>(a) Description of investment</th>
<th>(b) Book value</th>
<th>(c) Method of valuation: Cost or end-of-year market value</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(2)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(3)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(4)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(5)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(6)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(7)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(8)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(9)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total. (Column (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.

<table>
<thead>
<tr>
<th>(a) Description</th>
<th>(b) Book value</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1)</td>
<td>1,453,547</td>
</tr>
<tr>
<td>(2)</td>
<td></td>
</tr>
<tr>
<td>(3)</td>
<td></td>
</tr>
<tr>
<td>(4)</td>
<td></td>
</tr>
<tr>
<td>(5)</td>
<td></td>
</tr>
<tr>
<td>(6)</td>
<td></td>
</tr>
<tr>
<td>(7)</td>
<td></td>
</tr>
<tr>
<td>(8)</td>
<td></td>
</tr>
<tr>
<td>(9)</td>
<td></td>
</tr>
</tbody>
</table>

Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) 1,453,547

### 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
| Federal income taxes | 1,336 |
| Capital lease obligation |                |
| (2) Capital lease obligation | 1,336 |
| (3) |                |
| (4) |                |
| (5) |                |
| (6) |                |
| (7) |                |
| (8) |                |
| (9) |                |

Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) 1,336

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

DAA
### 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.

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

### 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.

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

### Part XIII  Supplemental Information.

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

#### Part V, Line 4 - Intended Uses for Endowment Funds

The Organization has two endowment funds through the Community Foundation Serving Boulder County, and a third endowment fund through the Denver Foundation. The original intent of the donors to all three funds was to preserve the fair value of their original gifts in perpetuity. Each year, Thorne request an annual disbursement from its two traditional endowment funds in the amount of 5% of the market value of the funds held by the Boulder Community Foundation and 5.5% of the market value of the funds held by the Denver Foundation. For the Oak Thorn Vision Fund, which is held by the Boulder Community Foundation, each year, the Thorne Board has the choice to request a disbursement of up to 20% of the corpus of the fund for a special purpose. Possible examples of a special purpose are a capital...
campaign, strategic investments in programs, and capital improvements.

### Part XI, Line 2d - Revenue Amounts Included in Financials - Other

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Short year income</td>
<td>$1,022,609</td>
</tr>
<tr>
<td>Investment expense</td>
<td>$8,949</td>
</tr>
</tbody>
</table>

### Part XII, Line 2d - Expense Amounts Included in Financials - Other

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Short year expense</td>
<td>$1,032,182</td>
</tr>
</tbody>
</table>
## Grants and Other Assistance to Organizations, Governments, and Individuals in the United States

**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**

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

<table>
<thead>
<tr>
<th></th>
<th>(a) Name and address of organization or government</th>
<th>(b) EIN</th>
<th>(c) IRC section (if applicable)</th>
<th>(d) Amount of cash grant</th>
<th>(e) Amount of non-cash assistance</th>
<th>(f) Method of valuation (book, FMV, appraisal, other)</th>
<th>(g) Description of noncash assistance</th>
<th>(h) Purpose of grant or assistance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Boulder Valley School District</td>
<td>84–6014683</td>
<td>CO 80303</td>
<td></td>
<td>29,977</td>
<td></td>
<td></td>
<td>Nature's Kids</td>
</tr>
<tr>
<td></td>
<td>6500 Arapahoe</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Cal-Wood Education Center</td>
<td>20–2472544</td>
<td>CO 80455</td>
<td>501C3</td>
<td>104,832</td>
<td></td>
<td></td>
<td>Nature's Kids</td>
</tr>
<tr>
<td></td>
<td>PO Box 347</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Community Cycles</td>
<td>06–1719094</td>
<td>CO 80301</td>
<td>501C3</td>
<td>11,601</td>
<td></td>
<td></td>
<td>Nature's Kids</td>
</tr>
<tr>
<td></td>
<td>2805 Wilderness Place</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Cottonwood Institute</td>
<td>20–1822172</td>
<td>CO 80207</td>
<td>501C3</td>
<td>36,930</td>
<td></td>
<td></td>
<td>Nature's Kids</td>
</tr>
<tr>
<td></td>
<td>PO Box 7067</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>CU Science Discovery</td>
<td>84–1231021</td>
<td>CO 80309</td>
<td></td>
<td>14,210</td>
<td></td>
<td></td>
<td>Nature's Kids</td>
</tr>
<tr>
<td></td>
<td>3400 Marine Street</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Rocky Mountain Music, Inc.</td>
<td>45–3692485</td>
<td>CO 80301</td>
<td></td>
<td>18,500</td>
<td></td>
<td></td>
<td>Community Programs</td>
</tr>
<tr>
<td></td>
<td>4697 Tally-Ho Court</td>
<td></td>
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<td>Wildlands Restoration Volunteers</td>
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<td>CO 80501</td>
<td>501C3</td>
<td>31,048</td>
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<td>Nature's Kids</td>
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<td></td>
<td>2100 Collyer Street</td>
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2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table.

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

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

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

<table>
<thead>
<tr>
<th></th>
<th>(a) Type of grant or assistance</th>
<th>(b) Number of recipients</th>
<th>(c) Amount of cash grant</th>
<th>(d) Amount of noncash assistance</th>
<th>(e) Method of valuation (book, FMV, appraisal, other)</th>
<th>(f) Description of noncash assistance</th>
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<td><strong>Supplemental Information.</strong></td>
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</table>

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

Form 990, Part I, Line 6

Volunteer and in-kind support play a critical role in the success of Thorne's mission, by ensuring all programs are delivered through the most cost-effective means possible. Our 28 dedicated volunteers gave us a total of 3165 hours of their time during the fiscal year.

Thorne is governed by a volunteer Board of Trustees who oversee policy level decisions for the Organization, hire and manage the Executive Director, and ensure Thorne's financial health and well-being. Additional volunteers and interns provided support both in the office and with Thorne programs. Thorne has a successful internship program for undergraduate and graduate students to gain hands-on experience with teaching outdoors in nature. Typical volunteer tasks at Thorne include assembling student-authored mini books and creating teaching props for Thorne's In-School Program; assisting teachers and students in the After School Program; serving as Teaching Assistants for Summer Camp; identifying and eradicating invasive plants at Sombrero Marsh; and procuring auction items for Thorne's annual fundraiser, Natural Night Out.

Form 990, Part III - Additional Information

In the summer of 2021, we increased our group size (from reduced COVID levels) and moved from a one-week to a two-week camp experience, serving a total of 747 campers. Building on what we learned during COVID, the longer experience allows children time to deepen and strengthen nature connections and friendships, practice emotional intelligence, increase their...
Field Trip Program and School Programs - These school programs engage more than 2,600 BVSD and SVVSD second graders and nearly 500 students from other schools annually in a day-long field trip to the 45-acre Sombrero Marsh Environmental Education Center in Boulder or Sandstone Ranch in Longmont. Through fun, hands-on, place-based environmental education experiences, students interact with and learn to care about, the ecosystems around them. Thorne's three-visit In-School Program reaches nearly 6,000 elementary students each year. The program expands students' knowledge in the areas of science and literacy through a series of lessons that involve interactive explorations, inquiry-based experiments, scientific instruments, and specimens, and writing a picture book. At select schools, Thorne offers an additional twelve weeks of After School programing to 280 students who are interested in further expanding their knowledge of science and connection to nature.

In 2020 Fall school closures left families in need of childcare, academic support, and enrichment activities. In response, Thorne created its Nature Learning Pods program and is offering $40,000 a month in scholarships to provide low-income families with 30 hours/week of nature-based programming. Also, teachers are struggling to adapt to new learning environments. Thorne is supporting educators by translating 100% of its curriculum into high-quality, virtual programs that include videos and activities. Each asynchronous program is available in English and Spanish. Thorne provides...
synchronous programs to around 800 students.

Thorne Nature Preschool - The Nature Preschool offers a unique early childhood education experience for children to learn, grow, and reach their full potential, through daily immersion in nature with caring, attentive mentors. With dual goals of fostering the development of the whole-child and nature connection, Thorne Nature Preschool prepares young children to succeed in school and in life.

In 2020 Thorne expanded its Nature Preschool to two locations in Boulder County as a response to COVID related increase the demand for safe, reliable childcare options for young children. In 2021 Thorne served 48 families and provided over $50,000 in scholarships to families in need.

NATURE FOR ALL - Thorne provides more than $400,000 in camp scholarships and subsidized school programs to more than 7,000 youth from low-income and Latino families each year (greater than 50% of Thorne's total participants). Thorne believes that repeated and in-depth outdoor experiences with youth and family participants increases the likelihood that they will build life-long connections with nature - an important social determinant of wellbeing and indicator of future stewardship attitudes and behaviors. For this reason, Thorne has developed its Nature Immersion Program (NIP), which seamlessly reduces barriers to accessing Thorne's Summer Camp, Field Trip, In-School, and After School programs for historically underrepresented community members, including partnering with elementary schools with high percentages of underserved youth in our community.
Due to COVID continuing through 2021, many families experienced increased challenges to accessing the benefits of time outdoors. Thorne responded to this barrier by pivoting programming to include Nature Learning Pods - a five day a week program for our most highly impacted youth to receive support with virtual learning while providing ample opportunity for students to engage in nature play and outdoor learning activities. The Nature Learning Pods served a total of 35 students for a total of 17,076 participant hours. Additionally, Thorne created the Nature Mentor program, an opportunity for families to meet one-on-one with our Community Liaison in a local outdoor area to experience the benefits of nature play and time outdoors in a safe manner. The Nature Mentor program served 34 participants for a total of 248 program hours.

Form 990, Part III, Line 4a – First Accomplishment
Thorne accomplishes its mission through three core programs that primarily serve Boulder County youth:

School Programs - Annually engages 10,000+ students through classroom presentations, field trips, and after-school programs designed to support academic learning and build nature connection. Youth participate in Thorne's In-School program, which expands students' knowledge in the areas of science and literacy through a three-class series of lessons that involve interactive explorations, inquiry-based experiments, and writing a picture book. All 2nd grade youth receive a full-day nature field trip to a local open space area that utilizes fun, hands-on, place-based environmental education experiences to teach natural science concepts and
foster empathy for other living things. A portion of students who enjoy in
school programs also attend an immersive 12-week after-school program that
allows participants to deepen their connection to nature by exploring in
and around their schoolyard with experienced nature mentors.

Summer Camp — Annually provides youth ages 5–15 with the opportunity to
explore local grassland, evergreen forest, and wetland habitats with an
experienced nature mentor. At camp, children are encouraged to tap into the
spirit of play and follow their own unique interests while staff seamlessly
integrate learning from the lessons that abound within nature's classroom.

ECE Programs — Annually engages youth ages 3–6 in a unique preschool
experience that fosters the development of the whole-child and nature
connection through daily immersion in nature with caring, attentive
mentors. In addition, 350+ youth ages 2 and up and their families
participate in a Lil-Explorers parent and child program which is designed
to build the knowledge, skills, and interest needed to foster a lifelong
love of nature exploration for the entire family.

In addition, Thorne is the backbone and provides programming for Nature
Kids/Jovenes de la Naturaleza (NKJN) — A 20-organization effort to provide
$1 million plus annually in pre-k to high school, backyard to backcountry,
and family integrated environmental education and outdoor recreation
programming to underserved Lafayette youth. NKJN has also helped to build
more than $2.5 million in parks and trails to ensure all Lafayette youth
live within a safe 10-minute walk to nature. During 2021, the NKJN program
will begin expansion into the City of Boulder with hopes of expanding to
THORNE ECOLOGICAL INSTITUTE

Name of the organization

Schedule O (Form 990 or 990-EZ) 2020
Page 2

Employer identification number

84-6029250

Longmont in 2022.

Form 990, Part VI, Line 11b - Organization's Process to Review Form 990

The 990 is reviewed and approved by the Board of Directors via email.

Form 990, Part VI, Line 12c - Enforcement of Conflicts Policy

Each Director, Principal Officer, and member of a committee with Board-delegated powers shall at the onset of their service sign a statement which affirms that said person has received a copy of the Conflict of Interest Policy, has read and understands the policy, and agrees to comply with it.

Form 990, Part VI, Line 15a - Compensation Process for Top Official

The Organization has reviewed the Colorado Nonprofit Salary Survey and completed a salary analysis of like organizations, and bases its salary on how it chooses to pay staff comparatively, with approval from the Board of Directors.

Form 990, Part VI, Line 19 - Governing Documents Disclosure Explanation

Governing and financial documents are available upon request.

Form 990, Part XI, Line 9 - Other Changes in Net Assets Explanation

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<tr>
<td>Short year expense</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$ -624</strong></td>
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