



Climate Action Campaign

San Diego, California

Financial Statements and Independent Auditor's Report

December 31, 2021

Climate Action Campaign
December 31, 2021

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Independent Auditor's Report

To the Board of Directors
of Climate Action Campaign
San Diego, California

Opinion

We have audited the accompanying financial statements of Climate Action Campaign (Organization), which comprise the statement of financial position as of December 31, 2021, and the related statement of activities, functional expenses and cash flows for the year then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Climate Action Campaign as of December 31, 2021 and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Climate Action Campaign and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Climate Action Campaign's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.



Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and Government Auditing Standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Climate Action Campaign's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Climate Action Campaign's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.



Other Matters

Report on Other Information

The accompanying Schedule of Functional Expenses on page 15 is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information on page 15 has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements taken as a whole.

Report on Summarized Comparative Information

We have previously audited the Organization's December 31, 2020 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated August 24, 2021. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2020, is consistent, in all material respects, with the audited financial statements from which it has been derived.

Ariel Kagan

Kagan and Associates, CPAs
Santee, California

October 30, 2022

Climate Action Campaign
 Statements of Financial Position
 December 31, 2021 and 2020

Assets

	2021	2020
Current assets		
Cash and cash equivalents	\$ 1,872,760	\$ 1,388,321
Grants and contracts receivable	447	3,826
Pledges Receivable	35,000	
Prepaid expenses and deposits	9,609	455
Total operating assets	1,917,816	1,392,602
Fixed assets		
Property & equipment	8,979	8,979
Less: accumulated depreciation	(1,559)	(811)
Net fixed assets	7,420	8,168
Long term assets		
Deposits		415
Inventory	722	1,245
Total long term assets	722	1,660
Total assets	\$ 1,925,958	\$ 1,402,430
Liabilities and net assets		
Current liabilities		
Accounts payable	\$ 24,181	\$ 16,940
Accrued payroll expenses	48,746	33,392
Accrued vacation payable	50,267	39,064
Total current liabilities	123,194	89,396
Total liabilities	123,194	89,396
Net assets		
Without donor restrictions	1,498,815	980,867
With donor restrictions	303,949	332,167
Total net assets	1,802,764	1,313,034
Total liabilities and net assets	\$ 1,925,958	\$ 1,402,430

The accompanying notes are an integral part of these financial statements

Climate Action Campaign
Statements of Activities
December 31, 2021 and 2020

	2021			2020		
	<u>Without donor Restrictions</u>	<u>With donor Restrictions</u>	<u>Total support and other revenue</u>	<u>Without donor Restrictions</u>	<u>With donor Restrictions</u>	<u>Total support and other revenue</u>
Revenue and support						
Direct public support	\$ 120,636	\$	\$ 120,636	\$ 93,184	\$	\$ 93,184
Contract income	29,999		29,999	130,389		130,389
Memberships	135,728		135,728	524,058	332,167	856,225
Grants	790,895	303,949	1,094,844	148,311		148,311
Fundraising - events	140,199		140,199	6,274		6,274
Investment earnings	5,395		5,395	25,000		25,000
Forgiven Payroll Protection Program debt	131,501		131,501	131,900		131,900
Misc income	2,332		2,332	5,253		5,253
In kind contributions	2,010		2,010	4,882		4,882
Net assets released from restriction	332,167	(332,167)				
Total revenue and support	<u>1,690,862</u>	<u>(28,218)</u>	<u>1,662,644</u>	<u>1,069,251</u>	<u>332,167</u>	<u>1,401,418</u>
Expenses						
Programs	927,680		927,680	750,036		750,036
Total program services	927,680	-	927,680	750,036		750,036
Supporting services						
Management & general	117,699		117,699	111,669		111,669
Fundraising	127,536		127,536	140,569		140,569
Total supporting services	245,235	-	245,235	252,238		252,238
Total expenses	<u>1,172,914</u>	<u>-</u>	<u>1,172,914</u>	<u>1,002,274</u>		<u>1,002,274</u>
Change in net assets	517,948	(28,218)	489,730	66,977	332,167	399,144
Beginning net assets	<u>980,867</u>	<u>332,167</u>	<u>1,313,034</u>	<u>913,890</u>		<u>913,890</u>
Ending net assets	<u>\$ 1,498,815</u>	<u>\$ 303,949</u>	<u>\$ 1,802,764</u>	<u>\$ 980,867</u>	<u>\$ 332,167</u>	<u>\$ 1,313,034</u>

The accompanying notes are an integral part of these financial statements

Climate Action Campaign
 Statements of Cash Flows
 December 31, 2021 and 2020

Cash flows from operating activities:	2021	2020
Change in net assets	\$ 489,730	\$ 399,144
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation	748	811
(Increase) decrease in assets:		
Grants & contracts receivable	3,379	(3,826)
Pledges Receivable	(35,000)	965
Inventory and deposits	940	
Prepaid expenses	(9,154)	
Increase (decrease) in liabilities:		
Accounts payable	7,239	12,096
Accrued vacation	11,203	39,064
Accrued payroll	15,354	33,115
Net cash provided (used) by operating activities	484,439	481,369
Cash flows from investing activities:		
Purchase of equipment	-	-
Net cash provided (used) by investing activities	-	-
Cash flows from financing activities:		
Principal payments on notes payable	-	-
Net cash provided (used) by financing activities	-	-
Net increase (decrease) in cash and cash equivalents	484,439	481,369
Beginning cash and cash equivalents	1,388,321	906,952
Ending cash and cash equivalents	\$ 1,872,760	\$ 1,388,321

The accompanying notes are an integral part of these financial statements

Climate Action Campaign
Notes to the Financial Statements
Year Ended December 31, 2021

Note 1 – Reporting Entity and Summary of Significant Accounting Policies

Climate Action Campaign (Organization) is a California nonprofit public benefit organization established in 2014.

MISSION AND VISION

Climate Action Campaign’s mission is to stop the climate emergency by championing a **Zero Carbon future** through effective policy action. We organize this vital work into **Five Fights** through a lens of equity and justice: 100% clean electricity; all-electric homes; bikeable/walkable neighborhoods; world-class transit; and resiliency.

In the next ten years, Climate Action Campaign will implement a **replicable, and scalable regional model for an equitable transition to Zero Carbon**. Cities are leading the way on climate solutions and we leverage this innovation and creativity to model solutions that can be scaled and replicated around the world.

Climate Action Campaign’s bottom-up theory of change puts municipalities, local industry leaders, nonprofits and communities at the epicenter of climate action and climate solutions. Collaborating across sectors, CAC is leading the region to zero out emissions by 2035, in line with what climate science says is necessary to protect our health and future.

- Founder Nicole Capretz and CAC successfully wrote San Diego’s legally binding Climate Action Plan to have 100% clean energy by 2035 - becoming the largest city to make a legally binding commitment of this kind and the first city to integrate a requirement for a climate equity index to prioritize investments and solutions.
- CAC secured the launch of two Community Choice Energy (CCE) programs in San Diego and one in Orange County. This will result in cleaner air, accelerated innovation, and progress toward stopping the climate crisis, and increased municipal momentum to commit to 100% clean electricity elsewhere.
- After a decade in the trenches, CAC and partners won a lawsuit against the County of San Diego to stop sprawl development in dangerous wildfire zones. As a result, the County is developing a **regional** roadmap to **zero carbon** at our recommendation and finally working to create a Climate Action Plan that’s aligned with state law.
- In 2019, Climate Action Campaign formed the San Diego Green New Deal Alliance. The Alliance is a diverse and growing coalition of 61 local community, business, environmental, labor, faith, and social justice organizations committed to a region that achieves Zero Carbon by 2035 through a fair and just transition for workers and communities of concern.
- CAC has educated the public and media through five annual Climate Action Plan **Report Cards** that watchdog the progress of local municipalities and hold elected officials accountable.

Climate Action Campaign relies on the support of foundations, corporations, and individuals. Funding helps advance our Five Fights in San Diego and Orange County (serving 6 million residents).

Basis of Accounting

The accompanying financial statements are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America. Under the accrual basis of accounting, revenue is recognized when earned and expenses are recorded as the liability when incurred.

Basis of Presentation

Net Assets Without Donor Restrictions - Net assets available for use in general operations and not subject to donor restrictions generally result from revenues generated by receiving unrestricted contributions, providing services, and receiving interest from investments less expenses incurred in providing program-related services, raising contributions, and performing administrative functions.

Climate Action Campaign
Notes to the Financial Statements (Continued)
Year Ended December 31, 2021

Note 1 – Reporting Entity and Summary of Significant Accounting Policies (Continued)

Net Assets With Donor Restrictions – These net assets are subject to donor-imposed restrictions. Some donor-imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. Donor-imposed restrictions are released when a restriction expires, that is, when the stipulated time has elapsed, when the stipulated purpose for which the resource was restricted has been fulfilled, or both.

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported changes in Organization net assets during the reporting period. Actual results could differ from those estimates.

Summarized Prior Year Information

The financial statements include certain prior-year summarized information in total. Such information does not include sufficient detail to constitute a presentation in conformity with GAAP. Accordingly, such information should be read in conjunction with the Organization’s financial statements for the year ended December 31, 2020, from which the summarized information was derived.

Contributions

Contributions are recognized when the donor makes a promise to give the Organization that is, in substance, unconditional. Contributions that are restricted by the donor are reported as increases in net assets without donor restrictions if the restrictions expire in the fiscal year in which the contributions are recognized. All other donor-restricted contributions are reported as increases in net assets with donor restrictions depending on the nature of the restrictions. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions.

Contributed In-Kind Goods and Services

Contributions of donated noncash assets are recorded at fair value in the period received. Contributions of donated services are recognized if the services received (a) create or enhance long-lived assets, or (b) require specialized skills provided by individuals possessing those skills, and would typically need to be purchased if not provided by donation.

Cash and Cash Equivalents

For the purpose of reporting cash flows, the Organization considers all highly liquid debt instruments, including money market funds, purchased with original maturities of three months or less to be cash equivalents. The carrying amount of cash and cash equivalents approximates fair value due to the short-term nature of these financial instruments.

Climate Action Campaign
Notes to the Financial Statements (Continued)
Year Ended December 31, 2021

Note 1 – Reporting Entity and Summary of Significant Accounting Policies (Continued)

Fair Value Measurements

The Organization measures fair value at the price that would be received upon sale of an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Authoritative guidance establishes a hierarchy for ranking the quality and reliability of the information used to determine fair values, requiring that assets and liabilities carried at fair value be classified and disclosed in one of the following three categories:

- Level 1: Unadjusted quoted market prices for identical assets or liabilities in active markets.
- Level 2: Unadjusted quoted market prices for similar assets and liabilities in active markets, unadjusted quoted prices for identical or similar assets or liabilities in markets that are not active, or inputs other than quoted prices that are observable for the asset or liability.
- Level 3: Significant unobservable inputs for the asset or liability

Prepaid Expenses and Deposits

Certain payments to vendors reflect costs or deposits applicable to future accounting periods and are recorded as prepaid expenses or deposits.

Property and Equipment

Property and equipment are recorded at cost if purchased or at fair market value at date of donation. Depreciation is provided using the straight-line method of depreciation over the estimated useful lives of the assets, ranging from three to seven years. Property and equipment are capitalized if the cost or donated fair market value of an asset is greater than, or equal to \$2,500.

Long-Lived Assets

The Organization accounts for impairment and disposition of long-lived assets. Impairment losses are recognized for long-lived assets used in operations when indicators of impairment are present and the undiscounted future cash flows are not sufficient to recover the assets' carrying amount. There was no impairment of the value of such assets for the year ended December 31, 2021.

Rent Expense

For lease agreements that provide for escalating rent payments or free-rent occupancy periods, the Organization recognizes rent expense on a straight-line basis over the non-cancelable lease term and option renewal periods where failure to exercise such options would result in an economic penalty in such amount that renewal appears, at the inception of the lease, to be reasonably assured. The lease term commences on the date that the Organization takes possession of or controls the physical use of the property.

Grant and Contracts Receivable Recognition

Grants and contracts are paid on a reimbursement basis, up to the maximum amounts allowed under the terms of the grant or contract. Periodic audits may be performed by the grantors, and certain costs may be questioned as not being reimbursable expenditures under the terms of the contracts. Such audits could lead to reimbursement to the grantors. The Organization's management believes disallowances, if any, will be immaterial.

Climate Action Campaign
Notes to the Financial Statements (Continued)
Year Ended December 31, 2021

Note 1 – Reporting Entity and Summary of Significant Accounting Policies (Continued)

Income Taxes

As a publicly supported not-for-profit organization, the Organization is exempt from federal income taxes under Internal Revenue Code Section 501(c)(3) and the corresponding provisions of Section 23701d of the California Revenue and Taxation Code. The Organization is not subject to income tax except for taxes on the receipt of income, if any, which is unrelated to the Organization's tax-exempt purpose. The Organization is not a private-foundation and qualifies for the charitable deduction under 170(b)(1)(A)(vi) of the Internal Revenue Code.

The Organization has applied the provisions of ASC Subtopic 740-10, *Income Taxes–Overall*, which prescribes a recognition threshold and measurement attribute for the financial statement recognition and measurement of a tax position taken or expected to be taken in a tax return, and provides guidance on recognition, classification, interest, and penalties, disclosure, and transition. Management of the Organization believes that no such uncertain tax positions exist as of December 31, 2021.

Functional Allocation of Expenses

The costs of providing the Organization's programs and other activities have been presented in the schedule of functional expenses. During the year, such costs are accumulated into separate groupings as either direct or indirect. Indirect or shared costs are allocated among program and support services by a method that best measures the relative degree of benefit. The Organization uses proportional salary dollars to allocate indirect costs.

Adoption of New Accounting Pronouncement

The Organization adopted the Financial Accounting Standards Board's Accounting Standards Update (ASU) No. 2016-14 *-Not-for-Profit Entities (Topic 958): Presentation of Financial Statements of Not-for-Profit Entities*. This update addresses the complexity and understandability of net asset classification, deficiencies in information about liquidity and availability of resources, and the lack of consistency in the type of information provided about expenses and investment return between not-for-profit entities. The changes required by the update have been applied retrospectively to all periods presented. A key change required by ASU 2016-14 relates to the net asset classes used in these financial statements. Amounts previously reported as unrestricted net assets are now reported as net assets without donor restrictions and amounts previously reported as temporarily restricted net assets and permanently restricted net assets, if applicable, are now reported as net assets with donor restrictions.

Note 2 – Grants, Contracts and Pledges Receivable

Grants and contracts are paid on a reimbursement basis, up to the maximum amounts allowed under the terms of the grant or contract. Periodic audits may be performed by the grantors, and certain costs may be questioned as not being reimbursable expenditures under the terms of the contracts. Such audits could lead to reimbursement to the grantors. The Organization's management believes disallowances, if any, will be immaterial. Grants and contracts receivable at December 31, 2021 were not material to the financial statements (\$447). Total Pledge receivables of \$35,000 consisted of \$25,000 from Calpine and \$10,000 from Bayware. Both pledges were received as of the report date and no allowance was necessary.

Climate Action Campaign
Notes to the Financial Statements (Continued)
Year Ended December 31, 2021

Note 3 – Property and Equipment

Property and equipment at December 31, 2021 were comprised of the following:

	<u>2021</u>
Depreciable assets:	
Heat Pump	\$ <u>8,979</u>
Total depreciable assets	8,979
Accumulated depreciation	<u>(1,559)</u>
Total property and equipment	\$ <u>7,420</u>

For the years ended December 31, 2021 depreciation expense was \$748.

Note 4 – Liquidity and Availability of Financial Assets

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use, within one year of the statement of financial position date, comprise the following:

Financial assets at December 31, 2021:

Cash	\$ 1,872,760
Accounts and contributions receivable	<u>35,447</u>
Total financial assets	1,908,207
Funds subject to donor-imposed restrictions	<u>(303,949)</u>
Financial assets available to meet general expenditures within one year	\$ <u>1,604,258</u>

Note 5 – Notes Payable

The organization did not have any notes or loans outstanding as December 31, 2021.

Climate Action Campaign
Notes to the Financial Statements (Continued)
Year Ended December 31, 2021

Note 6 – Net Assets – With Donor Restrictions

At December 31, 2021 donor restricted net assets consisted of the following:

Balance				Balance
January 1, 2021	Additions	Deletions		December 31, 2021
\$332,167	\$303,949	\$332,167		\$303,949

For the year ended December 31, 2021 \$303,949 net assets were restricted by donor respectively. Restricted net assets are as follows:

CAP Report Card	\$8,115.33
BQuest Foundation	\$50,000.00
Community Enhancement Grant	\$15,000.00
Hervey Family Fund	\$187,500.00
OC Community Foundation	\$30,000.00
Windward Fund	\$13,333.33
Restricted at 12/31	\$303,948.66

Note 7 – Fundraising Events

The Organization holds an annual fundraising event to support the operations of the Organization.

Note 8 – Operating Lease Agreement

The Organization leases its administrative offices in San Diego, California, under an operating lease. In October 2019 the Organization entered into a lease on a month to month basis with no predetermined termination period.

Note 9 – Public Support

Volunteers from the community have donated significant amounts of their time in support of the Organization's programs. Minor amounts have been reflected in the financial statements for the contributed services with offsetting income and expense

Climate Action Campaign
Notes to the Financial Statements (Continued)
Year Ended December 31, 2021

Note 10 – Concentration of Credit Risk

As of December 31, 2021 the Organization maintained cash balances in financial institutions in excess of the amounts insured by the FDIC. However, management believes the credit risk is minimal due to the quality of the financial institutions where its cash is held.

Note 11 – Commitment and Contingencies

Grants and Contracts

The Organization has grants and contracts with government agencies that may be subject to audit. No provision has been made for any liabilities that may arise from such audits since the amounts, if any, cannot be determined. Management believes that any liability which may result from these audits would not be material.

Litigation

In the ordinary course of operations, the Organization is subject to claims and litigation from outside parties. After consultation with legal counsel, the Organization believes the ultimate outcome of such matters, if any, will not materially affect its financial condition.

Note 12 – Investments

Investments as of December 31, 2021 consist primarily of assets invested in marketable equity and debt securities. Cash and cash equivalents that are not used for operations are treated as investments due to their nature as long-term investments. Investments are carried at fair value based on quoted market prices in active market (all Level 1 measurements). The realized and unrealized gains and losses on investments are reflected in the statement of activities. Investment revenues are reported net of related investment expenses.

Investments are exposed to various risks such as significant world events, interest rate, credit, and overall market volatility risks. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the fair value of investments will occur in the near term and that such changes could materially affect the amounts reported in the statement of financial position.

At December 31, 2021, investments consisted of the following:

Cash and cash equivalents	\$1,661,787
Certificates of deposit	<u>210,973</u>
Total	<u>\$1,872,760</u>

Climate Action Campaign
Notes to the Financial Statements (Continued)
Year Ended December 31, 2021

Note 13 – Subsequent Events

The Organization's management has evaluated subsequent events through October 30, 2022, the date the financial statements were available to be issued.

Climate Action Campaign
Schedule of Functional Expenses
Year Ended December 31, 2021

	<u>Program Services</u>	<u>Management and General</u>	<u>Fundraising</u>	<u>Total Expenses</u>
Salaries	\$ 679,205	\$ 79,124	\$ 94,301	\$ 852,630
Payroll taxes	57,698	6,722	8,011	72,430
Employee benefits	32,468	3,782	4,508	40,758
Employee insurances	42,283	4,926	5,871	53,079
Total personnel costs	<u>811,653</u>	<u>94,554</u>	<u>112,690</u>	<u>1,018,897</u>
Advertising	5,349	623	743	6,715
Board Advisory Council	6,983	2,327		9,310
Bank and merchant fees	2,139	249	297	2,685
Depreciation	748			748
Dues and subscriptions	908	106	126	1,140
Education	3,347	390	465	4,202
Events	4,646		4,646	9,292
Green New Deal program expenses	17,607			17,607
Insurance	1,639	1,512	286	3,437
In kind expenses	2,010			2,010
Office	13,924	1,622	1,934	17,480
Outside services	27,304	12,888	2,265	42,457
Neighborhood reinvestment grant	9,973	1,162	1,385	12,520
Rent	19,449	2,266	2,700	24,415
Total other expenses	<u>116,026</u>	<u>23,145</u>	<u>14,846</u>	<u>154,017</u>
Total expenses	<u>\$ 927,680</u>	<u>\$ 117,699</u>	<u>\$ 127,536</u>	<u>\$ 1,172,914</u>

The accompanying notes are an integral part of these financial statements

Climate Action Campaign
Schedule of Functional Expenses
Year Ended December 31, 2020

	<u>Program Services</u>	<u>Management and General</u>	<u>Fundraising</u>	<u>Total Expenses</u>
Salaries	\$ 528,164	\$ 56,205	\$ 91,984	\$ 676,353
Payroll taxes	44,902	4,778	7,820	57,500
Employee benefits	21,558	2,294	3,754	27,606
Employee insurances	30,987	3,297	5,397	39,681
Total personnel costs	<u>625,610</u>	<u>66,575</u>	<u>108,955</u>	<u>801,140</u>
Advertising	1,263	134	220	1,617
Bank and merchant fees	1,901	202	331	2,434
Depreciation	811			811
Dues and subscriptions	619	66	108	793
Education	2,311	246	402	2,959
Events	4,666		4,667	9,333
Insurance	2,251	2,077	392	4,720
In kind expenses	4,882			4,882
Miscellaneous	377	89	50	516
Office	15,079	1,591	2,616	19,286
Outside Services	73,134	38,866	19,844	131,844
Neighborhood reinvestment grant	9,323	992	1,624	11,939
Rent	7,809	831	1,360	10,000
Total other expenses	<u>124,426</u>	<u>45,094</u>	<u>31,614</u>	<u>201,134</u>
Total expenses	<u>\$ 750,036</u>	<u>\$ 111,669</u>	<u>\$ 140,569</u>	<u>\$ 1,002,274</u>

The accompanying notes are an integral part of these financial statements