

WILDFLOWERS INSTITUTE

EIN: 94-2581329
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WILDFLOWERS INSTITUTE

aka Wildflowers Institute
San Francisco, CA
www.wildflowers.org
(415)775-1151

View GuideStar Profile

Platinum Transparency 2024
Candid.

MISSION

Wildflowers Institute is dedicated to advancing the sustainability of populations in the grassroots.

EIN
94-2581329

RULING YEAR
1979

IRS SUBSECTION
501(c)(3) Public Charity

FOUNDING YEAR
1979

MAIN ADDRESS
1144 Pacific Ave
San Francisco, CA
94133

AFFILIATION TYPE
Independent Organization

CONTACT
Ms. Jennifer Mei, Vice President
(415) 775-1151
gingy@wildflowers.org

PRESIDENT
Hanmin Liu

VICE PRESIDENT
Jennifer Mei

BOARD CHAIR
Ingrid Mittermaier

SUBJECT AREA
Community and economic development

Philanthropy

Cultural anthropology

Arts and culture

NTEE Code
Research Institutes and/or Public Policy Analysis (S05)

Other Philanthropy, Voluntarism, and Grantmaking Foundations N.E.C. (T99)

Cultural, Ethnic Awareness (A23)

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PROGRAMS

1. Community Survey

Population(s) served: Economically disadvantaged people, Immigrants and migrants, LGBTQ people, Religious groups, Ethnic and racial groups

2. The Wildflowers Fellows

Population(s) served: Age groups, Ethnic and racial groups, Sexual identity, Economically disadvantaged people, Immigrants and migrants

3. The Hidden Gems Project

Population(s) served: Ethnic and racial groups, Social and economic status, Family relationships, Social and economic status, Sexual identity

4. Social Investments

Population(s) served: Ethnic and racial groups, Families, Immigrants and migrants

POPULATIONS SERVED

1. Ethnic and racial groups

2. Economically disadvantaged people

3. Immigrants and migrants

COMPLIANCE

- ✓ IRS Pub 78 Verified as of October 2024
- ✓ IRS BMF 509(a) (1) as of October 15, 2024
- ✓ A-133 Audit Required/Performed?
- ✓ Conflict of Interest Policy
- ✓ Written whistleblower policy

Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)

TRANSPARENCY MEASURES

- ✓ Board Practices Reported?
- ✓ Diversity Data Reported?
- **6** Number of Independent Board Members

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Programs & Results

PROGRAMS

Source: Self-Reported by Organization, October 2024

Community Survey

Population(s) Served:
Economically disadvantaged, low-income, and poor people
Immigrants, newcomers, refugees

We conduct a survey to identify community-driven solutions that address two or three critical issues affecting the activities that deepen relationships in the extended family and social groups. These solutions are assessed and vetted by a panel of experts inside and outside the neighborhood. And the proposed projects are presented at a meeting of the community-at-large where a community member will be given a $25 gift to contribute to the project she/he decides to support. In effect, the entire community is learning about the work of philanthropy—identifying deeply rooted problems, deciding on which projects to support, and observing over time social outcomes. The start-up funds for the projects are the sum of gifts given to each project.

The Wildflowers Fellows

Population(s) Served: n/a

The Wildflowers Fellows are community or neighborhood volunteers who know the way things really get done. They are the unofficial leaders, the quiet and insightful residents, the informal mediators in family and social disputes, the caring businesspeople, the wise elders and coaches whom others go to for advice and direction, the informal healers who voluntarily attend to the injured and the suffering, and the protectors of the people, the land, the air, and the quality of the water. The fellows know how their people and groups are organized and how they cope with the disruption and problems facing them. Through their efforts, a social fabric is being mended and repaired.

The Hidden Gems Project

Population(s) Served: n/a

This project invites local residents to create art and share a story about the community and what is important to them. Viewed through the lens of a myriad of art, one or more common threads surface to reveal how people and organizations have consciously and unconsciously come together around a shared reality.

Local stories give voice to this community's way of life. The narratives uncover individual preferences and common activities that contribute to the social fabric and the sustainability of the individual, the family, and the community-at-large. Community voices also make explicit the salient public, private, and nonprofit resources of the neighborhood, such as affordable housing, grocery stores, libraries, schools, health and social services, and parks and social spaces, which foster a connection to local history and culture and the community's unique identity and characteristics.

Social Investments

Population(s) Served: n/a

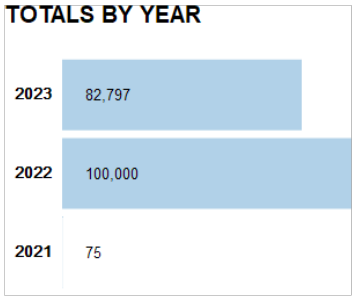
The social investments are a means of community philanthropy that support the direction the community is taking. Instead of a few individuals saying yes or no to requests and proposals, members of the community make collective decisions. Residents and community members take on the responsibility of philanthropist—of gathering information, of deciding on what and whom to support through small grants, and of reflecting on lessons learned.

This investment strategy is an outgrowth of Marion R. Weber's Flow Funding Circle, an innovative approach to democratizing philanthropy formed by lessons learned from trusted relationships with her grantees over thirty years.

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RESULTS

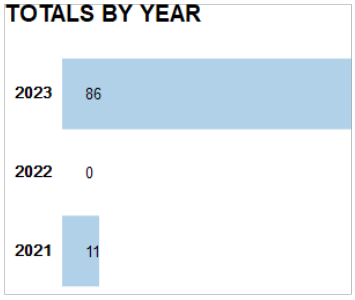
Our goal is to amplify stories and illuminate artworks that reflect the ways in which communities are solving their problems on their own.



Population(s) Served: No target populations selected

Related program: The Hidden Gems Project

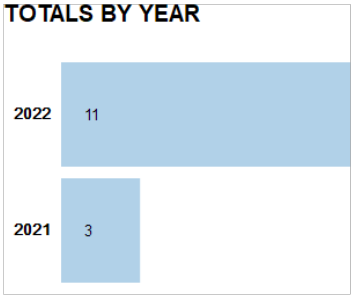
Number of members from priority population attending training



Population(s) Served: No target populations selected

Related program: The Hidden Gems Project

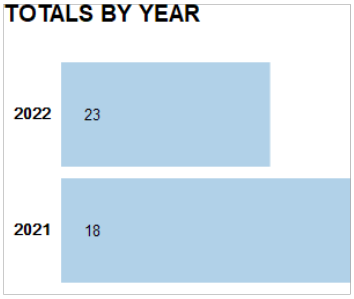
Number of training programs created



Population(s) Served: No target populations selected

Related program: The Hidden Gems Project

Number of training workshops



Population(s) Served: No target populations selected

Related program: The Hidden Gems Project

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CHARTING IMPACT

What is the organization aiming to accomplish?

The aim of Wildflowers Institute is to develop a methodology for the community to reveal and fortify its inherent assets and social order and to build a shared direction toward sustainability.

What are the organization's key strategies for making this happen?

The institute upholds a deep belief in the innate power of people to maintain the continuity from their history and culture and to adapt to new challenges they face. We seek to identify how people are motivated by shared purpose, collective problem-solving, and social connectedness.

Our strategy is to offer a framework for community sustainability, a toolbox for discovering the undiscovered, and local programs that reveal the innate purpose that give meaning to a person's life. We identify the archetypes and guides that are key to sustainability. The Hidden Gems program and our fellows illuminate narratives from and for the grassroots that give direction to the family and the community. Our community surveys and social investments help local residents develop their approach to community philanthropy—of gathering information, of deciding on what and whom to support through small grants, and of reflecting on lessons learned and on social outcomes.

What are the organization's capabilities for doing this?

The Board of Directors and the executive leadership of the institute have extensive experience in community organizing and philanthropy. Hanmin and his partner, Jennifer Mei, are responsible for the management and administration of the institute.

Wildflowers Institute designs and develops processes and tools that illuminate stories of self-transformation, of uniting differences, and of empowering the community. The institute's approach is to make visible these innate strengths and strategies and to foster their cooperation in addressing pressing social problems. One of our tools was awarded a U.S.-patent award for a system and method for improving intra- and inter-cultural communications among different cultures by building a symbolic vocabulary of what is salient in their work and their lives.

In 2024, Hanmin and his partner, Jennifer Mei, received the Community Angel Award for their contributions to San Francisco Chinatown from the Chinatown Community Development Center along with a Certificate of Recognition from the Honorable Philip Y. Ting, Assembly Member, 19th District, California State Assembly. They also received Certificates of Honor from Aaron Peskin, President, Board of Supervisors, City and County of San Francisco, and from Joaquin Torres, San Francisco Assessor. And in recognition of their Community Angel Award and with their continued service to the people of the City and County of San Francisco, City Attorney David Chiu presented Hanmin and Jennifer with a Certificate of Recognition Award.

Anne Colby, Stanford Graduate School of Education, wrote a 2018 report about Wildflowers' approach entitled The Power and Purpose of Informal Community Leaders for the John Templeton Foundation. Jacqueline White of The Public Art Review covered the institute's strategy for helping under-the-radar artists in San Francisco's Tenderloin find their voices and each other (2017). In 2015, Patricia Leigh Brown of the New York Times featured the Wildflowers approach in a lead national story about “hidden gem” artists in the San Francisco Tenderloin.

The Wildflowers work has also earned Hanmin the honor of being awarded the David Kriser Medallion, the highest honor bestowed by New York University College of Dentistry. He was invited to give the commencement speech to the NYU College of Dentistry graduation class of 2018 at Madison Square Garden. He was a 2009 Distinguished Scholar in Residence, Clinton School of Public Service, Center on Community Philanthropy, University of Arkansas, and a 2006 Purpose Prize Fellow. He received the 2006

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Distinguished Professional Service Award from his undergraduate alma mater, the University of the Pacific. In addition to marginalized communities, the Wildflowers process has been implemented in consultant work with Apple Computer, IBM/Lotus Notes, the Kellogg Company, Rockefeller Philanthropy Advisors, The Russell Family Foundation, and the Annie E. Casey Foundation.

What have and haven't they accomplished so far?

For the past eight years (2014–2022), the institute has put to the test its approach in the Tenderloin, one of the most challenged and diverse neighborhoods in San Francisco. The story of this neighborhood is also the story of places across the United States and the world that are struggling against great odds to maintain an identity, a culture, a history, and a social order that guide and develop one generation to the next. Our work is concentrated on resident artists. What we have witnessed are the artists changing the narrative of this neighborhood from being a place of fear and lost hope to being a place of healing and discovery for literally thousands of people of different races, ethnicities, indigenous heritages, and gender identities. This narrative gives clarity to a new direction for the neighborhood’s development. The narrative also describes, for those with the power to disrupt, what is at risk of being lost.

The Iu Mien and the Chinese communities have been faced with a lifetime of struggle and hardship. But their stories of immigrant life have made clear the pathways toward resiliency and the power of women as a driving force of stability. Moreover, the artworks are a touchstone, showing the intergenerational activities in families, among clan members, and of community-based organizations and small businesses that preserve and transmit a cultural and spiritual way of life. The Honorable Lillian K. Sing, a retired judge for the Superior Court of San Francisco County, was one of the Hidden Gems external panelists who selected the award winners in Chinatown. Justice Sing was deeply moved by the artworks because she could see in them the culture being passed down from grandmother to mother to grandchild.

The stakeholders involved in our project are the Iu Mien people in Northern California, the Chinese in San Francisco, and the residents of South Valley, Albuquerque, New Mexico. A total of 1,148 people participated in completing a survey and attending our ceremony. More than 780 people identified what makes up their community and what activities people like to do. In addition, 86 artists and storytellers submitted artwork and a narrative of who they are, what is important to them, and what they believe in. The Iu Mien and Chinese artists illuminated why their communities are important to them. The capacity they are building is to reveal hidden strengths through storytelling/arts.

The Hidden Gems project helped tailor strategies that improve health and well-being where people live, learn, work, and play in all three communities. In total, we impacted 82,797 lives.

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Financials

FISCAL YEAR START: 01/01

FISCAL YEAR END: 12/31

✓ Financials audited by an independent accountant

FINANCIALS QUICK VIEW

Total revenue, gains, and other support per audited financial statements	**-$32,191**
Total expenses and losses per audited financial statements	**$201,721**
Surpluses in last 5 years	**3**
Negative Net Assets in past 5 years	**0**

Financial Trends Analysis

Created in Partnership with Nonprofit Finance Fund®

Business Model Indicators

Profitability	2018	2019	2020	2021	2022
Unrestricted surplus (deficit) before depreciation	$79,266	$158,497	$251,431	$167,476	-$117,326
As a % of expenses	31.5%	38.3%	91.6%	51.0%	-58.2%
Unrestricted surplus (deficit) after depreciation	$79,266	$158,497	$251,431	$167,476	-$117,326
As a % of expenses	31.5%	38.3%	91.6%	51.0%	-58.2%
Revenue Composition					
Total revenue (unrestricted & restricted)	$431,504	$417,552	$250,506	$533,349	$170,784
Total revenue, % change over prior year	21.5%	-3.2%	-40.0%	112.9%	-68.0%
Program services revenue	0.0%	0.0%	0.0%	0.0%	0.0%
Membership dues	0.0%	0.0%	0.0%	0.0%	0.0%
Investment income	0.9%	1.0%	0.5%	0.2%	2.3%
Government grants	0.0%	0.0%	0.0%	0.0%	0.0%
All other grants and contributions	98.2%	98.4%	99.5%	98.9%	97.7%
Other revenue	1.0%	0.6%	0.0%	0.9%	0.0%
Expense Composition					
Total expenses before depreciation	$251,879	$414,156	$274,361	$328,538	$201,721
Total expenses, % change over prior year	-1.8%	64.4%	-33.8%	19.7%	-38.6%
Personnel	62.9%	50.3%	76.9%	64.4%	67.8%
Professional Fees	13.7%	13.2%	8.2%	12.1%	2.1%
Occupancy	5.0%	3.8%	4.4%	4.3%	7.6%
Interest	0.0%	0.0%	0.0%	0.0%	0.0%
Pass-Through	0.0%	14.1%	0.0%	13.1%	6.9%
All other expenses	18.3%	18.6%	10.5%	6.1%	15.6%

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Financial Trends Analysis, continued

Moving Toward Full Cost Coverage

Full Cost Components (estimated)	2018	2019	2020	2021	2022
Total Expenses (after depreciation)	$251,879	$414,156	$274,361	$328,538	$201,721
One Month of Savings	$20,990	$34,513	$22,863	$27,378	$16,810
Debt Principal Repayment	$0	$0	$0	$0	$0
Fixed Asset Additions	$0	$0	$2,543	$0	$0
Total Full Costs (estimated)	$272,869	$448,669	$299,767	$355,916	$218,531

Capital Structure Indicators

Liquidity					
Months of cash	19.3	10.9	13.9	18.7	26.2
Months of cash and investments	23.2	18.1	38.2	45.9	58.7
Months of estimated liquid unrestricted net assets	16.0	14.3	32.5	33.3	47.2
Balance Sheet Composition					
Cash	$405,903	$377,652	$316,973	$510,924	$440,183
Investments	$80,073	$248,038	$556,753	$745,082	$546,284
Receivables	$132,500	$67,500	$0	$1,750	$0
Gross land, buildings, and equipment (LBE)	$47,231	$47,231	$49,774	$49,774	$39,127
Accumulated depreciation (% of LBE)	100.0%	100.0%	94.9%	94.9%	93.5%
Liabilities (as % of assets)	6.4%	4.2%	3.4%	2.2%	5.1%
Unrestricted net assets	$336,711	$495,208	$746,639	$914,115	$796,789
Temporarily restricted net assets	$242,478	N/A	N/A	N/A	N/A
Permanently restricted net assets	$0	N/A	N/A	N/A	N/A
Total restricted net assets	$242,478	$168,658	$100,108	$318,275	$142,187
Total net assets	$579,189	$663,866	$846,747	$1,232,390	$938,976

Key Data Checks

Material Data Errors	2018	2019	2020	2021	2022
	No	No	No	No	No

Note: This issue is relevant to a small number of organizations: The nonprofit subject(s) of this report may have affiliates. The Form 990 data may not include information about any or all potential affiliates. If an organization does have affiliates and these affiliates have substantial financial activity, the financial data in this report may not present a comprehensive picture of the nonprofit's financial condition.Please consult the 990s of any potentially related affiliates for additional information.

- Formulas for key metrics
- 'Key Revenue & Expense Data from Form 990'
- 'Key Balance Sheet Data from Form 990'

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Operations

Source: Self-Reported by Organization, October 2024

PRESIDENT

Dr. Hanmin Liu

From 1996 to 2016, Hanmin served on the Board of Trustees of the W. K. Kellogg Foundation and was chair of the board from 2003 to 2005. During his tenure as chair and trustee of the W. K. Kellogg Foundation, Hanmin oversaw more than US$4 billion of funding in Africa, Latin America, the Caribbean, and the United States. Throughout his two decades as a trustee, he worked to balance the priorities of the staff with the founder's and the board's vision of a unique people-based approach to philanthropy. He worked on initiatives with Presidents Jimmy Carter, George H. W. Bush, and Nelson Mandela and Archbishop Desmond Tutu. From 1992 to 1996, Hanmin was one of the lead evaluators for the W. K. Kellogg Foundation's largest grant to date for the establishment of the International Youth Foundation.

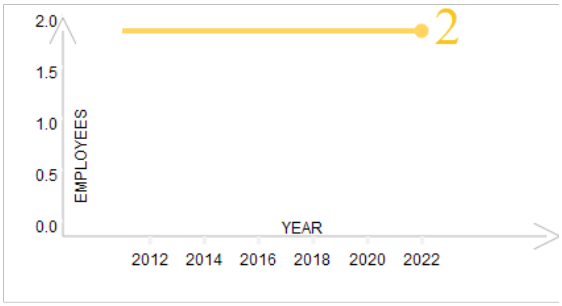
VICE PRESIDENT

Jennifer Mei

Jennifer Mei oversees the administration and documentation of projects at Wildflowers Institute. For more than thirty years, she has organized conferences, exchange programs, and site visits for over a thousand leaders, scholars, and community members from all over the world. Jennifer also oversees written and video materials that tell the story of the strengths of communities and how they apply these strengths to grow and change over time. (See http//wildflowers.org/who-we-are/leadership-team/.)

NUMBER OF EMPLOYEES

Source: IRS Form 990



BOARD CHAIR

Ingrid Mittermaier

Adler and Colvin

Term: **2019 -**

BOARD MEMBERS

Bruce Spivey
International Council of Ophthalmology

Gary Arsham
Arsham Consultants

Hanmin Liu
Wildflowers Institute

Ingrid Mittermaier
Adler and Colvin

Joy Ou
L37 Partners

Ramón Murguía
Ramón Murguía Attorney at Law

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OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2022

Name	Title	Compensation	Other	Related
Hanmin Liu	President	$39,000	$0	$0
Jennifer Mei	Vice President	$31,500	$0	$0
Anni Chung	Ass't Sect/Dir	$0	$0	$0
Bruce E Spivey	Treasurer	$0	$0	$0
Gary Arsham	Secretary	$0	$0	$0
Joy Ou	Director	$0	$0	$0
Ingrid Mittermaier	Chair/Director	$0	$0	$0
Ramon Murguia	Director	$0	$0	$0

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OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2021

Name	Title	Compensation	Other	Related
Hanmin Liu	President	$78,000	$29,942	$0
Jennifer Mei	Vice President	$63,000	$29,632	$0
Anni Chung	Ass't Sect/Dir	$0	$0	$0
Bruce E Spivey	Treasurer	$0	$0	$0
Gary Arsham	Secretary	$0	$0	$0
Joy Ou	Director	$0	$0	$0
Ingrid Mittermaier	Chair/Director	$0	$0	$0
Ramon Murguia	Director	$0	$0	$0

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OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2020

Name	Title	Compensation	Other	Related
Hanmin Liu	President	$78,000	$29,659	$0
Jennifer Mei	Vice President	$63,000	$29,289	$0
Anni Chung	Ass't Sect/Dir	$0	$0	$0
Bruce E Spivey	Treasurer	$0	$0	$0
Gary Arsham	Secretary	$0	$0	$0
Joy Ou	Co V Chair/Dir	$0	$0	$0
Ingrid Mittermaier	Chair/Director	$0	$0	$0
Ramon Murguia	Director	$0	$0	$0

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OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2019

Name	Title	Compensation	Other	Related
Hanmin Liu	President	$78,000	$28,346	$0
Jennifer Mei	Vice President	$63,000	$27,967	$0
Anni Chung	Ass't Sect/Dir	$0	$0	$0
Bruce E Spivey	Treasurer	$0	$0	$0
Gary Arsham	Secretary	$0	$0	$0
Joy Ou	Co V Chair/Dir	$0	$0	$0
Ingrid Mittermaier	Chair/Director	$0	$0	$0
Ramon Murguia	Director	$0	$0	$0
Caroline Tower	Co V. Chair/Dir	$0	$0	$0

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OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

FISCAL YEAR 2018

Name	Title	Compensation	Other	Related
Hanmin Liu	President	$78,000	$3,431	$0
Jennifer Mei	Vice President	$63,000	$3,074	$0
Anni Chung	Ass't Sect/Dir	$0	$0	$0
Michael Lerner	Director	$0	$0	$0
Bruce E Spivey	Treasurer	$0	$0	$0
Gary Arsham	Secretary	$0	$0	$0
Joy Ou	Co V Chair/Dir	$0	$0	$0
Ingrid Mittermaier	Chair/Director	$0	$0	$0
Ramon Murguia	Director	$0	$0	$0
Caroline Tower	Co V. Chair/Dir	$0	$0	$0

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Paid Preparers

FISCAL YEAR 2022

Firm Name	Firm EIN	Firm Address	Firm Phone
Fontanello Duffield & Otake LLP	37-1420474	44 Montgomery Street Suite 1305, San Francisco CA 94104 USA	415-983-0200

Paid Preparers

FISCAL YEAR 2021

Firm Name	Firm EIN	Firm Address	Firm Phone
Fontanello Duffield & Otake LLP	37-1420474	44 Montgomery Street Suite 1305, San Francisco CA 94104 USA	415-983-0200

Paid Preparers

FISCAL YEAR 2020

Firm Name	Firm EIN	Firm Address	Firm Phone
Fontanello Duffield & Otake LLP	37-1420474	44 Montgomery Street Suite 1305, San Francisco CA 94104 USA	415-983-0200

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BOARD LEADERSHIP PRACTICES

GuideStar worked with BoardSource, the national leader in nonprofit board leadership and governance, to create this section, which enables organizations and donors to transparently share information about essential board leadership practices.

BOARD ORIENTATION & EDUCATION

Does the board conduct a formal orientation for new board members and require all board members to sign a written agreement regarding their roles, responsibilities, and expectations?

Yes

CEO OVERSIGHT

Has the board conducted a formal, written assessment of the chief executive within the past year?

No

ETHICS & TRANSPARENCY

Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements in the past year?

Yes

BOARD COMPOSITION

Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership?

Yes

BOARD PERFORMANCE

Has the board conducted a formal, written self-assessment of its performance within the past three years?

No

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Organizational Demographics

Who works and leads organizations that serve our diverse communities? This organization has voluntarily shared information to answer this important question and to support sector-wide learning. GuideStar partnered on this section with CHANGE Philanthropy and Equity in the Center.

Leadership

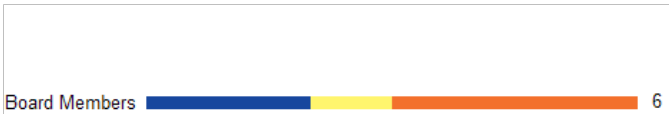
The organization's co-leader identifies as:

Race & Ethnicity	Asian/Asian American
Gender Identity	Male, Not transgender
Sexual Orientation	Heterosexual or Straight
Disability Status	Person without a disability

The organization's other co-leader identifies as:

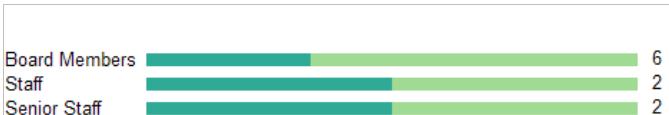
Race & Ethnicity	Asian/Asian American
Gender Identity	Female, Not transgender
Sexual Orientation	Heterosexual or Straight
Disability Status	Person without a disability

Race & Ethnicity



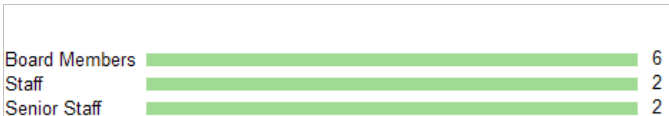
	Board Members	Staff	Senior Staff
Asian/Asian American	33%	100%	100%
Black/African American	0%	0%	0%
Hispanic/Latino/Latina/Latinx	17%	0%	0%
Middle Eastern/North African	0%	0%	0%
Native American/American Indian/Alaska Native/Indigenous	0%	0%	0%
Native Hawaiian/Pacific Islander	0%	0%	0%
White/Caucasian/European	50%	0%	0%
Multi-Racial/Multi-Ethnic (2+ races/ethnicities)	0%	0%	0%
People who prefer to identify with another race or ethnicity	0%	0%	0%
Unknown or decline to state	0%	0%	0%

Gender Identity



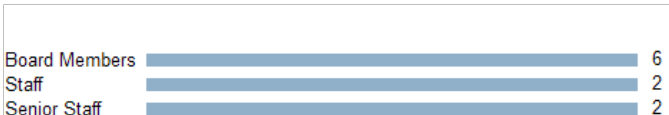
	Board Members	Staff	Senior Staff
Female	33%	50%	50%
Male	67%	50%	50%
Non-binary	0%	0%	0%
People who prefer to identify with another gender identity	0%	0%	0%
Unknown or decline to state	0%	0%	0%

Transgender Identity



	Board Members	Staff	Senior Staff
Transgender	0%	0%	0%
Not transgender	100%	100%	100%
People who prefer to identify with another gender identity	0%	0%	0%
Unknown or decline to state	0%	0%	0%

Sexual Orientation



	Board Members	Staff	Senior Staff
Gay, Lesbian, Bisexual	0%	0%	0%
Heterosexual or Straight	100%	100%	100%
People who prefer to identify with another sexual orientation	0%	0%	0%
Unknown or decline to state	0%	0%	0%

Disability



	Board Members
Person with a disability	0%
Person without a disability	100%
Unknown or decline to state	0%

We do not display staff or senior staff disability information for organizations with fewer than 15 staff.

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Equity Strategies *Last Updated: 11/27/2020*

Candid partnered with Equity in the Center - a project that works to shift mindsets, practices, and systems within the social sector to increase racial equity - to create this section. Learn More

Data

✓ We review compensation data across the organization (and by staff levels) to identify disparities by race.

✓ We ask team members to identify racial disparities in their programs and/or portfolios.

✓ We analyze disaggregated data and root causes of race disparities that impact the organization's programs, portfolios, and the populations served.

✓ We disaggregate data to adjust programming goals to keep pace with changing needs of the communities we support.

✓ We employ non-traditional ways of gathering feedback on programs and trainings, which may include interviews, roundtables, and external reviews with/by community stakeholders.

✓ We disaggregate data by demographics, including race, in every policy and program measured.

✓ We have long-term strategic plans and measurable goals for creating a culture such that one's race identity has no influence on how they fare within the organization.

Policies and processes

✓ We use a vetting process to identify vendors and partners that share our commitment to race equity.

✓ We have a promotion process that anticipates and mitigates implicit and explicit biases about people of color serving in leadership positions.

✓ We seek individuals from various race backgrounds for board and executive director/CEO positions within our organization.

✓ We have community representation at the board level, either on the board itself or through a community advisory board.

✓ We help senior leadership understand how to be inclusive leaders with learning approaches that emphasize reflection, iteration, and adaptability.

✓ We engage everyone, from the board to staff levels of the organization, in race equity work and ensure that individuals understand their roles in creating culture such that one's race identity has no influence on how they fare within the organization.

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Appendix

Key Documents	
IRS Forms 990	2022 990 2021 990 2020 990 2020 990 2019 990
IRS Forms 990T	Not Available
Audited Financial Statements	2022 Audited Financial Statement 2020 Audited Financial Statement 2019 Audited Financial Statement
Key Organization Documents	Letter of Determination 'Key Revenue & Expense Data from Form 990' 'Key Balance Sheet Data from Form 990'

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Candid.

GuideStar Charity Check

Generated on October 15, 2024

WILDFLOWERS INSTITUTE

Aka Wildflowers Institute

1144 Pacific Ave
San Francisco, CA 94133

- ✓ Foundation Status Code: PC*
- ✓ Public charity described in section 509(a)(1) or (2)

IRS Publication 78 Details

IRS Pub 78 verified

Organization name	Location	Most recent IRS Publication 78
Wildflowers Institute	San Francisco, CA	September 2024
EIN	Deductibility status description	Verified with most recent Internal Revenue Bulletin
94-2581329	A public charity (50% deductibility limitation).	October 15, 2024

IRS Business Master File Details

IRS BMF 509(a)(1)

Organization name	Most recent IRS BMF	Reason for Non-Private Foundation Status
WILDFLOWERS INSTITUTE	September 09 2024	Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)
EIN	IRS subsection	Ruling date
94-2581329	This organization is a 501(c)(3) Public Charity	06/1979
Foundation Code	Foundation Code Description	
15	Organization which receives a substantial part of its support from a governmental unit or the general public	

This organization was not included in the Office of Foreign Assets Control Specially Designated Nationals (SDN) list.

On September 8, 2011, the IRS issued regulations which eliminated the advance ruling process for a section 501(c)(3) organization. Learn more

* The Foundation Status Code is the code that foundations are required to provide for each grantee annually on part XV of Form 990PF. Note that this code cannot be derived in some cases (e.g., supporting organizations for which 'type' can't be determined).

IRS Revenue Procedure 2011-33 allows grantors to rely on third-party resources, such as GuideStar Charity Check, to obtain required Business Master File (BMF) data concerning a potential grantee's public charity classification under section 509 (a) (1), (2) or (3).

GuideStar Charity Check Data Sources

-GuideStar acquires all IRS data directly from the Internal Revenue Service.

-IRS Publication 78 (Cumulative List of Organizations) lists organizations that have been recognized by the Internal Revenue Service as eligible to receive tax-deductible contributions.

-The IRS Internal Revenue Bulletin (IRB) lists changes in charitable status since the last Publication 78 release. Between the release of IRS Publication 78 and the subsequent IRS Internal Revenue Bulletin, the IRB date will reflect the most recent release date of IRS Publication 78.

-The IRS Business Master File lists approximately 1.7 million nonprofits registered with the IRS as tax-exempt organizations.

-The IRS Automatic Revocation of Exemption List contains organizations that have had their federal tax-exempt status automatically revoked for failing to file an annual return or notice with the IRS for three consecutive years.

-The Foundation Status Code is a value derived by mapping the codes found on the 990PF filing instructions to the corresponding codes in the IRS BMF. Note that not all codes are able to be mapped due to insufficient data.

-The Office of Foreign Assets Control (OFAC) Specially Designated Nationals (SDN) list organizations that are owned or controlled by targeted individuals, groups, and entities, such as terrorists or narcotics traffickers.Their assets are blocked and U.S. persons are generally prohibited from dealing with them.

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