

# GOVERNANCE & TRANSPARENCY

## OUR COMMITMENT TO GOVERNANCE & TRANSPARENCY

Rainbow Lobster Activista (RLA) was founded in 2024 and is completing its first year of operations as a registered 501(c)(3) organization in California. As a young nonprofit, we are intentionally building systems that prioritize accountability, fiscal responsibility, and ethical stewardship from the very beginning. Transparency for us means clarity. We communicate openly about where we stand today, how we operate, and how we plan to grow responsibly.

### BOARD OF DIRECTORS

A diverse board of leaders in creative activism, media, human rights, and social impact governs RLA.

- **Sebastián Arrechdera** – President
- **Marlene Figueroa** – Vice President
- **Koren Bertolli** – Treasurer
- **Erick Rozo** – Secretary
- **Saskia Niño de Rivera** – Director
- **Yosu Aranguena** – Director
- **Marcel Rasquin** – Director
- **Simon Bros** – Director
- **Mercedes Castañeda** – Director
- **Sebastian Tonda** – Director
- **Prakriti Maduro** – Director

### ADVISORY BOARD

RLA is developing an Advisory Board with experts in nonprofit development, philanthropy, creative production, and international advocacy. Names will be published as appointments are formalized.

### ETHICAL PRINCIPLES & OPERATING STANDARDS

#### Fiscal Transparency

We publish all required documents and communicate clearly about the use of resources. As RLA is in its first year, Rainbow Lobster LLC has fully funded all programmatic and administrative costs. RLA has not yet received or spent any public donations.

#### Shared Governance

Decision-making is shared across officers, committees, and advisors to ensure mission alignment and strong oversight.

#### Accountability & Ethical Stewardship

All board members sign a Conflict of Interest Policy and follow governance standards required by California law and IRS regulations.

#### Responsible Growth

We intentionally scale our programs, partnerships, and fundraising, ensuring long-term sustainability, capacity-building, and mission integrity.

#### Community-Centered Impact

The stories and voices of the communities at the heart of our projects shape our work.

### PUBLIC DOCUMENTS

The following documents are available for download:

- **IRS Determination Letter**  
<https://drive.google.com/file/d/1Mn3SmpCckWsgYKTgoZ-akJQOatQMBof1/view?usp=sharing>
- **Articles of Incorporation**  
[https://drive.google.com/file/d/13LDI2\\_qX33fn\\_tPaxtjLJ5UORLxAOFPX/view?usp=sharing](https://drive.google.com/file/d/13LDI2_qX33fn_tPaxtjLJ5UORLxAOFPX/view?usp=sharing)
- **Bylaws**  
[https://drive.google.com/file/d/1yTjrZVtNJD4X\\_rmOn-9475wGwzq57v7d/view?usp=sharing](https://drive.google.com/file/d/1yTjrZVtNJD4X_rmOn-9475wGwzq57v7d/view?usp=sharing)
- **Form 990-N**
- **Transparency Summary – Year One (TBA)**

These documents reflect our current stage as a nonprofit building its governance and impact with clarity, integrity, and purpose.

### LOOKING AHEAD

In the year ahead, RLA will introduce:

- Annual Report
- Committee Charters
- Expanded financial reporting
- Independent financial review once required thresholds are met

Transparency is a practice we intend to strengthen every year as we grow.

