DLN: 93493030007010 OMB No 1545-0047 Return of Organization Exempt From Income Tax Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations) ▶ Do not enter social security numbers on this form as it may be made public Open to Public Department of the ▶ Go to www.irs.gov/Form990 for instructions and the latest information. Treasury Inspection Internal Revenue Service For the 2019 calendar year, or tax year beginning 04-01-2018 , and ending 03-31-2019 D Employer identification number B Check if applicable FRIENDS OF THE NORTH COUNTRY INC ☑ Address change 14-1626314 ☐ Name change Doing business as ☐ Initial return ☐ Final return/terminated E Telephone number Number and street (or P O box if mail is not delivered to street address) Room/suite 1387 HARDSCRABBLE RD ☐ Amended return ☐ Application pending (518) 293-5045 City or town, state or province, country, and ZIP or foreign postal code G Gross receipts \$ 5,144,134 Name and address of principal officer H(a) Is this a group return for **BRUCE GARCIA** ☐Yes **☑**No subordinates? 1387 HARDSCRABBLE RD H(b) Are all subordinates CADYVILLE, NY 12918 ☐Yes ☐No ıncluded? 4947(a)(1) or □ 527 If "No," attach a list (see instructions) **H(c)** Group exemption number ▶ Website: ► WWW FRIENDSOFTHENORTHCOUNTRY ORG L Year of formation 1981 M State of legal domicile NY K Form of organization ☑ Corporation ☐ Trust ☐ Association ☐ Other ▶ Summary 1 Briefly describe the organization's mission or most significant activities PROVIDE THE MEANS FOR THE ECONOMICALLY DISADVANTAGED TO ACHIEVE DECENT, SAFE HOUSING Activities & Governance 2 Check this box ► ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets 3 Number of voting members of the governing body (Part VI, line 1a) . 4 4 Number of independent voting members of the governing body (Part VI, line 1b) . Total number of individuals employed in calendar year 2018 (Part V, line 2a) 5 **6** Total number of volunteers (estimate if necessary) . . . . 6 Total unrelated business revenue from Part VIII, column (C), line 12 7a ٥ **b** Net unrelated business taxable income from Form 990-T, line 34 **Prior Year Current Year** 8 Contributions and grants (Part VIII, line 1h) . 1,407,089 4,854,212 Ravenua 181,949 289,388 9 Program service revenue (Part VIII, line 2g) . 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) 15 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 275 510 1,589,328 5,144,134 12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12) 13 Grants and similar amounts paid (Part IX, column (A), lines 1-3). 0 **14** Benefits paid to or for members (Part IX, column (A), line 4) . . . . 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10) 406,342 626,966 Expenses 16a Professional fundraising fees (Part IX, column (A), line 11e) . b Total fundraising expenses (Part IX, column (D), line 25) ▶4,226 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) . 1,196,085 4,194,026 1,602,427 4,820,992 18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25) Revenue less expenses Subtract line 18 from line 12 . -13,099 323,142 Net Assets or Fund Balances Beginning of Current Year End of Year 690,635 20 Total assets (Part X, line 16) . 1,113,697 21 Total liabilities (Part X, line 26) . 305,993 405,913 Net assets or fund balances Subtract line 21 from line 20 . 384,642 707,784 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 2020-01-28 Signature of officer Sign Here MELISSA FURNIA EXECUTIVE DIRECTOR Type or print name and title Print/Type preparer's name Preparer's signature Check | If 2020-01-30 P00393034 Paid self-employed Firm's name > SEYFARTH & SEYFARTH CPAS PC Firm's EIN ► 20-5053042 Preparer Use Only Firm's address ► 564 E MAIN ST Phone no (518) 483-0880 MALONE, NY 129532033 ☐ Yes ☐ No May the IRS discuss this return with the preparer shown above? (see instructions) . For Paperwork Reduction Act Notice, see the separate instructions. Cat No 11282Y Form 990 (2018)

Form	990 (2018)					Page <b>2</b>
Pa	rt III Statement	of Program Service	ce Accomplis	hments		
	Check If Sche	dule O contains a resp	onse or note to a	any line in this Part III		🗹
1	Briefly describe the o	organization's mission		·		
PRO\	/IDE THE MEANS FOR	THE ECONOMICALLY D	ISADVANTAGED	TO ACHIEVE DECENT,	SAFE HOUSING	
2	Did the organization	undertake any significa	ant program ser	vices during the year w	hich were not listed on	
	the prior Form 990 o	🗌 Yes 🗹 No				
	If "Yes," describe the	ese new services on Sc	hedule O			
3	Did the organization	cease conducting, or n	nake significant	changes in how it cond	ucts, any program	
	services?	🗌 Yes 🗹 No				
	If "Yes," describe the	ese changes on Schedu	le O			
4	Section 501(c)(3) an		ons are required	to report the amount	largest program services, as measu of grants and allocations to others, tl	
4a	(Code	) (Expenses \$	56,769	ıncludıng grants of \$	) (Revenue \$	196,145 )
	See Additional Data					
4b	(Code	) (Expenses \$	126,321	ıncludıng grants of \$	) (Revenue \$	80,919 )
	See Additional Data					
4c	(Code	) (Expenses \$	4,437,870	ıncludıng grants of \$	) (Revenue \$	4,110 )
	See Additional Data					
4d	Other program servi	ces (Describe in Sched	ule O )			
	(Expenses \$	ınc	luding grants of	\$	) (Revenue \$	)
4e	Total program serv	vice expenses ▶	4,620,9	60		
						Form <b>990</b> (20

Par	tiV Checklist of Required Schedules			rage <b>J</b>
Pai	Checklist of Required Schedules		Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? 💆	2	Yes	
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	3		No
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	4		No
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	5		No
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	6		No
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	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets?  If "Yes," complete Schedule D, Part III	8		No
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	9	Yes	
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V 🕏	10		No
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VIII, VIII, IX, or $X$ as applicable			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10?  If "Yes," complete Schedule D, Part VI	11a	Yes	
	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	11b		No
	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 🥞	11c		No
	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 😼	11d		No
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 🕏	11e	Yes	
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	11f	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year?  If "Yes," complete Schedule D, Parts XI and XII 2	12a	Yes	
b	Was the organization included in consolidated, independent audited financial statements for the tax year?  If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		No
13	Is the organization a school described in section 170(b)(1)(A)(II)? If "Yes," complete Schedule E	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
Ь	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b		No
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 II and IV	15		No
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 III and IV	16		No
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(see instructions)	17		No
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	18		No
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	19		No
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		No
			Form CO	0 (2019)

	990 (2018)			Page <b>4</b>		
Par	Checklist of Required Schedules (continued)					
			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? <i>If "Yes," complete Schedule J</i>	23		No		
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K If "No," go to line 25a	24a		No		
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b				
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c				
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d				
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.  Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		No		
b	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					
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If "Yes," complete Schedule L, Part II					
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part III					
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)					
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L,  Part IV	28a		No		
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		No		
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c		No		
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule $M$	29		No		
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		No		
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I .	31		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	32		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? <i>If "Yes," complete Schedule R, Part I</i>	33		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	34		No		
	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No		
Ь	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	35b				
36	<b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36		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	37		No		
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O	38	Yes			
Da	Statements Regarding Other IRS Filings and Tax Compliance					

Yes

Form **990** (2018)

3

0

**1**c

1a

1b

No

Check if Schedule O contains a response or note to any line in this Part V  $\,$  .

1a Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable .

**b** Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable

13a

14a

14b

15

No

No

Form **990** (2018)

13b

13c

a Is the organization licensed to issue qualified health plans in more than one state?

Enter the amount of reserves the organization is required to maintain by the states in

Note. See the instructions for additional information the organization must report on Schedule O

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 in Schedule O.

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 . . . . . .

Is the organization an educational institution subject to the section 4968 excise tax on net investment income?

orm	990 (2018)					Page <b>6</b>
Par	Governance, Management, and Disclosure For each "Yes" response to lines 2 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Sched Check if Schedule O contains a response or note to any line in this Part VI	lule O	See instructions	•		lines 🗸
Se	ction A. Governing Body and Management					
					Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a	;	7		
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O					
b	Enter the number of voting members included in line 1a, above, who are independent	1b	-	7		
2	Did any officer, director, trustee, or key employee have a family relationship or a busine officer, director, trustee, or key employee?			2	Yes	
3	Did the organization delegate control over management duties customarily performed by of officers, directors or trustees, or key employees to a management company or other			n 3		No
4	Did the organization make any significant changes to its governing documents since the	prior F	Form 990 was filed? .	4		No
5	Did the organization become aware during the year of a significant diversion of the orga	nızatıo	n's assets? .	5		No
6	Did the organization have members or stockholders?			6		No
7a	Did the organization have members, stockholders, or other persons who had the power members of the governing body?			7a		No
b	Are any governance decisions of the organization reserved to (or subject to approval by persons other than the governing body?			<b>7</b> b		No

2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	Yes	
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? •	3		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? .	4		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets? .	5		No
6	Did the organization have members or stockholders?	6		No
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a		No
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	<b>7</b> b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
а	The governing body?	8a	Yes	,
Ь	Each committee with authority to act on behalf of the governing body?	8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII. Section A, who cannot be reached at the			

3	of officers, directors or trustees, or key employees to a management company or other person? •	3		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? .	4		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		No
6	Did the organization have members or stockholders?	6		No
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a		No
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	<b>7</b> b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
а	The governing body?	8a	Yes	
Ь	Each committee with authority to act on behalf of the governing body?	8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No
Se	ction B. Policies (This Section B requests information about policies not required by the Internal Revenue	Code	e.)	
			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a		No
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990			
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes	
Ь	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	Yes	
13	Did the organization have a written whistleblower policy?	13	Yes	
14	Did the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
а	The organization's CEO, Executive Director, or top management official	15a	Yes	
Ь	Other officers or key employees of the organization	15b		No
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
Ь	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16h		

<i>,</i> u	members of the governing body?	7a		No
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
а	The governing body?	8a	Yes	
b	Each committee with authority to act on behalf of the governing body?	8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? <i>If "Yes," provide the names and addresses in Schedule O</i>	9		No
Se	ction B. Policies (This Section B requests information about policies not required by the Internal Revenue	e Code	e.)	
			Yes	No
L0a	Did the organization have local chapters, branches, or affiliates?	10a		No
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
l1a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990			
L2a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	Yes	
L3	Did the organization have a written whistleblower policy?	13	Yes	
L <b>4</b>	Did the organization have a written document retention and destruction policy?	14	Yes	
L <b>5</b>	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
а	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b		No
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)			
L6a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b		_
Se	ction C. Disclosure			
L7	List the States with which a copy of this Form 990 is required to be filed▶ NY			
L <b>8</b>	Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply			
	Own website Another's website 🗹 Upon request 🗌 Other (explain in Schedule O)			
L9	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year			
20	State the name, address, and telephone number of the person who possesses the organization's books and records MELISSA FURNIA 1387 HARDSCRABBLE RD CADYVILLE, NY 12918 (518) 293-5045			
		F	orm <b>99</b>	0 (2018)

С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	Yes	
13	Did the organization have a written whistleblower policy?	13	Yes	
14	Did the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
а	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b		No
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
ь	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b		
Se	ction C. Disclosure			
17	List the States with which a copy of this Form 990 is required to be filed▶  NY			
18	Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply			
	Own website Another's website 🗹 Upon request 🗌 Other (explain in Schedule O)			
19	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year			
20	State the name, address, and telephone number of the person who possesses the organization's books and records MELISSA FURNIA 1387 HARDSCRABBLE RD CADYVILLE, NY 12918 (518) 293-5045			

Name and Title

Part VII

(F)

Estimated

## 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. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

Position (do not check more

Reportable

Reportable

- 1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax • List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount
- of compensation Enter -0- in columns (D), (E), and (F) if no compensation was paid
- List all of the organization's current key employees, if any See instructions for definition of "key employee" • List the organization's five current highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the
- organization and any related organizations List all of the organization's former officers, key employees, or highest compensated employees who received more than \$100,000
- of reportable compensation from the organization and any related organizations
- List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations
- List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee (A) (B) (C) (D) (E)

Average

name and nac	hours per week (list any hours for related	than o	ne b	ox, i n of tor/t	unle: ficei rust	ee)	son	compensation from the organization (W- 2/1099-	compensation from related organizations (W- 2/1099-	amount of other compensation from the organization and
	organizations below dotted line)	Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	MISC)	MISC)	related organizations
(1) BRUCE GARCIA CHAIRMAN	2 00	Х		×				0	0	0
(2) MARK KAISER TREASURER	2 00	х		х				0	0	0
(3) PETER PRESCOTT DIRECTOR	1 00	х						0	0	0
(4) ETHEL CLARKE VICE CHAIRMA	1 00	Х		х				0	0	0
(5) JOHN CLARKE SECRETARY	1 00	Х		х				0	0	0
(6) GRETCHEN CROWNINGSHIELD DIRECTOR	1 00	х						0	0	0
(7) ARTHUR LEFEVRE DIRECTOR	1 00	Х						0	0	0
(8) D SCOTT CAMPBELL EXECUTIVE DI	40 00			х				92,004	0	15,208
										Form <b>990</b> (2018)

Form 990 (	2018)									Page <b>8</b>
Part VII	Section A. Officers, D	Directors, Trustees	, Key E	mpl	oyee	s, and	High	nest Compensate	d Employees (co	ntınued)
	<b>(A)</b> Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	than o	ne bo oth a	x, un	Highest cor	son	(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations

	trustee	al Trustee	)ee	onpensated		

1b Sub-Total				<b>&gt;</b>			
d Total (add lines 1b and 1c)	<u> </u>	 		▶ _	92,004		15,208
2 Takal woodland of ordered to for alredon		 _ 14	 		 	00.000	

1b Sub-Total	Part VII <b>, Section</b>	Α		<b>*</b>		92,004		15,208
Total number of individuals (includin of reportable compensation from the	g but not limited			e) who	rece	eived more than \$:	100,000	

				<del>                                     </del>	$\vdash$							
					$\vdash$							
	Gub-Total						<b>P</b>	I				
	Total (add lines 1b and 1c)	•					•		92,004			15,208
2	Total number of individuals (including of reportable compensation from the		to thos	e liste	ed a	bove	∍) who	rece	eived more than s	\$100,000		
											Yes	No
2	Did the examination list any former	officer director	or truct	یا معد		بامصا		h.	abort component	ad amplayes as		

	Sub-Total						<b>&gt;</b>					
	otal from continuation sheets to Pa otal (add lines 1b and 1c)	•					•		92,004			15,208
2	Total number of individuals (including of reportable compensation from the		to thos	e liste	ed al	bove	≘) who	rece	eived more than	\$100,000		
											Yes	No
~	Did the superiorities list and forman	. <i>EE</i>		1.				1	_1			

												1	
												1	
	1b Sub-Total												
_ d 1	otal (add lines 1b and 1c)						<b>&gt;</b>		92,004				15,208
2	Total number of individuals (including of reportable compensation from the		to thos	e liste	ed al	bove	e) who	rece	eived more than	\$100	0,000		

	ub-Total		-	-		•					
c T	otal from continuation sheets to Pa	art VII <b>, Section</b>	Α			▶					
d 1	otal (add lines 1b and 1c)					▶	92,004				15,208
2	Total number of individuals (including of reportable compensation from the		to those	e liste	ed abo	ove) wh	o received more than	n \$100,000			
										Yes	No
3	Did the organization list any <b>former</b> of line 132 If "Yes" complete Schedule is			ee, k∙	ey em	ployee,	or highest compensa	ated employee on	_		

	Fotal from continuation sheets to Part VII, Section A         ▶           Fotal (add lines 1b and 1c)			15,208
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 $\blacktriangleright$			
			Yes	No
3	Did the organization list any <b>former</b> officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3		No
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the			

d	Total (add lines 1b and 1c)			15,208
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 ▶			
			Yes	No
3	Did the organization list any <b>former</b> officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3		No
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the			

	Total from continuation sheets to Part VII, Section A	4		45.200
a	Total (add lines 1b and 1c)			15,208
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 ▶			
			Yes	No
3	Did the organization list any <b>former</b> officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3		No
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the			

u	otal (add lines 1b and 1c)			13,208
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 ►			
			Yes	No
3	Did the organization list any <b>former</b> officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3		No
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 1 for such			

	of reportable compensation from the organization >			
			Yes	No
3	Did the organization list any <b>former</b> officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3		No
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			No.

			Yes	No	
3	Did the organization list any <b>former</b> officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3		No	
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	4		No	
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for				

			163	110
3	Did the organization list any <b>former</b> officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3		No
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	4		No
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	5		No

4	organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual	4	No
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	5	No
S	ection B. Independent Contractors		
1	Complete this table for your five highest compensated independent contractors that received more than \$100,000 of co	mnensation	

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	5		No	
Se	ection B. Independent Contractors				
1	Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.				
	(A) (B)		(1	<del></del>	

3	ction b. Independent contractors					
1	Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.					
	(A) Name and business address	(B) Description of services	(C) Compensation			

Form **990** (2018)

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 ▶

Part	VIII	Statement of Revenue Check if Schedule O contains	a respo	onse or note to a	any line in	this Part VIII				🗆
						(A) revenue	(B) Related or exempt function revenue	Un bu	(C) related isiness venue	(D) Revenue excluded from tax under sections 512 - 514
, v	1a	Federated campaigns	1a					I		
ants unt	b	Membership dues	<b>1</b> b		_					
ي و	С	Fundraising events	1c		_					
IIIS, BIA	d	Related organizations	1d		_					
<u>ء</u> ٰ َ حَ	е	Government grants (contributions)	1e	4,852,61	12					
Contributions, Gifts, Grants and Other Similar Amounts	f	All other contributions, gifts, grants, and similar amounts not included above	1f	1,60	00					
ontrig od Otl		Noncash contributions included in lines 1a - 1f \$								
	h	Total. Add lines 1a-1f	•	▶ Busin	ess Code	4,854,212				
Program Service Revenue	2a	PROGRAM SERVICE REVENUE				2	81,174	281,174		
Rev	ь	APARTMENT RENT					8,214	8,214		
lce										
Serv	d ·		_							
un (	е-		_							
ogr	f ,	All other program service revenue	2		200 200					
4	gт	otal. Add lines 2a-2f		<b>•</b>	289,388	3				
		nvestment income (including divid		nterest, and oth	ner •	24	4			24
		ncome from investment of tax-ex		ond proceeds	•					
	<b>5</b> R	oyaltıes			▶					
	_	(ı) Rea	ıl	(II) Personal						
	6a (	Gross rents								
	b	Less rental expenses								
	c	Rental income or (loss)								
	d	Net rental income or (loss)		,	<b>-</b>					
		(ı) Securi	ties	(II) Other						
	f	Gross amount from sales of assets other than inventory								
	_	Less cost or other basis and sales expenses								
		Gain or (loss)								
	d	Net gain or (loss)	•	1	<u> </u>					
nue	(	Gross income from fundraising ev (not including \$ contributions reported on line 1c)	of							
eve		See Part IV, line 18	a b							
r R		Net income or (loss) from fundrai		ents						
Other Revenue	9a (	Gross income from gaming activit See Part IV, line 19	ies							
		Less direct expenses Net income or (loss) from gaming	a b	lec .						
	10a	Gross sales of inventory, less returns and allowances	decivie	les •						
	b I	Less cost of goods sold	a b							
	С	Net income or (loss) from sales of Miscellaneous Revenue	f invent	ory •						
	11a	MISCELLANEOUS		Business Cod	ie	510				510
	b.				+					
	c ·									
	ď	All other revenue								
	e ·	Total. Add lines 11a-11d		•	·	510				
	12	Total revenue. See Instructions		,	•	5,144,134	1 28	9,388		534
						. , -		1		Form <b>990</b> (2018)

Part IX	Statement of Functional Expenses
C +	(-)(3)   F01(-)(4)

Form 990 (2018)				Page <b>10</b>
Part IX Statement of Functional Expenses Section 501(c)(3) and 501(c)(4) organizations must complete all co	lumns All other orga	nizations must comp	elete column (A)	
Check if Schedule O contains a response or note to any	line in this Part IX .			🗆
Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraisingexpenses
Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21		·		
2 Grants and other assistance to domestic individuals See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, line 15 and 16				
4 Benefits paid to or for members				
<b>5</b> Compensation of current officers, directors, trustees, and key employees	92,184	27,655	64,529	
<b>6</b> Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	404,762	334,454	67,264	3,044
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	84,968	69,938	14,399	631
9 Other employee benefits	6,030	4,485	1,507	38
<b>10</b> Payroll taxes	39,022	29,021	9,758	243
11 Fees for services (non-employees)				
a Management				
<b>b</b> Legal				
c Accounting	11,100		11,100	
d Lobbying				
e Professional fundraising services See Part IV, line 17				_
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	3,737		3,737	
12 Advertising and promotion	785	613	168	4
13 Office expenses	11,543	5,797	5,708	38
14 Information technology				
15 Royalties				_
<b>16</b> Occupancy	4,067	3,023	1,018	26
17 Travel	17,771	16,961	810	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials .				
19 Conferences, conventions, and meetings				
<b>20</b> Interest	2,070		2,070	
21 Payments to affiliates			•	
22 Depreciation, depletion, and amortization	12,035	8,951	3,009	75
23 Insurance	7,529	5,599	1,883	47
24 Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24e If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O)		·	·	
a PROGRAM DELIVERY EXPENSES	4,087,517	4,087,517		
b REPAIRS AND MAINTENANCE	8,749	6,506	2,188	55
c APARTMENT EXPENSES	8,187	7,982	205	
d CONTRACT LABOR	7,824	6,719	1,105	
e All other expenses	11,112	5,739	5,348	25
25 Total functional expenses. Add lines 1 through 24e	4,820,992	4,620,960	195,806	4,226
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)				

		Check if Schedule O contains a response or not	e to ar	ny line in this Part IX $\cdot$ .			🗆
					(A) Beginning of year		(B) End of year
	1	Cash-non-interest-bearing			110,811	1	359,711
	2	Savings and temporary cash investments .	26,024	2	68,435		
	3	Pledges and grants receivable, net	343,208	3	287,380		
	4	Accounts receivable, net	[		4		
	5	Loans and other receivables from current and for trustees, key employees, and highest compensa Part II of Schedule L	nployees Complete		5		
ts	7	Loans and other receivables from other disqualities section 4958(f)(1)), persons described in section contributing employers and sponsoring organizations valuntary employees' beneficiary organizations. Part II of Schedule L		6			
ssets	8	Inventories for sale or use				8	
Ø	9	Prepaid expenses and deferred charges			3,474	9	2,384
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a	636,999			
	ь	Less accumulated depreciation	10b	241,212	207,118	<b>10</b> c	395,787
	11	Investments—publicly traded securities .			11		
	12	Investments—other securities See Part IV, line		12			
	13	Investments—program-related See Part IV, line	11 .			13	
	14	Intangible assets		14			

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22 23

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25

26

27 28

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31 32

33

34

1.113.697

201,662

183.142

3.294

900

16.915

405.913

707.784

707,784

1,113,697

Form **990** (2018)

690.635

194,183

87.086

3,144

6,892

14.688

305.993

384.642

384,642

690,635

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15

16

17 18

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33

34

Liabilities 22

Assets or Fund Balances

Net

Other assets See Part IV, line 11 . . .

Grants payable . . .

Deferred revenue . . . .

Complete Part X of Schedule D

Temporarily restricted net assets

Permanently restricted net assets

Total net assets or fund balances

Total liabilities and net assets/fund balances

Unrestricted net assets

Accounts payable and accrued expenses .

Tax-exempt bond liabilities . . .

persons Complete Part II of Schedule L .

and other liabilities not included on lines 17 - 24)

Total liabilities. Add lines 17 through 25 . .

complete lines 27 through 29, and lines 33 and 34.

Organizations that do not follow SFAS 117 (ASC 958), check here > and complete lines 30 through 34.

Capital stock or trust principal, or current funds . . . .

Paid-in or capital surplus, or land, building or equipment fund . . .

Retained earnings, endowment, accumulated income, or other funds

**Total assets.**Add lines 1 through 15 (must equal line 34) . . .

Escrow or custodial account liability Complete Part IV of Schedule D

key employees, highest compensated employees, and disqualified

Secured mortgages and notes payable to unrelated third parties

Unsecured notes and loans payable to unrelated third parties .

Loans and other payables to current and former officers, directors, trustees,

Other liabilities (including federal income tax, payables to related third parties,

Organizations that follow SFAS 117 (ASC 958), check here 🕨 🗹 and

Form 990 (2018)

Form	990 (2018)				Page <b>12</b>
Pai	Reconcilliation of Net Assets				
	Check if Schedule O contains a response or note to any line in this Part XI				
1	Total revenue (must equal Part VIII, column (A), line 12)	1		5	,144,134
2	Total expenses (must equal Part IX, column (A), line 25)	2		4	,820,992
3	Revenue less expenses Subtract line 2 from line 1	3			323,142
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4			384,642
5	Net unrealized gains (losses) on investments	5			
6	Donated services and use of facilities	6			
7	Investment expenses	7			
8	Prior period adjustments	8			
9	Other changes in net assets or fund balances (explain in Schedule O)	9			
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10			707,784
Pa	rt 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			Yes	No
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a		No
	If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed separate basis, consolidated basis, or both	on a			
	☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis				
b	Were the organization's financial statements audited by an independent accountant?		2b	Yes	
	If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate consolidated basis, or both	basıs,			
	☑ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis				
С	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?		2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Sche	dule O			
За	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Sii Audit Act and OMB Circular A-133?	ngle	3a	Yes	
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the requi audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	red	3b	Yes	

## **Additional Data**

Software ID:

**Software Version:** 

**EIN:** 14-1626314

Name: FRIENDS OF THE NORTH COUNTRY INC.

Form 990 (2018)

## Form 990, Part III, Line 4a:

RURAL PRESERVATION FUNDS ARE USED TO RESEARCH AND DEVELOP APPLICATIONS TO NYS HOME, NYS AFFORDABLE HOUSING CORPORATION, AND NYS HOMES AND COMMUNITY RENEWAL FOR PROGRAM FUNDS TO REHABILITATE AND REPLACE HOUSING FOR LOW- INCOME HOMEOWNERS ONE NYS AHC, ONE ACCESS TO HOME, FIVE

COMMUNITY RENEWAL FOR PROGRAM FUNDS TO REHABILITATE AND REPLACE HOUSING FOR LOW- INCOME HOMEOWNERS. ONE NYS AHC, ONE ACCESS TO HOME, FIVE HUD CDBG (MUNICIPAL) APPLICATIONS WERE SUBMITTED AND AWARDED (OTHER APPLICATIONS WERE SUBMITTED, BUT NOT AWARDED) ADDITIONAL FUNDS WERE SOUGHT UNDER THE NYS HOME PROGRAM, 1 HOME MMHER AND 2 NYS MMHER WERE AWARDED PRESERVATION FUNDS ARE ALSO USED TO SUPPORT HAZARD MITIGATION PLANNING ACTIVITIES THAT ENHANCE COMMUNITY STABILIZATION AND IMPROVEMENT GOALS CONSISTENT WITH STRATEGIC AND COMPREHENSIVE PLANS IN THE REGION FUNDS ARE ALSO UTILIZED TO SUPPORT WORK WITH THE CLINTON COUNTY HOUSING COALITION, A GROUP DEDICATED TO END HOMELESSNESS IN THE COUNTY RURAL PRESERVATION FUNDS PROVIDE IN PART, FOR EMPLOYEE SALARIES AND BENEFITS, BASIC OPERATIONAL COSTS, AND TRAINING AND EDUCATION OF STAFF

HOUSING ASSISTANCE STAFF COUNSELED AND/OR ASSISTED 243 CONSUMERS THIS ACTIVITY SUPPORTS THE DELIVERY OF A WIDE VARIETY OF HOUSING COUNSELING SERVICES TO HOME BUYERS, HOMEOWNERS, RENTERS AND THE HOMELESS THE PRIMARY OBJECTIVE OF THE PROGRAM IS TO EDUCATE INDIVIDUALS AND FAMILIES TO HELP THEM MAKE INFORMED DECISIONS REGARDING THE IMPROVEMENT OF THEIR HOUSING STATUS. TO MEET THE RESPONSIBILITIES OF

Form 990, Part III, Line 4b:

HOMEOWNERSHIP AND TENANCY COUNSELORS HELP BORROWERS AVOID HIGH INTEREST RATE MORTGAGES, UNAFFORDABLE REPAYMENT TERMS, AND OTHER SITUATIONS THAT CAN LEAD TO LOSS OF EQUITY, INCREASED DEBT, DEFAULT, AND FORECLOSURE HOUSING COUNSELORS DISTRIBUTE AND PROVIDE A RESOURCE FOR FAIR HOUSING AND FAIR LENDING INFORMATION COUNSELING IS PROVIDED THROUGH COUNSELOR-TO-CLIENT ASSISTANCE THAT ADDRESSES UNIQUE FINANCIAL CIRCUMSTANCES AND HOUSING ISSUES. AND FOCUSES ON OVERCOMING SPECIFIC OBSTACLES TO ACHIEVE HOUSING GOALS SUCH AS REPAIRING CREDIT. ADDRESSING RENTAL DISPUTES, HOME PURCHASE, DOWN PAYMENT ASSISTANCE, AND RAISING AWARENESS OF CRITICAL HOUSING TOPICS SUCH AS PREDATORY LENDING PRACTICES, FAIR LENDING AND FAIR HOUSING REQUIREMENTS, FINDING UNITS ACCESSIBLE FOR DISABLED PERSONS, AVOIDING FORECLOSURE, OR RESOLVING FINANCIAL CRISES EDUCATION IS PROVIDED THROUGH FORMAL CLASSES WITH ESTABLISHED CURRICULUM AND INSTRUCTIONAL GOALS - PROVIDED IN A GROUP OR CLASSROOM SETTING. OR OTHER FORMATS APPROVED BY HUD COVERING TOPICS INCLUDING BUT NOT LIMITED TO (1) RENTER RIGHTS (2) THE HOME BUYING PROCESS (3) HOME MAINTENANCE (4) BUDGETING (5) FAIR HOUSING (6) IDENTIFYING AND REPORTING PREDATORY LENDING PRACTICES (7) RIGHTS FOR PERSONS WITH DISABILITIES (8) AND THE IMPORTANCE OF GOOD CREDIT. THE HOUSING COUNSELING PROGRAM IS INSTRUMENTAL TO ACHIEVEMENT OF FRIENDS MISSION

### Form 990, Part III, Line 4c: THE OWNER-OCCUPIED HOUSING REHABILITATION AND REPLACEMENT PROGRAM ASSISTED 54 HOUSEHOLDS. THE EMPHASIS OF THE PROGRAM IS TO FLIMINATE. HOUSING CONDITIONS THAT ARE DETRIMENTAL TO THE HEALTH, SAFETY, AND PUBLIC WELFARE THROUGH CODE ENFORCEMENT, DEMOLITION OF DILAPIDATED UNITS,

UNITS BOTH FOR SAVINGS AS WELL AS THE ENVIRONMENT. THE PROGRAM INCLUDES FEDERAL AND STATE DEFERRED PAYMENT LOANS (GRANTS) TO ELIGIBLE PROPERTY OWNERS TO PROVIDE SAFE, DECENT HOUSING, A SUITABLE LIVING ENVIRONMENT, AND EXPANDED ECONOMIC OPPORTUNITIES PRIMARILY FOR LOW AND

HOUSING REHABILITATION AND RELATED ACTIVITIES. AND TO PRESERVE LOCAL AFFORDABLE HOUSING STOCK. THE PROGRAM ADDRESSES ENERGY EFFICIENCY OF

LONG WAITING LIST FOR THESE SERVICES

MODERATE INCOME PERSONS IN THE SURROUNDING COMMUNITIES LOANS THROUGH THE OWNER OCCUPIED HOUSING REHABILITATION PROGRAM ARE DEFERRED.

PAYMENT, NO-INTEREST LOANS THAT ONLY BECOME DUE AND PAYABLE UPON SALE, RENTAL, REFINANCE (SOME), OR TRANSFER OF THE PROPERTY. THE LOAN IS

FORGIVEN IF THE OWNER RESIDES IN THE PROPERTY FOR THE SPECIFIED TERM OF THE LOAN (VARIES BY PROGRAM SOURCE AND AMOUNT OF FUNDS). THERE ARE NO

MONTHLY PAYMENTS REQUIRED WITH THE LOANS WHICH ARE SECURED IN MOST PROGRAMS, BY A MORTGAGE ON THE PROPERTY DUE TO HIGH DEMAND, THERE IS A

SCHEDU Form 990 o 90EZ)		Com	plete if the o	Charity Statu rganization is a sect 4947(a)(1) nonexe Attach to Form	ion 501(c)(3) empt charitable 990 or Form 99	organization or trust. 90-EZ.	a section	2018
epartment of the sternal Revenue S ame of the	Service	on	► Go to	www.irs.gov/Form	990 for the late	est information	Employer identific	Open to Public Inspection
RIENDS OF THE	NORTH COL	NTRY INC						ation number
Part I	Reason fo	or Public (	Charity Stat	<b>us</b> (All organization	s must comple	ete this part.) S	14-1626314 See instructions.	
ne organizatio	on is not a	prıvate foun	dation because	e it is (For lines 1 thro	ugh 12, check o	nly one box )		
<b>1</b>	church, co	nvention of	churches, or as	ssociation of churches	described in <b>sec</b>	tion 170(b)(1)	(A)(i).	
2	school des	cribed in <b>se</b>	ction 170(b)(	1)(A)(ii). (Attach Sch	nedule E (Form 9	990 or 990-EZ))		
B	hospital or	a cooperati	ve hospital ser	vice organization desci	ribed in <b>section</b>	170(b)(1)(A)(	iii).	
na	ame, city, a	and state	•	ed in conjunction with	·			·
	-	ion operated <b>v).</b> (Comple		t of a college or unive	rsity owned or o	perated by a gov	ernmental unit descr	bed in <b>section 170</b>
		- ' '	•	governmental unit de	scribed in <b>sectio</b>	on 170(b)(1)(A	()(v).	
			mally receives vi). (Complete	a substantial part of it Part II )	s support from a	ı governmental u	ınıt or from the gener	al public described ii
3	community	trust descr	ıbed ın <b>sectio</b> ı	n 170(b)(1)(A)(vi)	(Complete Part I	Ι)		
				escribed in <b>170(b)(1)</b> See instructions Enter				lege or university or
fr.	om activitie vestment i	es related to ncome and i	its exempt fur inrelated busir	(1) more than 331/39 actions—subject to cer ness taxable income (le complete Part III )	tain exceptions,	and (2) no more	than 331/3% of its s	upport from gross
	•			d exclusively to test fo	r public safety S	See section 509	(a)(4).	
□ m	ore publicl	y supported	organizations	d exclusively for the be described in <b>section 5</b> the type of supporting	<b>09(a)(1)</b> or se	ction 509(a)(2	). See section 509(a	
T	<b>ype I.</b> A su rganization	pporting org (s) the powe	ganızatıon oper	rated, supervised, or co appoint or elect a majo	ontrolled by its s	upported organi	zation(s), typically by	
m	anagemen	t of the supp		pervised or controlled in ation vested in the sare and C.				
				supporting organizatio				ated with, its
l Ty	ype III no inctionally i	n-function ntegrated	ally integrate The organizatio	d. A supporting organi in generally must satis rt IV, Sections A and	zation operated fy a distribution	in connection wi requirement and	th its supported orga	
: 🗆 CI	heck this b	ox if the org	anızatıon recei	ved a written determir	ation from the I		pe I, Type II, Type II	I functionally
_	-		on-functionally organizations	integrated supporting	organization			
		_		upported organization(	1	animakian linka l	(w) American of	() A
	ne of suppo ganızatıon	rted	(ii) EIN	(iii) Type of organization (described on lines 1- 10 above (see instructions))		anization listed ling document?	(v) Amount of monetary support (see instructions)	(vi) Amount of other support (se instructions)
					Yes	No		
tal								
	rk Reducti	on Act Not	ice, see the I	l nstructions for	L Cat No 1128!	5F !	 Schedule A (Form 9	90 or 990-F7) 201

(b)(1)(A)(ix)

Page 2

(or issal year beginning in)   Girts, grants, contributions, and membership fees received (Do not include any) 'unusual grant' ) organization's benefit and either paid to or expended on its behalf   Girts organization's benefit and either paid to organization's benefit and either paid to organization without charge   Girts organization included on in the behalf   Girts organization included on in the potential unit to the organization without charge   Girts organization's benefit and either paid to ore expended on its behalf   Girts organization's benefit and either paid to organization's licit organization organization's licit organization organizatio		(Complete only if you ch						y under Part
Calendar year (or fiscal year beginning in   Calendar year (or f			ııls to qualıfy un	der the tests list	ed below, pleas	e complete Part	III.)	
(or fiscal year beginning in)	S							
(or issal year beginning in)   Girts, grants, contributions, and membership fees received (Do not include any) 'unusual grant' ) organization's benefit and either paid to or expended on its behalf   Girts organization's benefit and either paid to organization's benefit and either paid to organization without charge   Girts organization included on in the behalf   Girts organization included on in the potential unit to the organization without charge   Girts organization's benefit and either paid to ore expended on its behalf   Girts organization's benefit and either paid to organization's licit organization organization's licit organization organizatio			(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
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include any "unusual grant")  Tax revenues levied for the organization's benefit and either paid to or expended on its behalf  The value of services or facilities furnished by a governmental unit to the organization without charge  Total. Add lines 1 through 3  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)  Public support. Subtract line 5 from line 4  Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources  Net income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources  Net income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources  Net income from unrelated business activities, whether or not the business is regularly carried on one include an assets (Explain in Part VI for related activities, etc. (see instructions)  First five years. If the Form 990 is for the organization is first, second, third, fourth, or fifth tax year as a section 501c(c)3 organization, check this box and stop here. The organization qualifies as a publicly support deprending on the public Support reservable. Interest the organization of line 13, 16a, or 16b, and line 14 is 10% or more, check this box and stop here. The organization qualifies as a publicly supported organization unalifies as a publicly supported organization and for the ket has box on line 13, 16a, or 16b, and line 14 is 10% or more, check this box and stop here. The organization of din the ket has on line 13, 16a, or 16b, and line 14 is 10% or more, or more, check this box and stop here. The organization meets the "facts-and-circumstances" test, check this box on and stop here. The organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI now the organization meets the "facts-and-circum	L		422.452	1 000 430	906 334	1 407 000	4.054.212	0 570 406
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b 10%-facts-and-circumstances test—2017. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly

Р	Support Schedule for						
	(Complete only if you c						ler Part II. If
- C	the organization fails to ection A. Public Support	quality under t	ne tests listed	pelow, please co	omplete Part II.	)	
30	Calendar year		43.554.5		413.004-		(0) =
	(or fiscal year beginning in) ▶	(a) 2014	<b>(b)</b> 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received (Do not include any "unusual grants")						
2	Gross receipts from admissions,						
_	merchandise sold or services						
	performed, or facilities furnished in						
	any activity that is related to the						
_	organization's tax-exempt purpose Gross receipts from activities that are						
3	not an unrelated trade or business						
	under section 513						
4	Tax revenues levied for the						
	organization's benefit and either paid						
_	to or expended on its behalf The value of services or facilities						
5	furnished by a governmental unit to						
	the organization without charge						
6	Total. Add lines 1 through 5						
7a	Amounts included on lines 1, 2, and						
_	3 received from disqualified persons						
b	Amounts included on lines 2 and 3 received from other than disqualified						
	persons that exceed the greater of						
	\$5,000 or 1% of the amount on line						
	13 for the year						
C	Add lines 7a and 7b						
8	Public support. (Subtract line 7c						
	from line 6 )						
36	ection B. Total Support  Calendar year			I	1		1
	(or fiscal year beginning in) ▶	(a) 2014	<b>(b)</b> 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
9	Amounts from line 6						
10a	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties and						
b	income from similar sources Unrelated business taxable income						
D	(less section 511 taxes) from						
	businesses acquired after June 30,						
	1975						
C	Add lines 10a and 10b						
11	Net income from unrelated business						
	activities not included in line 10b, whether or not the business is						
	regularly carried on						
12							
	loss from the sale of capital assets						
	(Explain in Part VI )						
13	<b>Total support.</b> (Add lines 9, 10c, 11, and 12)						
14	First five years. If the Form 990 is fo	r the organization	ı 's fırst, second, tl	nird, fourth, or fift	:h tax vear as a se	ction 501(c)(3) c	rganization.
	check this box and <b>stop here</b>	,	, ,	, ,	,	( ), ( )	• □
Se	ection C. Computation of Public	Support Perce	ntage				<u> </u>
15	Public support percentage for 2018 (lin			column (f))		15	
16	Public support percentage from 2017 S					16	
	ection D. Computation of Investi					1 1	
<u> </u>	Investment income percentage for 201			line 13, column (f	·))	17	
18	Investment income percentage from 2	•		,(	• •	18	
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	more than 33 1/3%, check this box and s						
b	33 1/3% support tests—2017. If the	-			•		_
	not more than 33 1/3%, check this box	and stop here.	The organization	qualifies as a publ	icly supported org	anization	▶⊔_
20	Private foundation. If the organization	on did not check a	box on line 14, 1	.9a, or 19b, check	this box and see	instructions	▶ □

Schedule A (Form 990 or 990-EZ) 2018 Page 4 Part IV Supporting Organizations (Complete only if you checked a box on line 12 of Part I If you checked 12a of Part I, complete Sections A and B If you checked 12b of

Part I, complete Sections A and C If you checked 12c of Part I, complete Sections A, D, and E If you checked 12d of Part I, complete Sections A and D, and complete Part V ) Section A. All Supporting Organizations

Yes No Are all of the organization's supported organizations listed by name in the organization's governing documents? 1 If "No," describe in Part VI how the supported organizations are designated If designated by class or purpose, describe the designation If historic and continuing relationship, explain 1 Did the organization have any supported organization that does not have an IRS determination of status under section 509

(a)(1) or (2)? If "Yes," explain in **Part VI** how the organization determined that the supported organization was described in section 509(a)(1) or (2)2 Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below

3а Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the

determination 3b Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use 3с Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you

checked 12a or 12b in Part I, answer (b) and (c) below 4a Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or 4b supervised by or in connection with its supported organizations

Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes 4c Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable) Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported

organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by 5a

amendment to the organizing document) Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the

organization's organizing document? Substitutions only. Was the substitution the result of an event beyond the organization's control?

5b 5c Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other

than (1) its supported organizations. (ii) individuals that are part of the charitable class benefited by one or more of its

6

7

8

answer line 10b below

the organization had excess business holdings)

supported organizations, or (III) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI. 6

Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (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? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ)

7 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes,"

complete Part I of Schedule L (Form 990 or 990-EZ)

8 Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes,"

provide detail in Part VI.

9a Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting

organization had an interest? If "Yes," provide detail in Part VI.

Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in

9b which the supporting organization also had an interest? If "Yes," provide detail in Part VI.

9с

Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether

Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding

10a certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes,"

10a

10b

Schedule A (Form 990 or 990-EZ) 2018

>cn	edule A (Form 990 or 990-E2) 2018		F	age 5
Pa	rt IV Supporting Organizations (continued)			
			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
а	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the			
	governing body of a supported organization?	11a		
b	A family member of a person described in (a) above?	11b		
C	A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI	<b>11</b> c		
S	ection B. Type I Supporting Organizations			
			Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? If "No," describe in <b>Part VI</b> how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.	1		
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in <b>Part VI</b> how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting	2		
	organization	-		
S	ection C. Type II Supporting Organizations			
			Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of			
	each of the organization's supported organization(s)? If "No," describe in <b>Part VI</b> how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s)	1		
_	<u> </u>			
	ection D. All Type III Supporting Organizations		Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		103	-140
		1		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization (s) or (ii) serving on the governing body of a supported organization? If "No," explain in <b>Part VI</b> how the organization maintained a close and continuous working relationship with the supported organization(s)			
		2		
3	By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in <b>Part VI</b> the role the organization's supported organizations played in this regard	3		
S	ection E. Type III Functionally-Integrated Supporting Organizations		l	
1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instruction)	ions)		
	The organization satisfied the Activities Test Complete line 2 below	•		
	b			
	The organization supported a governmental entity Describe in Part VI how you supported a government entity (see	instru	ctions)	
2	Activities Test Answer (a) and (b) below.	į	Yes	No
	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 <b>Part VI identify those supported organizations and explain</b> how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities	2a		
	b Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in <b>Part VI</b> the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement			
,		2b		
3	Parent of Supported Organizations Answer (a) and (b) below.	_		
	a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>Provide details in Part VI.</i>	3a		
	<b>b</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 <b>Part VI.</b> the role played by the organization in this regard	3h		

Sched	lule A (Form 990 or 990-EZ) 2018			Page <b>6</b>
Pai	t V Type III Non-Functionally Integrated 509(a)(3) Supporting O	rgani	zations	
1	Check here if the organization satisfied the Integral Part Test as a qualifying truinstructions. All other Type III non-functionally integrated supporting organizations.			
	Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8		
	Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)	1		
а	Average monthly value of securities	1a		
b	Average monthly cash balances	<b>1</b> b		
С	Fair market value of other non-exempt-use assets	1c		
d	Total (add lines 1a, 1b, and 1c)	1d		
е	<b>Discount</b> claimed for blockage or other factors (explain in detail in Part VI)			
2	Acquisition indebtedness applicable to non-exempt use assets	2		
3	Subtract line 2 from line 1d	3		
4	Cash deemed held for exempt use Enter 1-1/2% of line 3 (for greater amount, see instructions)	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by 035	6		
7	Recoveries of prior-year distributions	7		
8	Minimum Asset Amount (add line 7 to line 6)	8		
	Section C - Distributable Amount		_	Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2	Enter 85% of line 1	2		
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4	Enter greater of line 2 or line 3	4		
5	Income tax imposed in prior year	5		
6	<b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6		
7	Check here if the current year is the organization's first as a non-functionally-instructions)	ntegrat	ed Type III supporting or	ganızatıon (see

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

c Remainder Subtract lines 4a and 4b from 4

5 Remaining underdistributions for years prior to 2018, if any Subtract lines 3g and 4a from line 2
If the amount is greater than zero, explain in Part VI

Remaining underdistributions for 2018 Subtract lines 3h and 4b from line 1. If the amount is greater than zero, explain in Part VI. See instructions.
 Excess distributions carryover to 2019. Add lines.

**a** Excess from 2014. . . . . **b** Excess from 2015. . . . . **c** Excess from 2016. . . . .

See instructions

d Excess from 2017.e Excess from 2018.

3<sub>j</sub> and 4c

8 Breakdown of line 7

Schedule A (	(Form 990 or 990-E2	.) 2018 Page <b>8</b>
Part VI	Section A, lines 1, Part IV, Section D,	Formation. Provide the explanations required by Part II, line 10, Part II, line 17a or 17b, Part III, line 12, Part IV, 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, 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 6, and 8, and Part V, Section E, lines 2, 5, and 6 Also complete this part for any additional information (See
		Facts And Circumstances Test
<u>'</u>		
990 Sched	dule A, Supplem	ental Information
Ret	turn Reference	Explanation
PART II, LII	NE 10	OTHER INCOME 4,562

**SCHEDULE D** 

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

**Supplemental Financial Statements** 

► Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. ▶ Attach to Form 990.

OMB No 1545-0047

Open to Public

DLN: 93493030007010

Department of the Treasury Internal Revenue Service

(Form 990)

	al Revenue Service	► Go to <u>www.irs.g</u>	ov/Form990 for the	latest information.		Ins	pection
Na	me of the organ	ization			Employer ide	ntification	number
FKII	ENDS OF THE NORTH	1 COUNTRY INC			14-1626314		
Pa	rt I Organi	zations Maintaining Donor Advi	sed Funds or Othe	r Similar Funds o	r Accounts.		
	Comple	te if the organization answered "Ye	· · · · · · · · · · · · · · · · · · ·				
			(a) Donor ad	vised funds	(b)Funds	and other a	ccounts
•	Total number at	•					
<u>.</u>		of contributions to (during year)					
	55 5	of grants from (during year)					
,	Aggregate value	,					
•		ation inform all donors and donor advisor roperty, subject to the organization's ex		sets held in donor ad	vised funds are t		Yes 🗌 No
i		ation inform all grantees, donors, and do uses and not for the benefit of the donor				missible	Yes 🗌 No
Pa	rt III Conser	vation Easements. Complete if the	ne organization answ	ered "Yes" on Forn	n 990, Part IV,	line 7.	
	Purpose(s) of co	enservation easements held by the orga	nızatıon (check all that	apply)			
	☐ Preservation	on of land for public use (e g , recreation	n or education) $\qed$	Preservation of an	historically impo	ortant land a	rea
	☐ Protection	of natural habitat		Preservation of a c	ertified historic s	structure	
	☐ Preservation	on of open space					
2	•	2a through 2d if the organization held a e last day of the tax year	qualified conservation of	contribution in the for		tion t the End of	the Year
а	Total number of	conservation easements			2a		
b	Total acreage re	stricted by conservation easements			2b		
С	Number of conse	ervation easements on a certified histori	c structure included in (	(a)	2c		
d		ervation easements included in (c) acqu n the National Register	ired after 7/25/06, and	not on a historic	2d		
3	Number of constax year ▶	ervation easements modified, transferre	ed, released, extinguish	ed, or terminated by t	the organization	during the	
ŀ	Number of state	es where property subject to conservation	on easement is located i	<b>-</b>			
•		zation have a written policy regarding tl it of the conservation easements it hold:		inspection, handling o	of violations,	☐ Yes	□ No
•	Staff and volunt	eer hours devoted to monitoring, inspec	cting, handling of violati	ons, and enforcing co	nservation ease	ments during	g the year
,	Amount of expe	nses incurred in monitoring, inspecting,	handling of violations,	and enforcing conserv	ation easement	s during the	year
3	Does each conse	ervation easement reported on line 2(d) (h)(4)(B)(ii)?	above satisfy the requi	rements of section 17	70(h)(4)(B)(ı)	☐ Yes	□ No
)	balance sheet, a	scribe how the organization reports cons and include, if applicable, the text of the	footnote to the organiz			nd	□ NO
ar	t IIII Organi	's accounting for conservation easemen  zations Maintaining Collections	of Art, Historical T		er Similar As	sets.	
.a	If the organizati	te if the organization answered "Ye on elected, as permitted under SFAS 11 easures, or other similar assets held for	.6 (ASC 958), not to rep public exhibition, educa	oort in its revenue sta ation, or research in fi			orks of
b	If the organizati	XIII, the text of the footnote to its finar on elected, as permitted under SFAS 11	.6 (ASC 958), to report	ın ıts revenue statem			
,	following amour	res, or other similar assets held for pub its relating to these items	nc exhibition, education	, or research in furthe	erance or public		
		led on Form 990, Part VIII, line 1			<b>&gt;</b> >		
(i	ii)Assets included	ın Form 990, Part X			<b>▶</b> \$		
2		on received or held works of art, histori its required to be reported under SFAS			ncial gain, provid	de the	
а	Revenue include	ed on Form 990, Part VIII, line 1			<b>▶</b> \$		
b	Assets included	ın Form 990, Part X			<b>&gt;</b> \$		

Cat No 52283D

Schedule D (Form 990) 2018

Par	t III	Organizations Ma	aintaining Col	lections o	of Art, H	listori	ical T	reasu	ıres, oı	Other	Similar A	ssets (co	ntınued)	
3		the organization's acq (check all that apply)	uisition, accession	n, and other	records,	check	any of	the fo	llowing t	hat are a	sıgnıfıcant ı	use of its c	ollection	
а		Public exhibition				d		Loan	or excha	ange prog	grams			
b		Scholarly research				e		Othe	r					
c		Preservation for future	e generations											
4	Provid Part X	e a description of the l	organization's col	lections and	l explain h	now the	ey furtl	ner the	e organız	zation's e:	xempt purpo	se in		
5		the year, did the orga to be sold to raise fur									nılar	☐ Yes	□ No	
Pa	rt IV	Escrow and Cust Complete if the ord X, line 21.			" on Fori	m 990	, Part	IV, lı	ne 9, o	r reporte	ed an amou	ınt on Fo	rm 990, Par	—— t
1a		organization an agent ed on Form 990, Part )		an or other	ıntermedı	ary for	contri	bution	s or othe	er assets	not	☐ Yes	☑ No	
Ь	If "Yes	s," explain the arrange	ement in Part XIII	and comple	ete the fol	llowina	table				A	mount		
c		ning balance		,		,				1c				
d	_	ons during the year								1d				
е	Distrib	outions during the year	r							1e				
f	Ending	g balance								1f				
2a	Did th	e organization include	an amount on Fo	rm 990, Par	rt X, line 2	21, for	escrow	or cu	stodial a	ccount li	ability?	✓ Yes	□ No	
b	If "Yes	s," explain the arrange	ement in Part XIII	Check here	e if the ex	planati	on has	been	provide	d in Part 1	XIII	<b>✓</b>		
Pa	rt V	Endowment Fund												
				(a)Curren	nt year	<b>(b)</b> P	rıor yea	r	(c)Two y	ears back	(d)Three yea	ars back (	e)Four years ba	ick
1a	Beginni	ng of year balance .						_						
b	Contrib	utions						$\perp$						
		estment earnings, gair	·											
		or scholarships												
е		xpenditures for facilitie	es											
f	•	strative expenses .			+			+						
		/ear balance			+			+						
2		e the estimated percei	ntago of the curre	L	l balanco	(line 1	a colu		)) bold 2					—
ے a		•	-	ent year end	Dalance	(mie ri	g, colu	IIIII (a	)) Held a	5				
- ь	Board designated or quasi-endowment ► Permanent endowment ►													
c														
·	The percentages on lines 2a, 2b, and 2c should equal 100%													
3a														
	organization by Yes No							5						
	(i) unrelated organizations					-								
Ь		lated organizations .s" on 3a(ii), are the rel		 Selicted ac r	equired o	 In Sche	 Daluba	,				3a(1		_
4		be in Part XIII the inte						•	•					
Pa	rt VI	Land, Buildings,												
		Complete if the or	ganization answ	vered "Yes										
	Descrip	otion of property	(a) Cost or oth (investme		(b) Cost	or other	basıs (	other)	(c) Acc	umulated o	depreciation	(d)	Book value	
<b>1</b> a	Land .						:	18,765					18	8,765
b	Building	ıs					58	39,164			219,231		369	9,933
С	Leaseho	old improvements												
d	Equipm	ent					2	21,583			14,494		-	7,089
								7 407			7.467			

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

Part VII	Investments—Other Securities. Complete if the	organıza	tion ansv	vered "Yes" on Forr	n 990, Part IV, line 11b.
	See Form 990, Part X, line 12.  (a) Description of security or category (including name of security)		(b) Book value		Method of valuation nd-of-year market value
(1) Financia	l derivatives				
(2) Closely-l (3)Other	held equity interests	· ·			
(A)					
(B)					
(C)					
(D)					
(E)					
(F)					
(G)					
(H)					
	n (b) must equal Form 990, Part X, col (B) line 12 )	Þ			
Part VIII	Investments—Program Related.  Complete if the organization answered 'Yes' on For	m 990, F	Part IV, lı	ne 11c. See Form 9	990, Part X, line 13.
	(a) Description of investment	<b>(b)</b> B	ook value		dethod of valuation nd-of-year market value
(1)					,
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
Total. (Column	n (b) must equal Form 990, Part X, col (B) line 13 )	<b>•</b>			
Part IX	Other Assets. Complete if the organization answered 'Y  (a) Description	es' on For	m 990, Pa	art IV, line 11d See F	orm 990, Part X, line 15 (b) Book value
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
Part X	<b>Other Liabilities.</b> Complete if the organization and See Form 990, Part X, line 25.	swered 'Y	es' on Fo	orm 990, Part IV, lıı	ne 11e or 11f.
1. (1) Federal :	(a) Description of liability		<b>(b)</b> B	ook value	
	ED ABSENCES			16,915	
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
Total. (Column	n (b) must equal Form 990, Part X, col (B) line 25 )	<u> </u>		16,915	
	or uncertain tax positions. In Part XIII, provide the text of the			ganızatıon's fınancıal	_
organization	's liability for uncertain tax positions under FIN 48 (ASC 740	) Cneck l	iere if the	text of the foothote h	nas been provided in Part XIII 🔽

Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Page 4

Schedule D (Form 990) 2018

Schedule D (Form 990) 2018

Part XI

### Add lines **4a** and **4b** . . . . . . . . 4c c 5 Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12) . . . . . . . 5 5,144,134 Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return. Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a. 1

4,820,992 2 Amounts included on line 1 but not on Form 990, Part IX, line 25 Donated services and use of facilities . . . 2a 2b 2c c Other (Describe in Part XIII ) . . . . . . 2d d

Add lines 2a through 2d . . . . . . 2e 3 4,820,992 Amounts included on Form 990, Part IX, line 25, but not on line 1: 4a

3 4 Investment expenses not included on Form 990, Part VIII, line 7b . . . 4b b Add lines **4a** and **4b** . . . . . . . . . . . . . . . . . 4c

Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18) . . . . . . . 5 4.820.992 Supplemental Information

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

Return Reference Explanation

See Additional Data Table

Schedule D (Form 990) 2018	Page <b>5</b>
Part XIII Supplemental Info	mation (continued)
Return Reference	Explanation

Schedule D (Form 990) 2018

## **Additional Data**

Software ID:

Software Version: **EIN:** 14-1626314

Name: FRIENDS OF THE NORTH COUNTRY INC.

## **Supplemental Information**

Return Reference

Explanation

SCHEDULE D, PAGE 2, PART IV, THE ORGANIZATION ACTS AS THE CUSTODIAN FOR CERTAIN FUNDS OWNED BY A SMALL NONPROFIT LINE 2B ORGANIZATION AND A LOCAL GOVERNMENT

Supplemental Information	
Return Reference	Explanation
SCHEDULE D, PAGE 3, PART X	THE ORGANIZATION FOLLOWS THE RECOGNITION REQUIREMENTS FOR UNCERTAIN INCOME TAX POSITIONS A S REQUIRED BY GENERALLY ACCEPTED ACCOUNTING PRINCIPLES INCOME TAX BENEFITS ARE RECOGNIZED FOR INCOME TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN ONLY WHEN IT IS DE TERMINED THAT THE INCOME TAX POSITION WILL MORE-LIKELY-THAN-NOT BE SUSTAINED UPON EXAMINAT ION BY TAXING AUTHORITIES THE ORGANIZATION HAS ANALYZED TAX POSITIONS TAKEN FOR FILING WI TH THE INTERNAL REVENUE SERVICE AND ALL STATE JURISDICTIONS WHERE IT OPERATES THE ORGANIZ ATION BELIEVES THAT INCOME TAX FILING POSITIONS WILL BE SUSTAINED UPON EXAMINATION AND DOE S NOT ANTICIPATE ANY ADJUSTMENTS THAT WOULD RESULT IN A MATERIAL ADVERSE AFFECT ON THE ORGANIZATION'S FINANCIAL CONDITION, RESULTS OF OPERATIONS OR CASH FLOWS ACCORDINGLY, THE ORGANIZATION HAS NOT RECORDED ANY RESERVES, OR RELATED ACCRUALS FOR INTEREST AND PENALTIES FOR A UNCERTAIN INCOME TAX POSITIONS AT MARCH 31, 2019 THE ORGANIZATION IS SUBJECT TO ROUTINE AUDITS BY TAXING JURDISDICTIONS, HOWEVER, THERE ARE CURRENTLY NO AUDITS FOR ANY TAX PERIOD DS IN PROGRESS THE ORGANIZATION BELIEVES IT IS NO LONGER SUBJECT TO INCOME TAX EXAMINATIONS FOR YEARS PRIOR TO 2016 THE ORGANIZATION'S POLICY IS TO CLASSIFY INCOME TAX RELATED IN TEREST AND PENALTIES IN INTEREST EXPENSE AND OTHER EXPENSES, RESPECTIVELY

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FORM 990, PAGE 2, PART III, LINE 4A	FFORDABLE HABILITATE , FIVE HUD ( RE SUBMITT HOME MMH RD MITIGAT LS CONSIST D TO SUPPO LESSNESS I	E HOUSING CORPORA AND REPLACE HOUS CDBG (MUNICIPAL) AI FED, BUT NOT AWARI RP AND 2 NYS MMHR ION PLANNING ACTIN ENT WITH STRATEG ORT WORK WITH THE IN THE COUNTY RUR	ATION, AND NYS HO SING FOR LOW- INCO PPLICATIONS WERE DED) ADDITIONAL F RP WERE AWARDED //ITIES THAT ENHANO IC AND COMPREHEI E CLINTON COUNTY RAL PRESERVATION	ARCH AND DEVELOP APPLIC MES AND COMMUNITY RENE OME HOMEOWNERS ONE NY SUBMITTED AND AWARDED UNDS WERE SOUGHT UNDE! PRESERVATION FUNDS ARE CE COMMUNITY STABILIZATION NSIVE PLANS IN THE REGION HOUSING COALITION, A GRO FUNDS PROVIDE IN PART, FO INING AND EDUCATION OF S'	WAL FOR PROGR S AHC, ONE ACC (OTHER APPLICA R THE NYS HOME E ALSO USED TO: DN AND IMPROVE FUNDS ARE ALS UP DEDICATED TO DR EMPLOYEE SA	AM FUNDS TO RE ESS TO HOME TIONS WE PROGRAM, 1 SUPPORT HAZA MENT GOA O UTILIZE O END HOME

Return Reference	<b>Explanation</b>
FORM 990, PAGE 2, PART III, LINE 4B	HOUSING ASSISTANCE STAFF COUNSELED AND/OR ASSISTED 243 CONSUMERS THIS ACTIVITY SUPPORTS THE DELIVERY OF A WIDE VARIETY OF HOUSING COUNSELING SERVICES TO HOME BUYERS, HOMEOWNERS, RENTERS AND THE HOMELESS THE PRIMARY OBJECTIVE OF THE PROGRAM IS TO EDUCATE INDIVIDUALS AND FAMILIES TO HELP THEM MAKE INFORMED DECISIONS REGARDING THE IMPROVEMENT OF THEIR HOUSI NG STATUS, TO MEET THE RESPONSIBILITIES OF HOMEOWNERSHIP AND TENANCY COUNSELORS HELP BORR OWERS AVOID HIGH INTEREST RATE MORTGAGES, UNAFFORDABLE REPAYMENT TERMS, AND OTHER SITUATIO NS THAT CAN LEAD TO LOSS OF EQUITY, INCREASED DEBT, DEFAULT, AND FORECLOSURE HOUSING COUN SELORS DISTRIBUTE AND PROVIDE A RESOURCE FOR FAIR HOUSING AND FAIR LENDING INFORMATION CO UNSELING IS PROVIDED THROUGH COUNSELOR-TO-CLIENT ASSISTANCE THAT ADDRESSES UNIQUE FINANCIA L CIRCUMSTANCES AND HOUSING ISSUES, AND FOCUSES ON OVERCOMING SPECIFIC OBSTACLES TO ACHIEV E HOUSING GOALS SUCH AS REPAIRING CREDIT, ADDRESSING RENTAL DISPUTES, HOME PURCHASE, DOWN PAYMENT ASSISTANCE, AND RAISING AWARENESS OF CRITICAL HOUSING TOPICS SUCH AS PREDATORY LEN DING PRACTICES, FAIR LENDING AND FAIR HOUSING REQUIREMENTS, FINDING UNITS ACCESSIBLE FOR D ISABLED PERSONS, AVOIDING FORECLOSURE, OR RESOLVING FINANCIAL CRISES EDUCATION IS PROVIDE D THROUGH FORMAL CLASSES WITH ESTABLISHED CURRICULUM AND INSTRUCTIONAL GOALS - PROVIDED IN A GROUP OR CLASSROOM SETTING, OR OTHER FORMATS APPROVED BY HUD COVERING TOPICS INCLUDING BUT NOT LIMITED TO (1) RENTER RIGHTS (2) THE HOME BUYING PROCESS (3) HOME MAINTENANCE (4) BUDGETING (5) FAIR HOUSING (6) IDENTIFYING AND REPORTING PREDATORY LENDING PRACTICES (7) RIGHTS FOR PERSONS WITH DISABILITIES (8) AND THE IMPORTANCE OF GOOD CREDIT THE HOUSING CO UNSELING PROGRAM IS INSTRUMENTAL TO ACHIEVEMENT OF FRIENDS MISSION

FORM 990, PAGE 2, PART III, LINE 4C  THE OWNER-OCCUPIED HOUSING REHABILITATION AND REPLACEMENT PROGRAM ASSISTED 54 HOUSEHOLDS THE EMPHASIS OF THE PROGRAM IS TO ELIMINATE HOUSING CONDITIONS THAT ARE DETRIMENTAL TO THE HEALTH, SAFETY, AND PUBLIC WELFARE THROUGH CODE ENFORCEMENT, DEMOLITION OF DILAPIDATED UN ITS, HOUSING REHABILITATION AND RELATED ACTIVITIES, AND TO PRESERVE LOCAL AFFORDABLE HOUSI NG STOCK THE PROGRAM ADDRESSES ENERGY EFFICIENCY OF UNITS BOTH FOR SAVINGS AS WELL AS THE ENVIRONMENT THE PROGRAM INCLUDES FEDERAL AND STATE DEFERRED PAYMENT LOANS (GRANTS) TO ELIGIBLE PROPERTY OWNERS TO PROVIDE SAFE, DECENT HOUSING, A SUITABLE LIVING ENVIRONMENT, AND EXPANDED ECONOMIC OPPORTUNITIES PRIMARILY FOR LOW AND MODERATE INCOME PERSONS IN THE SURR OUNDING COMMUNITIES LOANS THROUGH THE OWNER OCCUPIED HOUSING REHABILITATION PROGRAM ARE DEFERRED PAYMENT, NO-INTEREST LOANS THAT ONLY BECOME DUE AND PAYABLE UPON SALE, RENTAL, REFINANCE (SOME), OR TRANSFER OF THE PROPERTY THE LOAN IS FORGIVEN IF THE OWNER RESIDES IN THE PROPERTY FOR THE SPECIFIED TERM OF THE LOAN (VARIES BY PROGRAM SOURCE AND AMOUNT OF FUN	Return Reference	Explanation
DS) THERE ARE NO MONTHLY PAYMENTS REQUIRED WITH THE LOANS WHICH ARE SECURED IN MOST PROGR AMS, BY A MORTGAGE ON THE PROPERTY DUE TO HIGH DEMAND, THERE IS A LONG WAITING LIST FOR T HESE SERVICES	PAGE 2, PART III,	THE EMPHASIS OF THE PROGRAM IS TO ELIMINATE HOUSING CONDITIONS THAT ARE DETRIMENTAL TO THE HEALTH, SAFETY, AND PUBLIC WELFARE THROUGH CODE ENFORCEMENT, DEMOLITION OF DILAPIDATED UN ITS, HOUSING REHABILITATION AND RELATED ACTIVITIES, AND TO PRESERVE LOCAL AFFORDABLE HOUSI NG STOCK THE PROGRAM ADDRESSES ENERGY EFFICIENCY OF UNITS BOTH FOR SAVINGS AS WELL AS THE ENVIRONMENT THE PROGRAM INCLUDES FEDERAL AND STATE DEFERRED PAYMENT LOANS (GRANTS) TO EL IGIBLE PROPERTY OWNERS TO PROVIDE SAFE, DECENT HOUSING, A SUITABLE LIVING ENVIRONMENT, AND EXPANDED ECONOMIC OPPORTUNITIES PRIMARILY FOR LOW AND MODERATE INCOME PERSONS IN THE SURR OUNDING COMMUNITIES LOANS THROUGH THE OWNER OCCUPIED HOUSING REHABILITATION PROGRAM ARE DEFERRED PAYMENT, NO-INTEREST LOANS THAT ONLY BECOME DUE AND PAYABLE UPON SALE, RENTAL, REFINANCE (SOME), OR TRANSFER OF THE PROPERTY THE LOAN IS FORGIVEN IF THE OWNER RESIDES IN THE PROPERTY FOR THE SPECIFIED TERM OF THE LOAN (VARIES BY PROGRAM SOURCE AND AMOUNT OF FUNDS) THERE ARE NO MONTHLY PAYMENTS REQUIRED WITH THE LOANS WHICH ARE SECURED IN MOST PROGRAMS, BY A MORTGAGE ON THE PROPERTY DUE TO HIGH DEMAND, THERE IS A LONG WAITING LIST FOR T

Return Explanation
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LINE 2

FORM 990, JOHN CLARKE ETHEL CLARKE SECRETARY VICE CHAIR MARRIED
PAGE 6,
PART VI.

Return Explanation

FORM 990,	THE EXECUTIVE DIRECTOR AND FM REVIEWED THE 990 WHEN SATISFIED THEY FORWARDED A COPY OF TH
PAGE 6,	E 990 TO THE MEMBERS OF THE BOARD OF DIRECTORS PRIOR TO FILING THE RETURN
PART VI,	
LINE 11B	

Return Explanation
Reference

LINE 12C

FORM 990, POTENTIAL CONFLICTS OF INTEREST ARE REVIEWED BY THE BOARD AS SITUATIONS ARISE PART VI.

Return Explanation

Reference

LINE 15A

FORM 990, THE BOARD OF DIRECTORS APPROVES THE EXECUTIVE DIRECTOR'S COMPENSATION PACKAGE PART VI.

Return Explanation

LINE 19

FORM 990, GOVERNING DOCUMENTS ARE MADE AVAILABLE TO THE GENERAL PUBLIC UPON REQUEST PART VI.