9

1417

For Paperwork Reduction Act Notice, see the separate instructions.

orm 990 (2019)

			<u>-3952217</u>	Page <b>2</b>
		ervice Accomplishments		
		<u>iins a response or note to any line i</u>	n this Part III	
Jtah Rei refugees	s, the communit	n Mission: Creating moy, and public and priving self-sufficient and	vate organizations wh	s between nich suppo
Did the orga	nization undertake any signific	ant program services during the year which	were not listed on the	
_	90 or 990-EZ?	and program convicts daming the year which		Yes 🛚 No
	cribe these new services on S			
Did the orga services?	nization cease conducting, or i	make significant changes in how it conducts	, any program [	Yes X No
	cribe these changes on Sched	ule O.	· ·	
Describe the expenses. S	e organization's program service ection 501(c)(3) and 501(c)(4)	e accomplishments for each of its three larg organizations are required to report the amo each program service reported		
(Code Jtah Re:	)(Expenses\$ fugee Connectio	21,946 including grants of\$ n operates a Serve Re	) (Revenue \$ fugee Sharehouse wher	) re people
ach yea	ar our Sharehou	te specific items that se collects and distri ervices to local refu	ibutes close to a mil	
(Code	) (Expenses \$	including grants of\$	) (Revenue \$	
	) (Expenses $\phi$	molecung grante or	, (November 4	,
/A				
/A				
(Code	) (Expenses \$	including grants of\$	) (Revenue \$	)
(Code	) (Expenses \$	including grants of\$	) (Revenue \$	)
(Code I/A	am services (Describe on Sche		) (Revenue \$	)

Form 990 (2019) Utah Refugee Connection
Partix Checklist of Required Schedules

B-E-	Alkary, Oncommot of Program of Contraction		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	Χ	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	2	Х	
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		<u>X</u>
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		X
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues,	_		3.7
_	assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5		X
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	6		v
7	"Yes," complete Schedule D, Part I	-	$\overline{}$	<u>X</u>
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If</i> "Yes," <i>complete Schedule D, Part II</i>	7		Χ
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If</i> "Yes,"			
0	complete Schedule D, Part III	8		Χ
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		Χ
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments			
-	or in quasi endowments? If "Yes," complete Schedule D, Part V	10		Χ
11				
	VII, 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	Χ	
b	Did the organization report an amount for investments—other securities in Part X, line 12, that is 5% or more			
	of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		X
C	Did the organization report an amount for investments—program related in Part X, line 13, that is 5% or more	- 1		
		11c		<u>X</u>
d	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets			
	· · · · · · · · · · · · · · · · · · ·	11d		X
е	, , , , , , , , , , , , , , , , , , , ,	11e	Χ	
f	,			٠,
	The state of the s	11f		<u>X</u>
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete	40-		v
		12a		X
D	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		Χ
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
	· · · · · · · · · · · · · · · · · · ·	14a		X
	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking,	1.70		
-	fundraising, business, investment, and program service activities outside the United States, or aggregate			
		14b		Χ
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		Χ
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		Χ
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		X
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		X
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a?		ĺ	
	If "Yes," complete Schedule G, Part III	19		<u>X</u>
	, , ,	20a		X
		20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or	21		X
	domestic government on Part IX, column (A), line 12 if "Ves" complete Schedule I, Parts I and II	71		x

Form **990** (2019)

EP.	TitilV' Checklist of Required Schedules (continued)			
			Yes	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		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the			
	organization's current and former officers, directors, trustees, key employees, and highest compensated			
	employees? If "Yes," complete Schedule J	23		Χ
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			
	, ,	24a		X
b		24b		<b> </b>
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year			l
		24c		<b></b>
	- · · · · · · · · · · · · · · · · · · ·	24d		<del> </del>
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit	25-		Х
		25a		$\vdash \cap$
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?			1
		25b		Х
26	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current			
20	or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35%			1
	controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II	26		Х
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key			
	employee, creator or founder, substantial contributor or employee thereof, a grant selection committee			1
	member, or to a 35% controlled entity (including an employee thereof) or family member of any of these			1
	persons? If "Yes," complete Schedule L, Part III	27		Х
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part			204
	IV instructions, for applicable filing thresholds, conditions, and exceptions)			
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If			
	"Yes," complete Schedule L, Part IV	28a		Χ
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		Χ
C	A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If			1
	"Yes," complete Schedule L, Part IV	28c		X
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		Х
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified			ĺ
	conservation contributions? If "Yes," complete Schedule M	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31_		Х
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		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			.,
	sections 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I	33		X
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III,	24		v
0.5	or IV, and Part V, line 1	34		X
		35a	-	
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		1
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable	<del>555</del>		
30	related organization? If "Yes," complete Schedule R, Part V, line 2	36		Х
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization		-	
J,	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		Х
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and			
	19? Note: All Form 990 filers are required to complete Schedule O	38	Х	1
P	Statements Regarding Other IRS Filings and Tax Compliance			_
	Check if Schedule O contains a response or note to any line in this Part V			
			Yes	No
1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable 1a 0	7	- 7	- 19
b	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable 1b 0		<u> </u>	3
С	Did the organization comply with backup withholding rules for reportable payments to vendors and	TX:		77
	reportable gaming (gambling) winnings to prize winners?	1c		X

Form 990 (2019) Utah Refugee Connection Page 5 Statements Regarding Other IRS Filings and Tax Compliance (continued Yes 2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? 2b ī Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions) 3a Did the organization have unrelated business gross income of \$1,000 or more during the year? 3a 3b b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O 4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? 4a **b** If "Yes," enter the name of the foreign country ▶ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR) 5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? 5a 5b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? c If "Yes" to line 5a or 5b, did the organization file Form 8886-T? 5c 6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? 6a b If "Yes," did the organization include with every solicitation an express statement that such contributions or 6b gifts were not tax deductible? Organizations that may receive deductible contributions under section 170(c). 7 a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? 7a b If "Yes," did the organization notify the donor of the value of the goods or services provided? 7b c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? 7с d If "Yes," indicate the number of Forms 8282 filed during the year Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? 7e 7f f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? 7g g If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? 7h Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the 8 8 sponsoring organization have excess business holdings at any time during the year? 9 Sponsoring organizations maintaining donor advised funds. 9a Did the sponsoring organization make any taxable distributions under section 4966? Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? 9b b Section 501(c)(7) organizations. Enter 10 10a Initiation fees and capital contributions included on Part VIII, line 12 10b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities Section 501(c)(12) organizations. Enter 11 11a a Gross income from members or shareholders Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them ) 12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? 12a 12b b If "Yes," enter the amount of tax-exempt interest received or accrued during the year Section 501(c)(29) qualified nonprofit health insurance issuers. 13 13a a Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O **b** Enter the amount of reserves the organization is required to maintain by the states in which 13b the organization is licensed to issue qualified health plans 13c c Enter the amount of reserves on hand 14a 14a Did the organization receive any payments for indoor tanning services during the tax year? 14b b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or 15 15 excess parachute payment(s) during the year? If "Yes." see instructions and file Form 4720, Schedule N. 1163 is the organization an educational institution subject to the section 4968 excise tax on net investment income? 16

If "Yes," complete Form 4720, Schedule O

26-3952217 Form 990 (2019) Utah Refugee Connection Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI Section A. Governing Body and Management Yes No Enter the number of voting members of the governing body at the end of the tax year 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 on Schedule O Enter the number of voting members included on line 1a, above, who are independent h Did any officer, director, trustee, or key employee have a family relationship or a business relationship with 2 2 any other officer, director, trustee, or key employee? Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person? 3 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? 4 4 Did the organization become aware during the year of a significant diversion of the organization's assets? 5 5 6 Did the organization have members or stockholders? 6 Did the organization have members, stockholders, or other persons who had the power to elect or appoint 7a 7a one or more members of the governing body? Are any governance decisions of the organization reserved to (or subject to approval by) members, b stockholders, or persons other than the governing body? Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following. a The governing body? Χ Each committee with authority to act on behalf of the governing body? 8b 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 on Schedule O Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code. No Yes 10a Did the organization have local chapters, branches, or affiliates? Χ 10a 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 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 b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? 12b X Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," 12c describe in Schedule O how this was done Χ 13 Did the organization have a written whistleblower policy? 13 14 14 Did the organization have a written document retention and destruction policy? Did the process for determining compensation of the following persons include a review and approval by 15 independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? The organization's CEO, Executive Director, or top management official 15a b Other officers or key employees of the organization 15b 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 16a with a taxable entity during the year? 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 16b organization's exempt status with respect to such arrangements? Section C. Disclosure List the states with which a copy of this Form 990 is required to be filed ▶ None 17 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (Section 501(c) (3)s only) available for public inspection. Indicate how you made these available. Check all that apply Own website Another's website | X Upon request | Other (explain on Schedule O) Describe on 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. State the name, address, and telephone number of the person who possesses the organization's books and records ▶ 6440 South Wasatch Boulevard Steve Findlay

801-550-2233

UT 84121

Salt Lake City

orm 990 (20 <sup>-</sup>	9) Utah	_Refugee	Connec	tion

26-3952217

Page **7** 

Part VIII 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

- 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 year
- List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid
  - List all of the organization's current key employees, if any See instructions for definition of "key employee"
- List 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, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations. See instructions for the order in which to list the persons above

Check this box if neither the org	•					ızatı	on c	ompensated any current of	officer, director, or trustee	<u> </u>
(A) Name and title	(B) Average hours per week (list any hours for	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					n an tee)	(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 below dotted line)	Individual trustee or director	nstitutional trustee	Officer	Key employee	Highest compensated employee	Former		,	related organizations
(1)Amy Dott Harmer	20.00									
Executive Director	30.00 0.00			X			ļ	51,839	0	0
(2) Martha Archelet	a			1				31,032	U	<u> </u>
	1.00									
Board Member (3) Pamela Atkinson	0.00	X	<del> </del>	-	_	ļ	-	0	0	0
(3) Palliela Alkinson	1.00									
Board Member	0.00	X						0	0	0
(4)Martin Bates										
Treasurer	1.00	X		X				0	0	0
(5)Missy Larsen	0.00	<u> </u>		$\uparrow \uparrow$				0	O <sub>i</sub>	<u> </u>
<u>-</u>	3.00	ļ								
President	0.00	X		X	·		_	0	0	0
(6)Dan Lofgren	1.00									
Board Member	0.00	Х						0	0	0
(7)Lew Miller										
December of	1.00								0	0
Board Member (8)	0.00	X	-	-	-		$\vdash$	0	0	0
(0)										
(9)							-			
(10)										
(11)		$\vdash$	_		_	-				

	n 990 (2019) Utah Refi						nlov	200	26-395	2217 ated Employees (continued	Page 8
	(A) Name and title	(B) Average hours per week (list any	(do	(C) Position (do not check more than or box, unless person is both officer and a director/truste					(D) Reportable compensation from the organization	(E) Reportable compensation from related organizations	(F) Estimated amount of other compensation from the
		hours for related organizations below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(W-2/1099-MISC)	(W-2/1099-MISC)	organization and related organizations
				<u> </u>							
	<del> </del>										
					!						
		•								:	
			-	_							
											· ·
1b				-4:-	_ ^	l	1	<u> </u>	51,839		
d 2	<del></del>	including but no	t lım	ited		ose	liste	d al	51,839	than \$100,000 of	
3	Did the organization list any employee on line 1a? If "Yes For any individual listed on li organization and related org	s," complete Sch ine 1a, is the su	nedu m of	<i>le J</i> rep	<i>for s</i> ortat	uch de c	<i>indi</i> v omp	<i>ııdu</i> ens	ual sation and other compensa	tion from the	Yes No 3 X
5	individual Did any person listed on line for services rendered to the	organization? If								on or individual	4 X Annual Control of the Control of
<u>Sec</u> 1	tion B. Independent Contrac Complete this table for your compensation from the orga	five highest con	nper	sate	ed in	dep	ende	nt c	contractors that received m	ore than \$100,000 of	x vear
		(A) d business address		ipe:	i Jain	JII 10	<i>37</i> Life	Ĭ	Descrip	(B) Ottoon of services	(C) Compensation
_									<u></u>		
2	Total number of independen received more than \$100,00	it contractors (in 0 of compensat	clud	ing t	out n	ot li	mited	to tion	those listed above) who	0	FT TENENT TO THE PARTY OF THE P
DAA							_				Form <b>990</b> (2019)

Pa	Part VIII Statement of Revenue Check if Schedule O contains a response or note to any line in this Part VIII										
		Oneck ii	0011	cadic O con	tanio	атсорс	7113C OI 11C	(A)	(B) Related or exempt	(C)	(D)
								Total revenue	Related or exempt function revenue	Unrelated - business revenue	Revenue excluded from tax under
<b>10</b> (0											sections 512-514
Contributions, Gifts, Grant and Other Similar Amount	1a	Federated camp	aigns	3	1a						
20.5	b	Membership du	es		1b		············				
Ff.	С	Fundraising eve	ents		1c						
<u>e</u>	, d	Related organiz	ations	;	1d					1	
Sir	е	Government grants (co	ontributio	ons)	1e						
iệ e	f	All other contributions, and similar amounts n					01 000				
들히					1f	Φ.	81,830				
n o	9	Noncash contributions			1g	<b> </b> \$	7,500	91 930			
<u>9 O</u>	<u>n</u> _	Total. Add lines	<u> 1a-1</u>	<u> </u>			Business Code	Salar Allerman Anterille partition			
a l	2a						Dusiness Code				
Program Service Revenue	b										
Sal	c										
E all	d										
5 B	е										
₾	f	All other progra	m ser	vice revenue				,			
	g	Total. Add lines	2a-2	:f			<u> </u>				
	3	Investment inco			ids, in	terest, an	d .	[	,		
		other similar am		•		_					
	4	Income from inv	vestm	ent of tax-exem	pt bor	nd proceed	ds 🕨				
	5	Royalties					<u> </u>				
				(ı) Real		(11) F	Personal				
		Gross rents	6a								
		Less rental expenses	-		٠						
	c d	Rental inc or (loss)  Net rental incon	6c	(loss)		1 7		ine 25 inage, Teldingui entit	h mar - Sarian Same   Said   Albany - Sand	sumetreette viloeter settiniletetess mex	Learners' steed Printer Land Printer Tried
	7a	Gross amount from		(i) Securities		(11)	Other				
		sales of assets other than inventory	7a								
e	ь	Less cost or other				1					
/en		basis and sales exps	7b			_					
Other Revenue	С	Gain or (loss)	7с								
ĕ	d	Net gain or (los	s)				<b></b>				1
<del></del>	8a	Gross income from	n fundr	aising events							
		(not including \$			ļ						
		of contributions re	•	on line 1c)							
		See Part IV, line 1			8a						
		Less: direct exp			_8b	<u> </u>	· · ·				
		Net income or (			ever	its T	<u> </u>				
	9a	Gross income from		ng activities							
		See Part IV, line 1 Less direct exp		_	9a 9b						
	l .	Net income or (				<u>.                                    </u>		HERE LIGHTERS IN PERSONS AS	p. Carrier of the second of th	THE PARTY OF THE P	Literature (Notaerana literature)
		Gross sales of			T. VILLES	<del></del>		Total and Total			
		returns and allo			10a						
	ь	Less cost of go			10b	i e					
		Net income or (				<del></del>	<b></b>				
si							Business Code				
Miscellaneous Revenue	11a							1			
llan	b							<u> </u>			
See >	С				•			,			
ž		All other revenu					L	-			
		Total. Add lines						01 020			
	12	Total revenue.	See I	instructions			<u> </u>	81,830	)	0	0

Form 990 (2019) Utah Refugee Connection

Rart X Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A) Check if Schedule O contains a response or note to any line in this Part IX (A) Total expenses (D) Fundraising Do not include amounts reported on lines 6b, Program service Management and 7b, 8b, 9b, and 10b of Part VIII. expenses general expenses expenses 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 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals See Part IV, lines 15 and 16 4 Benefits paid to or for members Compensation of current officers, directors, 8,903 8,280 623 trustees, and key employees 6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) 363 268 95 Other salaries and wages Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) Other employee benefits 460 358 102 Payroll taxes Fees for services (nonemployees) 11 a Management Legal C Accounting Lobbying e Professional fundraising services See Part IV, line 17 Investment management fees Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O) 12 Advertising and promotion 27 25 13 Office expenses 14 Information technology 15 Royalties 16 Occupancy 17 Travel Payments of travel or entertainment expenses for any federal, state, or local public officials 19 Conferences, conventions, and meetings 20 Interest 21 Payments to affiliates 22 Depreciation, depletion, and amortization 23 Insurance Other expenses Itemize expenses not covered 24 above (List miscellaneous expenses on line 24e If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O) 947 947 Refugee Services 068 068 Special Events h C e All other expenses 22,985 946 039 25 Total functional expenses Add lines 1 through 24e 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)

**Balance Sheet** Part X Check if Schedule O contains a response or note to any line in this Part X (A) (B) Beginning of year End of year 1 68,221 Cash—non-interest-bearing 2 Savings and temporary cash investments 2 Pledges and grants receivable, net 3 3 4 4 Accounts receivable, net Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% 5 controlled entity or family member of any of these persons Loans and other receivables from other disqualified persons (as defined 6 under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) 7 Notes and loans receivable, net Inventories for sale or use 8 9 Prepaid expenses and deferred charges 9 10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D 10a 10b 10c b Less accumulated depreciation 11 Investments—publicly traded securities 11 12 Investments—other securities See Part IV, line 11 12 13 Investments—program-related. See Part IV, line 11 13 14 14 Intangible assets 15 15 Other assets See Part IV, line 11 431 16 Total assets. Add lines 1 through 15 (must equal line 33) 17 17 Accounts payable and accrued expenses 18 18 Grants payable 19 Deferred revenue 19 20 Tax-exempt bond liabilities 20 21 Escrow or custodial account liability. Complete Part IV of Schedule D 21 22 Loans and other payables to any current or former officer, director, Liabilities trustee, key employee, creator or founder, substantial contributor, or 35% 22 controlled entity or family member of any of these persons 23 Secured mortgages and notes payable to unrelated third parties 23 24 24 Unsecured notes and loans payable to unrelated third parties 25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D 26 Total liabilities. Add lines 17 through 25 Organizations that follow FASB ASC 958, check here |X|Net Assets or Fund Balances and complete lines 27, 28, 32, and 33. Net assets without donor restrictions 27 28 28 Net assets with donor restrictions Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33. 29 29 Capital stock or trust principal, or current funds 30 Paid-in or capital surplus, or land, building, or equipment fund 31 31 Retained earnings, endowment, accumulated income, or other funds 090 32 32 Total net assets or fund balances 431 Total liabilities and net assets/fund balances

Form 990 (2019)

orm	990 (2019) Utah Refugee Connection	26-3952217			Pag	e 12
	Reconciliation of Net Assets					
	Check if Schedule O contains a response or note to any line in t	nis Part XI				$\Box$
1	Total revenue (must equal Part VIII, column (A), line 12)		1		31,8	
2	Total expenses (must equal Part IX, column (A), line 25)		2		22 <b>,</b> 9	
3	Revenue less expenses Subtract line 2 from line 1		3		58 <u>,</u> 8	
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, colu	mn (A))	4		71 <u>,</u> (	<u> 90</u>
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 on Schedule O)		9			
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equa	al Part X, line				
	32, column (B))		10	12	29, <u>9</u>	<u>935</u>
Pa	rtXII Financial Statements and Reporting					
	Check if Schedule O contains a response or note to any line in t	his Part XII				ot
				[* <del>                                     </del>	Yes	No
1	Accounting method used to prepare the Form 990: X Cash Accrual	Other				
	If the organization changed its method of accounting from a prior year or checked	"Other," explain in				
	Schedule O					
2a	Were the organization's financial statements compiled or reviewed by an indepen			2a	[,##	_X ⊾ [३:###
	If "Yes," check a box below to indicate whether the financial statements for the ye	ar were compiled or		17		
	reviewed on a separate basis, consolidated basis, or both					
	Separate basis Consolidated basis Both consolidated and separate					
b	Were the organization's financial statements audited by an independent accounta			<b>2b</b>	e milion	X
	If "Yes," check a box below to indicate whether the financial statements for the ye	ar were audited on a		### V.2		
	separate basis, consolidated basis, or both:					
	Separate basis Consolidated basis Both consolidated and separate					
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes re-					
	the audit, review, or compilation of its financial statements and selection of an ind			2c	moor t	tomostr 1
	If the organization changed either its oversight process or selection process durin	g the tax year, explain on			F-7-34	
	Schedule O					
3а	As a result of a federal award, was the organization required to undergo an audit	or audits as set forth in the				
	Single Audit Act and OMB Circular A-133?			_3a	$\vdash \vdash \vdash$	_X_
þ	If "Yes," did the organization undergo the required audit or audits? If the organization					
	required audit or audits, explain why on Schedule O and describe any steps taker	to undergo such audits		3b		
				Forr	ո 990	(2019)

SCHEDULE A (Form 990 or 990-EZ) **Public Charity Status and Public Support** 

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust

empt charitable trust 2019

Open to Public

OMB No 1545-0047

Department of the Treasury Internal Revenue Service ► Attach to Form 990 or Form 990-EZ.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Employer identification number

			Utah Refugee	<u>e Connection</u>		_	26-395	<u> </u>						
P	art I	Reas	on for Public Charity	Status (All organization	ns must	compl	ete this part ) See instru	ictions.						
The	orga	nization is no	t a private foundation beca	use it is: (For lines 1 through 1	2, check	only one	box )	7						
1			•	ssociation of churches describe				A 1						
2	H			)(A)(ii). (Attach Schedule E (F				$1 \setminus 1$	-					
	H							1/1						
3	H			vice organization described in				45 - 5						
4	Ш		- · · · · · · · · · · · · · · · · · · ·	ed in conjunction with a hospit	ai descrit	ea in se	ction 170(b)(1)(A)(III). Enter	tne nospitai syna	me,					
		city, and stat												
5	$\sqcup$			t of a college or university own	ed or ope	erated by	a governmental unit describe	ed in						
	_	section 170	(b)(1)(A)(iv). (Complete Pa	nrt II )										
6	Ш	A federal, sta	ate, or local government or	governmental unit described i	n section	170(b)(	1)(A)(v).							
7	X		organization that normally receives a substantial part of its support from a governmental unit or from the general public scribed in section 170(b)(1)(A)(vi). (Complete Part II)											
8				170(b)(1)(A)(vi). (Complete F	Part II \									
9	H	-		escribed in section 170(b)(1)(		arated in	conjunction with a land-grant	college						
9	Ш			e of agriculture (see instruction										
		university												
10		An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its												
				and unrelated business taxabl 30, 1975 See section 509(a)				•						
44														
11	H			d exclusively to test for public				urnococ						
12	Ш			d exclusively for the benefit of, nizations described in <b>section</b>										
				that describes the type of sup										
	_	_		•	-	_								
	а			perated, supervised, or contro ower to regularly appoint or ele				ygiving						
				complete Part IV, Sections		ority or are	e directors or trustees or the							
	h		•	supervised or controlled in con		nth ite eii	prorted organization(s) by ha	avino						
	b			orting organization vested in the										
				te Part IV, Sections A and C.		/C130113 ti	national of manage the sap	portou						
	С			supporting organization opera		nnection	with, and functionally integral	ted with,						
		its suppo	orted organization(s) (see ir	nstructions) You must compl	ete Part I	V, Section	ons A, D, and E.							
	d			ed. A supporting organization										
				he organization generally mus				iveness						
			•	must complete Part IV, Sec										
	е			eceived a written determination on-functionally integrated supp				í						
	f		mber of supported organiza	• •	pog o.	ga <b>_</b>	•	Г						
	g			the supported organization(s)				·						
		e of supported	(II) EIN	(III) Type of organization		rganization	(v) Amount of monetary	(vi) Amount	of					
,		e or supported janization	(11) = 114	(described on lines 1–10	1 ' '	ir governing	support (see	other support						
				above (see instructions))	1	nent?	instructions)	instructions						
					Yes	No								
(A)														
					ļ.,									
(B)		•												
(C	1													
/D					-									
(D)	1													
(E)														
				The contract of the contract o		-								
Tot	al													

26-3952217 Schedule A (Form 990 or 990-EZ) 2019 Utah Refugee Connection Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi) (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.) Section A. Public Support Calendar year (or fiscal year beginning in) (a) 2015 (b) 2016 (c) 2017 (e) 2019 (d) 2018 (f) Total Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") 114,477 686,332 667,141 941,944 81,830 2,491,724 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 944 2,491,724 Total, Add lines 1 through 3 114,477 686.333 667.141 941 81.830 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 2,491,724 Section B. Total Support Calendar year (or fiscal year beginning in) (a) 2015 (b) 2016 (c) 2017 (d) 2018 (e) 2019 (f) Total 941,944 2,491,724 114,477 686,332 667,141 81,830 Amounts from line 4 8 Gross 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 Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI) Total support. Add lines 7 through 10 11 2,491,724 12 Gross receipts from related activities, etc. (see instructions) 12 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here Section C. Computation of Public Support Percentage Public support percentage for 2019 (line 6, column (f) divided by line 11, column (f)) 14 100.00% 15 Public support percentage from 2018 Schedule A, Part II, line 14 15 100.00% 33 1/3% support test—2019. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization 33 1/3% support test—2018. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization 17a 10%-facts-and-circumstances test—2019. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "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 supported organization b 10%-facts-and-circumstances test—2018. 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

Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see

supported organization

instructions

Schedule A (Form 990 or 990-EZ) 2019 Utah Refugee Connection 26-3952217 Page 3

Page 3

Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II)

500	tion A Public Support	J quality under	the tests liste	d below, piea	se complete i		
	tion A. Public Support	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(5) Total
1	Grifts, grants, contributions, and membership fees	(a) 2015	(b) 2016	(6) 2017	(u) 2018	(e) 2019	(f) Total
•	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				_		
3	Gross receipts from activities that are 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						
5	The value of services or facilities 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						
	Add lines 7a and 7b			as I E E F HOUR	And the sales	Luffens Semin D	
8	Public support. (Subtract line 7c from						
500	tion B. Total Support				The same of the sa		
	ndar year (or fiscal year beginning in)	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
9	Amounts from line 6	(a) 2013	(6) 2010	(0) 2,917	(d) 2010	(e) 2019	(i) Total
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources		/				
b	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
С	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	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI)						
13	Total support. (Add lines 9, 10c, 11,						
14	and 12)  First five years. If the Form 990 is for the	L	fret second third	fourth or fifth to	y year as a sectio		
1-4	organization, check this box and stop h		mst, second, uma	, lourer, or mar ta	A year as a sectio	11 30 1(0)(3)	▶ □
Sec	tion C. Computation of Public		entage				
15	Public support percentage for 2019 (line			olumn (f))		15	%
16	Public support percentage from 2018 Sc			(.,,		16	%
	tion D. Computation of Investr				<del></del>		
17	Investment income percentage for 2019			e 13, column (f))		17	%
18	Investment income percentage from 201					18	%
	33 1/3% support tests-2019. If the org			line 14, and line	15 is more than 3	3 1/3%, and line	
	17 is not more than 33 1/3%, check this	-					▶ □
b	33 1/3% support tests—2018. If the org		-				ınd
	line 18 is not more than 33 1/3%, check	this box and stop	here. The organ	ization qualifies a	is a publicly suppo	rted organization	▶ Ц
20	Private foundation. If the organization	did not check a bo	ox on line 14, 19a	, or 19b, check th	is box and see ins	tructions	▶

Schedule A (Form 990 or 990-EZ) 2019 Part IV

#### **Supporting Organizations**

(Complete only if you checked a box in line 12 on 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

- Are all of the organization's supported organizations listed by name in the organization's governing 1 documents? 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.
- Did the organization have any supported organization that does not have an IRS determination of status 2 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).
- 3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below
- 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
- 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
- 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
- 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 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)
- 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 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?
- Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI.
- 7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ)
- 8 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)
- 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.
- 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 which the supporting organization also had an interest? If "Yes," provide detail in Part VI.
- 10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer 10b below.
  - Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings )

-375-43	Yes	<u>No</u>
1		
4		Arradon removal
<b>2</b>		
Act Townson		
3a	arate 1 1 1 1 1 1	194 :
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		Mar. Ed
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4c		
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5b		
5c		
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B. a Management		
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9c		
المالية المالية		
10a		
10b		<u> </u>

Sched	ule A (Form 990 or 990-EZ) 2019 Utah Refugee Connection 26-	3952217		Page :
Pa	<del>, ) , ,,,, ,, ,, ,, ,,,,,,,,,,,,,,,,,,</del>			
Medit - 34-			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
	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		
	A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part V	7. 11c		
	ion B. Type I Supporting Organizations			
			Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to	4		
	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 Part VI how the supported organization(s) effectively operated, supervised, or			
	controlled the organization's activities. If the organization had more than one supported organization,			
	describe how the powers to appoint and/or remove 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 Part			
	VI how providing such benefit carried out the purposes of the supported organization(s) that operated,	「 <u>"</u>		
	supervised, or controlled the supporting organization	2		
Sect	tion C. Type II Supporting Organizations			
		C L Selberi	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 Part VI how control	F 7		
	or management of the supporting organization was vested in the same persons that controlled or managed			
	the supported organization(s)		<u> </u>	
Sect	tion D. All Type III Supporting Organizations			1
		[ * <u>126</u>	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	Y Servent		
	year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the		1.53	
_	organization's governing documents in effect on the date of notification, to the extent not previously provided?	1		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported			ARTHUR THE
	organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI ho	Har Section		
	the organization maintained a close and continuous working relationship with the supported organization(s)	<u>2</u>		
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 Part VI the role the organization's		172	15/11
Sec	supported organizations played in this regard tion E. Type III Functionally-Integrated Supporting Organizations	3	<u> </u>	L
	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (	ego instructions)		
1	The organization satisfied the Activities Test Complete line 2 below	see man actions,		
a b	The organization satisfied the Activities rest <i>complete line 2 below</i> The organization is the parent of each of its supported organizations. <i>Complete line 3 below</i>			
	The organization supported a governmental entity Describe in Part VI how you supported a government of the organization supported and the organization	entity (see instruct	ions)	
С	The diganization supported a governmental entity Describe in Part vi now you supported a government	sitily (See instructi	0113).	
2	Activities Test Answer (a) and (b) below.		Yes	No
2 a				
а	the supported organization(s) to which the organization was responsive? If "Yes," then in <b>Part VI identify</b>			
	those supported organizations and explain how these activities directly furthered their exempt purposes,			
	how the organization was responsive to those supported organizations, and how the organization determined			
	that these activities constituted substantially all of its activities	2a	- AMERICAN III	
b				
D	Did the detailed described in (a) constitute advisted that, but for the organizations involvement, one of more	III L		

of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement

- 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? Provide details in Part VI.
- b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard

	Yes	No
2a		
2b		
3a		
3b		

Schedule A (Form 990 of 990-E2) 2019 O'Call Relayee CollineCCIOII		20 3332	Z_I / Fage
Part V Type III Non-Functionally Integrated 509(a)(3) Supporting			
1 Check here if the organization satisfied the Integral Part Test as a qualifying trus			
instructions. All other Type III non-functionally integrated supporting organization	ons must o	complete Sections A throu	
Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year
		( , , , , , , , , , , , , , , , , , , ,	(optional)
1 Net short-term capital gain	1_		
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		-
Ocation D. Minimum Accel Amount		(A) Dries Vees	(B) Current Year
Section B - Minimum Asset Amount		(A) Prior Year	(optional)
Aggregate fair market value of all non-exempt-use assets (see			
instructions for short tax year or assets held for part of year)			
Average monthly value of securities	1a		
b Average monthly cash balances	1b		
c Fair market value of other non-exempt-use assets	1c		
d Total (add lines 1a, 1b, and 1c)	1d		
e Discount claimed for blockage or other			
factors (explain in detail in Part VI)			
Acquisition indebtedness applicable to non-exempt-use assets	2	3 July 1 170 22 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	The state of the s
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,			<del> </del>
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
A Advistad astronomy for any super (from Control A line C. Column A)	1		<del></del>
1 Adjusted net income for prior year (from Section A, line 8, Column A)	1 2		
2 Enter 85% of line 1	3		· · · · ·
3 Minimum asset amount for prior year (from Section B, line 8, Column A)	4		
4 Enter greater of line 2 or line 3			·
5 Income tax imposed in prior year	5		
6 Distributable Amount. Subtract line 5 from line 4, unless subject to	_		
emergency temporary reduction (see instructions)			. ,
7 Check here if the current year is the organization's first as a non-functionally inte	egrated Ty	pe III supporting organizat	tion (see
instructions)			

Schedu	le A (Form 990 or 990-EZ) 2019 Utah Refugee Conr	nection	26-3952	217 Page <b>7</b>
Par				
Secti	on D - Distributions	,		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes			
2 Amounts paid to perform activity that directly furthers exempt purposes of supported				
	organizations, in excess of income from activity			
3	Administrative expenses paid to accomplish exempt purposes of su	pported organizations		
4	Amounts paid to acquire exempt-use assets			
5	Qualified set-asidé amounts (prior IRS approval required)			
6	Other distributions (describe in Part VI) See instructions			
7	Total annual distributions. Add lines 1 through 6			
<u>8</u>	Distributions to attentive supported organizations to which the organizations	nization is responsive		
	(provide details in Part VI) See instructions			
9	Distributable amount for 2019 from Section C, line 6	-		
10	Line 8 amount divided by line 9 amount			ı
		(i)	(ii)	(iii)
	Section E - Distribution Allocations (see instructions)	Excess Distributions	Underdistributions	Distributable
			Pre-2019	Amount for 2019
1	Distributable amount for 2019 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2019		*	
	(reasonable cause required-explain in Part VI) See			
	Instructions			
3	Excess distributions carryover, if any, to 2019			
a	From 2014	The second secon		
b	From 2015			
c	From 2016			
d	From 2017			
e	From 2018			
f	Total of lines 3a through e			
<u>g</u>	Applied to underdistributions of prior years			
h	Applied to 2019 distributable amount			
i_	Carryover from 2014 not applied (see instructions)			
i_	Remainder Subtract lines 3g, 3h, and 3i from 3f			
4	Distributions for 2019 from			
	Section D, line 7:			
<u>'a</u>	Applied to underdistributions of prior years			
b	Applied to 2019 distributable amount			•
с	Remainder Subtract lines 4a and 4b from 4.			
5	Remaining underdistributions for years prior to 2019, if			
	any. Subtract lines 3g and 4a from line 2 For result			
	greater than zero, explain in Part VI. See instructions.			
6	Remaining underdistributions for 2019 Subtract lines 3h			
٠	and 4b from line 1 For result greater than zero, explain in			
	Part VI See instructions.			,
7	Excess distributions carryover to 2020. Add lines 3j			
	and 4c.		man (Christian S R. Turnelle (Christian et al.)	National and Occumental Professional
8	Breakdown of line 7			
a	Excess from 2015			
b	Excess from 2016			
с	Excess from 2017			
<u>d</u>	Excess from 2018			
e	Excess from 2019			

Schedule A (Form 990 or 990-EZ) 2019 Utah Refugee Connection

26-3952217

Page 8

Supplemental Information. Provide the explanations required by Part II, line 10, Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6 Also complete this part for any additional information (See instructions.)

## **SCHEDULE D** (Form 990)

Department of the Treasury Internal Revenue Service

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.

► Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047 Openito Public

Name	of the organization		Employer identification number
r3.	tah Refugee Connection		26-3952217
	Organizations Maintaining Donor Advised Complete of the organization answered "Yes	d Funds or Other Similar Funds or on Form 990, Part IV, line 6	or Accounts.
		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		
5	Did the organization inform all donors and donor advisors in writing	ing that the assets held in donor advised	-
_	funds are the organization's property, subject to the organization		☐ Yes ☐ No
6	Did the organization inform all grantees, donors, and donor advis	_	d
_	only for charitable purposes and not for the benefit of the donor of		
	conferring impermissible private benefit?	,, p- p	☐ Yes ☐ No
<b>P</b> Pä	irtilli Conservation Easements.		
<b></b>	Complete if the organization answered "Yes	s" on Form 990, Part IV, line 7.	
1	Purpose(s) of conservation easements held by the organization	(check all that apply)	
	Preservation of land for public use (for example, recreation of	· —	ly important land area
	Protection of natural habitat	Preservation of a certified	
	Preservation of open space		
2	Complete lines 2a through 2d if the organization held a qualified	conservation contribution in the form of a	conservation
	easement on the last day of the tax year		Held at the End of the Tax Yea
а	Total number of conservation easements		2a
b			2b
	Number of conservation easements on a certified historic structu	ure included in (a)	2c
	Number of conservation easements included in (c) acquired afte		
_	historic structure listed in the National Register		2d
3	Number of conservation easements modified, transferred, release	sed, extinguished, or terminated by the org	· · · · · · · · · · · · · · · · · · ·
·	tax year ▶		, <b>3</b>
4	Number of states where property subject to conservation easem	ent is located ▶	
5	Does the organization have a written policy regarding the period		
·	violations, and enforcement of the conservation easements it ho		☐ Yes ☐ No
6	Staff and volunteer hours devoted to monitoring, inspecting, han		ition easements during the year
•		ican ig or more and and amore ing	g
7	Amount of expenses incurred in monitoring, inspecting, handling	of violations, and enforcing conservation.	easements during the year
•	S	g of violations, and officioning control value.	sassiments caming and year
8	Does each conservation easement reported on line 2(d) above s	satisfy the requirements of section 170(h)(4	4\/B\/()
·	and section $170(h)(4)(B)(ii)^2$	sausiy are requirements or econom resum,	Yes No
9	In Part XIII, describe how the organization reports conservation	easements in its revenue and expense sta	
3	balance sheet, and include, if applicable, the text of the footnote	·	
	organization's accounting for conservation easements	, to allo organization o milanotal orange.	
<b>E</b> P	irtilli Organizations Maintaining Collections of	f Art. Historical Treasures, or Ot	her Similar Assets.
man de	Complete if the organization answered "Yes		
	If the organization elected, as permitted under FASB ASC 958, r	<del></del>	palance sheet works
	of art, historical treasures, or other similar assets held for public		
	service, provide in Part XIII the text of the footnote to its financia		
b	If the organization elected, as permitted under FASB ASC 958, t		nce sheet works of
	art, historical treasures, or other similar assets held for public ex		
	provide the following amounts relating to these items		•
	(i) Revenue included on Form 990, Part VIII, line 1		<b>▶</b> \$
	(ii) Assets included in Form 990, Part X		<b>&gt;</b> \$
2	If the organization received or held works of art, historical treasu	ires, or other similar assets for financial da	*
_	following amounts required to be reported under FASB ASC 958	_	··· · · · · · · · · · · · · · · · · ·
2	Revenue included on Form 990, Part VIII, line 1		<b>▶</b> \$
	Assets included in Form 990 Part X		<b>▶</b> \$

Schedul	eD(Form 990) 2019 Utah Ref	ugee Conne	ection			26-3	952217			Page 2
#Part	III Organizations Maintain	ing Collections	of Art, His	storical	Treasur	es, or O	ther Simil	ar As	sets (cor	ntinued)
	sing the organization's acquisition, accellection items (check all that apply)	ession, and other reco	ords, check a	any of the	following th	nat make s	significant use	e of its		
а	Public exhibition	d $\square$	Loan or exc	hange pro	ogram					
ь	Scholarly research	e H	Other		3.4					
c	Preservation for future generations	- 🗀								
_	ovide a description of the organization'	s collections and exp	lain how the	v further t	he organiza	ation's exe	mpt purpose	ın Part		
ΧI	II .									
	uring the year, did the organization solid						ır			
	sets to be sold to raise funds rather tha		s part of the	organiza	tion's collec	tion?			Yes	No_
Part			·!! <b></b>	000	D = + 1\( \)	: O				
	Complete if the organizat 990, Part X, line 21.	ion answered 1	es on Fo	rm 990, 	Part IV, I	ine 9, or	reported	an am	ount on r	-orm
	the organization an agent, trustee, cus	todian or other intern	nediary for o	ontribution	ns or other a	assets not				
	cluded on Form 990, Part X?								∐ Yes	i ∐ No
<b>b</b> If	"Yes," explain the arrangement in Part	XIII and complete the	e following ta	ble				1		
								ļ	Amount	
	eginning balance						1c			
	dditions during the year						1 <u>d</u>	<u> </u>		
	stributions during the year						<u>1e</u>			
	nding balance						1f	L	<del></del>	—
	d the organization include an amount o						•		Yes	No.
	"Yes," explain the arrangement in Part	XIII Check here if the	e explanatioi	n has bee	n provided	on Part XI	II			
#Part				000	D4.1\( )					
	Complete if the organizat		1						т	
	_	(a) Current year	(b) Prior	year	(c) Two ye	ars back	(d) Three yea	rs back	(e) Four y	ears back
	eginning of year balance								┼──	
	ontributions								<del> </del>	
	et investment earnings, gains, and sses									
d G	rants or scholarships					·				
	ther expenditures for facilities and									
	ograms									
-	dministrative expenses					-				
g Er	nd of year balance	····								
2 Pr	ovide the estimated percentage of the	current year end bala	ance (line 1g	, column (	(a)) held as					
a Bo	pard designated or quasi-endowment	%								
b Pe	ermanent endowment > %	1								
с Те	erm endowment ► %									
Th	ne percentages on lines 2a, 2b, and 2c	should equal 100%								
3a Ar	e there endowment funds not in the po	ssession of the organ	nization that	are held a	and adminis	tered for t	he			
or	ganization by								Y	es No
(i)	Unrelated organizations								3a(i)	
(ii	) Related organizations								3a(ii)	
b If	"Yes" on line 3a(ii), are the related orga	inizations listed as re	quired on So	chedule R	?				3b	
4 D	escribe in Part XIII the intended uses of	the organization's e	ndowment fu	ınds						
<b>FRant</b>	VI Land, Buildings, and Ed	quipment.						_		
	Complete if the organizat	ion answered "Y	es" on Fo	rm 990,	Part IV, I	<u>ine 11a.</u>	See Form	990,	Part X, li	ne 10.
	Description of property	(a) Cost or other	basis	(b) Cost or o	ther basis	(c) A	ccumulated		(d) Book va	lue
		(investment)	)	(othe	er)		preciation			
1a La	and									
<b>b</b> Bo	uildings			_				$\perp$		
c Le	easehold improvements							$\bot$		
d E	quipment									
<u>e O</u>	***				13,025	<u> </u>	<b>8,</b> 03	2		<u>1,993</u>
Total. A	add lines 1a through 1e (Column (d) mi	ust equal Form 990, i	Part X, colur	nn (B), lin	e 10c)			<b>▶</b>	4	1,99 <u>3</u>

26-3952217 Schedule D (Form 990) 2019 Utah Refugee Connection Investments - Other Securities. Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12. (c) Method of valuation (b) Book value (a) Description of security or category Cost or end-of-year market value (including name of security) (1) Financial derivatives (2) Closely held equity interests (3) Other (A) (B) (C) (D) (E) (F) (G) (H) Total. (Column (b) must equal Form 990, Part X, col (B) line 12) Investments - Program Related. Complete if the organization answered "Yes" on Form 990, Part IV, line 11c See Form 990, Part X, line 13. (a) Description of investment (b) Book value (c) Method of valuation Cost or end-of-year market value (1) (2) (3) (4) (5) (6) (7) (8) (9) Total. (Column (b) must equal Form 990, Part X, col (B) line 13) Part IX Other Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15. (b) Book value (a) Description (1) (2) (3) (4) (5) (6) (7) (8) (9) Total. (Column (b) must equal Form 990, Part X, col (B) line 15) Part X Other Liabilities. Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1.	(a) Description of liability	(b) Book value
	Federal income taxes	
(2)	Payroll Liabilities	2,341
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Tota	il. (Column (b) must equal Form 990, Part X, col. (B) line 25.)	2,341

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

Sche	dule D (Form 990) 2019 Utah Refugee Connection		<u> 26-395221</u>		Page 4
<b>P</b> a	rtXI Reconciliation of Revenue per Audited Financial Stater	nents V	Vith Revenue per	r Reti	urn.
-	Complete if the organization answered "Yes" on Form 990,				
1	Total revenue, gains, and other support per audited financial statements			1	
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
а	Net unrealized gains (losses) on investments	2a			
b	Donated services and use of facilities	2b			
С	Recoveries of prior year grants	2c			
đ	Other (Describe in Part XIII )	2d			
е	Add lines 2a through 2d			2e	
3	Subtract line 2e from line 1			3	
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1	1 1			
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a	<u> </u>		
b	Other (Describe in Part XIII )	4b			
С	Add lines 4a and 4b			4c	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)		_	5	
槽Pa	Reconciliation of Expenses per Audited Financial State			oer R	eturn.
	Complete if the organization answered "Yes" on Form 990	<u>, Part IV</u>	<sup>/</sup> , line 12a.		
1	Total expenses and losses per audited financial statements			1	
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
а	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
С	Other losses	2c			
d	Other (Describe in Part XIII )	2d	=		
е	Add lines 2a through 2d			2e	
3	Subtract line 2e from line 1			3	
4	Amounts included on Form 990, Part IX, line 25, but not on line 1				
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
С	Add lines 4a and 4b			4c	<del> </del>
_5	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)			5	l
Pa	Supplemental Information.				

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

Schedule D (Form 990) 2019 Utah Refugee Connection

Part XIII Supplemental Information (continued)

26-3952217

Page 5

SCHEDULE O (Form 990 or 990-EZ) Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service Name of the organization

▶ Go to www.irs.gov/Form990 for the latest information.

Utah Refugee Connection

Employer identification number 26-3952217

Form 990 - Organization's Mission or Most Significant Activities Mission Statement:

Utah Refugee Connection Mission: Creating meaningful connections between refugees, the community, and public and private organizations which support refugees in developing self-sufficient and fulfilling lives.

# Significant Activity:

Utah Refugee Connection is a non-profit set up to help people in the community know of meaningful ways to LEARN about, SERVE and GIVE to local We coordinate with the State Refugee Service Office, local refugee providers and many refugee communities to assess needs. gaps in services and offer support to local refugees and organizations that could use more resources. We are a refugee focused "service broker" for the community for those needing help and for those who would like to help local refugees. We connect interested parties in collaboration to meet local refugee needs.

We engage individuals and groups mainly though our social media feeds. have over 20,000 individuals who follow us on various platforms. We share with them meaningful ways to LEARN about, SERVE and GIVE to local refugees.

Additionally, we operate a Serve Refugee Sharehouse where people in the community can donate specific items that are needed for local refugees. Each year our Sharehouse collects and distributes close to a million dollars in goods and services to local refugees. We collect diapers,

Employer identification number

26-3952217

cleaning kits, hygiene kits, sports equipment, grocery cards, gas cards and fare cards for public transportation. Many of the items distributed are given out as incentives for refugees attending classes. These classes and workshops offer parenting, English, computer and citizenship skills. Other refugees are referred to us for support via social workers and case managers. We offer support for these individuals for a limited time to help foster independence and self-sufficiency.

Annually, we served over 15,000 refugees and engage volunteers in thousands of hours of service. Significant programs we help support include:

- -Global Girls Volleyball Program giving 100 teenage girls the opportunity to learn and play a sport.
- -Refugee Soccer League allowing 240 teens and men to be involved in a sport they love.
- -Shepherd Gathering Holiday Event serving 1,000+ refugees during the holiday season.
- -Back to School Back Pack and Resource Fair serves 2,500 refugee children and teens with the items they needed to return to school with confidence.
- -Food Support to teens attending programs. We provide over 600 refugee youth with meals and snacks as they attend workshops to help with homework, coding, leadership and public speaking skills.
- -Our events for Mother's Day, Halloween and Valentines build relationships and understanding of U.S. culture to hundreds of refugees each year.

We collaborate and work with over 12 organizations offering support and assistance as they serve local refugees. We are a small nonprofit with big

Schedule O (Form 990 or 990-EZ) (2019)

Name of the organization

Utah Refugee Connection

Employer identification number

26-3952217

heart and a big impact.

Form 990, Part VI, Line 11b - Organization's Process to Review Form 990 The Board reviews the 990 prior to filing.

Form 990, Part VI, Line 12c - Enforcement of Conflicts Policy The Board enforces its conflicts of interest policy.

Form 990, Part VI, Line 15a - Compensation Process for Top Official
The Independent members of the Board have a process for reviewing the
compensation of the Executive Director.

Form 990, Part VI, Line 15b - Compensation Process for Officers

The board will review the compensation of other Key Employees, if hired.

Form 990, Part VI, Line 19 - Governing Documents Disclosure Explanation No documents available to the public.