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Form 990  
(Rev. January 2020)  
Department of the Treasury  
Internal Revenue Service

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

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information

OMB No. 1545-0047  
2019  
Open to Public Inspection

**A** For the 2019 calendar year, or tax year beginning , and ending

**B** Check if applicable:  
☐ Address change  
☒ Name change  
☐ Initial return  
☐ Final return/terminated  
☐ Amended return  
☐ Application pending

**C** Name of organization **UNITED WAY OF ELKHART AND LAGRANGE COUNTIES INDIANA INC**

Doing business as  
Number and street (or P.O. box if mail is not delivered to street address) Room/suite  
**PO BOX 3048**  
City or town, state or province, country, and ZIP or foreign postal code  
**ELKHART IN 46515**

**D** Employer identification number  
**35-0953433**

**E** Telephone number  
**574-295-1650**

**G** Gross receipts \$ **1,830,836**

**F** Name and address of principal officer  
**WILLIAM RIETH  
PO BOX 3048  
ELKHART IN 46515**

**H(a)** Is this a group return for subordinates? ☐ Yes ☒ No  
**H(b)** Are all subordinates included? ☐ Yes ☐ No  
If "No," attach a list (see instructions)

**I** Tax-exempt status ☒ 501(c)(3) ☐ 501(c) ( ) (insert no ) ☐ 4947(a)(1) or ☐ 527

**J** Website **WWW.UNITEDWAYEC.ORG**

**K** Form of organization ☒ Corporation ☐ Trust ☐ Association ☐ Other

**L** Year of formation **1950**

**M** State of legal domicile **IN**

**Part I Summary**

**1** Briefly describe the organization's mission or most significant activities  
**SEE SCHEDULE O**

**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)

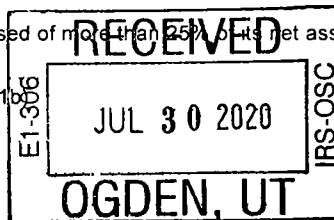
**4** Number of independent voting members of the governing body (Part VI, line 1b)

**5** Total number of individuals employed in calendar year 2019 (Part V, line 2a)

**6** Total number of volunteers (estimate if necessary)

**7a** Total unrelated business revenue from Part VIII, column (C), line 12

**b** Net unrelated business taxable income from Form 990-T, line 39



3	13
4	13
5	11
6	752
7a	0
7b	0

	Prior Year	Current Year
<b>8</b> Contributions and grants (Part VIII, line 1h)	1,785,088	1,503,501
<b>9</b> Program service revenue (Part VIII, line 2g)	88,079	252,669
<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)	66,428	74,666
<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		0
<b>12</b> Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	1,939,595	1,830,836
<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1-3)	1,004,020	936,222
<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)		0
<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	490,248	537,131
<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)		0
<b>b</b> Total fundraising expenses (Part IX, column (D), line 25) ▶ <b>390,393</b>		
<b>17</b> Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	554,791	477,719
<b>18</b> Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	2,049,059	1,951,072
<b>19</b> Revenue less expenses Subtract line 18 from line 12	-109,464	-120,236
<b>20</b> Total assets (Part X, line 16)	Beginning of Current Year 3,324,129	End of Year 3,348,458
<b>21</b> Total liabilities (Part X, line 26)	199,035	195,139
<b>22</b> Net assets or fund balances Subtract line 21 from line 20	3,125,094	3,153,319

**Part II 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.

**Sign Here**

Signature of officer **William Rieth** Date **7/24/2020**

**WILLIAM RIETH** **PRESIDENT**

Type or print name and title

**Preparer's information**

Print/Type preparer's name **LEANNE K MCKEE CPA** Preparer's signature **Leanne McKee, CPA** Date **07/21/20** Check ☒ if self-employed PTIN **P01077568**

Firm's name **CORNERSTONE CPA GROUP LLP** Firm's EIN **47-1854716**

Firm's address **3160 WINDSOR CT  
ELKHART, IN 46514-5556** Phone no **574-262-8886**

Do you agree to discuss this return with the preparer shown above? (see instructions)

☒ Yes ☐ No

Paperwork Reduction Act Notice, see the separate instructions

Form 990 (2019)

9-45

**Part III Statement of Program Service Accomplishments**

Check if Schedule O contains a response or note to any line in this Part III

☒ X

1 Briefly describe the organization's mission

**SEE SCHEDULE O**

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

☐ Yes ☒ No

If "Yes," describe these new services on Schedule O

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services?

☐ Yes ☒ No

If "Yes," describe these changes on Schedule O

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code ) (Expenses \$ **1,263,133** including grants of \$ **936,222** ) (Revenue \$ **1,289,219** )

**COMMUNITY IMPACT PROGRAMS - INVESTING COMMUNITY FUNDS THROUGH AN ANNUAL CITIZEN REVIEW PROCESS IS THE BACKBONE OF UNITED WAY. THE COMMUNITY INVESTMENT SYSTEM FOSTERS ACCOUNTABILITY & LOCAL CONTROL BY USING COMMUNITY VOLUNTEERS. THIS OBJECTIVE REVIEW & EVALUATION ENHANCES THE CREDIBILITY OF THE LOCAL NONPROFIT SECTOR. THE COMMUNITY IMPACT SYSTEM IS FOUNDED UPON THE PRINCIPLES OF STEWARDSHIP & COMMUNITY ENGAGEMENT.**

**CONTRIBUTORS TRUST UNITED WAY TO UTILIZE THEIR CHARITABLE DONATIONS SELECTIVELY & WISELY. PANELS DEVELOP STRATEGIES FOR THE BOARD OF DIRECTORS THAT ARE ACCOUNTABLE TO DONORS, RESPONSIVE TO THE NEEDS OF THE COMMUNITY & INCLUSIVE OF PROGRAMS ATTRACTIVE TO GIVERS.**

4b (Code ) (Expenses \$ **57,973** including grants of \$ ) (Revenue \$ )

**INFORMATION & REFERRAL 2-1-1 PROGRAM - UNITED WAY IS A NATIONALLY ACCREDITED CALL CENTER THAT PROVIDES INFORMATION & REFERRAL SERVICES FOR THE RESIDENTS OF ELKHART COUNTY THROUGH THE UTILIZATION OF THE 2-1-1 DIALING CODE. THE 2-1-1 IS A THREE DIGIT PHONE NUMBER ANYONE CAN CALL TO GET INFO ABOUT HEALTH & HUMAN SERVICES. TRAINED INFORMATION AND REFERRAL SPECIALISTS ANSWER 2-1-1 CALLS, TALK ABOUT CALLERS' NEEDS & OFFER REFERRAL TO HUMAN SERVICE PROGRAMS.**

4c (Code ) (Expenses \$ including grants of \$ ) (Revenue \$ )

**N/A**

4d Other program services (Describe on Schedule O )

(Expenses \$ including grants of \$ ) (Revenue \$ )

4e Total program service expenses **1,321,106**

**Part IV 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	<b>X</b>	
2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	<b>X</b>	
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		<b>X</b>
4 <b>Section 501(c)(3) organizations.</b> 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		<b>X</b>
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		<b>X</b>
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		<b>X</b>
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		<b>X</b>
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III		<b>X</b>
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		<b>X</b>
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	<b>X</b>	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	<b>X</b>	
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		<b>X</b>
c 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		<b>X</b>
d 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	<b>X</b>	
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	<b>X</b>	
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		<b>X</b>
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	<b>X</b>	
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		<b>X</b>
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		<b>X</b>
14a Did the organization maintain an office, employees, or agents outside of the United States?		<b>X</b>
b 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		<b>X</b>
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		<b>X</b>
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		<b>X</b>
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)		<b>X</b>
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		<b>X</b>
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		<b>X</b>
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H		<b>X</b>
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
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	<b>X</b>	

**Part IV Checklist of Required Schedules (continued)**

	Yes	No
<b>22</b> 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		<b>X</b>
<b>23</b> 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		<b>X</b>
<b>24a</b> 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		<b>X</b>
<b>24b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
<b>24c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
<b>24d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
<b>25a</b> <b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I		<b>X</b>
<b>25b</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		<b>X</b>
<b>26</b> Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II		<b>X</b>
<b>27</b> 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 member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III		<b>X</b>
<b>28</b> 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)		
<b>28a</b> A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV		<b>X</b>
<b>28b</b> A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV		<b>X</b>
<b>28c</b> A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If "Yes," complete Schedule L, Part IV		<b>X</b>
<b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M		<b>X</b>
<b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M		<b>X</b>
<b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I		<b>X</b>
<b>32</b> Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II		<b>X</b>
<b>33</b> 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		<b>X</b>
<b>34</b> 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		<b>X</b>
<b>35a</b> Did the organization have a controlled entity within the meaning of section 512(b)(13)?		<b>X</b>
<b>35b</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		
<b>36</b> <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2		<b>X</b>
<b>37</b> 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		<b>X</b>
<b>38</b> 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	<b>X</b>	

**Part V 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
<b>1a</b> Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable		
<b>1b</b> Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
<b>1c</b> Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	<b>X</b>	

**Part V Statements Regarding Other IRS Filings and Tax Compliance** (continued)

		Yes	No
<b>2a</b>	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>2a</b> <b>11</b>		
<b>b</b>	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <b>Note:</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	<b>X</b>	
<b>3a</b>	Did the organization have unrelated business gross income of \$1,000 or more during the year?		<b>X</b>
<b>b</b>	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O		
<b>4a</b>	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)?		<b>X</b>
<b>b</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)		
<b>5a</b>	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		<b>X</b>
<b>b</b>	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		<b>X</b>
<b>c</b>	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		
<b>6a</b>	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?		<b>X</b>
<b>b</b>	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
<b>7</b>	<b>Organizations that may receive deductible contributions under section 170(c).</b>		
<b>a</b>	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?		
<b>b</b>	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
<b>c</b>	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		
<b>d</b>	If "Yes," indicate the number of Forms 8282 filed during the year		
	<b>7d</b>		
<b>e</b>	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		
<b>f</b>	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		
<b>g</b>	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
<b>h</b>	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
<b>8</b>	<b>Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		<b>X</b>
<b>9</b>	<b>Sponsoring organizations maintaining donor advised funds.</b>		
<b>a</b>	Did the sponsoring organization make any taxable distributions under section 4966?		<b>X</b>
<b>b</b>	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		<b>X</b>
<b>10</b>	<b>Section 501(c)(7) organizations.</b> Enter		
<b>a</b>	Initiation fees and capital contributions included on Part VIII, line 12	<b>10a</b>	
<b>b</b>	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	<b>10b</b>	
<b>11</b>	<b>Section 501(c)(12) organizations.</b> Enter		
<b>a</b>	Gross income from members or shareholders	<b>11a</b>	
<b>b</b>	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	<b>11b</b>	
<b>12a</b>	<b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?	<b>12a</b>	
<b>b</b>	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	<b>12b</b>	
<b>13</b>	<b>Section 501(c)(29) qualified nonprofit health insurance issuers.</b>		
<b>a</b>	Is the organization licensed to issue qualified health plans in more than one state? <b>Note.</b> See the instructions for additional information the organization must report on Schedule O	<b>13a</b>	
<b>b</b>	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	<b>13b</b>	
<b>c</b>	Enter the amount of reserves on hand	<b>13c</b>	
<b>14a</b>	Did the organization receive any payments for indoor tanning services during the tax year?	<b>14a</b>	<b>X</b>
<b>b</b>	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	<b>14b</b>	
<b>15</b>	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	<b>15</b>	<b>X</b>
<b>16</b>	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O	<b>16</b>	<b>X</b>

**Part VI 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
1a 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.	13	
b Enter the number of voting members included on line 1a, above, who are independent.	13	
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?		X
3 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?		X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	X	
5 Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6 Did the organization have members or stockholders?		X
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?		X
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body?	X	
b Each committee with authority to act on behalf of the governing body?	X	
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 on Schedule O.		X

**Section B. Policies** (This Section B requests information about policies not required by the Internal Revenue Code.)

	Yes	No
10a Did the organization have local chapters, branches, or affiliates?		X
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?		
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
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.	X	
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done.	X	
13 Did the organization have a written whistleblower policy?	X	
14 Did the organization have a written document retention and destruction policy?	X	
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?		
a The organization's CEO, Executive Director, or top management official.		X
b Other officers or key employees of the organization. If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).		X
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?		X
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?		

**Section C. Disclosure**

- 17 List the states with which a copy of this Form 990 is required to be filed **IN**
- 18 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 ☒ Upon request ☐ Other (explain on Schedule O)
- 19 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.
- 20 State the name, address, and telephone number of the person who possesses the organization's books and records **▶**

WILLIAM RIETH  
ELKHART

601 CR 17

IN 46516

574-295-1650

**Part VII 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 organization nor any related organization compensated any current officer, director, or trustee

(A) Name and title	(B) Average hours per week per year (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) WILLIAM RIETH PRESIDENT	40.00 0.00			X				87,253	0	39,701
(2) MARIA BEHR BOARD MEMBER	1.00 0.00	X						0	0	0
(3) GILL BROWN BOARD MEMBER	1.00 0.00	X						0	0	0
(4) DAWN FISHER SECRETARY	1.00 0.00	X						0	0	0
(5) ANDY HELFRICH VICE-CHAIR	1.00 0.00	X						0	0	0
(6) SHANNON KLEIN CHAIR	1.00 0.00	X						0	0	0
(7) ASHLEY MARTIN BOARD MEMBER	1.00 0.00	X						0	0	0
(8) LON MAST BOARD MEMBER	1.00 0.00	X						0	0	0
(9) CORBIN MILLER TREASURER	1.00 0.00	X						0	0	0
(10) JEFF NEW BOARD MEMBER	1.00 0.00	X						0	0	0
(11) JIM PINARSKI BOARD MEMBER	1.00 0.00	X						0	0	0

**Part VII** Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(12) <b>MARK PODGORSKI</b>										
<b>PAST CHAIR</b>	1.00 0.00	X						0	0	0
(13) <b>LEONA WALKER</b>										
<b>BOARD MEMBER</b>	1.00 0.00	X						0	0	0
(14) <b>DOUG WOGOMAN</b>										
<b>BOARD MEMBER</b>	1.00 0.00	X						0	0	0
<b>1b Subtotal</b>								<b>87,253</b>		<b>39,701</b>
<b>c Total from continuation sheets to Part VII, Section A</b>										
<b>d Total (add lines 1b and 1c)</b>								<b>87,253</b>		<b>39,701</b>

**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 **0**

- 3** Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual
- 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
- 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

	Yes	No
<b>3</b>		<b>X</b>
<b>4</b>		<b>X</b>
<b>5</b>		<b>X</b>

**Section 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

**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 **0**



**Part VIII Statement of Revenue**Check if Schedule O contains a response or note to any line in this Part VIII ☐

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
<b>Contributions, Gifts, Grants and Other Similar Amounts</b>	1a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e	550			
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	1,502,951			
	g	Noncash contributions included in lines 1a-1f	1g	\$			
	h	<b>Total. Add lines 1a-1f</b>		1,503,501			
	<b>Program Service Revenue</b>				Business Code		
2a		ACQUISITION INCOME-LAGRANG FD		131,558	131,558		
b		ADMINISTRATIVE INCOME		121,111	121,111		
c							
d							
e							
f		All other program service revenue					
g		<b>Total. Add lines 2a-2f</b>		252,669			
<b>Other Revenue</b>	3	Investment income (including dividends, interest, and other similar amounts)		74,666	74,666		
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6a	Gross rents	6a				
	b	Less rental expenses	6b				
	c	Rental inc or (loss)	6c				
	d	Net rental income or (loss)					
	7a	Gross amount from sales of assets other than inventory	7a				
	b	Less cost or other basis and sales exps	7b				
	c	Gain or (loss)	7c				
	d	Net gain or (loss)					
	8a	Gross income from fundraising events (not including \$ of contributions reported on line 1c) See Part IV, line 18	8a				
	b	Less direct expenses	8b				
	c	Net income or (loss) from fundraising events					
	9a	Gross income from gaming activities See Part IV, line 19	9a				
	b	Less direct expenses	9b				
	c	Net income or (loss) from gaming activities					
10a	Gross sales of inventory, less returns and allowances	10a					
b	Less cost of goods sold	10b					
c	Net income or (loss) from sales of inventory						
<b>Miscellaneous Revenue</b>				Business Code			
	11a						
	b						
	c						
	d	All other revenue					
	e	<b>Total. Add lines 11a-11d</b>					
12	<b>Total revenue. See instructions</b>		1,830,836	327,335	0	0	

**Part IX 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 ☐**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) Fundraising expenses
<b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	936,222	936,222		
<b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22				
<b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
<b>4</b> Benefits paid to or for members				
<b>5</b> Compensation of current officers, directors, trustees, and key employees	87,253	29,666	28,794	28,793
<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)				
<b>7</b> Other salaries and wages	314,313	121,208	44,669	148,436
<b>8</b> Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	18,341	6,755	3,362	8,224
<b>9</b> Other employee benefits	88,971	32,768	16,308	39,895
<b>10</b> Payroll taxes	28,253	10,313	5,132	12,808
<b>11</b> Fees for services (nonemployees)				
<b>a</b> Management				
<b>b</b> Legal				
<b>c</b> Accounting	61,340		61,340	
<b>d</b> Lobbying				
<b>e</b> Professional fundraising services. See Part IV, line 17				
<b>f</b> Investment management fees				
<b>g</b> Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)	69,096	57,973	3,445	7,678
<b>12</b> Advertising and promotion	49,221	9,022	18,128	22,071
<b>13</b> Office expenses	49,041	7,607	3,778	37,656
<b>14</b> Information technology				
<b>15</b> Royalties				
<b>16</b> Occupancy	12,001	4,420	2,200	5,381
<b>17</b> Travel	38,319	14,101	7,016	17,202
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials				
<b>19</b> Conferences, conventions, and meetings				
<b>20</b> Interest				
<b>21</b> Payments to affiliates	30,453		30,453	
<b>22</b> Depreciation, depletion, and amortization	1,514		1,514	
<b>23</b> Insurance				
<b>24</b> Other expenses. Itemize expenses not covered 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.)				
<b>a</b> CAMPAIGN EVENTS	37,447			37,447
<b>b</b> MISCELLANEOUS	29,664	18,191	3,209	8,264
<b>c</b> DISASTER RELIEF	23,484	23,484		
<b>d</b> GR8T BEGINNING	20,186	20,186		
<b>e</b> All other expenses	55,953	29,190	10,225	16,538
<b>25</b> Total functional expenses. Add lines 1 through 24e	1,951,072	1,321,106	239,573	390,393
<b>26</b> 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 <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

**Part X Balance Sheet**Check if Schedule O contains a response or note to any line in this Part X ☐

		(A) Beginning of year		(B) End of year
<b>Assets</b>	1 Cash—non-interest-bearing	562,516	1	562,921
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net	1,290,168	3	1,095,342
	4 Accounts receivable, net	800	4	
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	9,700	9	15,229
	10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a 24,166		
	b Less accumulated depreciation	10b 20,827	4,853	10c 3,339
	11 Investments—publicly traded securities	1,103,948	11	1,243,689
	12 Investments—other securities See Part IV, line 11		12	
	13 Investments—program-related See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets See Part IV, line 11	352,144	15	427,938
16 <b>Total assets.</b> Add lines 1 through 15 (must equal line 33)	3,324,129	16	3,348,458	
<b>Liabilities</b>	17 Accounts payable and accrued expenses	57,738	17	76,274
	18 Grants payable		18	
	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, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	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	141,297	25	118,865
	26 <b>Total liabilities.</b> Add lines 17 through 25	199,035	26	195,139
	<b>Net Assets or Fund Balances</b>	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.		
27 Net assets without donor restrictions		1,682,086	27	1,921,645
28 Net assets with donor restrictions		1,443,008	28	1,231,674
Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.				
29 Capital stock or trust principal, or current funds			29	
30 Paid-in or capital surplus, or land, building, or equipment fund			30	
31 Retained earnings, endowment, accumulated income, or other funds			31	
32 <b>Total net assets or fund balances</b>		3,125,094	32	3,153,319
33 <b>Total liabilities and net assets/fund balances</b>	3,324,129	33	3,348,458	

**Part XI Reconciliation of Net Assets**Check if Schedule O contains a response or note to any line in this Part XI ☐

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12)	<b>1</b>	<b>1,830,836</b>
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	<b>1,951,072</b>
<b>3</b>	Revenue less expenses Subtract line 2 from line 1	<b>3</b>	<b>-120,236</b>
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	<b>4</b>	<b>3,125,094</b>
<b>5</b>	Net unrealized gains (losses) on investments	<b>5</b>	<b>148,461</b>
<b>6</b>	Donated services and use of facilities	<b>6</b>	
<b>7</b>	Investment expenses	<b>7</b>	
<b>8</b>	Prior period adjustments	<b>8</b>	
<b>9</b>	Other changes in net assets or fund balances (explain on Schedule O)	<b>9</b>	
<b>10</b>	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 32, column (B))	<b>10</b>	<b>3,153,319</b>

**Part XII Financial Statements and Reporting**Check if Schedule O contains a response or note to any line in this Part XII ☐

	Yes	No
<b>1</b> Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O		
<b>2a</b> Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		<b>X</b>
<b>b</b> Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	<b>X</b>	
<b>c</b> 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? If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O	<b>X</b>	
<b>3a</b> 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?		<b>X</b>
<b>b</b> If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits		

**SCHEDULE A**  
(Form 990 or 990-EZ)

**Public Charity Status and Public Support**

OMB No 1545-0047

**2019**

Open to Public  
Inspection

Department of the Treasury,  
Internal Revenue Service

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

▶ Attach to Form 990 or Form 990-EZ.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

Name of the organization

**UNITED WAY OF ELKHART AND LAGRANGE  
COUNTIES INDIANA INC**

Employer identification number

**35-0953433**

**Part I Reason for Public Charity Status** (All organizations must complete this part.) See instructions

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 ☐ A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i).
- 2 ☐ A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990 or 990-EZ).)
- 3 ☐ A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).
- 4 ☐ A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state.
- 5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II.)
- 6 ☐ A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v).
- 7 ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.)
- 8 ☐ A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.)
- 9 ☐ An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or 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 support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.)
- 11 ☐ An organization organized and operated exclusively to test for public safety. See section 509(a)(4).
- 12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
  - a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. You must complete Part IV, Sections A and B.
  - b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). You must complete Part IV, Sections A and C.
  - c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E.
  - d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). You must complete Part IV, Sections A and D, and Part V.
  - e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
  - f Enter the number of supported organizations:
  - g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1–10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
(A)						
(B)						
(C)						
(D)						
(E)						
<b>Total</b>						

**Part II 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	(d) 2018	(e) 2019	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	1,801,570	1,708,298	1,745,688	1,873,167	1,503,500	8,632,223
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 <b>Total.</b> Add lines 1 through 3	1,801,570	1,708,298	1,745,688	1,873,167	1,503,500	8,632,223
5 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)						196,703
6 <b>Public support.</b> Subtract line 5 from line 4						8,435,520

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
7 Amounts from line 4	1,801,570	1,708,298	1,745,688	1,873,167	1,503,500	8,632,223
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	33,824	40,287	45,570	66,428	74,666	260,775
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 <b>Total support.</b> Add lines 7 through 10						8,892,998
12 Gross receipts from related activities, etc. (see instructions)					12	681,482
13 <b>First five years.</b> 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 ▶ <input type="checkbox"/>						

**Section C. Computation of Public Support Percentage**

14 Public support percentage for 2019 (line 6, column (f) divided by line 11, column (f))	14	94.86 %
15 Public support percentage from 2018 Schedule A, Part II, line 14	15	95.20 %
16a <b>33 1/3% support test—2019.</b> 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 ▶ <input checked="" type="checkbox"/>		
b <b>33 1/3% support test—2018.</b> 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 ▶ <input type="checkbox"/>		
17a <b>10%-facts-and-circumstances test—2019.</b> 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 ▶ <input type="checkbox"/>		
b <b>10%-facts-and-circumstances test—2018.</b> 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 supported organization ▶ <input type="checkbox"/>		
18 <b>Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ▶ <input type="checkbox"/>		

**Part III 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.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ►	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
<b>2</b> 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						
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>6</b> <b>Total.</b> Add lines 1 through 5						
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons						
<b>b</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						
<b>c</b> Add lines 7a and 7b						
<b>8</b> <b>Public support.</b> (Subtract line 7c from line 6.)						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ►	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
<b>9</b> Amounts from line 6						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
<b>c</b> Add lines 10a and 10b						
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
<b>13</b> <b>Total support.</b> (Add lines 9, 10c, 11, and 12.)						
<b>14</b> <b>First five years.</b> 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 <input type="checkbox"/>						

**Section C. Computation of Public Support Percentage**

<b>15</b> Public support percentage for 2019 (line 8, column (f), divided by line 13, column (f))	<b>15</b>	%
<b>16</b> Public support percentage from 2018 Schedule A, Part III, line 15	<b>16</b>	%

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for 2019 (line 10c, column (f), divided by line 13, column (f))	<b>17</b>	%
<b>18</b> Investment income percentage from 2018 Schedule A, Part III, line 17	<b>18</b>	%

**19a** **33 1/3% support tests—2019.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ☐

**b** **33 1/3% support tests—2018.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ☐

**20** **Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ☐

**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**

	Yes	No
<b>1</b> Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in <b>Part VI</b> how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
<b>2</b> 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 <b>Part VI</b> how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
<b>3a</b> Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.		
<b>b</b> 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 <b>Part VI</b> when and how the organization made the determination.		
<b>c</b> Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in <b>Part VI</b> what controls the organization put in place to ensure such use.		
<b>4a</b> 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.		
<b>b</b> Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in <b>Part VI</b> how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
<b>c</b> 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 <b>Part VI</b> 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.		
<b>5a</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 <b>Part VI</b> , 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).		
<b>b</b> <b>Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
<b>c</b> <b>Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
<b>6</b> 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 <b>Part VI</b> .		
<b>7</b> 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).		
<b>8</b> 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).		
<b>9a</b> 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 <b>Part VI</b> .		
<b>b</b> 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 <b>Part VI</b> .		
<b>c</b> 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 <b>Part VI</b> .		
<b>10a</b> 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.		
<b>b</b> 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.)		



**Part IV Supporting Organizations** (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a 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.	11c	

**Section 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 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, supervised, or controlled the supporting organization.	2	

**Section 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 Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).	1	

**Section 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?	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 Part VI 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 Part VI the role the organization's supported organizations played in this regard.	3	

**Section E. Type III Functionally-Integrated Supporting Organizations**

- 1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions)
- a ☐ The organization satisfied the Activities Test. Complete line 2 below.
- b ☐ The organization is the parent of each of its supported organizations. Complete line 3 below.
- c ☐ The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).

## 2 Activities Test Answer (a) and (b) below.

	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 Part VI identify 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	
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 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.	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? Provide details in Part VI.	3a	
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.	3b	

**Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations**

- 1 ☐ Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI). See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

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	<b>Adjusted Net Income</b> (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)		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	<b>Total</b> (add lines 1a, 1b, and 1c)	1d	
e	Discount 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	<b>Minimum Asset Amount</b> (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	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions)		

**Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations** (continued)

Section 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 supported organizations		
4	Amounts paid to acquire exempt-use assets		
5	Qualified set-aside amounts (prior IRS approval required)		
6	Other distributions (describe in Part VI) See instructions		
7	<b>Total annual distributions.</b> Add lines 1 through 6		
8	Distributions to attentive supported organizations to which the organization 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		

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2019	(iii) Distributable 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			
b From 2015			
c From 2016			
d From 2017			
e From 2018			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2019 distributable amount			
i Carryover from 2014 not applied (see instructions)			
j Remainder Subtract lines 3g, 3h, and 3i from 3f			
4 Distributions for 2019 from Section D, line 7 \$			
a Applied to underdistributions of prior years			
b Applied to 2019 distributable amount			
c 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 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			
8 Breakdown of line 7			
a Excess from 2015			
b Excess from 2016			
c Excess from 2017			
d Excess from 2018			
e Excess from 2019			

**Part VI** **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](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2019**Open to Public  
Inspection

Name of the organization

**UNITED WAY OF ELKHART AND LAGRANGE  
COUNTIES INDIANA INC**

Employer identification number

**35-0953433****Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 6

	(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 that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		<input type="checkbox"/> Yes <input type="checkbox"/> No

**Part II Conservation Easements.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 7

1 Purpose(s) of conservation easements held by the organization (check all that apply)	
<input type="checkbox"/> Preservation of land for public use (for example, recreation or education)	<input type="checkbox"/> Preservation of a historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> 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	
a Total number of conservation easements	<b>Held at the End of the Tax Year</b>
b Total acreage restricted by conservation easements	<b>2a</b>
c Number of conservation easements on a certified historic structure included in (a)	<b>2b</b>
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	<b>2c</b>
	<b>2d</b>
3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶	
4 Number of states where property subject to conservation easement is located ▶	
5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?	<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶	
7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$	
8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?	<input type="checkbox"/> Yes <input type="checkbox"/> No
9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements	

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 8

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items	
b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items	
(i) Revenue included on Form 990, Part VIII, line 1	▶ \$
(ii) Assets included in Form 990, Part X	▶ \$
2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items	
a Revenue included on Form 990, Part VIII, line 1	▶ \$
b Assets included in Form 990, Part X	▶ \$

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets** (continued)

3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply)

- a ☐ Public exhibition  
 b ☐ Scholarly research  
 c ☐ Preservation for future generations  
 d ☐ Loan or exchange program  
 e ☐ Other

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?

☐ Yes ☐ No

**Part IV Escrow and Custodial Arrangements.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII and complete the following table

- c Beginning balance  
 d Additions during the year  
 e Distributions during the year  
 f Ending balance

	Amount
1c	
1d	
1e	
1f	

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?

☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

**Part V Endowment Funds.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 10

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	1,045,953	1,442,990	1,316,266	1,260,247	1,274,637
b Contributions					
c Net investment earnings, gains, and losses	150,567	-159,664	136,831	66,246	-4,746
d Grants or scholarships					
e Other expenditures for facilities and programs	50,000	230,688			
f Administrative expenses	5,959	6,685	10,107	10,227	9,644
g End of year balance	1,140,561	1,045,953	1,442,990	1,316,266	1,260,247

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as

- a Board designated or quasi-endowment ▶ 87.72 %  
 b Permanent endowment ▶ 12.28 %  
 c Term endowment ▶ %

The percentages on lines 2a, 2b, and 2c should equal 100%

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by

- (i) Unrelated organizations  
 (ii) Related organizations

	Yes	No
3a(i)	X	
3a(ii)		X
3b		

b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?

4 Describe in Part XIII the intended uses of the organization's endowment funds

**Part VI Land, Buildings, and Equipment.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		24,166	20,827	3,339
e Other				

Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10c) ▶ 3,339

**Part VII Investments – Other Securities.**

Complete if the organization answered "Yes" on Form 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	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 12.)		

**Part VIII 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)		
<b>Total.</b> (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.

(a) Description	(b) Book value
(1) FUNDS HELD BY ELKHART CO. COMM FOUND	427,938
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 15.)	427,938

**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
(1) Federal income taxes	
(2) DONOR DESIGNATIONS PAYABLE	118,865
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 25.)	118,865

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 ☐

**Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a

1	Total revenue, gains, and other support per audited financial statements	1	1,979,297
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains (losses) on investments	2a	148,461
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII )	2d	
e	Add lines 2a through 2d	2e	148,461
3	Subtract line 2e from line 1	3	1,830,836
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII )	4b	
c	Add lines 4a and 4b	4c	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12 )	5	1,830,836

**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	Total expenses and losses per audited financial statements	1	1,951,072
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII )	2d	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	1,951,072
4	Amounts included on Form 990, Part IX, line 25, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII )	4b	
c	Add lines 4a and 4b	4c	
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18 )	5	1,951,072

**Part XIII 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.

**PART V, LINE 4 - INTENDED USES FOR ENDOWMENT FUNDS**

TO THE EXTENT THE AMOUNT OF ENDOWMENT INVESTMENT INCOME TO BE DISTRIBUTED HAS BEEN DETERMINED AND TO THE EXTENT THAT ALL DONOR DIRECTIVES HAVE BEEN MET, SAID AMOUNT MAY BE DISTRIBUTED AT THE DISCRETION OF THE UWEC BOARD OF DIRECTORS. IN GENERAL, THESE FUNDS WILL BE UTILIZED TO STABILIZE AGENCY FUNDING DURING PERIODS OF BELOW NORMAL ANNUAL CAMPAIGNS, TO ENHANCE ANNUAL AGENCY DISTRIBUTIONS FOR SPECIAL PURPOSE AGENCY GRANTS AND TO SUPPORT THE ADMINISTRATIVE ACTIVITIES OF THE UWEC.



**Part XIII** Supplemental Information *(continued)*

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**SCHEDULE I  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Grants and Other Assistance to Organizations,  
Governments, and Individuals in the United States**

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

▶ Attach to Form 990.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No 1545-0047

**2019**

**Open to Public  
Inspection**

Name of the organization

**UNITED WAY OF ELKHART AND LAGRANGE  
COUNTIES INDIANA INC**

Employer identification number

**35-0953433**

**Part I General Information on Grants and Assistance**

**1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

**2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

☒ Yes ☐ No

**Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments.** Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed

1	(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
(1) ADEC 19670 SR 120 BRISTOL IN 46507		35-1060633	501C3	100,000				OPERATIONS
(2) BIG BROTHERS BIG SISTERS 2606 PEDDLERS VILLAGE RD GOSHEN IN 46526		35-1272588	501C3	10,000				OPERATION
(3) BOY SCOUTS, LASALLE COUNCIL 1340 SOUTH BEND AVENUE SOUTH BEND IN 46617		22-1576300	501C3	23,000				OPERATIONS
(4) BOYS AND GIRLS CLUB PO BOX 614 GOSHEN IN 46527		35-1033735	501C3	130,000				OPERATIONS
(5) CHILD ABUSE PREVENTION SERVICES 1000 W. HIVELEY ST ELKHART IN 46517		35-0888765	501C3	53,250				OPERATIONS
(6) CHURCH COMMUNITY SERVICES 907 OAKLAND ELKHART IN 46516		35-1155054	501C3	10,000				OPERATION
(7) COUNCIL ON AGING 230 EAST JACKSON ELKHART IN 46516		51-0178910	501C3	40,000				OPERATIONS
(8) EARLY CHILDHOOD ALLIANCE 3320 FAIRFIELD AVENUE FORT WAYNE IN 46807		35-0953465	501C3	18,000				OPERATION
(9) ELKHART COMMUNITY SCHOOLS 2720 CALIFORNIA ROAD ELKHART IN 46514		35-1123802	GOV	17,000				OPERATION

**2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table

▶ 22

**3** Enter total number of other organizations listed in the line 1 table

▶ 2

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

DAA

Schedule I (Form 990) (2019)

**SCHEDULE I**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

Name of the organization

**UNITED WAY OF ELKHART AND LAGRANGE  
COUNTIES INDIANA INC**

**Grants and Other Assistance to Organizations,  
Governments, and Individuals in the United States**

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

▶ Attach to Form 990.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No 1545-0047

**2019**

**Open to Public  
Inspection**

Employer identification number

**35-0953433**

**Part I General Information on Grants and Assistance**

**1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

**2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

☐ Yes ☐ No

**Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments.** Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

1	(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
(1)	FAMILY CHRISTIAN DEVELOPMENT CENTER PO BOX 227 NAPPANEE IN 46550	35-1979463	501C3	22,000				OPERATIONS
(2)	GOSHEN COMMUNITY SCHOOLS 631 E. PURL STREET GOSHEN IN 46526	35-1099157	GOV	38,000				OPERATION
(3)	HEART CITY HEALTH CENTER 236 SIMPSON STREET ELKHART IN 46516	35-1875364	501C3	55,000				OPERATIONS
(4)	LACASA OF GOSHEN, INC. 202 N. COTTAGE AVENUE GOSHEN IN 46528	35-1554538	501C3	135,000				OPERATIONS
(5)	OAKLAWN 330 LAKEVIEW DRIVE GOSHEN IN 46528	35-1070041	501C3	39,726				OPERATIONS
(6)	RIBBON OF HOPE 600 EAST BLVD ELKHART IN 46514	35-2118856	501C3	24,000				OPERATIONS
(7)	SALVATION ARMY, ELKHART CORPS 300 N. MAIN STREET ELKHART IN 46516	35-5562351	501C3	50,000				OPERATIONS
(8)	SALVATION ARMY, GOSHEN CORPS PO BOX 114 GOSHEN IN 46527	13-5562351	501C3	30,000				OPERATIONS
(9)	WALNUT HILL EARLY CHILDHOOD CENTER 1201 S. 11TH STREET GOSHEN IN 46526	35-1146723	501C3	50,000				OPERATIONS

**2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table

**3** Enter total number of other organizations listed in the line 1 table

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

DAA

Schedule I (Form 990) (2019)

**SCHEDULE I  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Grants and Other Assistance to Organizations,  
Governments, and Individuals in the United States**

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

▶ Attach to Form 990.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No 1545-0047

**2019**

**Open to Public  
Inspection**

Name of the organization

**UNITED WAY OF ELKHART AND LAGRANGE  
COUNTIES INDIANA INC**

Employer identification number

**35-0953433**

**Part I General information on Grants and Assistance**

**1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

**2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

☐ Yes ☐ No

**Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments.** Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed

1	(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) YWCA 1102 S. FELLOWS STREET SOUTH BEND IN 46601	35-0868226	501C3	8,750					INNOVATION
(2) YWCA 1102 S. FELLOWS STREET SOUTH BEND IN 46601	35-0868226	501C3	20,000					OPERATIONS
(3) GOODWILL INDUSTRIES 1805 W. WESTERN AVE SOUTH BEND IN 46619	35-1093073		20,000					INNOVATION
(4) HORIZON EDUCATION ALLIANCE 124 E. WASHINGTON ST GOSHEN IN 46528-3727	46-0803293	501C-3	9,996					INNOVATION
(5) ELKHART COUNTY CLUB HOUSE 114S 5TH ST GOSHEN IN 46528	27-1151738	501C-3	10,000					OPERATION
(6) CENTER FOR HEALING AND HOPE PO BOX 195 GOSHEN IN 46527	02-0560511	501C-3	10,000					OPERATION
(7) CARE 2720 CALIFORNIA RD ELKHART IN 46514	32-0030604	501C3	12,500					OPERATION
(8)								
(9)								

**2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table

**3** Enter total number of other organizations listed in the line 1 table

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

DAA

**Part III Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22  
Part III can be duplicated if additional space is needed

	(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
1						
2						
3						
4						
5						
6						
7						
<b>Part IV</b>	<b>Supplemental Information.</b> Provide the information required in Part I, line 2, Part III, column (b), and any other additional information					

**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.

► Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No 1545-0047

**2019**

Open to Public  
Inspection

Department of the Treasury  
Internal Revenue Service

Name of the organization

**UNITED WAY OF ELKHART AND LAGRANGE  
COUNTIES INDIANA INC**

Employer identification number

**35-0953433**

**FORM 990 - ORGANIZATION'S MISSION**

IMPROVE THE QUALITY OF LIFE THROUGHOUT ELKHART COUNTY BY BRINGING TOGETHER MEMBERS OF THE COMMUNITY TO DEVELOP PRIORITY SOCIAL NEEDS THROUGH CONSENSUS, GENERATE AND FACILITATE SOLUTIONS TO MEET THOSE NEEDS, AND EFFICIENTLY RECOGNIZE, RAISE, AND ALLOCATE RESOURCES TO MEET THOSE IDENTIFIED NEEDS.

FORM 990, PART VI, LINE 4 - SIGNIFICANT CHANGES TO ORGANIZATIONAL DOCUMENTS  
UNITED WAY OF ELKHART COUNTY INC MERGED WITH UNITED FUND OF LAGRANGE COUNTY INDIANA INC. THE NEW NAME OF THE MERGED ORGANIZATION IS UNITED WAY OF ELKHART AND LAGRANGE COUNTIES INDIANA INC. THE EFFECTIVE DATE WAS SEPTEMBER 30, 2019. PLEASE SEE THE ATTACHED CERTIFICATE OF MERGER THAT WAS FILED WITH THE STATE OF INDIANA OFFICE OF THE SECRETARY OF STATE.

FORM 990, PART VI, LINE 11B - ORGANIZATION'S PROCESS TO REVIEW FORM 990  
FORM 990 IS DISTRIBUTED TO THE GOVERNING BOARD MEMBERS AND IS ACCEPTED BY A VOTE BEFORE THE 990 IS SUBMITTED TO THE IRS.

FORM 990, PART VI, LINE 12C - ENFORCEMENT OF CONFLICTS POLICY  
THE ORGANIZATION HAS A CONFLICT OF INTEREST POLICY THAT MUST BE FILLED OUT AND SIGNED BY ITS BOARD MEMBERS ANNUALLY.

FORM 990, PART VI, LINE 19 - GOVERNING DOCUMENTS DISCLOSURE EXPLANATION  
UNITED WAY OF ELKHART COUNTY MAKES THE AUDITED FINANCIAL STATEMENTS & FORM 990 AVAILABLE FOR PUBLIC INSPECTION UPON REQUEST.

State of Indiana  
Office of the Secretary of State

CERTIFICATE OF MERGER

of  
**UNITED WAY OF ELKHART COUNTY INC**

I, CONNIE LAWSON, Secretary of State, hereby certify that an Articles of Merger of the above Domestic Nonprofit Corporation have been presented to me at my office, accompanied by the fees prescribed by law and that the documentation presented conforms to law as prescribed by the provisions of the Indiana Code.

The following non-surviving entity(s):

**UNITED FUND OF LAGRANGE COUNTY, INDIANA, INC.**

a(n) Domestic Nonprofit Corporation

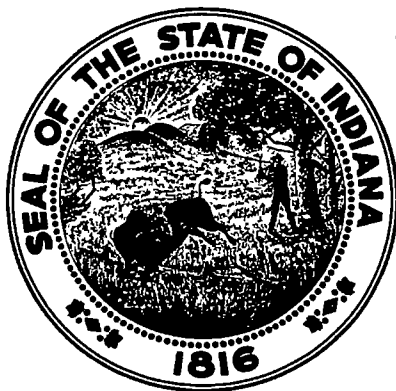
merged with and into the surviving entity(s):

**UNITED WAY OF ELKHART COUNTY INC**

The name following said transaction will be:

**UNITED WAY OF ELKHART AND LAGRANGE COUNTIES, INDIANA INC.**

NOW, THEREFORE, with this document I certify that said transaction will become effective Monday, September 30, 2019.



In Witness Whereof, I have caused to be affixed my signature and the seal of the State of Indiana, at the City of Indianapolis, October 01, 2019

*Connie Lawson*

CONNIE LAWSON  
SECRETARY OF STATE

194184-102 /8392655

To ensure the certificate's validity, go to <https://bsd.sos.in.gov/PublicBusinessSearch>



**ARTICLES OF MERGER OF  
NONPROFIT CORPORATIONS**

State Form 42199 (R12 / 6-19) / Corporate Form 364-6

Approved and Filed  
194184-102/8392655  
Filing Date: 10/01/2019  
Effective :09/30/2019 10:01  
CONNIE LAWSON  
Indiana Secretary of State

Indiana Code 23-17-19-4  
23-0.5-9-45

FILING FEE: \$30.00

**ARTICLES OF MERGER  
OF**

United Fund of LaGrange County, Indiana, Inc.

(hereinafter the "nonsurviving corporation")

**INTO**

United Way of Elkhart County, Inc.

(hereinafter the "surviving corporation")

In accordance with the requirements of the Indiana Nonprofit Corporation Act of 1991 (hereinafter known as the "Act"), the undersigned corporations desiring to effect a merger, set forth the following facts:

**ARTICLE I – SURVIVING CORPORATION**

**SECTION I:**

The name of the corporation surviving the merger is United Way of Elkhart and LaGrange Counties, Indiana Inc.  
and such name ☒ has ☐ has not (designate which) been changed as a result of the merger.

**SECTION II:**

- a. The surviving corporation is a domestic corporation existing pursuant to the provisions of the Act incorporated on July 22, 1950  
(month, day, year)
- b. The surviving corporation is a foreign corporation incorporated under the laws of the State of \_\_\_\_\_ and is  
☐ registered ☐ not registered (designate which) to do business in Indiana.  
If the surviving corporation is registered to do business in Indiana, state the date of registration: \_\_\_\_\_  
(month, day, year)  
(If the Foreign Registration Statement is filed concurrently herewith, state "upon approval of Foreign Registration Statement.")

**ARTICLE II – NONSURVIVING CORPORATION(S)**

The name, state of incorporation, and date of incorporation or registration, respectively, of each Indiana domestic corporation and registered foreign corporation, other than the survivor, which is party to the merger are as follows:

Name of corporation

United Fund of LaGrange County, Indiana, Inc.

State of domicile

Indiana

Date of Incorporation or registration in Indiana, if applicable (month, day, year)

October 1, 1993

Name of corporation

State of domicile

Date of Incorporation or registration in Indiana, if applicable (month, day, year)

Name of corporation

State of domicile

Date of Incorporation or registration in Indiana, if applicable (month, day, year)

**ARTICLE III – PLAN OF MERGER OR SHARE EXCHANGE**

The Plan of Merger, containing such information as required by Indiana Code 23-17-19-1(b), is set forth in "Exhibit A," attached hereto and made a part hereof.

IN SEC OF STATE RCVD  
SEP 30 '19 AM10:02



**ARTICLE IV – MANNER OF ADOPTION AND VOTE OF SURVIVING CORPORATION** (Must complete Section 1, 2, 3, or 4.)

**SECTION 1:** Membership vote not required

☐ The merger was adopted by the incorporators or board of directors without membership action and membership action was not required.

**SECTION 2:** Vote of members

☒ The designation, number of outstanding members, number of votes entitled to be cast by each class entitled to vote separately on the plan, and the number of votes of each class represented at the meeting is set forth below.

	TOTAL	A	B	C
DESIGNATION OF EACH CLASS (if applicable)		Electors	Community	
NUMBER OF OUTSTANDING MEMBERSHIPS	18	14	4	
NUMBER OF VOTES ENTITLED TO BE CAST	18	14	4	
NUMBER OF VOTES REPRESENTED AT THE MEETING	14	12	2	
NUMBER OF MEMBERS VOTED IN FAVOR	14	12	2	
NUMBER OF MEMBERS VOTED AGAINST	0	0	0	

**SECTION 3:**

☐ Written consent executed on \_\_\_\_\_ (month, day, year) and signed by at least 80% of all members.

**SECTION 4:** Approval by third party

☐ If the corporation's articles of incorporation require the plan of merger to be approved in writing by a specified person other than the board of directors, the corporation has obtained the third party's approval pursuant to IC 23-17-19-3.

**ARTICLE V – MANNER OF ADOPTION AND VOTE OF NONSURVIVING CORPORATION** (Must complete Section 1 or 2.)

**SECTION 1:** Member ship vote not required

☐ The merger was adopted by the incorporators or board of directors without membership action and membership action was not required.

**SECTION 2:** Vote of members

☒ The designation, number of outstanding members or delegates, number of votes entitled to be cast by each class entitled to vote separately on the plan, and the number of votes of each class represented at the meeting is set forth below.

	TOTAL	A	B	C
DESIGNATION OF EACH CLASS (if applicable)				
NUMBER OF OUTSTANDING MEMBERSHIPS	7	7		
NUMBER OF VOTES ENTITLED TO BE CAST	7	7		
NUMBER OF VOTES REPRESENTED AT THE MEETING	4	4		
NUMBER OF MEMBERS VOTED IN FAVOR	4	4		
NUMBER OF MEMBERS VOTED AGAINST	0	0		

**ARTICLE VI – REGISTERED AGENT INFORMATION**

To determine if your Registered Agent is a Commercial Registered Agent (CRA), go to [INBIZ.in.gov](http://INBIZ.in.gov).

Provide either commercial registered agent or noncommercial registered agent information below.

☐ Commercial registered agent Name of registered agent (Do not provide address)

OR

☒ Noncommercial registered agent Name of registered agent  
William N. Rieth

Address (number and street) (A P.O. Box is not acceptable unless accompanied by a Rural Route number.) City State ZIP code  
601 CR 17 Elkhart IN 46516

(OPTIONAL) E-mail address of the registered agent at which the registered agent will accept electronic service of process

☒ By checking the box, the Signator(s) represent(s) that the Registered Agent named in these Articles of Merger has consented to the appointment of Registered Agent.

**SIGNATURE**

In witness whereof, the undersigned being the \_\_\_\_\_ President/CEO of the surviving corporation executes  
(title)

these Articles of Merger and verifies, subject to penalties of perjury, that the statements contained herein are true,

this 27 day of September, 2019.

Signature  Printed name  
William N. Rieth

## PLAN OF MERGER

August 9, 2019

This Plan of Merger is between UNITED WAY OF ELKHART COUNTY, INDIANA, INC., an Indiana nonprofit corporation ("UWEC") and the "Surviving Corporation", and UNITED FUND OF LA GRANGE COUNTY, INDIANA, INC., an Indiana nonprofit corporation ("UFLC").

In consideration of the mutual covenants herein and intending to be legally bound hereby, the parties agree as follows:

1. Effective on the date the Articles of Merger are filed with the Indiana Secretary of State (the "Effective Date of the Merger") UFLC shall be merged with and into UWEC, which shall be the surviving corporation and the separate existence of UFLC shall cease.
2. The name of the surviving corporation shall be "UNITED WAY OF ELKHART AND LA GRANGE COUNTIES, INDIANA INC."
3. The Amended and Restated Articles of Incorporation of United Way of Elkhart and LaGrange Counties, Indiana Inc. attached as **Exhibit "A"** shall become on the Effective Date of the Merger the Articles of Incorporation of the Surviving Corporation.
4. The By-Laws attached as **Exhibit "B"** (the "By-Laws") shall become on the Effective Date of the Merger the by-laws of the Surviving Corporation.
5. The directors of the Surviving Corporation shall be as follows and shall remain the directors of the Surviving Corporation until their respective successors are elected and qualify:

Shannon Klein  
Andrew Helfrich  
Corbin Miller  
Dawn Fisher  
Mark Podgorski  
Maria Behr  
Gil Brown  
Ashley Martin  
Lon Mast  
Jeff New  
Jim Pinarski  
William Rieth  
Leona Walker  
Doug Wogoman  
Travis Glick  
Jeff Campos  
Cathy Hefty

6. The officers of the UWEC on the Effective Date of the Merger shall be and remain the officers of the Surviving Corporation subject to their replacement from time to time in accordance with the By-Laws.
7. This Plan of Merger is expressly conditioned upon approval by the Members of the UWEC and UFLC.
8. From and after the Effective Date of the Merger, the Surviving Corporation shall, without further transfer, succeed to and thereafter possess and enjoy all of the public and private rights, privileges, immunities and franchises, and be subject to all of the public and private restrictions, liabilities and duties, of UFLC; all property (real, personal and mixed) of, all debts (on whatever account) due to, and all things in action and each and every other interest of or belonging or due to, UFLC shall be taken by and deemed to be transferred to and vested in the Surviving Corporation without further act, deed or other instrument; and the title to any real estate or any interest therein, vested by deed or otherwise, in the UFLC, shall not revert or be in any way impaired by reason of the merger.

**EXHIBIT A**  
**AMENDED AND RESTATED**  
**ARTICLES OF INCORPORATION**  
**OF UNITED WAY OF ELKHART**  
**AND LAGRANGE COUNTIES, INDIANA INC.**

United Way of Elkhart and LaGrange Counties, Indiana Inc., an Indiana nonprofit corporation existing under the Indiana Nonprofit Corporation Act of 1991, as amended, does hereby amend and restate its Articles of Incorporation in their entirety to supersede and take the place of its previously existing Articles of Incorporation, so that the Articles of Incorporation provide as follows:

**ARTICLE 1**  
**Name**

The name of the Corporation is "United Way of Elkhart and LaGrange Counties, Indiana Inc."

**ARTICLE 2**  
**Type of Nonprofit Corporation**

This Corporation is a public benefit corporation.

**ARTICLE 3**  
**Registered Agent**

The street address of the Corporation's registered office in Indiana is 601 CR 17, Elkhart, Indiana 46516 and the name of the Corporation's resident agent at that office is William N. Rieth.

**ARTICLE 4**  
**Members**

The Corporation has no members.

**ARTICLE 5**  
**Purposes**

The Corporation is organized exclusively for charitable, religious, educational, and/or scientific purposes, which includes, but it is not limited to, identifying social issues in the communities it serves and initiating and supporting plans and programs to address such issues by making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code.

No part of the net earnings of the Corporation shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services

rendered and to make payments and distributions in furtherance of its purposes set forth in these Articles of Incorporation.

No substantial part of the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the Corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provision of these articles, the Corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or (b) by a corporation, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code, or corresponding section of any future federal tax code.

**ARTICLE 6**  
**Period of Existence**

The period during which the Corporation shall continue is perpetual.

**ARTICLE 7**  
**Provision on Dissolution.**

Upon the dissolution of the Corporation, its net assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code. Any such assets not so disposed of shall be disposed of by a court of competent jurisdiction in Elkhart County, Indiana, exclusively for such purposes or to such organization or organizations, as that Court shall determine, which are organized and operated exclusively for charitable such purposes.

## **EXHIBIT B**

### **AMENDED AND RESTATED BY-LAWS OF THE UNITED WAY OF ELKHART AND LAGRANGE COUNTIES, INDIANA INC.**

#### **ARTICLE I – NAME**

The name of the Corporation shall be the United Way of Elkhart and LaGrange Counties, Indiana Inc.

#### **ARTICLE II – PURPOSE**

The purposes of United Way of Elkhart and LaGrange Counties, Indiana Inc. (the "Corporation") shall reflect the social consciousness of the communities it serves. This responsibility requires that the Corporation be concerned with not only United Way Partner Agencies, but all segments of our society, both governmental and non-governmental, which are organized to provide for our human and social needs.

The objectives for the Corporation are:

1. To identify major social issues and problems and to initiate proposals and plans which will contribute to the solution of these problems, including health, education and financial stability programs.
2. To advocate for the development of sound social policies and programs by private and public agencies and organizations.
3. To support new and innovative services which help our citizens achieve fuller lives.
4. To foster citizens' participation in social benefit agencies.
5. To conduct such drives and campaigns as necessary to provide the Corporation funds to effectively meet these objectives, establish prudent reserves and endow the corporation.

The Corporation shall be non-stock and nonprofit and shall not be authorized to issue capital stock. The Board of Directors shall not commit or allow to be committed any act prohibited by Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, any of the rules and regulations promulgated thereunder, or the Indiana Nonprofit Corporation Act of 1991, as amended (the "Act"). In addition, the Corporation is formed for the purpose of assisting and engaging in all activities which serve charitable purposes, which are permitted by the Act and which are permitted to be carried on by an organization exempt from Federal taxation under the provisions of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (the "Code"), and the regulations issued pursuant thereto, as amended (the "Regulations"), including without limitation (a) soliciting, receiving, holding, investing, administering, and distributing funds in furtherance of its charitable mission, and (b) perpetuating its mission and purpose in the event of dissolution by distributing any and all assets to a successor organization similarly dedicated.

### **ARTICLE III – MEMBERSHIP**

The Corporation shall have no members.

### **ARTICLE IV – BOARD OF DIRECTORS**

1. **Composition and Election.** The management and administration of the Corporation shall be vested in a Board of Directors consisting of no fewer than fifteen (15) and no more than twenty-seven (27) members, who shall, when possible, be divided into three (3) groups with equal number of members, elected (other than the initial Board of Directors) by the Board of Directors from among those nominated by the Board Development Committee for staggered terms of three years each. Additional seats on the Board of Directors, not to exceed six (6), may be appointed for one (1) year terms by the Board of Directors.

Each county which is a part of the Corporation shall have at least three (3) members on the Board of Directors that either live or work in the county that they represent. The remaining members of the Board will be allocated as determined by the Board of Directors, although it is preferred the allocation be based on a county's pro-rata share of the total campaign funds raised in all participating counties of the Corporation during the past three (3) years. It is recommended that the number of Directors from each county will be reviewed every three (3) years beginning January 1, 2020.

After the last meeting of the Board of Directors each year, the terms of one-third of the regularly elected members of the Board shall terminate and their successors shall be elected for a term of three (3) years.

No member of the Board of Directors shall be eligible to serve for more than two (2) consecutive three (3) year terms, but shall be eligible for re-election one (1) year after the expiration of the members second three (3) year term. The Officers of the Board of Directors may serve as voting members of the Board by virtue of their Office and shall not otherwise be bound by term limitations, except the President shall be a non-voting member of the Board.

A vacancy may be declared by the Board of Directors if a director is absent for three (3) consecutive regular meetings without sufficient cause.

2. **Place of Meetings.** The Board of Directors shall hold their meetings at such place as the Board of Directors may from time to time determine.
3. **Regular Meetings.** Regular meetings of the Board of Directors shall be held at least four (4) times a year as the Board of Directors may determine.
4. **Special Meetings.** Special meetings of the Board of Directors may be called at any time by the Chairperson of the Board of Directors on at least two (2) days' notice to each member of the time and place of such a meeting.

The Chairperson shall call a special meeting at his or her direction or upon the request of at least five (5) directors. Twenty-four (24) hours' notice shall be given to each director of the time and place of such a meeting. Notice may be provided electronically

5. Quorum. A majority of the directors present and eligible to vote shall constitute a quorum for the transaction of business at a regularly scheduled meeting. One-half of the members of the Board of Directors eligible to vote shall constitute a quorum for the transaction of business at a Special Meeting. If a quorum is not present at any meeting, a majority of the directors present may adjourn the meeting without further notice.
6. Board Action. The act of a majority of the directors present at a meeting at which a quorum is present shall be the act of the Board of Directors, unless the act of a greater number is required by law or these by-laws. Members of the Board of Directors may participate in, or conduct, any meeting using any means of communication by which all directors participating may simultaneously communicate with each other during the meeting.
7. Vacancies. Any vacancies occurring on the Board of Directors caused by death, resignation, or otherwise, may be filled for the unexpired term thereof by a majority vote of the remaining members of the Board of Directors entitled to vote at a regularly scheduled or specially called meeting. Nominations for the filling of such vacancies shall be made by the Board Development Committee.
8. Compensation. No director shall receive any salary or pecuniary compensation for his or her service as director.
9. Conflict of Interest. All directors shall attempt to perform their official duties in a manner that is reasonably free from self-interest. Therefore, all directors and decision-making staff members should make known their connections with groups doing business with the organization. This information should be updated regularly. Directors who have an actual or potential conflict of interest should not participate in discussions or vote on matters affecting transactions between the organization and the other group. Staff members who have an actual or potential conflict should not be substantively involved in decision-making affecting such transactions. Each member of the Board shall resist outside pressure to use his or her position as a Board member to benefit either himself, herself or any other individual or agency apart from the total interest of the Corporation. The Corporation shall not lend money to or guarantee the obligations of any individual officer or director of the Corporation.

#### **ARTICLE V – FUNCTIONS OF THE BOARD OF DIRECTORS**

The duties and powers of the Board of Directors shall be to manage the affairs of the Corporation, including:

1. Review and approval of the annual Corporation operating budget, ensuring that all counties that are a part of the Corporation receive resource which are designated to them.



2. Adopting rules, regulations and policies consistent with the purpose of the Corporation and its by-laws.
3. Appointing the officers of the Board.
4. Appointing necessary committees as provided in these by-laws.
5. Providing for annual fund-raising campaign.
6. Receiving and disbursing funds and accepting and disposing of property.
7. Selecting a President/Chief Executive Officer for the Corporation
8. Giving, at least once a year, a report of activities to the community.

#### **ARTICLE VI – OFFICERS**

1. **Election.** The officers of this corporation shall be a Chairperson of the Board of Directors, at least one vice-chairperson of the Board of Directors, a president, a secretary, a treasurer, and such other officers as may be created by the Board of Directors. The officers shall be elected annually by the Board of Directors. Said or officers shall hold office for a period of two (2) years, or until their successors are elected and qualified. The Chairperson of the Board of Directors, vice-chairperson, secretary and treasurer shall be elected from the Board of Directors, and these officers shall serve without compensation. The President shall be employed by the Board of Directors under such terms and conditions as the Board of Directors deems advisable.
2. **Duties.** The principal duties of the officers are as follows:
  - A. The Chairperson of the Board of Directors shall preside at all meetings of the Board of Directors and Executive Committee. The Chairperson shall from time to time report to the Board of Directors matters within the Chairperson's knowledge when the interest of the Corporation may require such to be brought to the notice of the Board of Directors. The Chairperson shall perform such other duties as may be prescribed from time to time by the Board of Directors or by these by-laws.
  - B. The President shall be the chief executive officer of the Corporation and shall have the general supervision, direction and active management of the property, affairs and business of the Corporation, subject to the Board of Directors. The President shall see that all orders and resolutions of the Board of Directors are carried into effect. The President shall sign contracts and other obligations and instruments incidental to the business of the Corporation, unless otherwise ordered by the Board of Directors. The President shall submit a complete and detailed report of the Corporation for the fiscal year and of its financial condition to the Board of Directors at the first regular meeting in each year and shall from time to time report

to the Board of Directors all matters within the President's knowledge which the interests of the Corporation may require to be brought to the President's notice. The President shall perform such additional duties as may be prescribed from time to time by the Board of Directors.

- C. The Vice-Chairperson shall discharge the duties of the Chairperson in the event of the Chair's absence or disability for any cause whatever; the Vice-Chairperson shall perform such additional duties as may be prescribed from time to time by the Board of Directors or as may be prescribed from time to time by these by-laws.
- D. The Secretary shall keep all records, books and papers belonging to the Corporation and in any way pertaining to the business thereof, prepare minutes, and authenticate records of the Corporation. The Secretary shall attend to the serving of all notices of the Corporation whereby meetings of the Board of Directors are assembled and shall in general perform all duties which are incident to the office of secretary of the Corporation, subject to the Board of Directors. The Secretary shall perform such additional duties as may be prescribed from time to time by these by-laws or the Board of Directors.
- E. The Treasurer shall serve as the Chairperson of the Finance Committee. The Treasurer shall also keep account of all money, credits and property of the Corporation which shall come into the Treasurers hands and keep an accurate account of all moneys received and disbursed. The Treasurer shall have the custody of all of the funds and securities of the Corporation. Whenever necessary, the Treasurer shall endorse on behalf of the Corporation all checks, notes and other obligations and evidences of the payment of money, payable to the Corporation, or coming into the Treasurers possession and shall deposit the funds arising thereon together with all other funds of the Corporation coming into the Treasurers possession in such banks as may be selected as the depositories of the Corporation or properly care for them in such other manner as the Board of Directors may direct.

Whenever required by the Board of Directors to do so, the Treasurer shall exhibit a true and complete statement of the cash account and of the securities and other funds of the Corporation, and shall at all reasonable times, within the business hours, exhibit the Corporation's books and accounts to any director. The Treasurer shall, in general, perform all of the duties which are incident to the office of treasurer of a corporation subject to the Board of Directors. The Treasurer shall perform such additional duties as may be prescribed from time to time by the Board of Directors or by these by-laws. Treasurer shall provide quarterly and annual reports on the financial condition of the Corporation to the Board of Directors.

- 3. Checks, Drafts, or Orders: Deposit. All checks, drafts, or orders for the payment of money, notes, or other evidences of indebtedness issued in the name of the Corporation, shall be signed by such officer or officers or agent or agents of the Corporation, and in such manner as shall from time to time be determined by resolution of the Board of Directors. In the absence of such determination by the Board of Directors, such instruments shall be signed by the Treasurer or an assistant treasurer and counter signed by the President or a Vice

President of the Corporation. All funds of the Corporation shall be deposited from time to time to the credit of the Corporation in such banks, trust companies, or other depositories as the Board of Directors may select.

4. Vacancies. Whenever any vacancies shall occur in any office of the Corporation, such vacancy shall be filled by the Board of Directors by the election of a new officer who shall hold office until the next annual meeting or until a successor is duly elected and qualified.
5. Delegation of Duties. In case of the absence or inability to act of any officer of the Corporation, the Board of Directors may delegate for the time being the duties of such officer to any other officer or to any director.

#### **ARTICLE VII – CORPORATE INDEMNIFICATION**

1. Indemnification. The following provisions shall govern indemnification by the Corporation of its officers and Directors.
  - A. The Corporation shall indemnify a Director or officer of the Corporation who was wholly successful, on the merits or otherwise, in the defense of any proceeding to which the Director or officer was a party, because the Director or officer is or was a Director or officer of the Corporation against reasonable expenses incurred by the Director or officer in connection with the proceeding.
  - B. The Corporation may indemnify an individual made a party to a proceeding because the individual is or was a Director, officer, employee or agent of the Corporation against liability incurred in the proceeding if authorized in the specific case of determination, in the manner set forth in (c) hereof, that indemnification of the Director, officer, employee or agent, as the case may be, is permissible in the circumstances because:
    - i. the individual's conduct was in good faith; and
    - ii. the individual reasonably believed:
      - a. in the case of conduct in the individual's official capacity with the Corporation, that the individual's conduct was in its best interests; and
      - b. in all other cases, that the individual's conduct was at least not opposed to its best interests; and
    - iii. in the case of any criminal proceeding, the individual either:
      - a. had reasonable cause to believe that the conduct was lawful; or
      - b. had no reasonable cause to believe that the conduct was unlawful.

- C. The determination required by (b) hereof shall be made by any one (1) of the following procedures:
- i. By the Board of Directors by a majority vote of a quorum consisting of Directors not at the time parties to the proceeding.
  - ii. If a quorum cannot be obtained under subdivision (i) above, then by a majority vote of a committee duly designated by the Board of Directors (in which designation Directors who are parties may participate), consisting solely of two (2) or more Directors not at the time parties to the proceeding.
  - iii. By special legal counsel:
    - a. selected by the Board of Directors or its committee in the manner prescribed in subdivision (i) or (ii) above; or
    - b. if a quorum of the Board of Directors cannot be obtained under subdivision (i) and a committee cannot be designated under subdivision (ii), then selected by majority vote of the full Board of Directors (in which selection the Directors who are parties may participate.)
- D. The indemnification and advancement of expenses for directors, officers, employees and agents of the Corporation shall apply when such persons are serving at the Corporation's request while a director, officer, employee or agent of the Corporation, as the case may be, as a director, officer, partner, trustee, employee or agent of another foreign or domestic corporation, partnership, joint venture, trust, employee benefit plan or other enterprise, whether for profit or not, as well as in their official capacity with the Corporation.
- E. The Corporation also may pay for or reimburse the reasonable expenses incurred by a director, officer, employee or agent of the Corporation who is a party to a proceeding in advance of final disposition of the proceeding if:
- i. the individual furnishes the Corporation with a written affirmation of the individual's good faith belief that the individual has met the standard of conduct described in (b) hereof;
  - ii. the individual furnishes the Corporation with a written undertaking, executed personally or on the individual's behalf, to repay the advance if it is ultimately determined that the individual did not meet the standard of conduct; and
  - iii. a determination is made that the facts then known to those making the determination would not preclude indemnification.

The undertaking required above must be an unlimited general obligation of the individual but need not be secured and may be accepted without reference to the

individual's financial ability to make repayment. The determination referenced above shall be made in the same manner as prescribed by (c) hereof.

- F. The Corporation shall purchase and maintain policies of insurance on behalf of a Director, officer, employee or agent of the Corporation, or who, while a director, officer, employee or agent of the corporation, is or was serving at the request of the Corporation as a director, officer, partner, trustee, employee or agent of another foreign or domestic corporation, partnership, joint venture, trust, employee benefit plan, or other enterprise, against liability asserted against or incurred by the individual in that capacity or arising from the individual's status as a director, officer, employee, or agent, whether or not the Corporation would have the power to indemnify the individual against the same liability under applicable law.
- G. Nothing contained in this Section shall limit or preclude the exercise of any right relating to indemnification or advance or expenses to any person who is or was a director, officer, employee or agent of the Corporation or the ability of the Corporation otherwise to indemnify or advance expenses to any such person by contract or in any other manner. If any word or sentence of the foregoing provisions regarding indemnification or advancement of expenses shall be held invalid as contrary to law or public policy, it shall be severable and the provisions remaining shall not be otherwise affected. All references in this section to "director", "officer", "employee", and "agent" shall include the heirs, estate, executors, administrators and personal representatives of such persons.

#### **ARTICLE VIII – COMMITTEES**

- 1. **Executive Committee.** The officers elected by the Board of Directors and any other director appointed by the Board of Directors shall constitute the Executive Committee, which shall not exceed ten (10) members.

The Executive Committee may, at a duly called Executive Committee meeting, act on behalf of the Board of Directors. All such action by the Executive Committee must be reported at the next regularly scheduled Board of Directors meeting and is subject to final approval by the Board of Directors. Attendance of half of the membership of the Executive Committee shall constitute a quorum, and the act of a majority of the members present shall be the act of the Executive Committee. The Executive Committee shall meet at least one time a year and at such other times as determined by the Chairperson.

- 2. **Board Development Committee.** The Board Development Committee shall consist of not less than five (5) members nor more than ten (10) members, and at least 51% of whom shall be members of the Board of Directors of the Corporation. There shall be at least one (1) member who lives or works from each county which is a part of the Corporation. It shall be the duty of the Board Development Committee to present to the Board of Directors, at a minimum – annually, a slate of candidates for the election to the Board of Directors. The Board Development Committee shall also prepare a slate of officers for the

newly constituted Board of Directors to be voted on by the newly constituted Board of Directors. Furthermore, the Board Development Committee will facilitate the process for recruitment of new committee members, to oversee an orientation program for new board members and conduct periodic evaluations of board performance.

3. Finance Committee. The Finance Committee shall consist of not less than five (5) members nor more than ten (10) members, 51% of whom shall be members of the Board of Directors of the Corporation. There shall be at least one (1) member who lives or work from each county which is part of the Corporation. Said committee shall be appointed annually by the Board of Directors. It shall be the duty of the Finance Committee to make recommendations to the Board of Directors concerning, among other things, the budget, debt reserve levels, and investment and reserve policies for the Corporation.
4. Additional Committees. In addition to the Executive, Finance, and Board Development Committees, the Board of Directors shall have the power to appoint such additional committees as may, from time to time, be necessary to adequately carry out the activities of the Corporation.
5. Program Committees. The program divisions of the Corporation shall be grouped into two (2) major divisions, namely Campaign and Community Impact.

Each county that is a part of the Corporation shall have their own Campaign and Community Impact Committees. The Chairperson of each Campaign Committee may form an Executive Campaign Committee for the Corporation. The Chairperson of each Community Impact Committee may form an Executive Community Impact Committee for the Corporation.

Each chairperson is responsible to direct the activities of the division, for the selection of any vice-chairperson, and to see that adequate minutes are recorded for each division meeting.

- A. Resource Development Division. Resource Development Committees, with the appropriate staff, are responsible for advising, counseling and developing resource development strategies and communicating with the Board any strategic recommendations. The committee will also ensure that resource development practices are in line with the Corporation's strategic priorities.
- B. Community Impact Division. Community Impact Committees, with the appropriate staff, are responsible for advising, counseling and developing community impact funding and strategies and communicating with the Board any strategic and funding recommendations. The committee will also ensure that Community Impact practices are in line with the Corporation's strategic priorities.

#### **ARTICLE IX – STAFF**

The Board of Directors or the President are authorized to hire such paid staff as shall be necessary to carry on the functions of the Corporation. Except for the President, no paid staff member shall act as a member of the Board of Directors or any other policy committee; provided, however, that they shall be authorized to meet with the Board of Directors and any other committee or operating group for the purpose of assisting in their directive. The President shall be responsible to the Board of Directors. All other staff will be responsible to the President.

#### **ARTICLE X – AUDITING**

The books of the Corporation shall be audited annually by a competent local auditor to be chosen by the Corporation or Finance Committee.

#### **ARTICLE XI – RESOURCE ALLOCATION**

Except upon approval by three fourths (3/4) of the members of the Board of Directors, funds from Campaign and the donor funds shall only be used to support the County from within which such funds were given or designated, less administrative costs of the Corporation.

#### **ARTICLE XII – MISCELLANEOUS**

1. The fiscal year of the Corporation shall begin on the first day of January and end December 31st of each year.
2. In the event of situations not specifically covered in these by-laws, this organization will be governed by Robert's Rules of Order.

#### **ARTICLE XIII – AMENDMENTS**

These by-laws may be altered, amended or repealed at any meeting of the Board of Directors provided that notice in writing of the proposed change shall have been given to each director at least ten (10) days before such meeting.