Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

OMB No 1545-0047

Department of the Treasury Internal Revenue Service

Department of the Treasury Form 990 for instructions and the latest information.

For Paperwork Reduction Act Notice, see the separate instructions. BAA

Open to Public

Inte		nue Service		www.irs.gov/Forn	1990 for instr	uctions and t	ne latest ini	ormation.	11-0	Inspection		
Α	For the	e 2018 calen	idar year, or tax year l	peginning	Jul 1	, 2018, a	and ending	Ju	n 30	, 20 1 9		
В	Check	if applicable	C Name of organization Y	NCA NORTHWE	STERN IL	LINOIS			D Employ	er identification number		
	Address	s change	Doing business as						36-2	L74839		
	Name o	, ,	Number and street (or P	O box if mail is not o	elivered to stre	et address)	Room/suite		E Telephor			
\sqcap	Initial re	*	4990 EAST STA	TE STREET					(815)	968-9681		
\sqcap		urn/terminated	City or town, state or pro		IP or foreign po	stal code			(010)	300 3001		
\Box		ed return	ROCKFORD, IL	•					G Gross re	ceipts \$ 2,756,602.		
\exists		_	F Name and address of pri					Lu/a) la thua a a		subordinates? Yes No		
	Арриса	mon pending .			State Stro	ot Pookford	TT 41100			s included? Yes No		
	Tau		X113 K1epel Hacha j		(insert no)		□ 527 /3			list (see instructions)		
<u> </u>	Websit	empt status			(insert no) L	1 4947(a)(1) or_		H(c) Group				
<u> </u>			vw.YWCANWIL.OR		Other ►	I Ve	ar of formation			of legal domicile IL		
ì	art	Summa		Association	Julier	Lie	ai di idimattor	1 103	I M State	or legal domicile 11		
	1					nt activities	D: ************	23.010V PUDO	IDDALC HAVEN	ENTRAINE DE STORT FAR AUSTR AND		
en en										THROUGH SUPPORT FOR CHILD CARE		
ĕ			ES, FAMILY ADV					K FAMI.	rirs,			
Governance			MOTING PEACE,						050/ 6			
Š.	2		s box ▶ ☐ If the orga						1 1			
			f voting members of						3	16		
که ري	4	Number of	f independent voting	members of the	governing b	oody (Part VI.	, line 1b)	. ၂၂၂၂	4	16		
ite !	5	Total num	ber of individuals em	iployed in calend	ar year 2018	Sign Volette	26 201	9	5	51		
Activities	6	i Otal Hulli	bei di volunteers (es	umate ii necessa	иу)	141		_ <u>SS</u> .	6	37		
• <	7a		lated business reven				75111		7a	<u> </u>		
,	<u> </u> b	Net unrela	ited business taxable	income from Fo	rm 990-T, li	te 38 UGL	JEIN, U		7b	0.		
								Prior Ye		Current Year		
ē	8		ons and grants (Part		•		·		,550.	2,485,788.		
, ī	9		ervice revenue (Part						771.	2,722.		
Revenue	10		it income (Part VIII, c						521.	1,174.		
;	11		enue (Part VIII, colum				,	72	486.	134,795.		
:	12		nue-add lines 8 thro					2,114	,328.	2,624,479.		
•	13		d sımılar amounts pa						5,500.	5,500.		
,	14	Benefits p	aid to or for member	s (Part IX, colum	n (A), lıne 4)		· ·					
S	15	Salaries, of	ther compensation, ei	nployee benefits	(Part IX, colu	mn (A), lines !	5–10)	1,452	,525.	1,691,613.		
Expenses	16a	Profession	nal fundraising fees (l	Part IX, column (/	A), line 11e)							
x	b	Total fund	raising expenses (Pa	rt IX, column (D)	line 25) ▶	66,	782.					
ш	17	Other expo	enses (Part IX, colum	ın (A), lines 11a-	11d, 11f–24e	≘)	· · L	635	,316.	768,856.		
	18	Total expe	enses. Add lines 13-	17 (must equal P	art IX, colum	ın (A), lıne 25	i) .		3,341.	2,465,969.		
	19	Revenue le	ess expenses Subtr	act line 18 from l	ne 12 .	<u></u>		20	,987.	158,510.		
Net Assets or							Beg	ginning of Cu	rrent Year	End of Year		
sets	20	Total asse	ts (Part X, line 16)					2,213	,770.	2,332,398.		
A A	21	Total liabil	ities (Part X, line 26)					289	,681.	249,799.		
2	22	Net assets	or fund balances. S	ubtract line 21 fr	om line 20			1,924	,089.	2,082,599.		
P	art II	Signatu	ıre Block									
Ur	der pena	alties of perjury	, I declare that I have exam	nined this return, incl	uding accompa	nying schedules	and stateme	nts, and to th	ne best of m	y knowledge and belief, it is		
tru	e, correc	t, and complet	te Declaration of preparer	(other than officer) is	based on all inf	ormation of which	ch preparer ha	is any knowl	edge			
			rounces	oun				[]	2/17/19			
Sig	gn	Signat	ure of officer					Da	e			
He	re	KAR	EN BROWN, CHAI	RWOMAN								
		Туре с	or print name and title									
Pa	id	Print/Type	e preparer's name	Prepare	signature		Date	/ 1	Check [of PTIN		
	epare	CHARLE	ES W. ISELY	+6	100)		12/19		oyed P01298343		
1 icpaici									's EIN ► 0	N ► 04-3740168		
U	,c UIII	ı y ——	dress ▶ 18522 Har			IL 61073				.5) 623-6678		
Ma	v the If		this return with the p							. X Yes No		

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REV 05/20/19 PRO

Form **990** (2018)

Part	
1	Check if Schedule O contains a response or note to any line in this Part III
•	
	ELIMINATING RACISM, EMPOWERING WOMEN THROUGH SUPPORT FOR CHILD CARE SERVICES, FAMILY ADVOCACY, AND HOME VISITING FOR AT-RISK FAMILIES,
	AND PROMOTING PEACE, JUSTICE AND DIGNITY FOR ALL.
	The state of the s
2	Did the organization undertake any significant program services during the year which were not listed on the
	prior Form 990 or 990-EZ?
_	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?
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 \$ 1,722,182. including grants of \$ 0.) (Revenue \$ 1,738,783.)
	THE ORGANIZATION ENDEAVORS TO PROVIDE ASSISTANCE AND
	GUIDANCE TO WOMEN AND CHILDREN IN THE SERVICE AREA FOR
	CHILD CARE AND SELF-IMPROVEMENT.
4b	(Code.) (Expenses \$ 503, 681. including grants of \$ 0.) (Revenue \$ 509, 226.)
	THE ORGANIZATION ASSISTS WOMEN AND FAMILIES THROUGH SERVICES FOR FAMILY
	ADVOCACY; HOME VISITING FOR MATERNAL, INFANT AND EARLY CHILDHOOD AT-RISK
	FAMILIES; IMMIGRANT INTEGATION SUPPORT; AND PARTNER ABUSE INTERVENTION SERVICES.
	(Code.) (Expenses \$ 17,119. including grants of \$ 0.) (Revenue \$ 36,552.)
4C	THE ORGANIZATION CONDUCTS EDUCATION IN REGARDS TO RACISM AND CHILD CARE
	PROVIDER SMALL BUSINESS DEVELOPMENT, PROVIDES A FREE COMMUNITY COMPUTER
	LAB TO ASSIST INDIVIDUALS IN FINDING EMPLOYMENT, AND TRANSLATION
	SERVICES FOR THE COMMUNITY.
4d	Other program services (Describe in Schedule O)
	(Expenses \$ 5,500. including grants of \$ 0.) (Revenue \$ 0.)
40	Total program service expenses > 2 249 492

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	1	×	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	2		×
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		×
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4	_	×
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5		×
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		×
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		×
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		×
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9		×
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V .	10		×
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VIII, IX, or X as applicable.	,		
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	11a	×	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		×
С	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		×
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	11d		×
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		×
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		×
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a	×	
	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		×
13 14a	Is the organization a school described in section $170(b)(1)(A)(ii)$? If "Yes," complete Schedule E Did the organization maintain an office, employees, or agents outside of the United States?	13 14a		×
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.	14b		<u>×</u> _
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		_x_
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		×_
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	17		_×_
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	18	×	
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		<u></u>
20 a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		<u>×</u> _
	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? #E\/GRO/150PROPLETE Schedule I, Parts I and II	21		<u>×</u>

Part	IV Checklist of Required Schedules (continued)			_ <u>-</u> -
			Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	×	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23		×
24a	\$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K If "No," go to line 25a	24a		×
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		<u> </u>
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year	04-		
d	to defease any tax-exempt bonds?	24c 24d	-	┼─
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		×
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	25b		×
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If "Yes," complete Schedule L, Part II	26		×
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		×
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		_	
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		×
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		×
С	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c	.,	×
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	×	-
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		×
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		×
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		×
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I.	33		×
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III,	34		×
35a	or IV, and Part V, line 1	35a		
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a	Jour		
36	controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable	35b		×
37	related organization? If "Yes," complete Schedule R, Part V, line 2	36		×
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		×
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note . All Form 990 filers are required to complete Schedule O.	38	×	<u> </u>
Part	Statements Regarding Other IRS Filings and Tax Compliance Check if Schedule O contains a response or note to any line in this Part V			Г
	Oneon a Schedule O contains a response of note to any line in this part v	<u> </u>	Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable 1a 13			
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable]		
С	Did the organization comply with backup withholding rules for reportable payments to vendors and	-		
	reportable gaming (gambling) winnings to prize winners?	1c	×	<u> </u>

orm 9	90 (2018)				Page
Part	V Statements Regarding Other IRS Filings and Tax Compliance (continued)				
				Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax		1. TO		0.50
	Statements, filed for the calendar year ending with or within the year covered by this return	2a 51			1.2.5
b	If at least one is reported on line 2a, did the organization file all required federal employment	tax returns? .	2b	×	
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see ins	tructions) .	Sia Si		
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year		3a		×
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in S	chedule O .	3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other				
	a financial account in a foreign country (such as a bank account, securities account, or other final	ncial account)?	4a		×
b	If "Yes," enter the name of the foreign country				於原
_	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial			<u>ئىنىڭ</u>	174/2
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax		5a		_ <u>×</u>
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelts		5b	<u> </u>	×
С	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		<u>5c</u>	<u> </u>	
6a	Does the organization have annual gross receipts that are normally greater than \$100,0				
	organization solicit any contributions that were not tax deductible as charitable contributions		<u>6a</u>		×
b	If "Yes," did the organization include with every solicitation an express statement that such	CONTINUUTIONS OF			
7	gifts were not tax deductible?		6b	্রক সক্ষয়ে;	网 克拉利
7	Organizations that may receive deductible contributions under section 170(c).				343
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and and services provided to the payor?	partly for goods	7a		أسسانا
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b	×	<u> </u>
	Did the organization sell, exchange, or otherwise dispose of tangible personal property		75	<u> </u>	
С	required to file Form 8282?	ior willen it was	7c		×
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d		488	
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal	L	7e	- المحكة	λ
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal bene		7f		×
g	If the organization received a contribution of qualified intellectual property, did the organization file Form		7g		×
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization f		7h		×
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund m		ALC: NO.	150	¥,* `(
	sponsoring organization have excess business holdings at any time during the year?		8		×
9	Sponsoring organizations maintaining donor advised funds.			19.46	
а	Did the sponsoring organization make any taxable distributions under section 4966?		9a		<u>×</u>
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related per	son?	9b		×
10	Section 501(c)(7) organizations. Enter	1	松 八		KO V
а	Initiation fees and capital contributions included on Part VIII, line 12	10a		3,000	製さな
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities .	10b	WAST.		
11	Section 501(c)(12) organizations. Enter.	f f			
а	Gross income from members or shareholders	11a			
b	Gross income from other sources (Do not net amounts due or paid to other sources				新教
	against amounts due or received from them.)	11b	1223	37 DV.	2 K. J.
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu		12a	. *:38632	3,447,53
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year .	12b			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		420	S-COMPA	1000000
а	Is the organization licensed to issue qualified health plans in more than one state?		13a	St. Marie	SSS:
	Note. See the instructions for additional information the organization must report on Schedul	eO			
b	Enter the amount of reserves the organization is required to maintain by the states in which	13b			
_	the organization is licensed to issue qualified health plans	13c			34
C 1/10	Enter the amount of reserves on hand	130	14a	F ALLEGA	, X
14a h	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in S	Schedule O	14b		
_b	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in		1-75		
15	excess parachute payment(s) during the year?	remaneration of	15		
	If "Yes," see instructions and file Form 4720, Schedule N.		Derived.	2.《加斯》	
			1-1-1-1	-	المستنعد

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

If "Yes," complete Form 4720, Schedule O.

Part		•		
	response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. S	See inst	ructi	ions.
	Check if Schedule O contains a response or note to any line in this Part VI	<u> </u>		. 🗵
Secti	ion A. Governing Body and Management			
	-		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year . 1a 16	2	* 4.0	
	If there are material differences in voting rights among members of the governing body, or			逐黨
	if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.	200 B-703		37.5
L	·		g viğiny G	
b	Enter the number of voting members included in line 1a, above, who are independent . 1b 16			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		<u>×</u>
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person?	3		×
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		×
5	Did the organization become aware during the year of a significant diversion of the organization's assets? .	5		×
6	Did the organization have members or stockholders?	6	×	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a		×
b	Are any governance decisions of the organization reserved to (or subject to approval by) members,			
	stockholders, or persons other than the governing body?	7b		×
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
а	The governing body?	8a	×	
b	Each committee with authority to act on behalf of the governing body?	8b	×	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		×
Secti	on B. Policies (This Section B requests information about policies not required by the Internal Reven		de.)	
			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a		×
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	×	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.	3 3 2 C		82.23 82.23
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	×	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	×	
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	×	
13	Did the organization have a written whistleblower policy?	13	×	
14	Did the organization have a written document retention and destruction policy?	14	×	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
а	The organization's CEO, Executive Director, or top management official	15a	X	فمستست
b	Other officers or key employees of the organization	15b	×	
-	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).	·李 (*、高	72.3	TEN .
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		×
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its		C.L.	<u> </u>
U	participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the			
	organization's exempt status with respect to such arrangements?	16b		
	on C. Disclosure			
17	List the states with which a copy of this Form 990 is required to be filed IL	Γ /C ~ -+:		01(0)
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A if applicable), 990, and 990-7 (3)s only) available for public inspection. Indicate how you made these available. Check all that apply.	(Section	on 5	U I (C)
	Own website Another's website Upon request Other (explain in Schedule O)			
19	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of int	arast n	alicy	and
13	financial statements available to the public during the tax year			, 4114
20	State the name, address, and telephone number of the person who possesses the organization's books and re-		•	
	JOAN BROOKS, 4990 EAST STATE STREET, , ROCKFORD, IL 61108-2211 (815) 968-968	υT		

Form	qqn	(2018)	

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

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.

List persons in the following order individual trustees or directors; institutional trustees; officers; key employees, highest compensated employees; and former such persons.

☐ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A)	(8)				C) ation	<u> </u>		(D)	(E)	(F)
Name and Title	(B) Average hours per	box,	unles	s pe	rson	than on the thick the thick the thick the thick the thick the the thick the	an	Reportable compensation	Reportable compensation from	Estimated amount of
	week (list any hours for related organizations below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	from the organization (W-2/1099-MISC)	related organizations (W-2/1099-MISC)	other compensation from the organization and related organizations
(1) LAURA POMERENE	2.00	×								0
BOARD OF DIRECTORS (2) MICHELLE CASSARO TREASURER	3.00	×		×	<u> </u>			0.	0.	0.
(3) GWYN GULLEY BOARD OF DIRECTORS	2.00	×						0.	0.	0.
(4) MICHELE KIMES SECRETARY	3.00	×		×				0.	0.	0.
(5) CARLA REDD BOARD OF DIRECTORS	2.00	×						0.	0.	0.
(6) DEBRA CYBORSKI BOARD OF DIRECTORS	2.00	×						0.	0.	0.
(7) REBECCA EPPERSON VICE CHAIRWOMAN	3.00	×		×				0.	0.	0.
(8) KAREN BROWN CHAIRWOMAN	3.00	×		×				0.	0.	0.
(9) PURVI SHAH KHARE BOARD OF DIRECTORS	2.00	×						0.	0.	0.
(10) SHURICE HUNTER BOARD OF DIRECTORS	2.00	×						0.	0.	0.
(11) SABA JAFFERY BOARD OF DIRECTORS	2.00	×						0.	0.	0.
(12) LAURIE MILLERBOARD OF DIRECTORS	2.00	×						0.	0.	0.
(13) JULIE MORRIS BOARD OF DIRECTORS	2.00	×						0.	0.	0.
(14) DAWNA MENKE BOARD OF DIRECTORS	2.00	×						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	(C) Position (do not check more than box, unless person is bot officer and a director/trus					an tee)	(D) Reportable compensation from	(E) Reportable compensation related		Estim	(F) Estimated amount of other	
	hours for related organizations below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	the organization (W-2/1099-MISC)	organızatıo (W-2/1099-M		comper from organi and re organiz	the zation elated	1
(15) LORI DIAZ BOARD OF DIRECTORS	2.00	×						0.		0.			0.
(16) GABY JOHNSON BOARD OF DIRECTORS	2.00	×	-					0.		0.			0.
(17) KRIS KIEPER MACHAJEWSKI CHIEF EXECUTIVE OFFICER	40.00			×		×		112,365.		0.	1	1,4	21.
(18) JOAN BROOKS CHIEF FINANCE OFFICER	40.00			×		-		78,307.		0.			54.
(19)									-,		_		
(20)													
(21)											·		
(22)													
(23)								-					
(24)		-											
(25)													
1b Sub-total	VII, Section	n A					*	190,672.		0.			75.
d Total (add lines 1b and 1c) Total number of individuals (including bu reportable compensation from the organ				lıst			e) wl	190,672.	ore than \$10	0.000		6,1	75.
3 Did the organization list any former of employee on line 1a? If "Yes," complete							mp	loyee, or high	est compen	sated	3	Yes	No X
	greater tha	an \$1	50,0	000	? If	"Yes	s," (complete Scho	edule J for 	such 	4		<u> </u>
5 Did any person listed on line 1a receive of for services rendered to the organization									ation or indi	vidual . <u>.</u>	5		
Section B. Independent Contractors									· · · · · · · · · · · · · · · · · · ·	<u> </u>			
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 add	ress							(B) Description of se	ervices	C	(C) Compensate	ion	
SCHMELLING CONSTRUCTION, 315 HARRISON	N AVE, RO	CKFO	RD,	ΙL	61	104	ROC	OF REPLACE	MENT		11	7,4	90.
	, <u>.</u>												
Total number of independent contractor received more than \$100,000 of compens							the	ose listed abo	ve) who				

Form 990 (2018) Part VIII Statement of Revenue

		Check if Schedule C	contains a	a res	ponse or note t	o any line in this	s Part VIII	<u>.</u>	<u> </u>
						(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512–514
nts	1a	Federated campaigns	s	1a					
ira our	b	Membership dues .	[1b	4,015.		1.5		
s, (С	Fundraising events .		1c			44.7		
ar.	d	Related organizations	, [1d					Company of the Compan
S, E	е	Government grants (con	itributions)	1e	2,242,548.				
P S	f	All other contributions, gi	ifts, grants,						
the tr	ļ	and similar amounts not inc	luded above	1f	239,225.				
Ę Ó	g	Noncash contributions includ	led in lines 1a-	1f \$	62,244.				
Contributions, Gifts, Grants and Other Similar Amounts	h	Total. Add lines 1a-1	f.,,		. •	2,485,788.			
					Business Code		200-200		964433001430634
/en	2a	CHILD CARE PROVIE	DER TRAINI	ING	900099	2,170.	2,170.	0.	0.
æ	b	INTERPRETATIONS/T			900099	552.	552.	0.	0.
Program Service Revenue	С								
er.	d								
Ë	е								
gra	f	All other program sen	vice revenue	e			····		
Pro	g	Total. Add lines 2a-2			•	2,722.	0.204 0.000	VIII. 102 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	
	3	Investment income							<u> </u>
		and other similar amo	unts)		•	1,174.	0.	0.	1,174.
	4	Income from investment	t of tax-exem	not ba	ond proceeds ▶			· · ·	
	5	Davidosa		•	▶				
-		- [(ı) Real		(ii) Personal				
	6a	Gross rents	73,0	47.	***				
	b	Less. rental expenses	39,70						
	С	Rental income or (loss)	33,3						
	d	Net rental income or (•	33,342.	33,342.	0.	0.
	7a	Gross amount from sales of	(i) Securitie	s	(II) Other	345 Y & S & W			
	1	assets other than inventory							
	b	Less, cost or other basis	-						
3	-	and sales expenses			٠		5 (0.154)		
۲,	С	Gain or (loss)							
	d	Net gain or (loss)		•	<u> </u> ▶				
nue	8a	Gross income from fu	ndraising						
Ke		events (not including \$	0.	:_	,				
Other Reven		of contributions reporte	ed on line 1c)					
Je.		See Part IV, line 18 .		а	135,891.				
ō		Less: direct expenses		b	92,418.	A PAGE NO.			
		Net income or (loss) fr			events >	43,473.		0.	43,473.
	9a	Gross income from ga	ming activiti						
		See Part IV, line 19	•	а			area i eministra de de de		
	b	Less direct expenses		b	- 				
•	С	Net income or (loss) fr			vities . ►	63.49E1.630.4845.63656385	62087 AND 48-1292-454-178.		30200 (VA) C 30454/VA (1301
	10a	Gross sales, of inventory, less returns and allowances							
				а		AND TANK			
}		Less: cost of goods so		b		7. 2 Tarab (1948)		STATE TAXABLE	Kalantana ataun
}	С_	Net income or (loss) fr		inve		C4215 [07:152366] W888	Maria Service Construction of the Service Serv	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	
		Miscellaneous Re	evenue		Business Code	51 COO	4444 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4		**************************************
	11a	MANAGEMENT FEE			561000	51,693.	51,693.	0.	0.
	b			}			.—.	-	
	C	All other recession	·	}		6 207	6,287.	0.	0.
	d	All other revenue . Total. Add lines 11a-1		Į		6,287.			
	e 12	Total. Add lines Tra-				2,624,479.	94,044.	0.	44,647.
	16	· viai revenue. Jee III	34 464013		1	4,043,3,7,	J 1 1 U 1 1 .	Ų • I	37/07/+

Part IX Statement of Functional Expenses

	Section :	501(c)(3) and 501(c)(4)	organizations must	complete all columns	All other of	organizati	ions must com	plete column ((A)
--	-----------	-------------------------	--------------------	----------------------	--------------	------------	---------------	----------------	-----

	Charle of Cabadula Capataina a recons				
	Check if Schedule O contains a respon			<u> </u>	<u> </u>
	ot include amounts reported on lines 6b, 7b, b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2	Grants and other assistance to domestic individuals. See Part IV, line 22	5,500.	5,500.		
3	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16		3,000		
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	205,705.	171,689.		13, 953.
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	20071001	1,1,003.	20,000.	13,753.
7	Other salaries and wages	1,223,187.	1,158,230.	38,317.	26,640.
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	46,926.	43,244.	1,623.	2,059.
9	Other employee benefits	97,668.		992.	2,739.
10	· ·			3,574.	
	•	118,127.	111,325.	3,3/4.	3,228.
11 a	Fees for services (non-employees) Management			,	
b	Legal	4,661.	0.	4,661.	0.
С	Accounting	27,000.	22,650.	4,055.	
d	Lobbying				
е	Professional fundraising services. See Part IV, line 17			CAALAX DAGAA	
f	Investment management fees . :		W. Co. Oct. 10. 1. 12. 2. 4. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.	N - 7 - 70 - 10 - 10 - 10 - 10 - 10 - 10	
g	Other (If line 11g amount exceeds 10% of line 25, column				
Э	(A) amount, list line 11g expenses on Schedule O)	214,598.	199,051.	11,040.	4,507.
12	Advertising and promotion	214,330.	199,031.		4,507.
	-	20,024.	18,015.	1,555.	454.
13	Office expenses	20,024.	18,013.	1,355.	434.
14	Information technology				
15	Royalties				
16	Occupancy	41,710.	40,982.	0.	728.
17	Travel	39,740.	33,548.	6,122.	70.
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				_
19	Conferences, conventions, and meetings .				
20	Interest	2,446.	0.	2,446.	0.
21	Payments to affiliates				
22	Depreciation, depletion, and amortization .	68,272.	39,695.	27,430.	1,147.
23	Insurance	17,860.	13,977.	3,538.	345.
		TATALE STATE OF THE STATE OF THE			
24	Other expenses Itemize expenses not covered	WOMEN COME CANAL AND AND			
	above (List miscellaneous expenses in line 24e. If				
	line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O)				MARKET AND AND A
		AND DESCRIPTION OF THE PARTY OF	多方式等的现在分式等	原在新洲山村远望了城 。	AMERICAN STATES
а	CLIENT ASSISTANCE	154,776.	154,776.	0.	0.
b	Training & resources	35,923.	32,322.	3,067.	534.
С	General Supplies	10,044.	9,977.	29.	
d	Contributions in kind	12,943.	10,080.	0.	2,863.
е	All other expenses	118,859.	89,484.	22,193.	7,182.
25	Total functional expenses. Add lines 1 through 24e	2,465,969.	2,248,482.	150,705.	66,782.
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation Check here if following SOP 98-2 (ASC 958-720)				
	 -	REV 05/20/19 PRO			Form 990 (2018)

Part X Balance Sheet

		Check if Schedule O contains a response or note to any line in this P.	art X		
		ensering contents a responde of field to dry line in the fi			· · · · · ·
			(A) Beginning of year		(B) End of year
	1	Cash—non-interest-bearing	75,042.	1	50,550.
	2	Savings and temporary cash investments	120,443.	2	75,703.
	3	Pledges and grants receivable, net	66,046.	3	67,351.
	4	Accounts receivable, net	366,652.	4	454,675.
	5	Loans and other receivables from current and former officers, directors,	500,052.	A Prophing	MARINE PROPERTY OF THE PROPERT
ts		trustices, key employees, and highest compensated employees Complete Part II of Schedule L		5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section $501(c)(9)$ voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L	more appearance of the control of th	6	And the second s
Assets	7	Notes and loans receivable, net		7	
Ä	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges	30,477.	9	41,386.
	10a	Land, buildings, and equipment cost or other basis. Complete Part VI of Schedule D 10a 2,998,812.			
	b	Less. accumulated depreciation 10b 1,356,079.	1,555,110.	10c	1,642,733.
	11	Investments—publicly traded securities		11	
	12	Investments—other securities. See Part IV, line 11	· · · · · · · · · · · · · · · · · · ·	12	
	13	Investments—program-related See Part IV, line 11		13	
	14	Intangible assets		14	- · · · · · · · · · · · · · · · · · · ·
	15	Other assets. See Part IV, line 11		15	
	16	Total assets. Add lines 1 through 15 (must equal line 34)	2,213,770.	16	2,332,398.
	17	Accounts payable and accrued expenses	278,819.	17	242,575.
	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	
s	22	Loans and other payables to current and former officers, directors,			
Liabilities	22	trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L	And commerce property in the commerce of the c	22	ang manag raping rapidal himos sulved
E.	23	Secured mortgages and notes payable to unrelated third parties	10,862.	23	7,224.
	24	Unsecured notes and loans payable to unrelated third parties	20,000	24	
		Other liabilities (including federal income tax, payables to related third	<u> </u>		
	25	parties, and other liabilities not included on lines 17–24). Complete Part X of Schedule D		25	
ļ	26	Total liabilities. Add lines 17 through 25	289,681.	26	249,799.
\dashv		Organizations that follow SFAS 117 (ASC 958), check here ▶ 🖾 and		734 1 711 2011 711	CARLES AND
Net Assets or Fund Balances		complete lines 27 through 29, and lines 33 and 34.			
<u>a</u>	27	Unrestricted net assets	1,843,989.	27	1,983,049.
Ba	28	Temporarily restricted net assets	80,100.	28	99,550.
밀	29	Permanently restricted net assets		29	C
교		Organizations that do not follow SFAS 117 (ASC 958), check here ▶ ☐ and	pagning dingnop phase monay paido 19		The improvided thousand institutes with the contraction of the contrac
ត់		complete lines 30 through 34.			
3	30	Capital stock or trust principal, or current funds		30	
SSE	31	Paid-in or capital surplus, or land, building, or equipment fund .		31	
ĮΫ	32	Retained earnings, endowment, accumulated income, or other funds.		32	
Š	33	Total net assets or fund balances	1,924,089.	33	2,082,599.
	34 -	Total liabilities and net assets/fund balances	2,213,770.	34	2,332,398.

Part	XI Reconciliation of Net Assets				
	Check if Schedule O contains a response or note to any line in this Part XI				
1	Total revenue (must equal Part VIII, column (A), line 12)	1	2,6	524,4	179.
2	Total expenses (must equal Part IX, column (A), line 25)	2	2,4	165,9	969.
3	Revenue less expenses. Subtract line 2 from line 1	3		58,5	10.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	1,9	924,0	<u> </u>
5	Net unrealized gains (losses) on investments	5			
6	Donated services and use of facilities	6			
7	Investment expenses	7			
8	Prior period adjustments	8			
9	Other changes in net assets or fund balances (explain in Schedule O)	9			
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line				
	33, column (B))	10	2,0)82,5	<u> 99.</u>
Part	XII Financial Statements and Reporting				_
	Check if Schedule O contains a response or note to any line in this Part XII	· ·			<u>- </u>
				Yes	No
1	Accounting method used to prepare the Form 990	_	_		
	If the organization changed its method of accounting from a prior year or checked "Other," exp	olain ii	n		
_	Schedule O.			- - -	
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?			1	×
	If "Yes," check a box below to indicate whether the financial statements for the year were comp	olled c	ir		
	reviewed on a separate basis, consolidated basis, or both:				
	Separate basis Consolidated basis Both consolidated and separate basis		. 2b		
р	Were the organization's financial statements audited by an independent accountant?		·	 ^ -	<u> </u>
	If "Yes," check a box below to indicate whether the financial statements for the year were audite	a on	a		
	separate basis, consolidated basis, or both.				
	Separate basis Consolidated basis Both consolidated and separate basis		.		
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for over of the audit, review, or compilation of its financial statements and selection of an independent account	ersigr otant?	" 2c	×	
				 ^	
	If the organization changed either its oversight process or selection process during the tax year, ex- Schedule O.	piairi	''		
0-	As a result of a federal award, was the organization required to undergo an audit or audits as set	forth i	n -		
3a	the Single Audit Act and OMB Circular A-133?		'' 3a	×	
ь	If "Yes," did the organization undergo the required audit or audits? If the organization did not under	rao th		 	
U	required audit or audits, explain why in Schedule O and describe any steps taken to undergo such at	ıdıts.	3b	×	
	roquiros assir si assir orpiani, mily in societate s and describe any energy remaining		Fo	m 990	(2018)

SCHEDULE A (Form 990 or 990-EZ)

Public Charity Status and Public Support Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

OMB No 1545-0047

2018

Open to Public Inspection

Department of the Treasury Internal Revenue Service Name of the organization

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

▶ Attach to Form 990 or Form 990-EZ. Employer identification number

I WC.	A NOKIHWEZIEKN IPPINOTZ					30-21/4039					
Pa	Reason for Public Cha	rity Status (All	organizations must	comple	ete this p	art.) See instruction	ons.				
The	organization is not a private found	ation because it	is: (For lines 1 through	12, che	ck only o	ne box.)					
1	A church, convention of church		· -				07				
2	A school described in section										
3	A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).										
4	C										
4	hospital's name, city, and state	•	orijunicaon with a nos	pital dest	JIIDCG III .		(iii)i Eritor tro				
_	As a second to the second to t	4L - L 4A - 4 -				ad bu a gayayanaani	tal unit danambad ir				
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 gover										
7	X An organization that normally			port fron	n a gover	nmental unit or fron	n the general public				
	described in section 170(b)(1)(A)(vi). (Comple	te Part II.)								
8	A community trust described	n section 170(b)(1)(A)(vi). (Complete	Part II.)							
9	An agricultural research organ				erated in	conjunction with a l	and-grant college				
J	or university or a non-land-grauniversity.	ant college of agi	riculture (see instruction	ons). Ent	er the nar	ne, city, and state of	the college or				
10	☐ An organization that normally	receives. (1) mor	re than 331/3% of its si	upport fr	om contri	butions, membershi	p fees, and gross				
	receipts from activities related support from gross investmen	I to its exempt fu	inctions—subject to c	ertain ex	ceptions,	and (2) no more that	n 331/3% of its				
	acquired by the organization a	after June 30, 19	75. See section 509 (a	a)(2). (Co	molete P	art III.)	Dusinesses				
11	An organization organized and										
12	An organization organized and						rry out the purposes				
12	of one or more publicly supp	orted organization	ons described in sect i	ion 5096	a)(1) or s	ection 509(a)(2). Se	e section 509(a)(3)				
	Check the box in lines 12a thro	onco organizatio onah 12d that de	scribes the type of sur	onortina (organizati	on and complete line	es 12e. 12f. and 12a				
		_									
а	☐ Type I. A supporting organithe supported organization	nization operated	supervised, or contr	deet a m	ns suppo	the directors or trust	os of the				
						ine directors or trust	ees of the				
	supporting organization. Y										
b		nization supervis	sed or controlled in co	nnection	with its	supported organizati	on(s), by having				
	control or management of				e persons	that control or man	age the supported				
	organization(s) You must										
C	Type III functionally integ	jrated. A suppor	ting organization opei	rated in c	connectio	n with, and functiona	ally integrated with,				
	its supported organization	(s) (see instructio	ons). You must comp	lete Part	: IV, Sect	ions A, D, and E.					
d	☐ Type III non-functionally	integrated. A su	ipporting organization	operate	d in conn	ection with its suppo	orted organization(s				
	that is not functionally inte	grated. The orga	inization generally mu	st satisfy	a distribi	ution requirement an	d an attentiveness				
	requirement (see instruction	ns). You must c	complete Part IV, Sec	ctions A	and D, ai	nd Part V.					
_		-					e II. Type III				
е	functionally integrated, or	Type III non-fund	tionally integrated sui	nnortina	organizat	ion.	5, . , po				
	Enter the number of supported				9						
'					•		• •				
<u>g</u>			Т	T' -	organization	(v) Amount of monetary	(vi) Amount of				
	(i) Name of supported organization	(u) EIN	(iii) Type of organization (described on lines 1–10		ur governing		other support (see				
			above (see instructions))	docu	ment?	instructions)	instructions)				
					1 44-	4					
				Yes	No						
(A)											
(, A)					<u> </u>						
(D)											
(B)				1							
(C)		1									
				 							
(D)											
			-	 	 						
(E)											
				-	<u> </u>						

18

instructions

							5-
Part							•
	(Complete only if you checked the Part III. If the organization fails to						ality under
Secti	on A. Public Support	o quality unde	er the tests in	sted below, p	nease compile	ele Fart III.)	
	idar year (or fiscal year beginning in)	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1	Gifts, grants, contributions, and	(a) 2014	(b) 2013	(6) 2010	(u) 2017	(e) 2016	(i) Iolai
•	membership fees received. (Do not						
		1,479,469.	1.765.976	1.863.338	2.170 592	2 621 679	9 901 054
2	Tax revenues levied for the	1,175,105.	1,703,370.	1,003,330.	2,110,332.	2,021,013.	7, 301, 034
_	organization's benefit and either paid						
	to or expended on its behalf						
3	The value of services or facilities	<u></u>					-
	furnished by a governmental unit to the		ļ		-		
	organization without charge				li.		
4	Total. Add lines 1 through 3	1,479,469.	1,765,976.	1,863,338.	2,170,592.	2,621,679.	9,901,054.
5	The portion of total contributions by	6. "你就没看!	设施资金等效	1.生物化的物质	ON STREET		·
•	each person (other than a	for a second					
	governmental unit or publicly		W. Trans				
	supported organization) included on						
	line 1 that exceeds 2% of the amount						
	shown on line 11, column (f)						
6	Public support. Subtract line 5 from line 4	能高級權利第3			(海岸)	學學學學	9,901,054.
	on B. Total Support			·	,	·	
Calen	dar year (or fiscal year beginning in)	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
7	Amounts from line 4	1,479,469.	1,765,976.	1,863,338.	2,170,592.	2,621,679.	9,901,054.
8	Gross income from interest, dividends,				ļ]	
	payments received on securities loans,			-			
	rents, royalties, and income from						
_	similar sources	65,538.	70,497.	86,508.	73,864.	74,220.	370,627.
9	Net income from unrelated business						
	activities, whether or not the business is regularly carried on						
40	_					<u> </u>	 .
10	Other income. Do not include gain or loss from the sale of capital assets						
	(Explain in Part VI.)						
11	, ,	PRAISIPACE		POSTER TYPESTS OF	terdesisti (nationalisti (n		10 271 601
12	Gross receipts from related activities, etc	79 71 31 11 11 11 11	1 01 111111 - 22-12-11-11-12-12-12-12-12-12-12-12-12-1	nana zanapinya ana ng ngang i mining it	Lönder Fildstrandistra	12	10,2/1,001
13	First five years. If the Form 990 is for the	•	-	d third fourth	or fifth tax v	L	n 501(c)(3)
	organization, check this box and stop he						
Secti	on C. Computation of Public Suppor			·			
14	Public support percentage for 2018 (line			1, column (f))		14	96.39%
15	Public support percentage from 2017 Scl					15	96.13 %
16a	331/3% support test - 2018. If the organ	ization did not	check the box	on line 13, ar	nd line 14 is 33	31/3% or more,	check this
	box and stop here. The organization qua						
b	331/3% support test-2017. If the organi	zation did not	check a box o	n line 13 or 16	ia, and line 15	ıs 331/3% or m	ore, check
	this box and stop here. The organization	qualifies as a j	publicly suppo	rted organizati	on		▶ [
17a	10%-facts-and-circumstances test-2	018. If the orga	anızatıon dıd n	ot check a bo	x on line 13, 1	6a, or 16b, and	d line 14 is
	10% or more, and if the organization me						
-	Part VI how the organization meets the "						
	organization						▶ 🗀
b	10%-facts-and-circumstances test-2	017. If the orga	anization did n	ot check a bo	x on line 13, 1	6a, 16b, or 17	a, and line
	15 is 10% or more, and if the organiza						
	Explain in Part VI how the organization r				_	•	
	supported organization						> [

▶ □

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

Part								
	(Complete only if you							nder Part II.
	If the organization fails	s to qualify	under the te	sts listed bel	ow, please co	omplete Part	II.)	
	ion A. Public Support			,				
	ndar year (or fiscal year begini		(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1	Gifts, grants, contributions, and mem				1			
2	received (Do not include any "unusu			ļ				
2	Gross receipts from admissions, m sold or services performed, or	r facilities						
	furnished in any activity that is rel	lated to the						/
3	organization's tax-exempt purpose Gross receipts from activities that a					 -		
3	unrelated trade or business under		· · · · · · · · · · · · · · · · · · ·					
4	\	for the					/	
	organization's benefit and eith or expended on its behalf.	er paid to						L
5	The value of services or						1	
	furnished by a governmental using anization without charge.	unit to the				' /		
6	Total. Add lines 1 through 5.	. \. [
7a	Amounts included on lines 1, received from disqualified pers	' \						
b	Amounts included on lines received from other than of						**· ** *	
	persons that exceed the greater				· /]	
•	or 1% of the amount on line 13 f							
С	Add lines 7a and 7b	[
8	Public support. (Subtract line line 6)							
Secti	on B. Total Support							
Calen	ndar year (or fiscal year beginn	ning in) 🕨	(a) 2014	(b) 2015 /	(c) 2016	(d) 2017	(e) 2018	(f) Total
9	Amounts from line 6	[
10a	Gross income from interest,	i i						
	payments received on securities lo royalties, and income from similar s							
b	Unrelated business taxable inc	ome (less						
	section 511 taxes) from b	usinesses					•	
	acquired after June 30, 1975 .	. [
С	Add lines 10a and 10b	[
11	Net income from unrelated	-			\ \			
	activities not included in line 10b							
	or not the business is regularly o	عر				\		
12	Other income Do not include							
	loss from the sale of capital	ai assets						
40	(Explain in Part VI.)							
13	Total support. (Add lines 9, and 12.)	JOC, 11,						
14	First five years. If the Form 9	On ic for th	o organization	o's first second	d third fourth	or fifth tay w	ar as a section	n 501(c)(3)
14	organization, check this box ar							
Socti	on C. Computation of Publi					· · · · ·	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ 	
	Public support percentage for				13 column (fl)		15\	%
15 16	Public support percentage for Public support percentage from	,		-			16	
	on D. Computation of Inves				· · · ·			
17	Investment income percentage				v line 13. colu	mn (f))	17	%
18	Investment income percentage	•			-		18	%
19a	33 ¹ /3% support tests—2018.							
	17/s not more than 331/3%, chec							
b.	331/3% support tests-2017. If							
	line 18 is not more than 331/3%,							
b o	Private foundation, If the orga	anization did	l not check a l	hox on line 14.	19a, or 19b, c	heck this box	and see instruc	:tions → 🕨 📉

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

- 1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in **Part VI** how the supported organizations are designated. If designated by class or purpose, describe the designation of historic and continuing relationship, explain.
- 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in **Part VI** how the organization determined that the supported organization was described in section 509(a)(1) or (2)
- 3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.
- **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 **Part VI** when and how the organization made the determination.
- c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in **Part VI** what controls the organization put in place to ensure such use.
- 4a 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** Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in **Part VI** how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.
- c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in **Part VI** what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes
- Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable) Also, provide detail in **Part VI**, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document)
- b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?
- c Substitutions only. Was the substitution the result of an event beyond the organization's control?
- Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in **Part VI**.
- Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).
- 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 79 If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).
- 9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in **Part VI**.
- **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 **Part VI.**
- c Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in **Part VI.**
- 10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer 10b below.
 - **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.)

		Yes	No
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Part	Supporting Organizations (continued)			
	, <u>, , , , , , , , , , , , , , , , , , </u>		Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			74 M
а				
	below, the governing body of a supported organization?	11a		
b	A family member of a person described in (a) above?	11b		
С	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		
Sect	ion B. Type I Supporting Organizations			
			Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to			杨柳柳
	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,	10 KK		
	describe how the powers to appoint and/or remove directors or trustees were allocated among the supported	10 to		ATT STATE OF
	organizations and what conditions or restrictions, if any, applied to such powers during the tax year.			A Comit
2		Terror I	98.5 S. 8	20. P.S.
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		المراجعة المراجعة
Secti	ion 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	Ben		bO.
	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		ing.	
	the supported organization(s)	1		
Secti	ion D. All Type III Supporting Organizations			
		(HO) 1950	Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the	75.75	Supple of	
	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	65.23		
	organization's governing documents in effect on the date of notification, to the extent not previously provided?	2000		
_		544.83.3	i rheadin	15 (A) (A)
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	400		istra (s) englishing
	the organization maintained a close and continuous working relationship with the supported organization(s).	2	in spublic to	
3	By reason of the relationship described in (2), did the organization's supported organizations have a	张金 州	ا د الله الله الله الله الله الله الله الل	hade y
•	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		MALLE MALE	1 112.0
	supported organizations played in this regard	3		
Secti	on 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	nstruc	ctions	;)
а	☐ 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			
С	The organization supported a governmental entity. Describe in Part VI how you supported a government entity			
2	Activities Test. Answer (a) and (b) below.	william .	Yes	No
а	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	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1
J	of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the		AT NO 10 1 LEXESTERS IN	
	reasons for the organization's position that its supported organization(s) would have engaged in these			Hall.
	activities but for the organization's involvement.	2b	. 48th .E. 6340	adibana.
3	Parent of Supported Organizations. <i>Answer (a) and (b) below.</i>	Wall:	(42)	MIN A
а	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	X20		
	of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.	3b		

1 Check here if the organization satisfied the Integral Part Test as a qualifyin instructions. All other Type III non-functionally integrated supporting organization.			
Section A—Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1 Net short-term capital gain	1		
2 Recoveries of prior-year distributions	2		
3 Other gross income (see instructions)	3		
4 Add lines 1 through 3.	4		
5 Depreciation and depletion	5		
6 Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7 Other expenses (see instructions)	7		
8 Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8		
Section B—Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
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 Total (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 Minimum Asset Amount (add line 7 to line 6)	8		
Section C-Distributable Amount		Fig. 19. The many was supplied to the control of th	Current Year
1 Adjusted net income for prior year (from Section A, line 8, Column A)	1	200mm 10mm 10mm 10mm 10mm 10mm 10mm 10mm	
2 Enter 85% of line 1.	2	MALESCENE PROPERTY.	
3 Minimum asset amount for prior year (from Section B, line 8, Column A)	3	The same of the sa	
4 Enter greater of line 2 or line 3.	4		<u> </u>
5 Income tax imposed in prior year	5	建设设施的	
6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6		
7 Check here if the current year is the organization's first as a non-functional instructions).			g organization (see

Schedule A (Form 990 or 990-EZ) 2018

Sect	tion D—Distributions	s) Supporting Organ	izations (continued)	Current Year
	Amounts paid to supported organizations to accomplish Amounts paid to perform activity that directly furthers exe			
_	organizations, in excess of income from activity	-		
3	Administrative expenses paid to accomplish exempt purp	poses of supported orga	anizations	
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	Total annual distributions. Add lines 1 through 6.		· _	
	Distributions to attentive supported organizations to whice (provide details in Part VI) See instructions	th the organization is res	sponsive	
9_	Distributable amount for 2018 from Section C, line 6			
10_	Line 8 amount divided by line 9 amount	· · · · · · · · · · · · · · · · · · ·	,	
Sect	ion E—Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2018	(iii) Distributable Amount for 2018
1	Distributable amount for 2018 from Section C, line 6	过的常常的影响和		
2	Underdistributions, if any, for years prior to 2018 (reasonable cause required – explain in Part VI). See instructions			
3	Excess distributions carryover, if any, to 2018	. pr. 1 - 4, 70 km, Lager, appears white proper each a con- ling to 1 mg by proper and the construction of the con-		
a	From 2013	ការពារនេះការពេលប្រជាពលរដ្ឋការបានក្នុងប្រជាពលរដ្ឋការបានក្នុងប្រជាពលរដ្ឋការបានក្នុងប្រជាពលរដ្ឋការបានក្នុងប្រជាពល រដ្ឋការបានការបានក្រុមបានក្នុងបានក្នុងបានក្នុងបានក្នុងបានក្រុមបានក្រុមបានក្រុមបានក្រុមបានក្រុមបានក្រុមបានក្រុមប	THE TOTAL CONTINUES TO BE A CONTINUES OF THE CONTINUES OF	ลากกรุกการกระบบการกรุกการกระบบการกระบบการกระบบการกระบบการกระบบการกระบบการกระบบการกระบบการกระบบการกระบบการกระบบ การกระบบการกระบบการกระบบการกระบบการกระบบการกระบบการกระบบการกระบบการกระบบการกระบบการกระบบการกระบบการกระบบการกระ
b	From 2014			
С	From 2015	AND THE PROPERTY OF THE PARTY O		
d	From 2016			
c	From 2017			
f_	Total of lines 3a through e	2. P. V. I. I. F. 2 1 7 3 4 1 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
	Applied to underdistributions of prior years	TO THE REAL PROPERTY OF THE PARTY OF THE PAR	terra in a ser had had a same and the section of	MARKES TO MENTAL I
<u>h</u>	Applied to 2018 distributable amount	LANGE SHOW THE REST	AND TO MERCHANDER	JUST STANDARD STORY OF THE STORY OF THE STORY
!	Carryover from 2013 not applied (see instructions)			TAMES CONTRACTOR OF THE PROPERTY OF
	Remainder. Subtract lines 3g, 3h, and 3i from 3f	AND THE WAS A REPORT OF THE STREET		CHARLES THE LAND SHOW THE CHARLES
4	Distributions for 2018 from Section D, line 7: \$			de la habitata didanti albani
а	Applied to underdistributions of prior years		economial (CPS), prove a forth Subal Spray special Section	
b	Applied to 2018 distributable amount			E samedadores o consultado e la participa el participa el participa el participa de la partici
С	Remainder. Subtract lines 4a and 4b from 4.	AN HARD TO THE HORSEL SHECKEN HOW ON A PROPERTY OF THE HORSE SHEET AND A PROPERTY OF THE PROPE		
5	Remaining underdistributions for years prior to 2018, 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 2018 Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.			
7	Excess distributions carryover to 2019. Add lines 3 _j and 4c			
8	Breakdown of line 7			
а	Excess from 2014			
b	Excess from 2015			Meta Cale May 1991
С	Excess from 2016		SERVICE CONTRACTOR	
d	Excess from 2017	的地名的西班牙格尔		
е	Excess from 2018	TERRITARIA		

Schedule A (Form 990 or 990-EZ) 2018

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)

Supplemental Financial Statements

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

OMB No 1545-0047

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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

Name of the organization Employer identification number YWCA NORTHWESTERN ILLINOIS 36-2174839 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 Total number at end of year . . . 1 Aggregate value of contributions to (during year) 2 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? ☐ Yes ☐ No 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? ☐ Yes ☐ No **Conservation Easements.** Part II Complete if the organization answered "Yes" on Form 990, Part IV, line 7. Purpose(s) of conservation easements held by the organization (check all that apply). Preservation of land for public use (e.g., recreation or education) Preservation of a historically important land area ☐ Preservation of a certified historic structure Protection of natural habitat Preservation of open space Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year. Held at the End of the Tax Year 2b Number of conservation easements on a certified historic structure included in (a) 2c Number of conservation easements included in (c) acquired after 7/25/06, and not on a 2d Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the 3 Number of states where property subject to conservation easement is located ▶ 4 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of 5 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year 6 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year 7 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) 8 and section 170(h)(4)(B)(ii)? 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. Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Part III Complete if the organization answered "Yes" on Form 990, Part IV, line 8. If the organization elected, as permitted under SFAS 116 (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 If the organization elected, as permitted under SFAS 116 (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 following amounts required to be reported under SFAS 116 (ASC 958) relating to these items.

Revenue included on Form 990, Part VIII, line 1

Par	Organizations Maintaining	Collections of	Art, His	torical	Treasures, c	or Other Simila	ar Ass	sets (cont	ınued)
3	Using the organization's acquisition, collection items (check all that apply).	accession, and ot							
а	☐ Public exhibition		d	☐ Loan	or exchange	programs			
b	☐ Scholarly research		е	☐ Othe	r	•=======			
С	Preservation for future generations								
4	Provide a description of the organiza XIII	tion's collections a	and expl	ain how t	hey further th	e organization's	exem	pt purpose	: ın Part
5	During the year, did the organization assets to be sold to raise funds rather	than to be mainta						□ Yes	□ No
Par	IV Escrow and Custodial Arra								-
	Complete if the organization 990, Part X, line 21.					·			orm
1a	Is the organization an agent, trustee included on Form 990, Part X?.	, custodian or oth 					ets not 	☐ Yes	□ No
b	If "Yes," explain the arrangement in P	art XIII and comple	ete the fo	ollowing t	able		Am	ount	
С	Beginning balance					1c			
d	Additions during the year					1d			
е	Distributions during the year					1e			
f	•					1f			
2a	Did the organization include an amoun								∐ No
b	If "Yes," explain the arrangement in P	art XIII. Check here	e if the ex	xplanatio	n has been pr	ovided on Part)	<u>(III</u>	<u> </u>	<u> </u>
Par	Endowment Funds. Complete if the organization	anautored "Vee"	' on For	000 r	Dort IV line 1	10			
 -	Complete if the organization	(a) Current year		or year	(c) Two years t		rs back	(e) Four yea	ers back
1a	Beginning of year balance	(=) 54.15.14 year	(-)		(0) 1 110 7 101 10	(0,		(0) 00)00	
b	Contributions								
C	Net investment earnings, gains, and losses			~~~					
d	Grants or scholarships								
e	Other expenditures for facilities and								
	programs								
f	Administrative expenses								
g	End of year balance								
2	Provide the estimated percentage of t	he current year en	d balanc	e (line 1g	, column (a)) l	neld as:			
а	Board designated or quasi-endowmer	nt >	%						
b	Permanent endowment >	%							
С	Temporarily restricted endowment	%							
20	The percentages on lines 2a, 2b, and Are there endowment funds not in the			zation the	at are held an	d administered	for the		
За	organization by	e possession of th	e organi.	zauon un	at are neid an	d administered	ior trie	Ye	s No
	(i) unrelated organizations							3a(i)	3 110
	***						• •	3a(ii)	
b	If "Yes" on line 3a(ii), are the related of		as requi	red on So	chedule R? .			3b	
4	Describe in Part XIII the intended uses							1	
Part	VI Land, Buildings, and Equip	ment.						·	
	Complete if the organization	answered "Yes"	on For	m 990, F	Part IV, line 1	1a. See Form	990, F	art X, line) 10.
	Description of property	(a) Cost or oth		1	r other basis ther)	(c) Accumulated depreciation		(d) Book va	lue
1a	Land		0.	5	15,000.			515,	,000.
b	Buildings			1,9	42,428.	906,333	3.	1,036,	095.
C	Leasehold improvements								
d	Equipment				85,003.	397,350			653.
<u>e</u>	Other				56,381.	52,396			985.
ı otal.	Add lines 1a through 1e. (Column (d) m	nust eaual Form 99	JU. Part)	k. column) (B). IINE 1UC.)	▶	^	1,642,	, 133.

Part VII	Investments – Other Securitie		000 Dart IV I	11h C F	. 000 Dark V Ivan 10
	Complete if the organization an		T	T	
	(a) Description of security or categ (including name of security)	ory	(b) Book value	1	hod of valuation -of-year market value
(1) Financia	derivatives				
	neld equity interests				
(3) Other					
					. ==
(B)					
(C)					
(D)				,	
(E)				-	
(F) (G)					
(H)					•
	b) must equal Form 990, Part X, col (B) line 12)			F.C.28%~~~~	AMERICA CONTRACTOR OF STATE OF
Part Vill	Investments—Program Relate			POP ARRESTOR OF STATE OF A	LANGERS LA CHESTALL PARKETERS LA L'OL
Fail VIII	Complete if the organization an		m 990 Part IV lir	ne 11c. See Form	990 Part X. line 13.
	(a) Description of investment		(b) Book value		thod of valuation
	(a) Dood prior of misconnection		(0, 000		-of-year market value
(1)				 	<u> </u>
(2)					
(3)					
(4)		·			,
(5)					
(6)	,				
(7)					
(8)					
(9)					
Total. (Column	b) must equal Form 990, Part X, col (B) line 13) 🕨	•		AND MEDICAL CONTROL OF THE PROPERTY OF THE PRO	PRALITY CONTRACTOR
Part IX	Other Assets.				
	Complete if the organization an	swered "Yes" on For	m 990, Part IV, Iır	ne 11d. See Form	
		(a) Description			(b) Book value
(1)		•			
(2)		8-815····			
_(3)	·		N. 91		
_(4)					
_(5)					
_(6)		<u></u>			
_(7)					
_(8)					
(9)	mn (b) must equal Form 990, Part X,	ant (P) line 15)			
	Other Liabilities.	COI. (B) IIITE 13)	•		
Part X	Complete if the organization an	sewared "Vee" on For	m 000 Part IV Ju	o 11e or 11f Se	Form 990 Part X
	line 25.	iswered res on ror	111 990, r alt IV, III	ie 11e 0i 11i. 0ci	5 T 01111 000, T dit A,
1.	(a) Description of liability	(b) Book value	7.4828.4077		CONTROL TANK
(1) Federal II		(0) 200% 14,50	- Landard Self Medical Application (1997)	ເຂົ້າສຸກ ຄົນ	
(2)	ROTHE LANE 1		to follow a diagnos out double.	i mangana sasan adi dan an	m, ek (mamingangangangan) - yan magala sesi da
(3)					
(4)		-			This was the are the same
(5)					
(6)					
(7)					
(8)		 			
(9)					
	b) must equal Form 990, Part X, col. (B) line 25.)	 		illing programmer and programmer and the second	manning and tagender suppression
	r uncertain tax positions. In Part XIII, pro		ote to the organization	n's financial stateme	ents that reports the
organization'	s liability for uncertain tax positions und	er FIN 48 (ASC 740). Che	ck here if the text of	the footnote has bee	n provided in Part XIII

Schedule D (Form 990) 2018

BAA

Part	·	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	2,756,601.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	-	
b	Donated services and use of facilities	-	
c d	Recoveries of prior year grants 2c Other (Describe in Part XIII.) 2d 132,123	-	
	Other (Describe in Part XIII.)	2e	132,123.
3	Subtract line 2e from line 1	3	2,624,478.
	Amounts included on Form 990, Part VIII, line 12, but not on line 1	-	2,024,478.
	Investment expenses not included on Form 990, Part VIII, line 7b 4a		
	Other (Describe in Part XIII.)	1	
	Add lines 4a and 4b	4c	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)	5	2,624,478.
Part :	XII Reconciliation of Expenses per Audited Financial Statements With Expenses p	er Retu	
	Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.		
	Total expenses and losses per audited financial statements	1	2,598,091.
	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
	Donated services and use of facilities	_	
	Prior year adjustments	4 1	
	Other losses	-	
	Other (Describe in Part XIII.)		122 122
	Add lines 2a through 2d	2e	132,123.
	Subtract line 2e from line 1		2,465,968.
	Investment expenses not included on Form 990, Part VIII, line 7b 4a		
	Other (Describe in Part XIII.)	1	
	Add lines 4a and 4b	4c	
	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	2,465,968.
Part >	Supplemental Information.		
2, Part	e the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2l XI, lines 2d and 4b, and Part XII, lines 2d and 4b Also complete this part to provide any additional in		
Pt XI	, Line 2d: RENT AND FUNDRAISING EXPENSES NETTED WITH REVENUES		
Pt XI	I, Line 2d: RENT AND FUNDRAISING EXPENSES NETTED WITH REVENUES		
			·

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Schedule D (For		Page 8
Part XIII	Supplemental Information (continued)	
•••••		
		••••
	······································	
		,
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		•••••
•••••		

SCHEDULE'G (Form 990 or 990-EZ)

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.

OMB No 1545-0047

	tment of the Treasury	_		ttach to Form				Open to Public
	of the organization		Go to www.irs.govi	Form990 for	nstructions a	and the latest informa	Employer identif	Inspection
	~	ERN ILLINOIS	5				36-217483	
				ne organiza	ation ansv	vered "Yes" on	Form 990, Part IV	
		0-EZ filers are r						,
1	Indicate wheth	er the organization	on raised funds t	hrough any	of the follo	owing activities. C	Check all that apply.	
a		ations		e [] Solicitat	ion of non-govern	ment grants	
þ		d email solicitatio	ns	f		on of governmen	_	
¢				g [] Special	fundraising event	S	
d	•	solicitations						
2a							icers, directors, trus	
				-			fundraising services	
b					draisers) pi	ursuant to agreen	nents under which t	he fundraiser is to be
	compensated	at least \$5,000 by	rine organizatio	n.				
			T	Τ		T	(a) Amount paid to	
	(i) Name and addres		(ii) Activity		draiser have r control of	(IV) Gross receipts	(v) Amount paid to (or retained by)	(vi) Amount paid to (or retained by)
	or entity (fun	draiser)	(.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	contrib	outions?	from activity	fundraiser listed in col (i)	organization
	·			Yes	No		· _	
1					-]		
		_	1					
2							-	
3								
				ļ		 		
4						1		
				-			 	
5						1		
	·			<u> </u>				<u> </u>
6								
7				 				
•								
8								
9								
10]		
				J.,	<u> </u>		 	
T -4-1								
Total			<u> </u>	_ ` :	<u> P</u>			
3			nization is regis	tered or lic	ensed to s	olicit contribution	s or has been notif	ied it is exempt from
	registration or l	icensing.						
		••••						
		••••						

	edule G	(Form 990 or 990-EZ) 2018 Fundraising Events. Corthan \$15,000 of fundraising gross receipts greater that	ng event contributions	tion answered "Yes" o s and gross income on	n Form 990, Part IV, li Form 990-EZ, lines 1	Page 2 ne 18, or reported more and 6b List events with
		gross receipts greater tha	(a) Event #1 LEADERS LUNCHEON (event type)	(b) Event #2 WINE, WOMEN & PURSES (event type)	(c) Other events LVL ANNUAL BANQUET (total number)	(d) Total events (add col. (a) through col. (c))
Revenue	1	Gross receipts	72,325.	23,990.	39,576.	135,891.
ш.	2	Less Contributions Gross income (line 1 minus				
		line 2)	72,325.	23,990.	39,576.	135,891.
	4	Cash prizes				
	5	Noncash prizes				
enses	6	Rent/facility costs				
Direct Expenses	7	Food and beverages .	8,988.	5,184.	7,410.	21,582.
Ģ	8	Entertainment				
	9	Other direct expenses .	24,822.	21,080.	24,934.	70,836.
	10 11	Direct expense summary Ad Net income summary. Subtra	act line 10 from line 3, o	olumn (d)	· · · · · · • • · • · • • · • · • · • ·	92,418. 43,473.
Pa	rt III	Gaming. Complete if the \$15,000 on Form 990-E2		ered "Yes" on Form 9	990, Part IV, line 19, (or reported more than
Revenue			(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col (a) through col (c))
<u>~</u>	1	Gross revenue				
nses	2	Cash prizes				
Direct Exper	3	Noncash prizes				
Direct	4	Rent/facility costs				
	5	Other direct expenses .				
	6	Volunteer labor	☐ Yes % ☐ No	☐ Yes % ☐ No	☐ Yes%	
	7	Direct expense summary. Ad-	d lines 2 through 5 in c	olumn (d)		
ļ	8	Net gaming income summary	. Subtract line 7 from li	ne 1, column (d)		
9 á		er the state(s) in which the org he organization licensed to co No," explain.				
10a	••••					

Schedu	ule G (Form 990 or 990-EZ) 2018		Page 3
11	Does the organization conduct gaming activities with nonmembers?	☐ Yes	□ No
12	Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming?	☐ Yes	□ No
13	Indicate the percentage of gaming activity conducted in.		
а	The organization's facility		%_
ь	An outside facility		%
14	Enter the name and address of the person who prepares the organization's gaming/special events books and records.		
	Name ►		
	Address ▶		
	Does the organization have a contract with a third party from whom the organization receives gaming revenue?	☐ Yes	□ No
b	If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ and the		
	amount of gaming revenue retained by the third party ► \$		
С	If "Yes," enter name and address of the third party		
	Name ▶		
	Address ►		
16	Gaming manager information.		
	Name ►		
	Gaming manager compensation ▶ \$		
	Description of services provided ▶		
	□ Director/officer □ Employee □ Independent contractor		
17	Mandatory distributions		
а	Is the organization required under state law to make charitable distributions from the gaming proceeds to		
	retain the state gaming license?	T Yes	☐ No
b	Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year > \$	_	
Part	Supplemental Information. Provide the explanations required by Part I, line 2b, columns (Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any addition See instructions.		
	·		

SCHEDULEI (Form 990)

Department of the Treasury Internal Revenue Service

Name of the organization

YWCA NORTHWESTERN ILLINOIS

Part

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

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 for the latest information.

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OMB No 1545-0047

Open to Public Inspection

Employer identification number

×¥es 36-2174839 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? Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States. the selection criteria used to award the grants or assistance? General Information on Grants and Assistance

Part II Grants and Other As	ssistance to Do	mestic Organiz	ations and Dom	estic Governm	ents. Complete	Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990	ered "Yes" on Form
Tailing 21, 101 any recipient that received that a 3,000. Fail in call be duplicated if additional space is needed.	iy recipient tilat r		4. American	carroe duplica	Method of valuation	space is needed.	4 19
I (a) Marile and address of organization or government	(D) EIIN	(if applicable)	(d) Amount of cash grant	(e) Amount of non- cash assistance	cash assistance (book, FMV, appraisal, other)	(g) Description of noncash assistance	(n) Purpose of grant or assistance
(1)							
(2)							
(3)							
(4)							
(9)							
(9)							
(7)							
(8)							
(9)							
(10)							
(11)	-						
(12)							

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

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

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

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REV 11/06/18 PRO

Schedule I (Form 990) (2018)

Schedule I (Form 990) (2018) Part III

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.	nestic Individua space is needed	als. Complete if the I.	organization answ	ered "Yes" on Form 990	, Part IV, line 22.
	(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 SCHOL	1 SCHOLARSHIPS	3	5,500.	0.	CASH	NONE
2						
က						
4						
2						
မှ						
7						
ΛIV	Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.	the information r	equired in Part I, lin	e 2; Part III, colum	n (b); and any other addıt	ional information.
: 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1						
		1				
			; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ;			
				1		
0 1 1 1 1 1 1 1 1 1 1 1 1 1 1						
1						

Schedule I (Form 990) (2018)

REV 11/06/18 PRO

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SCHEDULE M (Form 990)

Noncash Contributions

▶ Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.

OMB No 1545-0047

2018

Open to Public Inspection

Department of the Treasury Internal Revenue Service

► Attach to Form 990.

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

Name of the organization

YWCA NORTHWESTERN ILLINOIS

Employer identification number

36-2174839

Par	Types of Property					
		(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g		(d) of determining ntribution amounts
1	Art – Works of art				1	
2	Art—Historical treasures					
3	Art - Fractional interests					
4	Books and publications	×	Commence of the second	2,040.		
5	Clothing and household					
	goods					
6	Cars and other vehicles					
7	Boats and planes					
8	Intellectual property				1	
9	Securities-Publicly traded					
10	Securities—Closely held stock .					
11	Securities - Partnership, LLC,			-		
	or trust interests					
12	Securities-Miscellaneous .	<u> </u>	-			
13	Qualified conservation		<u> </u>			
	contribution—Historic				,	
	structures					
14	Qualified conservation					
	contribution-Other					
15	Real estate - Residential					
16	Real estate - Commercial	×	1	5,040.		
17	Real estate - Other					
18	Collectibles					
19	Food inventory					
20	Drugs and medical supplies .					
21	Taxidermy	-				
22	Historical artifacts					
23	Scientific specimens					
24	Archeological artifacts					
25	Other ► (COMMERCIALS)	×	7146	32,255.		
26	Other ► (NEWSPAPER ADS)	×	11	8,968.		
27	Other ► (MERCHANDISE)	×	108	11,737.		
28	Other ► (MISCELLANEOUS)	×	3	2,204.		
29	Number of Forms 8283 received					
	which the organization completed	Form 8283	i, Part IV, Donee Acknowled	lgement	29	
						Yes No
30a	During the year, did the organizat					
	28, that it must hold for at least the			contribution, and which isr	n't required	医型温度
	to be used for exempt purposes f	or the ențir	e holding period?			30a ×
b	If "Yes," describe the arrangement					医学业的基础
31	Does the organization have a	gift accep	tance policy that require	s the review of any no	onstandard	电影影响
	contributions?					31 ×
32a	Does the organization hire or use	third part	ies or related organizations	s to solicit, process, or se	ll noncash	
	contributions?					32a ×
b	If "Yes," describe in Part II.					
33	If the organization didn't report an	amount in	column (c) for a type of prop	perty for which column (a) i	s checked,	
	describe in Part II.		• • • • • • •			

Part II	Form 990) 2018 Supplemental Information. Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received.
=	or a combination of both. Also complete this part for any additional information.
· · · · · · · · · · · · · · · · · · ·	
·	

SCHEDULE O

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.

20**18**

Open to Public Inspection

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

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

Name of the organization Employer identification number YWCA NORTHWESTERN ILLINOIS 36-2174839 Pt VI, Line 6: THE YWCA HAS MEMBERS BUT THEY DO NOT VOTE OR HAVE ANY DIRECTORIAL POWER Pt VI, Line 11b: FORM 990 REVIEWED WITH MANAGEMENT AND FINANCE COMMITEE OF THE BOARD OF DIRECTORS PRIOR TO SUBMISSION TO THE IRS. Pt VI, Line 12c: EACH YEAR ALL DIRECTORS ARE REQUIRED TO DISCLOSE ANY CONFLICTS OF INTEREST. Pt VI, Line 15a: BOARD OF DIRECTORS REVIEW THE PAY FOR THE CEO AND THE CEO REVIEWS THE PAY FOR ALL OTHER EMPLOYEES. BUDGET IS SET BY THE BOARD OF DIRECTORS. Pt VI, Line 15b: BOARD OF DIRECTORS REVIEW THE PAY FOR THE CEO AND THE CEO REVIEWS THE PAY FOR ALL OTHER EMPLOYEES. BUDGET IS SET BY THE BOARD OF DIRECTORS. Pt VI, Line 19: IL ATTORNEY GENERAL AND GUIDESTAR WEBSITES, AVAILABLE AT LOCATION. Pt III, Line 4d: Expenses: \$5,500 including grants of: \$0 Revenue: \$0 Description: SCHOLARSHIPS Pt IX, Line 24e: Description: TELEPHONE Total: \$15,511 Program services: \$15,088 Management and general: \$211 Fundraising: \$212 Description: REPAIRS AND MAINTENANCE Total: \$42,767 Program services: \$31,875 Management and general: \$8,704