

Form **990**
Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

Do not enter social security numbers on this form as it may be made public.

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

OMB No. 1545-0047
2019
Open to Public Inspection

A For the 2019 calendar year, or tax year beginning 10-01-2019, and ending 09-30-2020

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

C Name of organization: YOUTH FARM AND MARKET PROJECT
 Doing business as: YOUTH FARM
 Number and street (or P.O. box if mail is not delivered to street address) Room/suite: 128 W 33RD ST RM/STE 2
 City or town, state or province, country, and ZIP or foreign postal code: MINNEAPOLIS, MN 55408

D Employer identification number: 41-1896055
E Telephone number: (612) 872-4226
G Gross receipts \$ 837,123

F Name and address of principal officer: GUNNAR LIDEN

H(a) Is this a group return for subordinates? Yes No
H(b) Are all subordinates included? Yes No
 If "No," attach a list. (see instructions)
H(c) Group exemption number ▶

I Tax-exempt status: 501(c)(3) 501(c) () ◀ (insert no.) 4947(a)(1) or 527

J Website: ▶ WWW.YOUTHFARMMN.ORG

K Form of organization: Corporation Trust Association Other ▶

L Year of formation: 1998 **M** State of legal domicile: MN

Part I Summary

1 Briefly describe the organization's mission or most significant activities:
 YOUTH FARM'S MISSION IS SIMPLE - WE FARM TO GROW. WE FARM TO GROW FOOD, COMMUNITY, AND, MOST IMPORTANTLY, YOUNG LEADERS.

2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets.

3 Number of voting members of the governing body (Part VI, line 1a)	3	11
4 Number of independent voting members of the governing body (Part VI, line 1b)	4	11
5 Total number of individuals employed in calendar year 2019 (Part V, line 2a)	5	23
6 Total number of volunteers (estimate if necessary)	6	217
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
7b Net unrelated business taxable income from Form 990-T, line 39	7b	

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	610,420	836,860
9 Program service revenue (Part VIII, line 2g)		0
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	128	131
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	6,840	132
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	617,388	837,123

13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)		0
14 Benefits paid to or for members (Part IX, column (A), line 4)		0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	455,829	499,882
16a Professional fundraising fees (Part IX, column (A), line 11e)		0
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 43,883		
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	131,745	134,048
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	587,574	633,930
19 Revenue less expenses. Subtract line 18 from line 12	29,814	203,193

	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	305,763	593,558
21 Total liabilities (Part X, line 26)	72,171	156,773
22 Net assets or fund balances. Subtract line 21 from line 20	233,592	436,785

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

Signature of officer: *****
 Date: 2020-12-21

GUNNAR LIDEN EXECUTIVE DIRECTOR
 Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name: Preparer's signature: Date: 2021-01-27
 Check if self-employed PTIN: P00969235

Firm's name ▶ LA FAYETTE MELSSSEN & PLATH LTD Firm's EIN ▶ 41-1503687

Firm's address ▶ 6625 LYNDAL AVE S STE 516 Phone no. (612) 861-8366
 MINNEAPOLIS, MN 554232396

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

YOUTH FARM'S MISSION IS SIMPLE - WE FARM TO GROW. WE FARM TO GROW FOOD, COMMUNITY, AND, MOST IMPORTANTLY, YOUNG LEADERS. YOUTH LEARN TO PLANT, GROW, COOK, AND RESPONSIBLY DISTRIBUTE LOCAL PRODUCE WHILE DEVELOPING REAL WORLD LEADERSHIP SKILLS ALONG THE WAY BY USING FOOD AS A CATALYST FOR CHANGE WITHIN THEIR COMMUNITIES.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

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

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

If "Yes," describe these changes on Schedule O.

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

4a (Code:) (Expenses \$ 487,954 including grants of \$) (Revenue \$)

See Additional Data

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)

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

4d Other program services (Describe in Schedule O.)
(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses ▶ 487,954

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

Part IV Checklist of Required Schedules (continued)

		Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>		No
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
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? <i>If "Yes," complete Schedule L, Part I</i>		No
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? <i>If "Yes," complete Schedule L, Part I</i>		No
26	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>		No
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		No
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):		
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>		No
b	A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>		No
c	A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		No
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?		No
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		No
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.	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable		
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	Yes	

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

Main form area containing questions 2a through 16, including sub-questions like 2b, 3a, 3b, 4a, 4b, 5a, 5b, 5c, 6a, 6b, 7a, 7b, 7c, 7d, 7e, 7f, 7g, 7h, 8, 9a, 9b, 10a, 10b, 11a, 11b, 12a, 12b, 13a, 13b, 13c, 14a, 14b, 15, and 16. Each question has a corresponding box for the answer.

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI



Section A. Governing Body and Management

Table with 5 columns: Question, 1a, 1b, Yes, No. Rows include questions about voting members, family relationships, management control, and governance decisions.

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

Table with 5 columns: Question, Yes, No. Rows include questions about local chapters, written policies, conflict of interest, whistleblower, and document retention policies.

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed
18 Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection.
19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records:

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

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

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) GUNNAR LIDEN EXECUTIVE DI	40.00			X			71,250	0	4,325	
(2) AMY CAMPBELL DIRECTOR	1.00	X					0	0	0	
(3) DOROTHY DAHLENBURG DIRECTOR	1.00	X					0	0	0	
(4) MICHELLE DELAMIELLEURE DIRECTOR	1.00	X					0	0	0	
(5) KENNETH EDWARDS DIRECTOR	1.00	X					0	0	0	
(6) DIANE FISHER DIRECTOR	1.00	X					0	0	0	
(7) PATTI HAGUE TREASURER	1.00	X		X			0	0	0	
(8) JOHN HUTCHINS CHAIR	1.00	X		X			0	0	0	
(9) ALEX LANGE DIRECTOR	1.00	X					0	0	0	
(10) NATHAN MOEN DIRECTOR	1.00	X					0	0	0	
(11) GENEVIEVE SALDIBAR DIRECTOR	1.00	X					0	0	0	
(12) SHANNA WOODS DIRECTOR	1.00	X					0	0	0	

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			

1b Sub-Total	71,250	
c Total from continuation sheets to Part VII, Section A		
d Total (add lines 1b and 1c)		4,325

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization ►

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		No
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>		No
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ►

Part VIII Statement of Revenue

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

Table with 5 columns: (A) Total revenue, (B) Related or exempt function revenue, (C) Unrelated business revenue, (D) Revenue excluded from tax under sections 512 - 514. Rows include 1a-1g for Federated campaigns, membership dues, fundraising events, related organizations, government grants, and other contributions.

Table for Program Service Revenue with 6 rows (2a-f) and 5 columns (A-D). Includes Business Code column and a total line 9.

Table for Other Revenue with 12 rows (3-12) and 5 columns (A-D). Includes sections for investment income, rental income, fundraising events, gaming activities, and sales of inventory.

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
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				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	78,601	49,519	14,934	14,148
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	355,909	290,598	52,213	13,098
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)				
9 Other employee benefits	30,307	23,641	5,554	1,112
10 Payroll taxes	35,065	27,371	5,421	2,273
11 Fees for services (non-employees):				
a Management				
b Legal				
c Accounting	15,555	3,230	12,087	238
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	5,134	4,864	195	75
12 Advertising and promotion	1,562	1,382	137	43
13 Office expenses	46,569	29,609	6,616	10,344
14 Information technology				
15 Royalties				
16 Occupancy	19,916	16,880	1,886	1,150
17 Travel				
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	2,201	1,681	279	241
23 Insurance	13,064	10,364	2,209	491
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a FOOD AND PROGRAM SUPPLIES	15,535	15,535		
b VEHICLE	8,260	8,260		
c PROFESSIONAL DEVELOPMENT	6,252	5,020	562	670
d				
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	633,930	487,954	102,093	43,883
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 <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	53,860	1	96,462
	2 Savings and temporary cash investments	82,250	2	291,583
	3 Pledges and grants receivable, net	151,352	3	190,000
	4 Accounts receivable, net		4	
	5 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	2,401	9	4,298
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	134,397		
	b Less: accumulated depreciation	123,182	3,300	11,215
	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	12,600	15	
16 Total assets. Add lines 1 through 15 (must equal line 34)	305,763	16	593,558	
Liabilities	17 Accounts payable and accrued expenses	38,531	17	36,370
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties	33,640	23	27,003
	24 Unsecured notes and loans payable to unrelated third parties		24	93,400
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D		25	
	26 Total liabilities. Add lines 17 through 25	72,171	26	156,773
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	27,927	27	82,694
	28 Net assets with donor restrictions	205,665	28	354,091
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
32 Total net assets or fund balances	233,592	32	436,785	
33 Total liabilities and net assets/fund balances	305,763	33	593,558	

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	837,123
2	Total expenses (must equal Part IX, column (A), line 25)	2	633,930
3	Revenue less expenses. Subtract line 2 from line 1	3	203,193
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	233,592
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	436,785

Part XII Financial Statements and Reporting

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

		Yes	No
1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
b	Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	Yes	
c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.		

Software ID:**Software Version:****EIN:** 41-1896055**Name:** YOUTH FARM AND MARKET PROJECT

Form 990 (2019)

Form 990, Part III, Line 4a:

YOUTH FARM SUCCESSFULLY GROWS NOT ONLY YOUNG LEADERS, BUT ALSO FOOD AND COMMUNITY BY ENGAGING YOUTH FROM MINNEAPOLIS AND ST. PAUL IN URBAN FARMING AND COMMUNITY ORGANIZING. YOUTH AS YOUNG AS NINE PARTICIPATE IN PROGRAMMING AND HAVE THE OPPORTUNITY TO STAY INVOLVED UNTIL THE AGE OF 24, BUILDING NEW LEADERSHIP SKILLS EVERY STEP OF THE WAY. OUR PROGRAMS ARE BASED ON A UNIQUE PROGRESSIVE PROGRAM MODEL WHICH PLACES YOUTH IN FOUR SPECIFIC COHORTS BASED ON THEIR AGE: YOUTH FARMERS (AGE 9-11), ALL STARS (AGE 12-13), PROJECT LEAD (AGE 14-18), AND FARM STEWARDS (AGE 19-24). EACH COHORT WORKS TOGETHER AND BUILDS ON THE LAST, ENSURING THAT YOUTH ARE TAKING ON AGE APPROPRIATE RESPONSIBILITIES THAT ARE CHALLENGING, ENGAGING, AND EFFECTIVE. NO MATTER WHETHER A YOUNG PERSON IS ENGAGED WITH YOUTH FARM PROGRAMMING FOR ONE WEEK OR TEN YEARS, THEY WILL LEAVE KNOWING THAT THEIR VOICE WAS HEARD AND THAT THEY HAVE THE POWER TO BE AN EFFECTIVE LEADER IN THEIR COMMUNITY. IN 2020, YOUTH FARM ENGAGED OVER 800 TWIN CITIES YOUTH IN FOOD, COMMUNITY, AND LEADERSHIP PROGRAMMING. YOUTH FARM'S MISSION IS SIMPLE - WE FARM TO GROW. WE FARM TO GROW FOOD, COMMUNITY, AND, MOST IMPORTANTLY, YOUNG LEADERS. YOUTH LEARN TO PLANT, GROW, COOK, AND RESPONSIBLY DISTRIBUTE LOCAL PRODUCE WHILE DEVELOPING REAL WORLD LEADERSHIP SKILLS ALONG THE WAY BY USING FOOD AS A CATALYST FOR CHANGE WITHIN THEIR COMMUNITIES. THROUGH FARM AND FOOD PROGRAMMING, YOUTH FARM STRIVES TO ACCOMPLISH THE FOLLOWING GOALS: 1. TO DEVELOP AND NURTURE HEALTHY RELATIONSHIPS; 2. TO CREATE NEIGHBORHOOD CONNECTEDNESS AND OPPORTUNITIES FOR CONTRIBUTION; 3. TO CONTRIBUTE TO THE POSITIVE IDENTITY OF CHILDREN AND YOUTH; 4. TO PROMOTE HEALTHY BODIES AND MINDS; AND 5. TO BUILD YOUNG LEADERS. YOUTH AS YOUNG AS NINE PARTICIPATE IN PROGRAMMING AND HAVE THE OPPORTUNITY TO STAY INVOLVED UNTIL THE AGE OF 24. OUR PROGRAMS ARE BASED ON A UNIQUE PROGRESSIVE PROGRAM MODEL WHICH PLACES YOUTH IN FOUR SPECIFIC COHORTS BASED ON THEIR AGE: YOUTH FARMERS (AGE 9-11), ALL STARS (AGE 12-13), PROJECT LEAD (AGE 14-18), AND FARM STEWARDS (AGE 19-24). EACH COHORT WORKS TOGETHER AND BUILDS ON THE LAST, ENSURING THAT YOUTH ARE TAKING ON AGE APPROPRIATE RESPONSIBILITIES THAT ARE CHALLENGING, ENGAGING, AND EFFECTIVE. NO MATTER WHETHER A YOUNG PERSON IS ENGAGED WITH YOUTH FARM PROGRAMMING FOR ONE WEEK OR TEN YEARS, THEY WILL LEAVE KNOWING THAT THEIR VOICE WAS HEARD AND THAT THEY HAVE THE POWER TO BE AN EFFECTIVE LEADER IN THEIR COMMUNITY. IN 2020, YOUTH FARM ENGAGED OVER 800 TWIN CITIES YOUTH IN FOOD, COMMUNITY, AND LEADERSHIP PROGRAMMING. COVID-19 IMPACT: THIS YEAR, THERE IS NO DOUBT THAT PROGRAMMING HAS LOOKED DIFFERENT AT YOUTH FARM. TYPICALLY, THE GROWING SEASON IS PACKED FULL OF COMMUNITY EVENTS, SUMMER SCHOOL CLASSES, AND COOKING IN THE KITCHENS OF OUR PARTNERS. AS WE HAVE WORKED TO ENGAGE YOUTH FROM A DISTANCE AND CONTINUE TO GROW FOOD, OUR PROGRAMS HAVE SHIFTED TO FOCUS ON THE ENGAGEMENT AND LEADERSHIP GOALS OF OUR PROJECT LEAD AND FARM STEWARD STAFF. THESE YOUNG PEOPLE HAVE BEEN WORKING IN SMALL GROUPS TO MANAGE GARDEN SPACES, GROW AND DISTRIBUTE PRODUCE, AND INFLUENCE WHAT PROGRAMMING WILL LOOK LIKE WHEN WE ARE ABLE TO SAFELY WELCOME BACK GROUPS OF YOUNGER YOUTH INTO SPACES. OUR WORK HAS NOT STOPPED BECAUSE OF COVID-19, AND THE PANDEMIC HAS MADE IT CLEAR THAT THE GROWTH WE ARE LOOKING TO TAKE ON AND THE WORK WE DO AROUND FOOD, YOUTH, AND COMMUNITY IS IMPORTANT NOW MORE THAN EVER. AS WE WORK TO BUILD A FOUNDATION FOR RECOVERY WITHIN OUR COMMUNITIES, WE HAVE POSITIONED RACIAL EQUITY WITHIN THE CENTER OF EVERYTHING THAT WE DO. BY WORKING DIRECTLY WITH COMMUNITIES AND YOUTH OF COLOR AND FOLLOWING THEIR LEAD, WE CONTINUE TO SHIFT PROGRAMMING AND THE WAYS IN WHICH WE APPROACH OUR WORK AS THEY CONTINUE TO NAME HOW THE NEEDS WITHIN THEIR NEIGHBORHOODS ARE CHANGING. OUR DESCRIPTION OF PROGRAMS BELOW IS BOTH A COMBINATION OF A DESCRIPTION OF OUR MODEL PROGRAM AND HOW IT MANIFESTS MOST YEARS, WHILE SPECIFICALLY NOTING HOW THAT CHANGED IN 2020 DUE TO THE IMPACTS OF COVID-19. GROWING LEADERS: YOUTH FARM'S PROGRESSIVE PROGRAM MODEL HAS PROVEN TO BE BOTH EFFECTIVE AND ENGAGING, AS YOUTH HAVE NAMED THAT THEY FEEL APPROPRIATELY CHALLENGED AT EACH STAGE. ALTHOUGH THE TASKS IN EACH COHORT BUILD UPON THE TASKS FROM THE LAST, YOUTH WHO ARE INVOLVED DURING ANY STEP OF THE PROCESS WILL TAKE AWAY IMPORTANT FOOD ACCESS AND LEADERSHIP SKILLS. YOUTH FARMERS (AGE 9-11): YOUTH FARMERS WORK TO MASTER GARDENING AND COOKING SKILLS WHILE DEVELOPING STRONG INTERPERSONAL SKILLS. THEY ALSO LEARN ABOUT HOW FOOD CHOICES IMPACT THEIR LIVES AND COMMUNITIES AND SHARE THIS KNOWLEDGE WITH THEIR PEERS AND FAMILIES. ALL STARS (AGE 12-13): ALL STARS TAKE ON INTENTIONAL, SPECIFIC PROGRAM AND NEIGHBORHOOD LEADERSHIP ROLES WHILE FOCUSING ON CULTURAL RESPONSIVENESS SKILLS AND BECOMING ROLE MODELS FOR YOUNGER YOUTH. THEY ALSO LEARN ABOUT FOOD SYSTEMS WHILE TAKING PART IN THE DECISION MAKING PROCESS SURROUNDING FOOD DISTRIBUTION IN EACH NEIGHBORHOOD. PROJECT LEAD (AGE 14-18): THROUGHOUT THE PROJECT LEAD PROGRAM, HIGH SCHOOL-AGED YOUTH TAKE PART IN A SCHOOL YEAR INTERNSHIP FOLLOWED BY HOURLY SUMMER EMPLOYMENT. PROJECT LEAD PARTICIPANTS MANAGE PROGRAMMING FOR YOUTH FARMERS AND ALL STARS WHILE ALSO DESIGNING FARMS, SEEDING, PLANTING, WEEDING, HARVESTING, AND DISTRIBUTING THOUSANDS OF POUNDS OF FRESH PRODUCE. ADDITIONALLY, THESE YOUNG LEADERS ENGAGE THEIR PEERS, FAMILIES, AND NEIGHBORS AT COMMUNITY EVENTS, ACTIVELY LEARNING TO USE FOOD AS A TOOL FOR CHANGE. THROUGH THIS STAGE OF YOUTH FARM PROGRAMMING, PARTICIPANTS DEVELOP MENTORSHIP, CONFLICT RESOLUTION, LEADERSHIP, COMMUNITY ORGANIZING, AND CAREER SKILLS. FARM STEWARDS (AGE 19-24): THE FARM STEWARDS EMPLOYMENT PROGRAM IS THE FINAL STAGE OF YOUTH FARM'S PROGRESSIVE PROGRAM MODEL. FARM STEWARDS, WHO ARE OFTEN PROJECT LEAD GRADUATES, ARE YOUNG ADULTS THAT YOUTH FARM SUPPORTS TO BECOME SOCIAL CHANGE LEADERS AND COMMUNITY ORGANIZERS WITHIN THEIR NEIGHBORHOODS. THROUGHOUT THIS PROGRAM, FARM STEWARDS FOCUS ON A COMBINATION OF INCREASING PROGRAM OPPORTUNITIES IN THEIR NEIGHBORHOODS WITH HIGH LEVEL LEADERSHIP, BUILDING WORKFORCE SKILLS, AND DEVELOPING EXPERTISE WITHIN THE CONTEXT OF FOOD, SOCIAL CHANGE, AND PROFESSIONAL YOUTH DEVELOPMENT. YOUTH FARM DESIGNED THE FARM STEWARDS PROGRAM TO EMPHASIZE A MORE PERSONAL AND FLEXIBLE APPROACH TO LEADERSHIP DEVELOPMENT. WE AIM TO INCLUDE FARM STEWARDS AT DIFFERENT STAGES OF THEIR PERSONAL, EDUCATIONAL, AND PROFESSIONAL DEVELOPMENT, INCLUDING THOSE PURSUING A LONG-TERM CAREER IN YOUTH WORK, STUDENTS WHO ARE EARNING HIGHER EDUCATION CREDIT THROUGH THEIR FARM STEWARD EMPLOYMENT, AND YOUNG ADULTS EXPLORING A SPECIFIC AREA OF YOUTH FARM'S WORK IN FARMING, COMMUNITY ORGANIZING, NONPROFIT MANAGEMENT, ETC. GROWING FOOD: THROUGH YOUTH FARM PROGRAMMING, YOUTH GROW FOOD IN THREE TWIN CITIES NEIGHBORHOODS: NORTH MINNEAPOLIS AND THE FROGTOWN AND WEST SIDE NEIGHBORHOODS OF ST. PAUL. WITH THE VISION OF BUILDING COMMUNITY, WE MANAGE AND/OR ASSIST ON 10 URBAN FARM PLOTS IN PARTNERSHIP WITH A MULTITUDE OF ORGANIZATIONS INCLUDING THE MINNEAPOLIS COMMUNITY & TECHNICAL COLLEGE HERBAL STUDIES PROGRAM, LA PUERTA ABIERTA UNITED METHODIST CHURCH, NELLIE STONE JOHNSON COMMUNITY SCHOOL, AND COUNTLESS NEIGHBORS AND COMMUNITY MEMBERS. THROUGH OUR PROGRAMS, WE STRIVE TO INVOLVE YOUTH DURING EVERY STEP OF THE GROWING PROCESS. PROJECT LEAD AND FARM STEWARDS ARE TASKED WITH EVALUATING THE NEEDS OF THEIR NEIGHBORHOODS AND THEN CHOOSING CROPS TO PLANT, CREATING FARM PLANS, AND DESIGNING PROGRAMMING THAT WILL ALLOW FOR YOUTH FARMERS AND ALL STARS TO HAVE AS MUCH INVOLVEMENT THROUGHOUT THE GROWING SEASON AS POSSIBLE. ONCE PLANS FOR THE YEAR ARE MADE, YOUTH FARMERS AND ALL STARS ARE TASKED WITH SEEDING THOUSANDS OF PLANT STARTS IN OUR ST. PAUL GREENHOUSE OR IN THEIR CLASSROOMS IN MINNEAPOLIS. SEEDING BEGINS AS EARLY AS JANUARY AND PLANT STARTS ARE NURTURED THROUGHOUT THE WINTER. IN 2020, PRIOR TO THE COVID-19 SHUTDOWN, YOUTH HELPED SEED THOUSANDS OF PLANT STARTS AT OUR SCHOOL GREENHOUSE, AND AFTER MID-MARCH WHEN SCHOOLS WERE CLOSED, OUR PROGRAM STAFF WORKED INDEPENDENTLY TO DISTRIBUTE OVER 10,000 PLANT STARTS TO YOUTH FARM SITES, COMMUNITY PARTNERS, AND OVER 60 SCHOOL FAMILIES AS THE WEATHER GETS WARMER. PLANT STARTS ARE DISTRIBUTED TO GARDEN SPACES AND ARE PLANTED BY YOUTH DURING SCHOOL PROGRAMMING, BY PROJECT LEAD AFTER SCHOOL, AND BY STAFF AND VOLUNTEER WORK GROUPS. WHEN SCHOOL LETS OUT, YOUTH FARM PROGRAMMING SHIFTS TO FOCUS ON FARM MANAGEMENT. DURING THE PEAK GROWING MONTHS OF SUMMER, YOUTH MANAGE GARDEN SPACES, ENSURING TO EVALUATE WHICH CROPS ARE DOING WELL, WHEN THEY ARE READY TO HARVEST, AND WHO THEY SHOULD BE DISTRIBUTED TO. IN 2020, DUE TO COVID-19, THIS GROUP OF YOUTH LEADERS WAS REDUCED IN SIZE TO COMPLY WITH SAFETY PROTOCOL AND SOCIAL DISTANCING, BUT STILL MANAGED TO GROW THOUSANDS OF POUNDS OF PRODUCE FOR THE COMMUNITY. ALL OF YOUTH FARM'S DISTRIBUTION EFFORTS ARE INFORMED BY YOUTH AND ALSO AIM TO PROVIDE FRESH, LOCAL PRODUCE TO TH

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

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.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2019

Open to Public Inspection

Name of the organization
YOUTH FARM AND MARKET PROJECT

Employer identification number
41-1896055

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

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

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990 or 990-EZ).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state:
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:
- 10 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations _____
 - g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization failed to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .	468,478	843,488	685,198	610,420	836,860	3,444,444
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf. . . .						
3 The value of services or facilities furnished by a governmental unit to the organization without charge..	66,780	66,780	65,280	53,985	53,655	306,480
4 Total. Add lines 1 through 3	535,258	910,268	750,478	664,405	890,515	3,750,924
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f). . .						924,874
6 Public support. Subtract line 5 from line 4.						2,826,050

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
7 Amounts from line 4. . .	535,258	910,268	750,478	664,405	890,515	3,750,924
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. . . .		1		128	131	260
9 Net income from unrelated business activities, whether or not the business is regularly carried on. .						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.). . .					132	132
11 Total support. Add lines 7 through 10						3,751,316
12 Gross receipts from related activities, etc. (see instructions)					12	16,722

13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

14 Public support percentage for 2019 (line 6, column (f) divided by line 11, column (f))	14	75.330 %
15 Public support percentage for 2018 Schedule A, Part II, line 14	15	81.010 %

- 16a 33 1/3% support test—2019.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization
- b 33 1/3% support test—2018.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization
- 17a 10%-facts-and-circumstances test—2019.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization
- b 10%-facts-and-circumstances test—2018.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization
- 18 Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶		(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .						
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3	Gross receipts from activities that are not an unrelated trade or business under section 513						
4	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf. . .						
5	The value of services or facilities furnished by a governmental unit to the organization without charge						
6	Total. Add lines 1 through 5						
7a	Amounts included on lines 1, 2, and 3 received from disqualified persons						
b	Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year.						
c	Add lines 7a and 7b.						
8	Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

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

14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here.**

Section C. Computation of Public Support Percentage

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

Section D. Computation of Investment Income Percentage

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

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

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

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

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

		Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
	1		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
	2		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer (b) and (c) below.</i>		
	3a		
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)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
	3b		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
	3c		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes" and if you checked 12a or 12b in Part I, answer (b) and (c) below.</i>		
	4a		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>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.</i>		
	4b		
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)? <i>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.</i>		
	4c		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? <i>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).</i>		
	5a		
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?		
	5b		
c	Substitutions only. Was the substitution the result of an event beyond the organization's control?		
	5c		
6	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? <i>If "Yes," provide detail in Part VI.</i>		
	6		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
	8		
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))? <i>If "Yes," provide detail in Part VI.</i>		
	9a		
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? <i>If "Yes," provide detail in Part VI.</i>		
	9b		
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? <i>If "Yes," provide detail in Part VI.</i>		
	9c		
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)? <i>If "Yes," answer line 10b below.</i>		
	10a		
b	Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).</i>		
	10b		

Part IV Supporting Organizations (continued)

		Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?		
a	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
b	A family member of a person described in (a) above?		
c	A 35% controlled entity of a person described in (a) or (b) above? <i>If "Yes" to a, b, or c, provide detail in Part VI.</i>		

Section B. Type I Supporting Organizations

		Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
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? <i>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.</i>		

Section C. Type II Supporting Organizations

		Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		

Section D. All Type III Supporting Organizations

		Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
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? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3	By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

Section E. Type III Functionally-Integrated Supporting Organizations

1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions):		
a	<input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b	<input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c	<input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions)		
2	Activities Test. Answer (a) and (b) below.		
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>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.</i>	Yes	No
b	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
3	Parent of Supported Organizations. Answer (a) and (b) below.		
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>Provide details in Part VI.</i>		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		

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

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

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8	
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	1	
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			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)		

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

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI). See instructions	
7 Total annual distributions. Add lines 1 through 6.	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions	
9 Distributable amount for 2019 from Section C, line 6	
10 Line 8 amount divided by Line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2019	(iii) Distributable Amount for 2019
1 Distributable amount for 2019 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2019 (reasonable cause required-- explain in Part VI). See instructions.			
3 Excess distributions carryover, if any, to 2019:			
a From 2014.			
b From 2015.			
c From 2016.			
d From 2017.			
e From 2018.			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2019 distributable amount			
i Carryover from 2014 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4 Distributions for 2019 from Section D, line 7:			
\$			
a Applied to underdistributions of prior years			
b Applied to 2019 distributable amount			
c Remainder. Subtract lines 4a and 4b from 4.			
5 Remaining underdistributions for years prior to 2019, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, explain in Part VI . See instructions.			
6 Remaining underdistributions for 2019. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, explain in Part VI . See instructions.			
7 Excess distributions carryover to 2020. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2015.			
b Excess from 2016.			
c Excess from 2017.			
d Excess from 2018.			
e Excess from 2019.			

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

Facts And Circumstances Test

990 Schedule A, Supplemental Information

Return Reference	Explanation
PART II, LINE 10	132

SCHEDULE D (Form 990) Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

OMB No. 1545-0047 2019 Open to Public Inspection

Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. Attach to Form 990. Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization YOUTH FARM AND MARKET PROJECT

Employer identification number 41-1896055

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows 1-4 for total number and aggregate value. Rows 5-6 for donor and grantee notification questions.

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

Form for Part II with multiple sections: 1. Purpose(s) of conservation easements (checkboxes for public use, natural habitat, open space, historic area, historic structure). 2. Conservation contribution details (2a-d table). 3. Modified, transferred, released, extinguished, or terminated easements. 4. States where property is located. 5. Written policy regarding monitoring. 6. Staff and volunteer hours. 7. Expenses incurred. 8. Requirements of section 170(h)(4)(B)(i) and (ii). 9. Reporting requirements in financial statements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Form for Part III with sections 1a, 1b, 2a, 2b for reporting on collections of art, historical treasures, or other similar assets.

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

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):
- a** Public exhibition
 - b** Scholarly research
 - c** Preservation for future generations
 - d** Loan or exchange programs
 - e** Other
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . . **Yes** **No**

Part IV Escrow and Custodial Arrangements.

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

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? **Yes** **No**

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

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

	Amount
1c	
1d	
1e	
1f	

- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? . . . **Yes** **No**

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

Part V Endowment Funds.

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
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 the current year end balance (line 1g, column (a)) held as:

- a** Board designated or quasi-endowment ▶
- b** Permanent endowment ▶
- c** Temporarily restricted endowment ▶

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

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

- (i)** unrelated organizations
- (ii)** related organizations

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

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

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

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings		47,688	45,161	2,527
c Leasehold improvements				
d Equipment		86,709	78,021	8,688
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				11,215

Part VII Investments—Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)		

Part VIII Investments—Program Related.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col.(B) line 13.)		

Part IX Other Assets.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.)	

Part X Other Liabilities.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

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

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

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

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

1	Total revenue, gains, and other support per audited financial statements		1	909,123
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b	72,000	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	72,000
3	Subtract line 2e from line 1		3	837,123
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	837,123

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

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

1	Total expenses and losses per audited financial statements		1	705,930
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a	72,000	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	72,000
3	Subtract line 2e from line 1		3	633,930
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	633,930

Part XIII Supplemental Information

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

Return Reference	Explanation
See Additional Data Table	

Part XIII Supplemental Information *(continued)*

Return Reference	Explanation

Additional Data

Software ID:

Software Version:

EIN: 41-1896055

Name: YOUTH FARM AND MARKET PROJECT

Supplemental Information

Return Reference	Explanation
SCHEDULE D, PAGE 3, PART X	THE ORGANIZATION IS A NON-PROFIT ORGANIZATION EXEMPT FROM FEDERAL INCOME TAX UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE AND IS CLASSIFIED BY THE INTERNAL REVENUE SERVICE AS OTHER THAN A PRIVATE FOUNDATION. ACCORDINGLY, NO PROVISION FOR INCOME TAXES IS INCLUDED IN THE ACCOMPANYING FINANCIAL STATEMENTS. FOR FEDERAL INCOME TAX PURPOSES, THE ORGANIZATION'S TAX RETURNS ESSENTIALLY REMAIN OPEN FOR POSSIBLE EXAMINATION FOR A PERIOD OF THREE YEARS AFTER THE RESPECTIVE FILING DEADLINES OF THOSE RETURNS.

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury

Internal Revenue Service

Name of the organization
YOUTH FARM AND MARKET PROJECT**Supplemental Information to Form 990 or 990-EZ**

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

▶ Attach to Form 990 or 990-EZ.

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

OMB No. 1545-0047

2019**Open to Public Inspection**

Employer identification number

41-1896055

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990 - ORGANIZATION'S MISSION	YOUTH FARM'S MISSION IS SIMPLE - WE FARM TO GROW. WE FARM TO GROW FOOD, COMMUNITY, AND, MOST IMPORTANTLY, YOUNG LEADERS. YOUTH LEARN TO PLANT, GROW, COOK, AND RESPONSIBLY DISTRIBUTE LOCAL PRODUCE WHILE DEVELOPING REAL WORLD LEADERSHIP SKILLS ALONG THE WAY BY USING FOOD AS A CATALYST FOR CHANGE WITHIN THEIR COMMUNITIES.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PAGE 1, PART I, LINE 6	IN FISCAL YEAR 2020, YOUTH FARM HAD 11 BOARD MEMBER VOLUNTEERS, 6 COMMITTEE VOLUNTEERS AND 200 PROGRAM/GARDEN VOLUNTEERS.

990 Schedule O, Supplemental Information

Return Reference	Explanation
<p>FORM 990, PAGE 2, PART III, LINE 4A</p>	<p>YOUTH FARM SUCCESSFULLY GROWS NOT ONLY YOUNG LEADERS, BUT ALSO FOOD AND COMMUNITY BY ENGAGING YOUTH FROM MINNEAPOLIS AND ST. PAUL IN URBAN FARMING AND COMMUNITY ORGANIZING. YOUTH AS NINE PARTICIPATE IN PROGRAMMING AND HAVE THE OPPORTUNITY TO STAY INVOLVED UNTIL THE AGE OF 24, BUILDING NEW LEADERSHIP SKILLS EVERY STEP OF THE WAY. OUR PROGRAMS ARE BASED ON A UNIQUE PROGRESSIVE PROGRAM MODEL WHICH PLACES YOUTH IN FOUR SPECIFIC COHORTS BASED ON THEIR AGE: YOUTH FARMERS (AGE 9-11), ALL STARS (AGE 12-13), PROJECT LEAD (AGE 14-18), AND FARM STEWARDS (AGE 19-24). EACH COHORT WORKS TOGETHER AND BUILDS ON THE LAST, ENSURING THAT YOUTH ARE TAKING ON AGE APPROPRIATE RESPONSIBILITIES THAT ARE CHALLENGING, ENGAGING, AND EFFECTIVE. NO MATTER WHETHER A YOUNG PERSON IS ENGAGED WITH YOUTH FARM PROGRAMMING FOR ONE WEEK OR TEN YEARS, THEY WILL LEAVE KNOWING THAT THEIR VOICE WAS HEARD AND THAT THEY HAVE THE POWER TO BE AN EFFECTIVE LEADER IN THEIR COMMUNITY. IN 2020, YOUTH FARM ENGAGED OVER 800 TWIN CITIES YOUTH IN FOOD, COMMUNITY, AND LEADERSHIP PROGRAMMING. YOUTH FARM'S MISSION IS SIMPLE - WE FARM TO GROW. WE FARM TO GROW FOOD, COMMUNITY, AND, MOST IMPORTANTLY, YOUNG LEADERS. YOUTH LEARN TO PLANT, GROW, COOK, AND RESPONSIBLY DISTRIBUTE LOCAL PRODUCE WHILE DEVELOPING REAL WORLD LEADERSHIP SKILLS ALONG THE WAY BY USING FOOD AS A CATALYST FOR CHANGE WITHIN THEIR COMMUNITIES. THROUGH FARM AND FOOD PROGRAMMING, YOUTH FARM STRIVES TO ACCOMPLISH THE FOLLOWING GOALS: 1.TO DEVELOP AND NURTURE HEALTHY RELATIONSHIPS; 2.TO CREATE NEIGHBORHOOD CONNECTEDNESS AND OPPORTUNITIES FOR CONTRIBUTION; 3.TO CONTRIBUTE TO THE POSITIVE IDENTITY OF CHILDREN AND YOUTH; 4.TO PROMOTE HEALTHY BODIES AND MINDS; AND 5.TO BUILD YOUNG LEADERS. YOUTH AS NINE PARTICIPATE IN PROGRAMMING AND HAVE THE OPPORTUNITY TO STAY INVOLVED UNTIL THE AGE OF 24. OUR PROGRAMS ARE BASED ON A UNIQUE PROGRESSIVE PROGRAM MODEL WHICH PLACES YOUTH IN FOUR SPECIFIC COHORTS BASED ON THEIR AGE: YOUTH FARMERS (AGE 9-11), ALL STARS (AGE 12-13), PROJECT LEAD (AGE 14-18), AND FARM STEWARDS (AGE 19-24). EACH COHORT WORKS TOGETHER AND BUILDS ON THE LAST, ENSURING THAT YOUTH ARE TAKING ON AGE APPROPRIATE RESPONSIBILITIES THAT ARE CHALLENGING, ENGAGING, AND EFFECTIVE. NO MATTER WHETHER A YOUNG PERSON IS ENGAGED WITH YOUTH FARM PROGRAMMING FOR ONE WEEK OR TEN YEARS, THEY WILL LEAVE KNOWING THAT THEIR VOICE WAS HEARD AND THAT THEY HAVE THE POWER TO BE AN EFFECTIVE LEADER IN THEIR COMMUNITY. IN 2020, YOUTH FARM ENGAGED OVER 800 TWIN CITIES YOUTH IN FOOD, COMMUNITY, AND LEADERSHIP PROGRAMMING. COVID-19 IMPACT: THIS YEAR, THERE IS NO DOUBT THAT PROGRAMMING HAS LOOKED DIFFERENT AT YOUTH FARM. TYPICALLY, THE GROWING SEASON IS PACKED FULL OF COMMUNITY EVENTS, SUMMER SCHOOL CLASSES, AND COOKING IN THE KITCHENS OF OUR PARTNERS. AS WE HAVE WORKED TO ENGAGE YOUTH FROM A DISTANCE AND CONTINUE TO GROW FOOD, OUR PROGRAMS HAVE SHIFTED TO FOCUS ON THE ENGAGEMENT AND LEADERSHIP GOALS OF OUR PROJECT LEAD AND FARM STEWARD STAFF. THESE</p>

990 Schedule O, Supplemental Information

Return Reference	Explanation
<p>FORM 990, PAGE 2, PART III, LINE 4A</p>	<p>YOUNG PEOPLE HAVE BEEN WORKING IN SMALL GROUPS TO MANAGE GARDEN SPACES, GROW AND DISTRIBUTE PRODUCE, AND INFLUENCE WHAT PROGRAMMING WILL LOOK LIKE WHEN WE ARE ABLE TO SAFELY WELCOME BACK GROUPS OF YOUNGER YOUTH INTO SPACES. OUR WORK HAS NOT STOPPED BECAUSE OF COVID-19, AND THE PANDEMIC HAS MADE IT CLEAR THAT THE GROWTH WE ARE LOOKING TO TAKE ON AND THE WORK WE DO AROUND FOOD, YOUTH, AND COMMUNITY IS IMPORTANT NOW MORE THAN EVER. AS WE WORK TO BUILD A FOUNDATION FOR RECOVERY WITHIN OUR COMMUNITIES, WE HAVE POSITIONED RACIAL EQUITY WITHIN THE CENTER OF EVERYTHING THAT WE DO. BY WORKING DIRECTLY WITH COMMUNITIES AND YOUTH OF COLOR AND FOLLOWING THEIR LEAD, WE CONTINUE TO SHIFT PROGRAMMING AND THE WAYS IN WHICH WE APPROACH OUR WORK AS THEY CONTINUE TO NAME HOW THE NEEDS WITHIN THEIR NEIGHBORHOODS ARE CHANGING. OUR DESCRIPTION OF PROGRAMS BELOW IS BOTH A COMBINATION OF A DESCRIPTION OF OUR MODEL PROGRAM AND HOW IT MANIFESTS MOST YEARS, WHILE SPECIFICALLY NOTING HOW THAT CHANGED IN 2020 DUE TO THE IMPACTS OF COVID-19. GROWING LEADERS: YOUTH FARM'S PROGRESSIVE PROGRAM MODEL HAS PROVEN TO BE BOTH EFFECTIVE AND ENGAGING, AS YOUTH HAVE NAMED THAT THEY FEEL APPROPRIATELY CHALLENGED AT EACH STAGE. ALTHOUGH THE TASKS IN EACH COHORT BUILD UPON THE TASKS FROM THE LAST, YOUTH WHO ARE INVOLVED DURING ANY STEP OF THE PROCESS WILL TAKE AWAY IMPORTANT FOOD ACCESS AND LEADERSHIP SKILLS. YOUTH FARMERS (AGE 9-11): YOUTH FARMERS WORK TO MASTER GARDENING AND COOKING SKILLS WHILE DEVELOPING STRONG INTERPERSONAL SKILLS. THEY ALSO LEARN ABOUT HOW FOOD CHOICES IMPACT THEIR LIVES AND COMMUNITIES AND SHARE THIS KNOWLEDGE WITH THEIR PEERS AND FAMILIES. ALL STARS (AGE 12-13): ALL STARS TAKE ON INTENTIONAL, SPECIFIC PROGRAM AND NEIGHBORHOOD LEADERSHIP ROLES WHILE FOCUSING ON CULTURAL RESPONSIVENESS SKILLS AND BECOMING ROLE MODELS FOR YOUNGER YOUTH. THEY ALSO LEARN ABOUT FOOD SYSTEMS WHILE TAKING PART IN THE DECISION MAKING PROCESS SURROUNDING FOOD DISTRIBUTION IN EACH NEIGHBORHOOD. PROJECT LEAD (AGE 14-18): THROUGHOUT THE PROJECT LEAD PROGRAM, HIGH SCHOOL-AGED YOUTH TAKE PART IN A SCHOOL YEAR INTERNSHIP FOLLOWED BY HOURLY SUMMER EMPLOYMENT. PROJECT LEAD PARTICIPANTS MANAGE PROGRAMMING FOR YOUTH FARMERS AND ALL STARS WHILE ALSO DESIGNING FARMS, SEEDING, PLANTING, WEEDING, HARVESTING, AND DISTRIBUTING THOUSANDS OF POUNDS OF FRESH PRODUCE. ADDITIONALLY, THESE YOUNG LEADERS ENGAGE THEIR PEERS, FAMILIES, AND NEIGHBORS AT COMMUNITY EVENTS, ACTIVELY LEARNING TO USE FOOD AS A TOOL FOR CHANGE. THROUGH THIS STAGE OF YOUTH FARM PROGRAMMING, PARTICIPANTS DEVELOP MENTORSHIP, CONFLICT RESOLUTION, LEADERSHIP, COMMUNITY ORGANIZING, AND CAREER SKILLS. FARM STEWARDS (AGE 19-24): THE FARM STEWARDS EMPLOYMENT PROGRAM IS THE FINAL STAGE OF YOUTH FARM'S PROGRESSIVE PROGRAM MODEL. FARM STEWARDS, WHO ARE OFTEN PROJECT LEAD GRADUATES, ARE YOUNG ADULTS THAT YOUTH FARM SUPPORTS TO BECOME SOCIAL CHANGE LEADERS AND COMMUNITY ORGANIZERS WITHIN THEIR NEIGHBORHOODS. THROUGHOUT THIS PROGRAM, FARM STEWARDS FOCUS</p>

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FORM 990, PAGE 2, PART III, LINE 4A	<p>ON A COMBINATION OF INCREASING PROGRAM OPPORTUNITIES IN THEIR NEIGHBORHOODS WITH HIGH LEVEL LEADERSHIP, BUILDING WORKFORCE SKILLS, AND DEVELOPING EXPERTISE WITHIN THE CONTEXT OF FOOD, SOCIAL CHANGE, AND PROFESSIONAL YOUTH DEVELOPMENT. YOUTH FARM DESIGNED THE FARM STEWARDS PROGRAM TO EMPHASIZE A MORE PERSONAL AND FLEXIBLE APPROACH TO LEADERSHIP DEVELOPMENT. WE AIM TO INCLUDE FARM STEWARDS AT DIFFERENT STAGES OF THEIR PERSONAL, EDUCATIONAL, AND PROFESSIONAL DEVELOPMENT, INCLUDING THOSE PURSUING A LONG-TERM CAREER IN YOUTH WORK, STUDENTS WHO ARE EARNING HIGHER EDUCATION CREDIT THROUGH THEIR FARM STEWARD EMPLOYMENT, AND YOUNG ADULTS EXPLORING A SPECIFIC AREA OF YOUTH FARM'S WORK IN FARMING, COMMUNITY ORGANIZING, NONPROFIT MANAGEMENT, ETC. GROWING FOOD: THROUGH YOUTH FARM PROGRAMMING, YOUTH GROW FOOD IN THREE TWIN CITIES NEIGHBORHOODS: NORTH MINNEAPOLIS AND THE FROGTOWN AND WEST SIDE NEIGHBORHOODS OF ST. PAUL. WITH THE VISION OF BUILDING COMMUNITY, WE MANAGE AND/OR ASSIST ON 10 URBAN FARM PLOTS IN PARTNERSHIP WITH A MULTITUDE OF ORGANIZATIONS INCLUDING THE MINNEAPOLIS COMMUNITY & TECHNICAL COLLEGE HERBAL STUDIES PROGRAM, LA PUERTA ABIERTA UNITED METHODIST CHURCH, NELLIE STONE JOHNSON COMMUNITY SCHOOL, AND COUNTLESS NEIGHBORS AND COMMUNITY MEMBERS. THROUGH OUR PROGRAMS, WE STRIVE TO INVOLVE YOUTH DURING EVERY STEP OF THE GROWING PROCESS. PROJECT LEAD AND FARM STEWARDS ARE TASKED WITH EVALUATING THE NEEDS OF THEIR NEIGHBORHOODS AND THEN CHOOSING CROPS TO PLANT, CREATING FARM PLANS, AND DESIGNING PROGRAMMING THAT WILL ALLOW FOR YOUTH FARMERS AND ALL STARS TO HAVE AS MUCH INVOLVEMENT THROUGHOUT THE GROWING SEASON AS POSSIBLE. ONCE PLANS FOR THE YEAR ARE MADE, YOUTH FARMERS AND ALL STARS ARE TASKED WITH SEEDING THOUSANDS OF PLANT STARTS IN OUR ST. PAUL GREENHOUSE OR IN THEIR CLASSROOMS IN MINNEAPOLIS. SEEDING BEGINS AS EARLY AS JANUARY AND PLANT STARTS ARE NURTURED THROUGHOUT THE WINTER. IN 2020, PRIOR TO THE COVID-19 SHUTDOWN, YOUTH HELPED SEED THOUSANDS OF PLANT STARTS AT OUR SCHOOL GREENHOUSE, AND AFTER MID-MARCH WHEN SCHOOLS WERE CLOSED, OUR PROGRAM STAFF WORKED INDEPENDENTLY TO DISTRIBUTE OVER 10,000 PLANT STARTS TO YOUTH FARM SITES, COMMUNITY PARTNERS, AND OVER 60 SCHOOL FAMILIES AS THE WEATHER GETS WARMER, PLANT STARTS ARE DISTRIBUTED TO GARDEN SPACES AND ARE PLANTED BY YOUTH DURING SCHOOL PROGRAMMING, BY PROJECT LEAD AFTER SCHOOL, AND BY STAFF AND VOLUNTEER WORK GROUPS. WHEN SCHOOL LETS OUT, YOUTH FARM PROGRAMMING SHIFTS TO FOCUS ON FARM MANAGEMENT. DURING THE PEAK GROWING MONTHS OF SUMMER, YOUTH MANAGE GARDEN SPACES, ENSURING TO EVALUATE WHICH CROPS ARE DOING WELL, WHEN THEY ARE READY TO HARVEST, AND WHO THEY SHOULD BE DISTRIBUTED TO. IN 2020, DUE TO COVID-19, THIS GROUP OF YOUTH LEADERS WAS REDUCED IN SIZE TO COMPLY WITH SAFETY PROTOCOL AND SOCIAL DISTANCING, BUT STILL MANAGED TO GROW THOUSANDS OF POUNDS OF PRODUCE FOR THE COMMUNITY. ALL OF YOUTH FARM'S DISTRIBUTION EFFORTS ARE INFORMED BY YOUTH AND ALSO AIM TO PROVIDE FRESH, LOCAL PRODUCE TO THE</p>

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FORM 990, PAGE 6, PART VI, LINE 11B	DRAFT FORM 990 REVIEWED BY BOARD; ANY QUESTIONS ARE RAISED AT THIS TIME. ONCE APPROVED, DIRECTION GIVEN TO THE EXECUTIVE DIRECTOR TO FINALIZE THE FORM 990 FOR FILING. THE ACTION OF APPROVAL IS DOCUMENTED IN THE BOARD MINUTES.

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FORM 990, PAGE 6, PART VI, LINE 12C	AT THE BEGINNING OF EACH BOARD OF DIRECTOR'S TERM OF SERVICE, AND ANNUALLY THEREAFTER, EACH DIRECTOR MUST COMPLETE A CONFLICT OF INTEREST DISCLOSURE FORM. UPON HIRING AND ANNUALLY THEREAFTER, EACH STAFF MUST COMPLETE A CONFLICT OF INTEREST DISCLOSURE FORM. THE DIRECTOR AND STAFF MUST ALSO UPDATE THE DISCLOSURE STATEMENT IF A CHANGE IN PERSONAL CIRCUMSTANCES CAUSES THE PREVIOUSLY SUBMITTED DISCLOSURE TO BE NO LONGER CORRECT. IN ADDITION, WHEN A DIRECTOR OR STAFF IS AWARE OF A POTENTIAL CONFLICT OF INTEREST CONCERNING AN AGENDA ITEM IN A YOUTH FARM MEETING, THE DIRECTOR OR STAFF MUST PROMPTLY DISCLOSE THAT CONFLICT TO THE CHAIR, TO THE FULL BOARD, OR TO THE EXECUTIVE DIRECTOR, AS APPROPRIATE. YOUTH FARM HAS A SCHEDULE DETAILING THE REVIEWING AUTHORITY FOR EACH COMPLETED CONFLICT OF INTEREST DISCLOSURE FORM. THE APPROPRIATE REVIEWING AUTHORITY HAS THREE POSSIBLE COURSES OF ACTION WITH RESPECT TO EACH STATEMENT IN WHICH A CONFLICT IS DISCLOSED. ANY DISAGREEMENT BETWEEN THE DIRECTOR OR STAFF AND THE REVIEWING AUTHORITY MAY BE SUBMITTED TO THE YOUTH FARM EXECUTIVE COMMITTEE FOR RESOLUTION.

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FORM 990, PAGE 6, PART VI, LINE 15A	BOARD OF DIRECTORS PERFORMS ANNUAL REVIEW OF EXECUTIVE DIRECTOR, BY ANNUAL REVIEW OF PERFORMANCE OF JOB DUTIES AS DESCRIBED IN JOB DESCRIPTION. THIS PROCESS IS LED BY THE BOARD CHAIR. ANY COMPENSATION CHANGES ARE BASED ON YOUTH FARM STAFF SALARY COMPENSATION PLAN (PASSED BY THE BOARD OF DIRECTORS IN 2016). OUTCOMES OF THIS ANNUAL REVIEW AND ANY CHANGES IN COMPENSATION ARE DOCUMENTED IN WRITING (BY BOTH EXECUTIVE DIRECTOR AND BOARD CHAIR) AND STORED IN EXECUTIVE DIRECTOR'S PERSONNEL FILE. BOARD MINUTES WILL REFLECT DATE OF REVIEW, WHO PERFORMED REVIEW, AND ANY SUBSEQUENT SALARY CHANGES.

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FORM 990, PAGE 6, PART VI, LINE 15B	EXECUTIVE DIRECTOR PERFORMS ANNUAL REVIEW OF ALL KEY PERSONNEL, BY ANNUAL REVIEW OF PERFORMANCE ON JOB DUTIES AS DESCRIBED IN JOB DESCRIPTION(S). ANY COMPENSATION CHANGES ARE BASED ON YOUTH FARM'S STAFF SALARY COMPENSATION PLAN (PASSED BY THE BOARD OF DIRECTORS IN 2016). OUTCOMES OF THIS ANNUAL REVIEW AND ANY CHANGES IN COMPENSATION ARE DOCUMENTED IN WRITING (BY BOTH EXECUTIVE DIRECTOR AND KEY EMPLOYEE) AND STORED IN STAFF MEMBERS PERSONNEL FILE.

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FORM 990, PAGE 6, PART VI, LINE 19	THE ORGANIZATION'S FORM 990 AND OTHER INFORMATION IS AVAILABLE AT THE ORGANIZATION'S OFFICE UPON REQUEST.