2949325108901

2016

Department of the Internal Revenue

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. Information about Form 990 and its instructions is at www.irs.gov/form990.

Open to Public Inspection

Ā	For the 20	16 calen	dar year, or tax	year begin	ning Oct	1	,;	2016, an	d endir	g Sep	30		, 2017	
B	Check if applied	cable	C Name of organiz	ation HAR	RIS HOM	E FOR C	HILDRE	EN, IN	NC.		D Employ	yer ident	ification number	
	Address	change	Doing business	-							63-	0421	494	
	Name ch	nange	Number and stre	et (or PO box	rf mail is not de	ivered to street	address)		Room/	'suite	E Teleph	one numi	ber	
	Initial ret	urn	1210 Churc	ch Stre	et						(25	6) 8	37-0332	
	Final return	n/terminated	City or town, sta	te or province,	country, and ZIP	or foreign post	al code					<u> </u>		
	Amende	d return	Huntsville	Э				AL 3	5801		G Gross r	receipts	\$1,739,57	73.
	Applicati	on pending	F Name and addre	ess of principal	officer		-		A	H(a) Is this a	group return			
			Reggie McKenzi	e 1210	Church	Hunts	ville	ATi 3	58,01	H(b) Are all	subordinates attach a list	included	?	_
ī	Tax-exem	pt status	X 501(c)(3)	501(c) (nsert no)	4947(a)		527	I II NO,	attach a list ((see instr	uctions)	
J	Website	: N/		1 1/2.			A		<u> </u>	H(c) Group	exemption nu	umber 🕨	-	
ĸ	Form of org		X Corporation	Trust	Association	Other -		L Year	of formati					L
		ummar				1	- 1				- 			=
<u>. </u>			e the organization	on's mission	n or most sig	nificant activ	vities 🖟	dire	ect ca	are for	under	priv	ileged ch	ıldren
ക				- -										
Š														
Ĕ						_ 			- - -					
Governance	2 Che	ck this bo			discontinue									
			ting members of	-	•		•					3		13
es	4 Nun		dependent voting of individuals en			-						5		13
Activities &	6 Tota		of volunteers (es									6		30
듗	7a Tota		d business rever									7a		0.
	1		business taxable									7b		0.
	 					<u> </u>	_	_			rior Year	•	Current	
	8 Cor	tributions	and grants (Part	VIII, line 1	h)					.	271,2	299.		0,931.
ğ	9 Pro	gram serv	ice revenue (Par	t VIII, line 2	?g)					. 1	,757,8			4,132.
Revenue	10 Inve	estment in	come (Part VIII,	column (A)	, lines 3, 4, a	nd 7d)				<u>.</u>		639.		4,510.
æ	11 Oth	er revenu	e (Part VIII, colui	nn (A), line	s 5, 6d, 8c, 9	c, 10c, and	11e).	وسيسندن		.\			<u></u>	
	12 Tota	al revenue	e – add lines 8 th	rough 11 (must equal F	art VIII, col	umn (A)	ine 125-	<u>منساليا!</u>	.\\2	2,029,	754.	1,73	9,573.
	13 Gra	nts and si	milar amounts p	aid (Part IX	, column (A),	lines 1-3)	2501		٠٠٠)	<u> </u>				
	14 Ben	Benefits paid to or for members (Part IX, column (A), line 4)											_	
'n	15 Sala									<u> 4 </u>			1,15	2,727.
Expenses	16a Pro	fessional t	fundraising fees	(Part IX, co	lumn (A), line	e 11e) \ S }\	HAR		المستعملة وعدة	ا ا				
per	b Tota	al fundrais	ing expenses (P	art IX. colui	mn (D), line 2	25) - 【題】	ور المستحد	55 FE 1841	555	الم الماليا				
ŭ	17 Oth		es (Part IX, colu			" —	C)((3)	مسلم المسلم	<u> </u>	·	33,	788	5.4	8,624.
			es Add lines 13-			11	line 25)			·	33,			1,351.
	1	-	expenses Subt							` -	,995,9			8,222.
* 8		Terrac 1000	CAPCILOCO CUBI	1001 11110 10									End of	
Not Assets of	20 Tota	al assets ((Part X, line 16)								ng of Curre	$\overline{}$		1,588.
8.9	21 Total		s (Part X, line 26								587,6			6,264.
<u>ة</u>	22 Net	assets or	fund balances.	Subtract line	e 21 from lini	20				. —	,367,			5,324.
			re Block	30011001	<u> </u>					· -	., 507, .	104.	1,40	3,324.
_				ined this return	including sccor	nnanvino sched	ules and sta	tements ar	nd to the h	est of my know	wheelee and h	olief it is	true correct and	
con	plete Declara	tion of pepa	clare that I have exam rer (other then officer	is based on all	information of w	hich preparer h	as any know	ledge	10 10 110 0	ost of my knot	modgo and b	oner, it is	1100, 05. 00., 1110	
)—— `		Mm\	all behi	1.										
Si	gn	Signat	re of officer							Da	3.9			
He	ere	Rea	gie McKenz	ie						Chai	rman o	f th	e Board	
ñ			r print name and title											
J		Print/Type	oreparer's name		Preparer's sig	nature			ate		Check	ıt	PTIN	
?Pa	aid	THOMA	S T DYER,	CPA	THOMAS	T DYER	, CPA	lo	8/01	/18	self-employ	red	P0121217	2
	reparer	Firm's name		SMITH							1			
	se Only	Firm's addr			E SQUARI	E, STE					Fırm's ElN	0 2	-0639648	_
Į	•		HUNTS		~			35801			Phone no	(25)		020
Ma	ay the IRS	discuss th	is return with the		hown above?	(see instru							. X Yes	No
· —			Reduction Act N							EA0101 11/1	6/16			90 (2016)

~ E DIG D DUI	i aciaioc exheriaca	1,297,145.				n 990 (2016)
(Expenses	\$ ir service expenses	ncluding grants of \$) (Revenue	\$)
	n services (Describe in Schedu					
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		-				
4 c (Code) (Expenses \$	including grants of	\$) (Revenue	\$)
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4 b (Code) (Expenses \$	including grants of	\$) (Revenue	\$)
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under	privileged children	n		-	-	
		to provide direct car	re_for			
4 a (Code		297, 145. including grants of) (Revenue	\$1,29	7,145.)
Section 501(c))(3) and 501(c)(4) organizations of any, for each program service	s are required to report the amount	of grants and allocations	to others, the	total expenses	5,
4 Describe the c	organization's program service	accomplishments for each of its the	ee largest program servic	es, as measui	red by expense	es
	zation cease conducting, or ma be these changes on Schedule	ake significant changes in how it co	nducts, any program serv	ices ⁷	Yes Yes	X No
	be these new services on Sche		andrioto onicessassassassassassassassassassassassassa			
					. Yes	X No
		t program services during the year		•		
						·
				-		
<u>direct ca</u>	are for underprivil	leged children				
1 Briefly describe	e the organization's mission					
		inse or note to any line in this Part	m			[
	ment of Program Service				121171	, ugo 2
orm 990 (2016)	HARRIS HOME FOR CH	ILDREN, INC.		63-0	421494	Page 2

63-0421494

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If 'Yes,' complete Schedule A	1	х	
- 2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	2		Х
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If 'Yes,' complete Schedule C, Part I	3		Х
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If 'Yes,' complete Schedule C, Part II	4		×
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If 'Yes,' complete Schedule C, Part III	5		X
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If 'Yes,' complete Schedule D, Part I			v
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If 'Yes,' complete Schedule D, Part II	7		<u> </u>
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If 'Yes,' complete Schedule D, Part III	8		X
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If 'Yes,' complete Schedule D, Part IV	9		Х
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If 'Yes,' complete Schedule D, Part V	10		Х
11	If the organization's answer to any of the following questions is 'Yes', then complete Schedule D, Parts VI, VIII, VIII, IX, or X as applicable		``	4
ē	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If 'Yes,' complete Schedule D, Part VI	11 a	Х	
t	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.	11 b		Х
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	11 c		Х
C	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	11 d	x	
•	Did the organization report an amount for other liabilities in Part X, line 25? If 'Yes,' complete Schedule D, Part X	11 e		Χ
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	11 f		X
12 8	Did the organization obtain separate, independent audited financial statements for the tax year? If 'Yes,' complete Schedule D, Parts XI and XII	12a	х	
ı	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	12 b		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule E			Х
148	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
ı	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If 'Yes,' complete Schedule F, Parts I and IV	14b		х
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			X
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If 'Yes,' complete Schedule F, Parts III and IV			X
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,	17		X
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If 'Yes,' complete Schedule G, Part II	18		X
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If 'Yes,' complete Schedule G, Part III.	19		X
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Form 990 (2016) HARRIS HOME FOR CHILDREN, INC.

Part IV | Checklist of Required Schedules (continued)

			Yes	No
20a	Did the organization operate one or more hospital facilities? If 'Yes,' complete Schedule H	20a		X
b	If 'Yes' to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If 'Yes,' complete Schedule I, Parts I and II	21		Х
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If 'Yes,' complete Schedule I, Parts I and III	22		Х
23	Did the organization answer 'Yes' to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If 'Yes,' complete Schedule J	23	_	Х
24 a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If 'Yes,' answer lines 24b through 24d and complete Schedule K. If 'No, 'go to line 25a	24a	-	x
t	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
ď	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
c	Did the organization act as an 'on behalf of' issuer for bonds outstanding at any time during the year?	24d		
25 a	a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If 'Yes,' complete Schedule L, Part I	25a		X
t	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If 'Yes,' complete Schedule L, Part I	25b		X
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If 'Yes,' complete Schedule L, Part II	26		Х
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If 'Yes,' complete Schedule L, Part III	27		Х
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)	,~ .*	(* * ?	(1
•	a A current or former officer, director, trustee, or key employee? If 'Yes,' complete Schedule L, Part IV	28a		X
ı	b A family member of a current or former officer, director, trustee, or key employee? If 'Yes,' complete Schedule L, Part IV	28b		Х
•	c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If 'Yes,' complete Schedule L, Part IV	28c		Х
29	Did the organization receive more than \$25,000 in non-cash contributions? If 'Yes,' complete Schedule M	29		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If 'Yes,' complete Schedule M	30		Х
31	Did the organization liquidate, terminate, or dissolve and cease operations? If 'Yes,' complete Schedule N, Part I	31		Х
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If 'Yes,' complete Schedule N, Part II	32		Х
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? If 'Yes,' complete Schedule R, Part I	33		Х
34	Was the organization related to any tax-exempt or taxable entity? If 'Yes,' complete Schedule R, Part II, III, or IV, and Part V, line 1 · · · · · · · · · · · · · · · · · ·	34		X
35	a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
١	b If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If 'Yes,' complete Schedule R, Part V, line 2	35b		Х
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If 'Yes,' complete Schedule R, Part V, line 2	36		Х
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If 'Yes,' complete Schedule R, Part VI	37		Х
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	38	Х	

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Form 990 (2016)

ran	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	· I
1 2	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable		162	No
	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?	4.	χ	
2 a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax State-	1 c		
	ments, filed for the calendar year ending with or within the year covered by this return	 2 b	X	
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	20		 -
	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3 a		X
	If 'Yes,' has it filed a Form 990-T for this year? If 'No' to line 3b, provide an explanation in Schedule O	3 b		
4 a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4 a		Х
	If 'Yes,' enter the name of the foreign country			
-	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)			1
5 a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5 a		X
	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5 b		X
	If 'Yes,' to line 5a or 5b, did the organization file Form 8886-T?	5 c		-
	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6 a	_	х
b	of Yes, did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6 b		^
7	Organizations that may receive deductible contributions under section 170(c).	- 00		
	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and			
	services provided to the payor?	7 a		Х
	If 'Yes,' did the organization notify the donor of the value of the goods or services provided?	7 b	_	
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7 c		Х
d	If 'Yes,' indicate the number of Forms 8282 filed during the year	/		
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7 e		Х
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7 f		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7 g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a	7 6		
8	Form 1098-C?	7 h		├—
	organization have excess business holdings at any time during the year?	8		X
9	Sponsoring organizations maintaining donor advised funds.			-
a	Did the sponsoring organization make any taxable distributions under section 4966?	9 a		Х
	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9 b		Х
	Section 501(c)(7) organizations. Enter			
а	Initiation fees and capital contributions included on Part VIII, line 12			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10 b			
11	Section 501(c)(12) organizations. Enter			1
а	Gross income from members or shareholders			ĺ
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)			
12 a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
b	olf 'Yes,' enter the amount of tax-exempt interest received or accrued during the year 12 b			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.			
а	s the organization licensed to issue qualified health plans in more than one state?	13 a		
	Note. See the instructions for additional information the organization must report on Schedule O			
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans			
c	Enter the amount of reserves on hand	Ì		
	a Did the organization receive any payments for indoor tanning services during the tax year?	14 a		Х
	o If 'Yes,' has it filed a Form 720 to report these payments? If 'No,' provide an explanation in Schedule O	14 b		<u> </u>

Pa	rt VI	Governance, Management, and Disclosure For each 'Yes' response to lines 2 through 7b below a 'No' response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes ii		d for	
		Schedule O See instructions	,		
		Check if Schedule O contains a response or note to any line in this Part VI		· · <u>·</u>	. X
Sec	ction /	A. Governing Body and Management			
•]	Yes	No
1 :	If ther	r the number of voting members of the governing body at the end of the tax year			
		the number of voting members included in line 1a, above, who are independent 1 b 13	İ		
2		iny officer, director, trustee, or key employee have a family relationship or a business relationship with any other er, director, trustee, or key employee?	2		 X
3		he organization delegate control over management duties customarily performed by or under the direct supervision incers, directors, or trustees, or key employees to a management company or other person?	3		Х
4		he organization make any significant changes to its governing documents the prior Form 990 was filed?	4		Х
5		he organization become aware during the year of a significant diversion of the organization's assets?	5		X
6		he organization have members or stockholders?	6		X
7		he organization have members, stockholders, or other persons who had the power to elect or appoint one or more	<u> </u>		
•		bers of the governing body?	7 a		Х
	ь Are a	any governance decisions of the organization reserved to (or subject to approval by) members,			
		cholders, or persons other than the governing body?	7 b		_ X_
8	the fo	he organization contemporaneously document the meetings held or written actions undertaken during the year by ollowing	* *		`.
	-	governing body?	8 a	_X	
		committee with authority to act on behalf of the governing body?	8 Ь	X	
9		ere any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the nization's mailing address? If 'Yes,' provide the names and addresses in Schedule O	9		X
Se	ction	B. Policies (This Section B requests information about policies not required by the Internal Revenue	ue C	ode)	
				Yes	No
		he organization have local chapters, branches, or affiliates?	10 a		X
	operat	s,' did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their tions are consistent with the organization's exempt purposes?	10 b		
		he organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11 a	X	
		cribe in Schedule O the process, if any, used by the organization to review this Form 990	:	~ ~	
		he organization have a written conflict of interest policy? If 'No,' go to line 13	12a		<u>X</u>
	to co	e officers, directors, or trustees, and key employees required to disclose annually interests that could give rise onflicts?	12b	. _	
		edule O how this was done	12c		
13		he organization have a written whistleblower policy?	13		Х
14		he organization have a written document retention and destruction policy?	14		Χ -
15	perso	the process for determining compensation of the following persons include a review and approval by independent ons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
		organization's CEO, Executive Director, or top management official	15 a	X	L
		er officers or key employees of the organization	15 b	X	
		es' to line 15a or 15b, describe the process in Schedule O (see instructions)			ĺ
16	a Did ti taxat	the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a ble entity during the year?	16 a		Х
	partic	es,' did the organization follow a written policy or procedure requiring the organization to evaluate its cipation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the nization's exempt status with respect to such arrangements?	16 b		
Se		C. Disclosure			
		the states with which a copy of this Form 990 is required to be filed >			
17	' List t				
17 18	Secti for p	tion 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) a public inspection. Indicate how you made these available. Check all that apply	- — — Ivailat	ole	
	Section for production of the control of the contro	oublic inspection. Indicate how you made these available. Check all that apply Own website		ole	
18	Section for production of the purpose of the purpos	Own website Another's website X Upon request Other (explain in Schedule O)		ole	

E 000 (0040)					
Form 990 (2016)	HARRIS	HOME:	FOR	CHILDREN.	TNC

63-0421494

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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

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

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

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

Check this box in heither the organization nor any rela	tou organi			(C)		icu u	,	directive difficulty directive	ctor, or trustee	
(A) Name and Title	(B) Average hours per	than	one i both dire	box, i an or ector/	unless fficer truste	ck mor s perso and a ee)	n	(D) Reportable compensation from the organization	(E) Reportable compensation from related organizations	(F) Estimated amount of other compensation
	week (list any hours for related organiza- tions below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(W-2/1099-MISC)	(W-2/1099-MISC)	from the organization and related organizations
_(1) Reggie MeKenzie	4.00	X		Х						
President	1 00	<u> </u>	$\left - \right $	^		 —		0.	0.	0.
(2) Lyla M. Green Kelly Vice President	4.00	Х		Х				0.	0.,	0.
(3) Dr. Barbara Cady Treasurer	4.00	X		Х				0.	0.1	0.
(4) Monica Ray	4.00	х		Х			-			
Secretary		- 1	\vdash				-	0.	0.	0.
(5) Dr. Leon Frazier Member	2.00	Х						0.	0.	0.
	2.00	x						0.	0.	0.
(7) Jesse Johnson Member	_4.00	х						0.	0.1	0.
(8) Ina Wilson Smith Member	2.00	х						0.	0.	0.
(9) Marcus Earl Spicer Member	2.00	х						0.	0.	0.
(10) Delvin Lee Sullivan Member	2.00	х						0.	0.	0.
(11) Eddie R. Williams Member	2.00	х					i	0.	0.	0.
(12) Carrie Burke Denenny Member	2.00	Х						0.	0.	0.
(13) Jonathan Hornsby Member	2.00	Х						0.	0.	0.
(14)										

Part VII Section A. Officers, Directors, Tru	ustees, l	<u>Key</u>	Emp	loy	ees, a	ınc	Highest Com	pensated Emp	loyees	(continu	ıed)
. (A) Name and title	Average hours per week	box,	not che unless cer and	person a direc	e than or n is both a tor/truste	an ee)	(D) Reportable compensation from the organization	(E) Reportable compensation from related organizations	Estin	(F) mated t of other	
•	(list any hours for related organiza - tions below dotted line)	Individual trustee or director	Institutional trustee	Officer	Highest compensated employee	Former	(W-2/1099-MISC)	(W-2/1099-MISC)	from organi and r	n the ization elated izations	
(15)							-			<u>.</u>	
(16)					1				1		
(17)											
(18)	 										
(19)											
(20)				\dagger			-	<u> </u>	†		
(21)											
(22)											
(23)											
(24)											
(25)	 								1		
1 b Sub-total	on A				'	<u> </u>	0.	0.			0.
d Total (add lines 1b and 1c)						ive	0. d more than \$100,	0 . 000 of reportable co		on	0.
from the organization •							<u>.</u>	 .		Yes	No
3 Did the organization list any former officer, director on line 1a? If 'Yes,' complete Schedule J for such ii									. 3		X
For any individual listed on line 1a, is the sum of rethe organization and related organizations greater is such individual	than \$150.	.0002	If 'Ye	s.' co	mplete	Sc	hedule J for		. 4		х
5 Did any person listed on line 1a receive or accrue of for services rendered to the organization? If 'Yes,' or									5		Х
Section B. Independent Contractors 1 Complete this table for your five highest compensa	ted indepe	nden	t cont	racto	rs that	rece	eived more than \$	100,000 of			
compensation from the organization. Report compensation from the organization. Report compensation (A) Name and business addr		rtne	caien	uar y	ear end	ing	(B) Description o		(C) Compens		
Total number of independent contractors (including \$100,000 of compensation from the organization	but not lir ►	nited	to tho	se lis	ted abo	ove) who received mo	re than			
BAA		TEEA0	108 1	1/16/16	;				Form 9	90 (20	16)

		Check if Schedule O contains a response or note to any lir	ne in this Part VIII .			
•			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
Contributions, Gifts, Grants and Other Similar Amounts	b c d	Federated campaigns 1a Membership dues 1b Fundraising events 1c 53,166. Related organizations 1d Government grants (contributions) . 1e				
Sontributions and Other Sin	f g	All other contributions, gifts, grants, and similar amounts not included above . Noncash contributions included in lines 1a-1f \$ 11,080. Total. Add lines 1a-1f	240,931.			
ce Revenue		Business Code TITLE XX AND RELATED	opening of a second and	1,494,132.	0.	0.
Program Service Revenue		All other program service revenue				
<u> </u>	Ŭ	Total. Add lines 2a-2f	1,494,132.			
	3 4 5	Investment income (including dividends, interest and other similar amounts)	4,510.	4,510.	0.	0.
	6 a	Gross rents Less rental expenses Rental income or (loss)	1. 1. 1.	5	ý ý	3
	7 a	Net rental income or (loss)	,			,
ø	d	and sales expenses Gain or (loss) Net gain or (loss)				
Other Revenu	ь	(not including: \$\frac{53,166.}{\text{of contributions reported on line 1c}}\$ See Part IV, line 18 a Less direct expenses b	-		:	
δ	9 a	Net income or (loss) from fundraising events ▶ Gross income from gaming activities. See Part IV, line 19				
	С	Less. direct expenses				
		And allowances				
	11 a					
	е	All other revenue	1 720 575	1 400 510		_
	14	Total revenue. See instructions	1,739,573.	1,498,642.	<u> </u>	<u> </u>

Part IX | Statement of Functional Expenses

Sect	ion 501(c)(3) and 501(c)(4) organizations must coi	mplete all columns. All o	ther organizations must	complete column (A)	
•	Check if Schedule O contains a res	sponse or note to any lin	e in this Part IX		
	not include amounts reported on lines 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	trustees, and key employees				
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	991,076.	802,771.	178,394.	9,911.
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9	Other employee benefits	78,077.	63,242.	14,054.	781.
10	Payroll taxes	83,574.	67,695.	15,043.	836.
11	Fees for services (non-employees) Management				
-	o Legal	27.006	20 760	7 017	
	Accounting	37,986.	30,769.		0.
	Lobbying				
	Professional fundraising services See Part IV, line 17		* / <u>.</u>	\$ \$2.9 \ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \	
1	Investment management fees			·	
g	Other (If line 11g amount exceeds 10% of line 25, column				
12	(A) amount, list line 11g expenses on Schedule O) Advertising and promotion	17,739.	0.	17,739.	0.
13	Office expenses	# 1 J 1 J 2 1			<u> </u>
14	Information technology				-
15	Royalties				
16	Occupancy	119,251.	96,593.	21,465.	1,193.
17	Travel				
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings				
20	Interest	10,121.	8,198.	1,923.	0.
21	Payments to affiliates	41 021	22 207	7.160	250
22 23	Depreciation, depletion, and amortization	41,231.	33,397.	7,462.	372.
	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	0.	0.	0.	0.
	b	0.	0.	0.	0.
	Bad debts	3,477.	3,477.	0.	0.
	Insurance	44,196.	35,799.	8,397.	0.
	e All other expenses	274,623.	155,203.	17,961.	101,459.
25		1,701,351.	1,297,144.	289,655.	114,552.
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 Graph of the property of the proper				

		Check if Schedule O contains a response or note to any line in this Part X	· · · · · · · · · · · · · · · · · · ·		
•			(A) Beginning of year		(B) End of year
	1	Cash — non-interest-bearing	650,519.	1	872,975.
ł	2	Savings and temporary cash investments		2	
	3	Pledges and grants receivable, net	252,125.	3	44,847.
	4	Accounts receivable, net	13,403.	4	13,403.
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L		5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L		6	THE MENTAL AND AND A WAR A WAR AND A PROPERTY OF THE PERSON OF THE PERSO
တ္	7	Notes and loans receivable, net		7	
Assets	8	Inventories for sale or use	3,751.	8	3,699.
¥	9	Prepaid expenses and deferred charges	94.	9	6,825.
	10 a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D			· · · · · · · · · · · · · · · · · · ·
	b	Less accumulated depreciation	1,030,218.	10 c	1,014,879.
.	11	Investments – publicly traded securities	2700072201	11	17,01170,31
-	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	4,660.	15	4,960.
	16	Total assets. Add lines 1 through 15 (must equal line 34)	1,954,770.	16	1,961,588.
	17	Accounts payable and accrued expenses	94,365.	17	104,497.
- 1	18	Grants payable		18	
	19	Deferred revenue		19	···
1	20	Tax-exempt bond liabilities		20	
စ္	21	Escrow or custodial account liability Complete Part IV of Schedule D	······································	21	
Liabilities	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L	distribution of the second	22	
	23	Secured mortgages and notes payable to unrelated third parties	493,303.	23	451,767.
ŀ	24	Unsecured notes and loans payable to unrelated third parties	-	24	•
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D		25	
	26	Total liabilities. Add lines 17 through 25	587,668.	26	556,264.
Ses		Organizations that follow SFAS 117 (ASC 958), check here ► X and complete lines 27 through 29, and lines 33 and 34.			
ä	27	Unrestricted net assets	1,367,102.	27	1,405,324.
<u> </u>	28	Temporarily restricted net assets		28	
핕	29	Permanently restricted net assets		29	
or Fund Balance		Organizations that do not follow SFAS 117 (ASC 958), check here ► and complete lines 30 through 34.			
	30	Capital stock or trust principal, or current funds		30	
Net Assets	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
As	32	Retained earnings, endowment, accumulated income, or other funds		32	
					
<u></u>	33	Total net assets or fund balances	1,367,102.	33	1,405,324.

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Form 990 (2016)

Forn	h 990 (2016) HARRIS HOME FOR CHILDREN, INC. 63-0	42149	94	Pa	ge 12
Pa	rt XI Reconciliation of Net Assets		•		
	Check if Schedule O contains a response or note to any line in this Part XI				. П
1	Total revenue (must equal Part VIII, column (A), line 12)	1	1,7	39,5	73.
2	Total expenses (must equal Part IX, column (A), line 25)	2		01,3	
. 3	Revenue less expenses Subtract line 2 from line 1	3		38,2	
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	1.3	67,1	
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	1,4	<u>05,3</u>	24.
Pa	rt XII Financial Statements and Reporting				
	Check if Schedule O contains a response or note to any line in this Part XII				. П
	<u> </u>			Yes	No
1	Accounting method used to prepare the Form 990 Cash X Accrual Other				
	If the organization changed its method of accounting from a prior year or checked 'Other,' explain		_		i
	in Schedule O				
2	a Were the organization's financial statements compiled or reviewed by an independent accountant?		. 2a		X
	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			· .	, }
	Separate basis Consolidated basis Both consolidated and separate basis				
	b Were the organization's financial statements audited by an independent accountant?		· 2 b	Х	
	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		1		s
	Separate basis X Consolidated basis Both consolidated and separate basis			*	\$ \ (2)
					1 1121
1	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?	,	. 2c	l _x l	
	If the organization changed either its oversight process or selection process during the tax year, explain		,	3 / \	
	ın Schedule O		_	~ ×	1,
3	a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		. 3a		Х
	b If 'Yes,' did the organization undergo the required audit or audits? If the organization did not undergo the required au				
	or audits, explain why in Schedule O and describe any steps taken to undergo such audits		. 3 b		
BA/	4		Form	990 /	2016)

SCHEDULE A (Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Name of the organization

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-FZ.

Information about Schedule A (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990. OMB No 1545-0047

2016

Open to Public Inspection

Employer identification number

HARRIS HOME FOR CHILDREN, INC. Part | 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) 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). 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) A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v). 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) An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or 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). 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 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. 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. 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. 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. 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 Provide the following information about the supported organization(s) (ili) Type of organization (described on lines 1-10 above (see instructions)) (i) Name of supported organization (iv) is the organization listed (v) Amount of monetary (vi) Amount of other support (see instructions) support (see instructions) your governing document? (B) (C) (D) (E) 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 fails to qualify under the tests listed below, please complete Part III)

Sect	ion A. Public Support			<u>·</u>			
	dar year (or fiscal year ning in) ►	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(f) Total
1	Gifts, grants, contributions, and membership fees received (Do not include any 'unusual grants')	1,053,180.	1,089,374.	1,101,382.	2,029,115.	1,735,063.	7,008,114.
	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						.,, 0 0 0 , 2 2 1 1
	The value of services or facilities furnished by a governmental unit to the organization without charge						
4	Total. Add lines 1 through 3	1,053,180.	1,089,374.	1,101,382.	2,029,115.	1,735,063.	7,008,114.
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)						
6	Public support. Subtract line 5 from line 4		,	,	,	-	7,008,114.
Sec	tion B. Total Support	-					
Cale: begir	ndar year (or fiscal year nning in) ►	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(f) Total
7	Amounts from line 4	1,053,180.	1,089,374.	1,101,382.	2,029,115.	1,735,063.	7,008,114.
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	967.	1,031.	99.	639.	4,510.	7,246.
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)						
	Total support. Add lines 7 through 10				Į.		7,015,360.
12	Gross receipts from related activit	ies, etc (see instru	uctions)			12	
13	First five years. If the Form 990 organization, check this box and s	s for the organization itop here	on's first, second,	thırd, fourth, or fiftl	h tax year as a sec	tion 501(c)(3)	
Sec	tion C. Computation of Pu Public support percentage for 201	blic Support F	Percentage	===			
							
15	Public support percentage from 20	015 Schedule A, P	art II, line 14			15	99.79%
16a	33-1/3% support test—2016. If the and stop here. The organization of	ne organization did qualifies as a publi	I not check the box cly supported orga	on line 13, and lin	ne 14 is 33-1/3% oi	r more, check this t	oox ► [X]
b	33-1/3% support test—2015. If the and stop here. The organization of	e organization did qualifies as a publi	not check a box or cly supported orga	n line 13 or 16a, ar nization	nd line 15 is 33-1/3	% or more, check	this box
17a	10%-facts-and-circumstances to or more, and if the organization meets the 'facts-a	eets the 'facts-and	-circumstances' ter	st check this how:	and ston here. Evr	Nain in Part VI how	
	10%-facts-and-circumstances to or more, and if the organization morganization meets the 'facts-and-	eets the 'facts-and circumstances' tes	-circumstances' tes t The organization	st, check this box a	and stop here. Expolicly supported order	olain in Part VI how	'the
18	Private foundation. If the organiz	ation did not chec	k a box on line 13,	16a, 16b, 17a, or	17b, check this box	x and see instruction	ons ►

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)

Sect	ion A. Public Support				-		
	lar year (or fiscal year beginning in)	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(f) Total
	Gifts, grants, contributions, and membership fees received (Do not include any 'unusual grants')						
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose					/	
	Gross receipts from activities that are not an unrelated trade or business under section 513.						
	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
	facilities furnished by a governmental unit to the organization without charge				/		
-	Total. Add lines 1 through 5 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						
С	Add lines 7a and 7b						
	Public support. (Subtract line 7c from line 6)	<u>*</u>			× 121. 3	* (>
Sec	tion B. Total Support		· · · · · · · · · · · · · · · · · · ·	<u>/</u>	 	,	_ ,
Calen	dar year (or fiscal year beginning in) 🟲	(a) 2012	(b) 2013 /	(c) 2014	(d) 2015	(e) 2016	(f) Total
9	Amounts from line 6						
	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
	acquired after June 30, 1975		/			L	
11	Add lines 10a and 10b	/					
	Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI)						
	Total support. (Add lines 9, 10c, 11, and 12)			-			1
	First five years. If the Form 990 i organization, check this box and s	top here	<u></u>	third, fourth, or fifth	tax year as a sec	tion 501(c)(3) 	<u> ▶ </u>
<u>Sec</u>	tion C. Computation of Pu						
15	Public support percentage for 201		•			•	
16	Public support percentage from 20				<u> </u>	<u>····</u> 16	8
Sec	tion D. Computation of Inv						
17	Investment income percentage for			- '	• •		
18	Investment income percentage from						
19a	33-1/3% support tests-2016. If the support tests is not more than 33-1/3%, check the support tests is not more than 33-1/3%.	the organization did his box and stop h	d not check the box ere. The organizat	on line 14, and lir	ne 15 is more than publicly supported	33-1/3%, and lir	ne 17 ▶ □
	33-1/3% support tests—2015. If I line 18 is not more than 33-1/3%, Private foundation. If the organiz	the organization did check this box and	d not check a box of stop here. The or	on line 14 or line 19 ganization qualifie	9a, and line 16 is r s as a publicly sup	nore than 33-1/3 ported organizat	%, and ion ▶ []
_20	Frivate iounidation. It the organiz		TA DUX OIT IIIIE 14,	134, 01 130, 0100	THIS DOX BIN SEE	matructions	

Part IV Supporting Organizations

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

INC.

			Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? If 'No,' describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain	1		707
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If 'Yes,' explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2)	2		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If 'Yes,' answer (b) and (c) below	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)? If 'Yes,' describe in Part VI when and how the organization made the determination	3b		
С	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If 'Yes,' explain in Part VI what controls the organization put in place to ensure such use	3c		
4a	Was any supported organization not organized in the United States ('foreign supported organization')? If 'Yes' and if you checked 12a or 12b in Part I, answer (b) and (c) below	4a		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If 'Yes,' describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations	 4b		
С	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If 'Yes,' explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes	* 4c	^	
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? If 'Yes,' answer (b) and (c) below (if applicable). Also, provide detail in Part VI , including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document)	\$ 5a	/ /·	ÿ.
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? If 'Yes,' provide detail in Part VI .	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? If 'Yes,' complete Part I of Schedule L (Form 990 or 990-EZ)	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If 'Yes,' complete Part I of Schedule L. (Form 990 or 990-EZ)	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))? If 'Yes,' provide detail in Part VI	9a		
t	Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If 'Yes,' provide detail in Part VI	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? If 'Yes,' provide detail in Part VI	9с		
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If 'Yes,' answer 10b below	10a		
t	o Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings)	10b		

b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its

supported organizations? If 'Yes,' describe in Part VI the role played by the organization in this regard

Par	t V Type in Non-Functionally integrated 505(a)(3) Supporting Org	janiza	uons	
. 1	Check here if the organization satisfied the Integral Part Test as a qualifying trust on instructions. All other Type III non-functionally integrated supporting organizations	Nov 20 must co), 1970 (explain in Part \ mplete Sections A throu	/i) See gh E
Sect	tion 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		
Sec	tion 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)	ove 3	** ** ** ** ** ** ** ** ** ** ** ** **	~ va va v
а	Average monthly value of securities	1 a		
b	Average monthly cash balances	1 b		
	Fair market value of other non-exempt-use assets	1 c		
d	Total (add lines 1a, 1b, and 1c)	1 d		
e	Discount claimed for blockage or other factors (explain in detail in Part VI)	14		
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		<u> </u>
Sec	tion C — Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1		6
2	Enter 85% of line 1	2		
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3		1
4	Enter greater of line 2 or line 3	4		1
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	Check here if the current year is the organization's first as a non-functionally integra (see instructions)	ted Type	e III supporting organizat	ion
BAA			Schedule A (F	orm 990 or 990-EZ) 2016

Pai	t V Type III Non-Functionally Integrated 509(a)(3) S	upporting Organiza	tions (continued)	
Sec	tion D - Distributions			Current Year
1	Amounts paid to supported organizations to accomplish exempt purpo	oses		
2	Amounts paid to perform activity that directly furthers exempt purpose in excess of income from activity	s of supported organization	ons,	
3	Administrative expenses paid to accomplish exempt purposes of supp	orted 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 organiz in Part VI) See instructions	ation is responsive (provid	le details	
9	Distributable amount for 2016 from Section C, line 6			
10	Line 8 amount divided by Line 9 amount			
Sec	tion E — Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2016	(iii) Distributable Amount for 2016
_1	Distributable amount for 2016 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2016 (reasonable cause required — explain in Part VI) See instructions			
3	Excess distributions carryover, if any, to 2016			
a				
b	,			
c	From 2013			* * * * *
d	From 2014	, , ,	*	
е	From 2015	Land Land Land		
f	Total of lines 3a through e		¥3× 4 2 3 3 3 1 3 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
g	Applied to underdistributions of prior years	« ° ′»		, , , ,
h	Applied to 2016 distributable amount			gand to be a statement /
i	Carryover from 2011 not applied (see instructions)	The state of the s		
j	Remainder Subtract lines 3g, 3h, and 3i from 3f		*	
4	Distributions for 2016 from Section D,	V	, >	
	line 7 \$		· ·	
a	Applied to underdistributions of prior years			
	Applied to 2016 distributable amount	,		
	Remainder Subtract lines 4a and 4b from 4			
5	Remaining underdistributions for years prior to 2016, if any Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions			
6	Remaining underdistributions for 2016 Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions			
7	Excess distributions carryover to 2017. Add lines 3j and 4c			
8	Breakdown of line 7			
а				
b	Excess from 2013			
С	Excess from 2014			
d	Excess from 2015			
	F	1		

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Schedule A (Form 990 or 990-EZ) 2016

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

SCHEDULE D (Form 990)

Supplemental Financial Statements

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

Attach to Form 990.

Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047 2016

Department of the Treasury Internal Revenue Service Name of the organization

m990. Open to Public Inspection
Employer identification number

•	HARRIS HOME FOR CHILDREN, INC	,			63 0431404	
Par	Organizations Maintaining Donor A	dvised Funds or Oth	er Similar Fund	s or Acc	163-0421494 Counts	
<u> </u>	Complete if the organization answered	d 'Yes' on Form 990, F	Part IV, line 6	0. 7.00		
		(a) Donor advised f	unds	(b) F	unds and other accor	unts
1	Total number at end of year					
2	Aggregate value of contributions to (during year)				_	
3	Aggregate value of grants from (during year)					
4	Aggregate value at end of year					
5	Did the organization inform all donors and donor advare the organization's property, subject to the organization	risors in writing that the asse zation's exclusive legal cont	ets held in donor advi	sed funds	· · · · Tyes	No
6	Did the organization inform all grantees, donors, and for charitable purposes and not for the benefit of the impermissible private benefit?	donor or donor advisor, or f	for any other purpose	conferring		— ∏ No
Par	Conservation Easements. Complete if the organization answered	d 'Yes' on Form 990, F	Part IV, line 7			
1	Purpose(s) of conservation easements held by the or		<u> </u>		 -	
	Preservation of land for public use (e g , recreation			historically	important land area	
	Protection of natural habitat		Preservation of a	certified hi	storic structure	
	Preservation of open space	•				
2	Complete lines 2a through 2d if the organization held	d a qualified conservation co	ontribution in the form	of a conse	ervation easement or	the
	last day of the tax year				lald states Ford state	- T V
	Total number of conservation easements			2 a	leld at the End of th	e lax Year
	Total acreage restricted by conservation easements			2 b		
	: Number of conservation easements on a certified his			2 c	· -	
		•	•	20	-	_
(I Number of conservation easements included in (c) as structure listed in the National Register			2 d		
3	Number of conservation easements modified, transfetax year ►	erred, released, extinguished	d, or terminated by th	e organiza	tion during the	_
4	Number of states where property subject to conserva	ation easement is located >				
5	Does the organization have a written policy regarding and enforcement of the conservation easements it has					∏No
6	Staff and volunteer hours devoted to monitoring, insp	pecting, handling of violation	ns, and enforcing con	servation e	easements during the	year
7	Amount of expenses incurred in monitoring, inspectin ►\$	ng, handling of violations, ar	nd enforcing conserva	ition easer	ments during the year	r
8	Does each conservation easement reported on line 2 and section 170(h)(4)(B)(ii)?	2(d) above satisfy the require	ements of section 170	O(h)(4)(B)(ı) 	No
9	In Part XIII, describe how the organization reports coinclude, if applicable, the text of the footnote to the o	onservation easements in its organization's financial stater	revenue and expens ments that describes	e statemer	nt, and balance sheet zation's accounting fo	t, and
Par	conservation easements t III Organizations Maintaining Collection	ons of Art, Historical	Treasures, or O	ther Sim	nilar Assets.	
	Complete if the organization answered	a Yes on Form 990, P	art IV, line 8.			
1 a	a If the organization elected, as permitted under SFAS art, historical treasures, or other similar assets held fi in Part XIII, the text of the footnote to its financial sta	or public exhibition, education	on, or research in furt	ment and l herance of	balance sheet works f public service, provi	of de,
ı	o If the organization elected, as permitted under SFAS historical treasures, or other similar assets held for profollowing amounts relating to these items	ublic exhibition, education, of	or research in furthera	ance of put	olic service, provide the	irt, he
	(i) Revenue included on Form 990, Part VIII, line 1					
	(ii) Assets included in Form 990, Part X				·	
	If the organization received or held works of art, histo amounts required to be reported under SFAS 116 (A	SC 958) relating to these ite	ems	•	ŭ	
	a Revenue included on Form 990, Part VIII, line 1 .				▶\$	
1	Assets included in Form 990, Part X				- s	

2	Provide the estimated percentage of th	e current	year end balanc	e (line 1g	, column ((a)) held as
a	Board designated or quasi-endowment	▶	90			

b Permanent endowment > ______ %

c Temporarily restricted endowment ► %
The percentages on lines 2a, 2b, and 2c should equal 100%

3 a Are there endowment funds not in the possession of the organization that are held and administered for the		
organization by	Yes	No
(i) unrelated organizations		
(ii) related organizations		
b If Yes' on line 3a(ii), are the related organizations listed as required on Schedule R?		

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

Part VI Land, Buildings, and Equipment.

f Administrative expenses g End of year balance

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
1 a Land		238,500.		238,500.
b Buildings		893,105.	171,791.	721,314.
c Leasehold improvements				
d Equipment		189,518.	134,453.	55,065.
e Other				, <u> </u>
Total, Add lines 1a through 1e. (Column (d) must equ	al Form 990 Part X colur	nn (B) line 10c)	-	1 014 970

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Schedule D (Form 990) 2016

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Financial derivatives		
Closely-held equity interests		
Other		
		
<u></u>		
) 		
<u>)</u>		
<u>)</u>		
<u>)</u> 	<u> </u>	
<u>)</u>		
tal (Column (b) must equal Form 990, Part X, column (B) line 12) •		-
art VIII Investments - Program Related.	V 000 F	2-4 N. Iva- 44- 0 Fave 000 B. 4 V. I. 40
(a) Description of investment		Part IV, line 11c See Form 990, Part X, line 13
	(b) Book value	(c) Method of valuation Cost or end-of-year market va
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
		
(8)		
(8)		
(8) (9) (10)		
(8) (9) 10) otal (Column (b) must equal Form 990, Part X, column (B) line 13) ▶		
(8) (9) 10) otal (Column (b) must equal Form 990, Part X, column (B) line 13) >		<u> </u>
(8) (9) 10) otal (Column (b) must equal Form 990, Part X, column (B) line 13) • Part IX Other Assets. Complete if the organization answered		Part IV, line 11d See Form 990, Part X, line 15
(8) (9) 10) Dtal (Column (b) must equal Form 990, Part X, column (B) line 13) ▶ Part IX Other Assets. Complete if the organization answered (a) De	Yes' on Form 990, F	Part IV, line 11d See Form 990, Part X, line 15
(8) (9) 10) btal (Column (b) must equal Form 990, Part X, column (B) line 13) ▶ Part IX Other Assets. Complete if the organization answered ' (a) De	Yes' on Form 990, F	Part IV, line 11d See Form 990, Part X, line 15
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(8) (9) 10) Datal (Column (b) must equal Form 990, Part X, column (B) line 13) Part IX Other Assets. Complete if the organization answered (a) De (1) (2) (3) (4)	Yes' on Form 990, F	Part IV, line 11d See Form 990, Part X, line 15
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(8) (9) 10) total (Column (b) must equal Form 990, Part X, column (B) line 13) ▶ eart IX Other Assets. Complete if the organization answered ' (a) De (1) (2) (3) (4) (5) (6) (7) (8) (9)	Yes' on Form 990, Fescription	Part IV, line 11d See Form 990, Part X, line 15 (b) Book value
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(8) (9) 10) total (Column (b) must equal Form 990, Part X, column (B) line 13) Part IX Other Assets. Complete if the organization answered (a) December (b) (c) (c) (d) (c) (d) (e) (e) (e) (e) (e) (e) (e) (e) (e) (e	Yes' on Form 990, Fescription	Part IV, line 11d See Form 990, Part X, line 15 (b) Book value
(8) (9) 10) Datal (Column (b) must equal Form 990, Part X, column (B) line 13) Part IX Other Assets. Complete if the organization answered (a) December (1) (2) (3) (4) (5) (6) (7) (8) (9) 10) Otal. (Column (b) must equal Form 990, Part X, column (B) (Part X Other Liabilities. Complete if the organization answered 'Yes' on (a) Description of liability	Yes' on Form 990, Fescription	Part IV, line 11d See Form 990, Part X, line 15 (b) Book value
(8) (9) 10) Dal (Column (b) must equal Form 990, Part X, column (B) line 13). Part IX Other Assets. Complete if the organization answered (a) December (1) (2) (3) (4) (5) (6) (7) (8) (9) 10) Datal. (Column (b) must equal Form 990, Part X, column (B) organization answered (Yes' on (a) Description of liability (1) Federal income taxes	Yes' on Form 990, Fescription	Part IV, line 11d See Form 990, Part X, line 15 (b) Book value
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(8) (9) 10) total (Column (b) must equal Form 990, Part X, column (B) line 13) Part IX Other Assets. Complete if the organization answered (a) December (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	Yes' on Form 990, Fescription	Part IV, line 11d See Form 990, Part X, line 15 (b) Book value
(8) (9) 10) total (Column (b) must equal Form 990, Part X, column (B) line 13) Part IX Other Assets. Complete if the organization answered (a) December (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) total. (Column (b) must equal Form 990, Part X, column (B) (Part X) Other Liabilities. Complete if the organization answered 'Yes' on (a) Description of liability (1) Federal income taxes (2) (3) (4) (5) (6) (7) (8) (9)	Yes' on Form 990, Fescription	Part IV, line 11d See Form 990, Part X, line 15 (b) Book value
(8) (9) (10) Otal (Column (b) must equal Form 990, Part X, column (B) line 13) Part IX Other Assets. Complete if the organization answered (a) December (a) December (b) Must equal Form 990, Part X, column (B) (C) (10) Otal. (Column (b) must equal Form 990, Part X, column (B) (C) Part X Other Liabilities. Complete if the organization answered 'Yes' on (a) Description of liability (1) Federal income taxes (2) (3) (4) (5) (6) (7) (8)	Yes' on Form 990, Fescription	Part IV, line 11d See Form 990, Part X, line 15 (b) Book value

Schedule D (Form 990) 2016 HARRIS HOME FOR CHILDREN, INC.	3-04214	94 Page
Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per R	₹eturn.	
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.	_	
1 Total revenue, gains, and other support per audited financial statements	. 1	1,739,573.
2 Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a Net unrealized gains (losses) on investments	:	
b Donated services and use of facilities	7	
c Recoveries of prior year grants	_	
d Other (Describe in Part XIII)	_	
e Add lines 2a through 2d	. 2 e	
3 Subtract line 2e from line 1	. 3	1,739,573.
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	1	
b Other (Describe in Part XIII)	_ ,]	
c Add lines 4a and 4b	- 4 c	
5 Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)	. 5	1,739,573.
Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per	r Return.	
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a		
1 Total expenses and losses per audited financial statements	. 1	1,701,351.
2 Amounts included on line 1 but not on Form 990, Part IX, line 25		
a Donated services and use of facilities		
b Prior year adjustments	_	
c Other losses	7	
d Other (Describe in Part XIII)	_	
e Add lines 2a through 2d	. 2 e	
3 Subtract line 2e from line 1	. 3	1.701.351.

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

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

Part XIII Supplemental Information.

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

,701,351

701.351

4 c

SCHEDULE O (Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

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

2016 ► Attach to Form 990 or 990-EZ.

Open to Public Inspection

OMB No 1545-0047

Department of the Treasury Internal Revenue Service

Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

Name of the organization Employer identification number 63-0421494 HARRIS HOME FOR CHILDREN, INC. The return is reviewed by the board of directors prior to submission Pt VI, Line 11b Pt VI, Line 15a Compensation is reviewed annually Pt VI, Line 15b Compensation is reviewed annually