**Form 990**

Return of Organization Exempt From Income Tax

Under section 501(c), 577, 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.

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**Part I - Summary**

1. Briefly describe the organization's mission or most significant activities: SEEK SCHEDULE O

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

3. Number of voting members of the governing body (Part VI, line 1a) .................................. 3

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

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

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

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

7b. Net unrelated business taxable income from Form 990-T, line 39 .................................... 7b

---

**Revenue**

<table>
<thead>
<tr>
<th>Prior Year</th>
<th>Current Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>898,749</td>
<td>1,049,620</td>
</tr>
<tr>
<td>2,073,798</td>
<td>2,108,111</td>
</tr>
<tr>
<td>-1,554</td>
<td>-2,332</td>
</tr>
<tr>
<td>9,756</td>
<td></td>
</tr>
<tr>
<td>2,980,749</td>
<td>3,155,399</td>
</tr>
</tbody>
</table>

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**Expenses**

<table>
<thead>
<tr>
<th>Prior Year</th>
<th>Current Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,928,636</td>
<td>2,081,764</td>
</tr>
<tr>
<td>813,192</td>
<td>834,833</td>
</tr>
<tr>
<td>2,741,828</td>
<td>2,915,947</td>
</tr>
<tr>
<td>238,921</td>
<td>239,452</td>
</tr>
</tbody>
</table>

---

**Net Assets or Fund Balances**

<table>
<thead>
<tr>
<th>Prior Year</th>
<th>Current Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>2,691,543</td>
<td>2,897,838</td>
</tr>
<tr>
<td>720,577</td>
<td>683,769</td>
</tr>
</tbody>
</table>

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**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.

Signature of officer

**GRETCHEN VAN DE CARR**

EXECUTIVE DIRECTOR

Type or print name and title

Print/Type preparer's name

ALLISON KUSY

Preparer's signature

ALLISON KUSY

Date

6/17/20

Check

Self-employed

PTIN

P00653531

Preparer Use Only

Firm's name

THPK

Firm's EIN

84-0773720

Firm's address

PO BOX 773027

STEAMBOAT SPRINGS, CO 80477-3027

Phone no. (970) 879-1787

May the IRS discuss this return with the preparer shown above? (see instructions)

X Yes

No

BAA For Paperwork Reduction Act Notice, see the separate instructions.
Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization’s mission:

SEE SCHEDULE O

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

☐ Yes X 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 X 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 $ 2,682,719, including grants of $ ) (Revenue $ 2,102,640)

SEE SCHEDULE O

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

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

4d Other program services (Describe on Schedule O.)

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

4e Total program service expenses $ 2,682,719.
### Part IV Checklist of Required Schedules

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <strong>If 'Yes,' complete Schedule A.</strong></td>
</tr>
<tr>
<td>2</td>
<td>Is the organization required to complete Schedule B, Schedule of Contributors (see instructions).?</td>
</tr>
<tr>
<td>3</td>
<td>Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <strong>If 'Yes,' complete Schedule C, Part I.</strong></td>
</tr>
<tr>
<td>4</td>
<td>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? <strong>If 'Yes,' complete Schedule C, Part II.</strong></td>
</tr>
<tr>
<td>5</td>
<td>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? <strong>If 'Yes,' complete Schedule C, Part III.</strong></td>
</tr>
<tr>
<td>6</td>
<td>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? <strong>If 'Yes,' complete Schedule D, Part I.</strong></td>
</tr>
<tr>
<td>7</td>
<td>Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <strong>If 'Yes,' complete Schedule D, Part II.</strong></td>
</tr>
<tr>
<td>8</td>
<td>Did the organization maintain collections of works of art, historical treasures, or other similar assets? <strong>If 'Yes,' complete Schedule D, Part III.</strong></td>
</tr>
<tr>
<td>9</td>
<td>Did the organization report an amount in Part V, 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? <strong>If 'Yes,' complete Schedule D, Part IV.</strong></td>
</tr>
<tr>
<td>10</td>
<td>Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <strong>If 'Yes,' complete Schedule D, Part V.</strong></td>
</tr>
<tr>
<td>11</td>
<td>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. <strong>a</strong> Did the organization report an amount for land, buildings, and equipment in Part X, line 107? <strong>If 'Yes,' complete Schedule D, Part VI.</strong></td>
</tr>
<tr>
<td></td>
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</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>12a</td>
<td>Did the organization obtain separate, independent audited financial statements for the tax year? <strong>If 'Yes,' complete Schedule D, Parts XI and XII.</strong></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Is the organization a school described in section 170(b)(1)(A)(ii)? <strong>If 'Yes,' complete Schedule E.</strong></td>
</tr>
<tr>
<td>14a</td>
<td>Did the organization maintain an office, employees, or agents outside of the United States?</td>
</tr>
<tr>
<td></td>
<td>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? <strong>If 'Yes,' complete Schedule F, Parts I and IV.</strong></td>
</tr>
<tr>
<td>15</td>
<td>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? <strong>If 'Yes,' complete Schedule F, Parts II and IV.</strong></td>
</tr>
<tr>
<td>16</td>
<td>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? <strong>If 'Yes,' complete Schedule F, Parts III and IV.</strong></td>
</tr>
<tr>
<td>17</td>
<td>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? <strong>If 'Yes,' complete Schedule G, Part I (see instructions).</strong></td>
</tr>
<tr>
<td>18</td>
<td>Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <strong>If 'Yes,' complete Schedule G, Part II.</strong></td>
</tr>
<tr>
<td>19</td>
<td>Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? <strong>If 'Yes,' complete Schedule G, Part III.</strong></td>
</tr>
<tr>
<td>20a</td>
<td>Did the organization operate one or more hospital facilities? <strong>If 'Yes,' complete Schedule H.</strong></td>
</tr>
<tr>
<td></td>
<td>b If 'Yes' to line 20a, did the organization attach a copy of its audited financial statements to this return?</td>
</tr>
<tr>
<td>21</td>
<td>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? <strong>If 'Yes,' complete Schedule I, Parts I and II.</strong></td>
</tr>
</tbody>
</table>
Part IV Checklist of Required Schedules (continued)

22 Did the organization report more than $5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), item 2? If "Yes," complete Schedule I, Parts I and III. [Yes No] 22 X

23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J. [Yes No] 23 X

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. [Yes No] 24a X

b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? [Yes No] 24b

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? [Yes No] 24c

d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? [Yes No] 24d

25 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. [Yes No] 25a X

b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I. [Yes No] 25b X

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? [Yes No] 26 X

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? If "Yes," complete Schedule L, Part III. [Yes No] 27 X

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? If "Yes," complete Schedule L, Part IV. [Yes No] 28a X

b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV. [Yes No] 28b X

c A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If "Yes," complete Schedule L, Part IV. [Yes No] 28c X

29 Did the organization receive more than $25,000 in non-cash contributions? If "Yes," complete Schedule M. [Yes No] 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. [Yes No] 30 X

31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I. [Yes No] 31 X

32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II. [Yes No] 32 X

33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I. [Yes No] 33 X

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. [Yes No] 34 X

35 A Did the organization have a controlled entity within the meaning of section 512(b)(13)? [Yes No] 35a X

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)? [Yes No] 35b

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. [Yes No] 36 X

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. [Yes No] 37 X

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 No] 38 X

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]

1 a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable. [Yes No] 1a 7

b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable. [Yes No] 1b 0

c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? [Yes No] 1c X
<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>2a Enter the number of employees reported on Form W-3, Transmittal of</td>
<td></td>
<td>364</td>
</tr>
<tr>
<td>Wage and Tax Statements, filed for the calendar year ending with or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>within the year covered by this return.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b If at least one is reported on line 2a, did the organization file</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>all required federal employment tax returns?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Note: If the sum of lines 1a and 2a is greater than 250, you may be</td>
<td></td>
<td></td>
</tr>
<tr>
<td>required to e-file (see instructions).</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3a Did the organization have unrelated business gross income of $1,000</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>or more during the year?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b If &quot;Yes,&quot; has it filed a Form 990-T for this year? If &quot;No&quot; to line</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3a, provide an explanation on Schedule O.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4a At any time during the calendar year, did the organization have</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>an interest in, or a signature or other authority over, a financial</td>
<td></td>
<td></td>
</tr>
<tr>
<td>account in a foreign country (such as a bank account, securities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>account, or other financial account)?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b If &quot;Yes,&quot; enter the name of the foreign country.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5a Was the organization a party to a prohibited tax shelter</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>transaction at any time during the tax year?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b Did any taxable party notify the organization that it was or is a</td>
<td></td>
<td></td>
</tr>
<tr>
<td>party to a prohibited tax shelter transaction?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c If &quot;Yes,&quot; to line 5a or 5b, did the organization file Form 8886-T?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6a Does the organization have annual gross receipts that are normally</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>greater than $100,000, and did the organization solicit any</td>
<td></td>
<td></td>
</tr>
<tr>
<td>contributions that were not tax deductible as charitable contributions?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b If &quot;Yes,&quot; did the organization include with every solicitation an</td>
<td></td>
<td></td>
</tr>
<tr>
<td>express statement that such contributions or gifts were not tax</td>
<td></td>
<td></td>
</tr>
<tr>
<td>deductible?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7 Organizations that may receive deductible contributions under</td>
<td></td>
<td></td>
</tr>
<tr>
<td>section 170(c).</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a Did the organization receive a payment in excess of $75 made partly</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>as a contribution and partly for goods and services provided to the</td>
<td></td>
<td></td>
</tr>
<tr>
<td>party?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b If &quot;Yes,&quot; did the organization notify the donor of the value of the</td>
<td></td>
<td></td>
</tr>
<tr>
<td>goods or services provided?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c Did the organization sell, exchange, or otherwise dispose of</td>
<td></td>
<td></td>
</tr>
<tr>
<td>tangible personal property for which it was required to file</td>
<td></td>
<td></td>
</tr>
<tr>
<td>an income tax return?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d If &quot;Yes,&quot; indicate the number of Forms 8282 filed during the year.</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>e Did the organization receive any funds, directly or indirectly, to</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>pay premiums on a personal benefit contract?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>f Did the organization, during the year, pay premiums, directly or</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>indirectly, on a personal benefit contract?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>g If the organization received a contribution of qualified intellectual</td>
<td></td>
<td></td>
</tr>
<tr>
<td>property, did the organization file Form 8899 as required?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>h If the organization received a contribution of cars, boats, airplanes,</td>
<td></td>
<td></td>
</tr>
<tr>
<td>or other vehicles, did the organization file a Form 1098-C?</td>
<td></td>
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</tr>
<tr>
<td>8 Sponsoring organizations maintaining donor advised funds. Did a</td>
<td></td>
<td></td>
</tr>
<tr>
<td>donor advised fund maintained by the sponsoring organization</td>
<td></td>
<td></td>
</tr>
<tr>
<td>have excess business holdings at any time during the year?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9 Sponsoring organizations maintaining donor advised funds.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a Did the sponsoring organization make any taxable distributions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>under section 4966?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b Did the sponsoring organization make a distribution to a donor,</td>
<td></td>
<td></td>
</tr>
<tr>
<td>donor advisor, or related person?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10 Section 501(c)(7) organizations. Enter:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a Initiation fees and capital contributions included on Part VIII,</td>
<td></td>
<td></td>
</tr>
<tr>
<td>line 12.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b Gross receipts, included on Form 990, Part VIII, line 12, for</td>
<td></td>
<td></td>
</tr>
<tr>
<td>public use of club facilities.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11 Section 501(c)(12) organizations. Enter:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a Gross income from members or shareholders.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b Gross income from other sources (Do not net amounts due or paid to</td>
<td></td>
<td></td>
</tr>
<tr>
<td>other sources against amounts due or received from them).</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12a Section 4947(a)(1) non-exempt charitable trusts. Is the</td>
<td></td>
<td></td>
</tr>
<tr>
<td>organization filing Form 990 in lieu of Form 1041?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13 Section 501(c)(29) qualified nonprofit health insurance issuers.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a Is the organization licensed to issue qualified health plans in</td>
<td></td>
<td></td>
</tr>
<tr>
<td>more than one state?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Note: See the instructions for additional information the organization</td>
<td></td>
<td></td>
</tr>
<tr>
<td>must report on Schedule O.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b Enter the amount of reserves the organization is required to maintain</td>
<td></td>
<td></td>
</tr>
<tr>
<td>by the states in which the organization is licensed to issue qualified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>health plans.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c Enter the amount of reserves on hand.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>14a Did the organization receive any payments for indoor tanning</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>services during the tax year?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>15 Is the organization subject to the section 4960 tax on payment(s)</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>of more than $1,000,000 in remuneration or excess parachute payment(s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>during the year?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16 Is the organization an educational institution subject to the</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>section 4968 excise tax on net investment income?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>If &quot;Yes,&quot; complete Form 4720, Schedule O.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

BAA
Section A. Governing Body and Management

1. Enter the number of voting members of the governing body at the end of the tax year: Yes 11 No

2. Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?: Yes 2 No

3. Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?: Yes 3 No

4. Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?: Yes 4 No

5. Did the organization become aware during the year of a significant diversion of the organization's assets?: Yes 5 No

6. Did the organization have members or stockholders?: Yes 6 No

7a. Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?: Yes 7a No

7b. Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?: Yes 7b No

8. Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: Yes a No

8a. The governing body?: Yes 8a No

8b. Each committee with authority to act on behalf of the governing body?: Yes 8b No

Section B. Policies

9. Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? Yes 9 No

Section C. Disclosure

17. List the states with which a copy of this Form 990 is required to be filed: NONE

18. Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (Section 511(c)(3)'s only) available for public inspection. Indicate how you made these available. Check all that apply. Yes

Own website X Another's website X Upon request X Other (explain on Schedule O) X

19. Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year. SEE SCHEDULE O

20. State the name, address, and telephone number of the person who possesses the organization's books and records: CHERISSY LYNCH 991 CAPTIAN JACK DR STEAMBOAT SPRINGS CO 80487 (970) 879-2135
### Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

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

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

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

| (A) Name and title | (B) Position | (C) Average hours per week | (D) Position | (E) Position | (F) Estimated amount of compensation
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>GREITCHEN VAN DE CARR</td>
<td>EXECUTIVE DIRECTOR</td>
<td>40</td>
<td></td>
<td>115,996</td>
<td></td>
</tr>
<tr>
<td>PAIGE BAKER</td>
<td>PRESIDENT</td>
<td>0</td>
<td>X</td>
<td>X</td>
<td>0</td>
</tr>
<tr>
<td>AVROM FEINBERG</td>
<td>VICE PRESIDENT</td>
<td>0</td>
<td>X</td>
<td>X</td>
<td>0</td>
</tr>
<tr>
<td>GREG BENION</td>
<td>TREASURER</td>
<td>0</td>
<td>X</td>
<td>X</td>
<td>0</td>
</tr>
<tr>
<td>PAUL SACHS</td>
<td>SECRETARY</td>
<td>0</td>
<td>X</td>
<td>X</td>
<td>0</td>
</tr>
<tr>
<td>DEB PROPER</td>
<td>PAST PRESIDENT</td>
<td>0</td>
<td>X</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>SCOTT WITHER</td>
<td>DIRECTOR</td>
<td>0</td>
<td>X</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>MARGI BRIGGS-CASSON</td>
<td>DIRECTOR</td>
<td>0</td>
<td>X</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>ADAM ALSPACH</td>
<td>DIRECTOR</td>
<td>0</td>
<td>X</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>FRANK MAYER</td>
<td>DIRECTOR</td>
<td>0</td>
<td>X</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>DARCY OWENS-TRASK</td>
<td>DIRECTOR</td>
<td>0</td>
<td>X</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>SHERRI SWEERS</td>
<td>DIRECTOR</td>
<td>0</td>
<td>X</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>(14)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Part VII: Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

<table>
<thead>
<tr>
<th>(A) Name and title</th>
<th>(B) Average hours per week (If any)</th>
<th>(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)</th>
<th>(D) Reportable compensation from the organization (W-2/1099-MISC)</th>
<th>(E) Reportable compensation from related organizations (W-2/1099-MISC)</th>
<th>(F) Estimated amount of other compensation from the organization and related organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>(15)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(16)</td>
<td></td>
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<td></td>
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<tr>
<td>(17)</td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>(18)</td>
<td></td>
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<td></td>
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<tr>
<td>(19)</td>
<td></td>
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<tr>
<td>(20)</td>
<td></td>
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<td></td>
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<tr>
<td>(21)</td>
<td></td>
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<tr>
<td>(22)</td>
<td></td>
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<td></td>
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<tr>
<td>(23)</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>(24)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(25)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

1. b Subtotal .................................................................................. 115,996. 0. 0.
   c Total from continuation sheets to Part VII, Section A .............. 0. 0. 0.
   d Total (add lines 1b and 1c) ...................................................... 115,996. 0. 0.

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  

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td></td>
<td>X</td>
</tr>
</tbody>
</table>

### 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.

<table>
<thead>
<tr>
<th>(A) Name and business address</th>
<th>(B) Description of services</th>
<th>(C) Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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  

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td></td>
</tr>
</tbody>
</table>
### Part VII Statement of Revenue

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

<table>
<thead>
<tr>
<th>Contributions, Gifts, Grants and Other Similar Amounts</th>
<th>(A) Total revenue</th>
<th>(B) Related or exempt function revenue</th>
<th>(C) Unrelated business revenue</th>
<th>(D) Revenue excluded from tax under sections 512-514</th>
</tr>
</thead>
<tbody>
<tr>
<td>1a Federated campaigns</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1b Membership dues</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1c Fundraising events</td>
<td>13,360.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1d Related organizations</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1e Government grants (contributions)</td>
<td>557,991.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1f All other contributions, gifts, grants, and similar amounts not included above</td>
<td>478,269.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1g Noncash contributions included in lines 1a-1f</td>
<td>77,521.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>h Total, Add lines 1a-1f</strong></td>
<td><strong>1,049,620.</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| Program Service Revenue | Business Code | |
|-------------------------|---------------|
| 2a FEES FOR SERVICES    | 2,030,211.    | 2,030,211. |
| 2b TUITION AND FEES     | 77,900.       | 77,900.    |
| **c Total, Add lines 2a-2f** | **2,108,111.** |           |

| Investment income (including dividends, interest, and other similar amounts) | 997. |
| Income from investment of tax-exempt bond proceeds | 997. |
| Royalties | |

| Other Revenue | Business Code | |
|---------------|---------------|
| 8a Gross income from fundraising events (not including $13,360. of contributions reported on line 1c). | 7,231. |
| See Part IV, line 18 | 7,231. |
| b Less: direct expenses | 7,231. |
| c Net income or (loss) from fundraising events | 7,231. |
| 9a Gross income from gaming activities, See Part IV, line 15 | 7,231. |
| b Less: direct expenses | 7,231. |
| c Net income or (loss) from gaming activities | 7,231. |
| 10a Gross sales of inventory, less returns and allowances | 0. |
| b Less: cost of goods sold | 0. |
| c Net income or (loss) from sales of inventory | 0. |

<table>
<thead>
<tr>
<th>Miscellaneous Revenue</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>11a</td>
<td></td>
</tr>
<tr>
<td>b</td>
<td></td>
</tr>
<tr>
<td>c</td>
<td></td>
</tr>
<tr>
<td>d All other revenue</td>
<td></td>
</tr>
<tr>
<td>e Total, Add lines 11a-11d</td>
<td>3,155,399.</td>
</tr>
<tr>
<td>12 Total revenue, See instructions</td>
<td>2,102,640.</td>
</tr>
<tr>
<td>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</td>
<td>(A)</td>
</tr>
<tr>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>Total expenses</td>
<td>Program service expenses</td>
</tr>
<tr>
<td>Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21.</td>
<td>115,996</td>
</tr>
<tr>
<td>Benefits paid to or for members</td>
<td>0</td>
</tr>
<tr>
<td>Compensation of current officers, directors, trustees, and key employees</td>
<td>1,735,915</td>
</tr>
<tr>
<td>Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)</td>
<td>0</td>
</tr>
<tr>
<td>Other salaries and wages</td>
<td>82,303</td>
</tr>
<tr>
<td>Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)</td>
<td>147,550</td>
</tr>
<tr>
<td>Other employee benefits</td>
<td>7,231</td>
</tr>
<tr>
<td>Fees for services (nonemployees):</td>
<td>7,525</td>
</tr>
<tr>
<td>Office expenses</td>
<td>16,811</td>
</tr>
<tr>
<td>Information technology</td>
<td>26,769</td>
</tr>
<tr>
<td>Payments of travel or entertainment expenses for any federal, state, or local public officials</td>
<td>26,685</td>
</tr>
<tr>
<td>Conferences, conventions, and meetings</td>
<td>36,093</td>
</tr>
<tr>
<td>Payments to affiliates</td>
<td>34,677</td>
</tr>
<tr>
<td>Depreciation, depletion, and amortization</td>
<td>224,160</td>
</tr>
<tr>
<td>Insurance</td>
<td>130,489</td>
</tr>
<tr>
<td>Other expenses, itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule C.)</td>
<td>130,514</td>
</tr>
<tr>
<td>VEHICLE EXPENSE</td>
<td>93,950</td>
</tr>
<tr>
<td>CREW FOOD</td>
<td>36,093</td>
</tr>
<tr>
<td>TRANSPORTATION</td>
<td>34,677</td>
</tr>
<tr>
<td>SUPPLIES</td>
<td>226,150</td>
</tr>
<tr>
<td>Total functional expenses. Add lines 1 through 24e.</td>
<td>2,915,947</td>
</tr>
</tbody>
</table>

Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720).
### Balance Sheet

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

<table>
<thead>
<tr>
<th>Assets</th>
<th>(A) Beginning of year</th>
<th>(B) End of year</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Cash — non-interest-bearing</td>
<td>558,028</td>
<td>709,699</td>
</tr>
<tr>
<td>2 Savings and temporary cash investments</td>
<td>30,213</td>
<td>33,913</td>
</tr>
<tr>
<td>3 Pledges and grants receivable, net</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>4 Accounts receivable, net</td>
<td>93,396</td>
<td>137,911</td>
</tr>
<tr>
<td>5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>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)</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>7 Notes and loans receivable, net</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td>8 Inventories for sale or use</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>9 Prepaid expenses and deferred charges</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>10a Land, buildings, and equipment: cost or other basis, Complete Part VI of Schedule D</td>
<td>2,418,128</td>
<td>1,978,453.</td>
</tr>
<tr>
<td>b Less: accumulated depreciation</td>
<td>440,806</td>
<td>1,977,322</td>
</tr>
<tr>
<td>11 Investments — publicly traded securities</td>
<td>11</td>
<td></td>
</tr>
<tr>
<td>12 Investments — other securities. See Part IV, line 11.</td>
<td>12</td>
<td></td>
</tr>
<tr>
<td>13 Investments — program-related. See Part IV, line 11.</td>
<td>13</td>
<td></td>
</tr>
<tr>
<td>14 Intangible assets</td>
<td>14</td>
<td></td>
</tr>
<tr>
<td>15 Other assets. See Part IV, line 11.</td>
<td>31,453</td>
<td>38,993</td>
</tr>
<tr>
<td>16 Total assets. Add lines 1 through 15 (must equal line 33)</td>
<td>2,691,543</td>
<td>2,897,838</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities</th>
<th>(A) Beginning of year</th>
<th>(B) End of year</th>
</tr>
</thead>
<tbody>
<tr>
<td>17 Accounts payable and accrued expenses</td>
<td>16,694</td>
<td>9,534</td>
</tr>
<tr>
<td>18 Grants payable</td>
<td>18</td>
<td></td>
</tr>
<tr>
<td>19 Deferred revenue</td>
<td>19</td>
<td></td>
</tr>
<tr>
<td>20 Tax-exempt bond liabilities</td>
<td>20</td>
<td></td>
</tr>
<tr>
<td>21 Escrow or custodial account liability. Complete Part IV of Schedule D</td>
<td>21</td>
<td></td>
</tr>
<tr>
<td>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</td>
<td>22</td>
<td></td>
</tr>
<tr>
<td>23 Secured mortgages and notes payable to unrelated third parties</td>
<td>703,883</td>
<td>674,235</td>
</tr>
<tr>
<td>24 Unsecured notes and loans payable to unrelated third parties</td>
<td>24</td>
<td></td>
</tr>
<tr>
<td>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.</td>
<td>25</td>
<td></td>
</tr>
<tr>
<td>26 Total liabilities. Add lines 17 through 26.</td>
<td>720,577</td>
<td>683,769</td>
</tr>
</tbody>
</table>

**Organizations that follow FASB ASC 958, check here and complete lines 27, 28, 32, and 33.**

<table>
<thead>
<tr>
<th>Net Assets or Fund Balances</th>
<th>(A) Beginning of year</th>
<th>(B) End of year</th>
</tr>
</thead>
<tbody>
<tr>
<td>27 Net assets without donor restrictions</td>
<td>1,970,966</td>
<td>2,214,069</td>
</tr>
<tr>
<td>28 Net assets with donor restrictions</td>
<td>28</td>
<td></td>
</tr>
<tr>
<td>Organizations that do not follow FASB ASC 958, check here and complete lines 29 through 33.</td>
<td>29</td>
<td></td>
</tr>
<tr>
<td>29 Capital stock or trust principal, or current funds</td>
<td>29</td>
<td></td>
</tr>
<tr>
<td>30 Paid-in or capital surplus, or land, building, or equipment fund</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>31 Retained earnings, endowment, accumulated income, or other funds</td>
<td>31</td>
<td></td>
</tr>
<tr>
<td>32 Total net assets or fund balances</td>
<td>1,970,966</td>
<td>2,214,069</td>
</tr>
<tr>
<td>33 Total liabilities and net assets/fund balances</td>
<td>2,691,543</td>
<td>2,897,838</td>
</tr>
</tbody>
</table>
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 3,155,399.
2. Total expenses (must equal Part IX, column (A), line 25) ........................................ 2 2,915,947.
3. Revenue less expenses. Subtract line 2 from line 1 ......................................................... 3 239,452.
4. Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A)) .. 4 1,970,966.
5. Net unrealized gains (losses) on investments ................................................................. 5 3,651.
6. Donated services and use of facilities............................................................................. 6
7. Investment expenses ....................................................................................................... 7
8. Prior period adjustments ................................................................................................. 8
9. Other changes in net assets or fund balances (explain on Schedule O) ....................... 9 0.
10. Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B)) ......................................................... 10 2,214,069.

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

1. Accounting method used to prepare the Form 990: ☐ Cash ☑ Accrual ☐ Other
   If the organization changed its method of accounting from a prior year or checked 'Other,' explain in Schedule O.
   Yes No
2a. 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? 2b X
   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:
   ☐ Separate basis ☐ Consolidated basis ☑ Both consolidated and separate basis
   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
   If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.
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? 3a X
   b. If 'Yes,' did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits 3b
ROCKY MOUNTAIN YOUTH CORPS

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

☐ A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i).
☐ A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990 or 990-EZ).)
☐ 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: ____________________________
☐ 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.)
☐ An organization operated for the benefit of a college or university owned or operated by a 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.)
☐ An organization operated for the benefit of a college or university or a non-college or university institution owned or operated by an organization described in section 170(b)(1)(A)(vii). (Complete Part II.)
☐ An 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 or university described in section 170(b)(1)(A)(viii). (Complete Part II.)
☐ An organization that normally receives 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.)
☐ An organization organized and operated exclusively for public safety. See section 509(a)(4).
☐ An organization that principally promotes a religious character or purpose. See section 509(a)(1).
☐ 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 12h 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.
☐ Enter the number of supported organizations ____________________________

Provide the following information about the supported organization(s).

(A) ____________________________
(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.)

#### Section A. Public Support

<table>
<thead>
<tr>
<th>Calendar year (or fiscal year beginning in)</th>
<th>(a) 2015</th>
<th>(b) 2016</th>
<th>(c) 2017</th>
<th>(d) 2018</th>
<th>(e) 2019</th>
<th>(f) Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Gifts, grants, contributions, and royalties received. (Do not include any unusual grants.)</td>
<td>489,197</td>
<td>1,578,445</td>
<td>726,961</td>
<td>898,749</td>
<td>1,049,620</td>
<td>4,742,972</td>
</tr>
<tr>
<td>2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>3 The value of services or facilities furnished by a governmental unit to the organization without charge</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>4 Total. Add lines 1 through 3</td>
<td>489,197</td>
<td>1,578,445</td>
<td>726,961</td>
<td>898,749</td>
<td>1,049,620</td>
<td>4,742,972</td>
</tr>
<tr>
<td>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)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>224,217</td>
</tr>
<tr>
<td>6 Public support. Subtract line 5 from line 4</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4,518,755</td>
</tr>
</tbody>
</table>

#### Section B. Total Support

<table>
<thead>
<tr>
<th>Calendar year (or fiscal year beginning in)</th>
<th>(a) 2015</th>
<th>(b) 2016</th>
<th>(c) 2017</th>
<th>(d) 2018</th>
<th>(e) 2019</th>
<th>(f) Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>7 Amounts from line 4</td>
<td>489,197</td>
<td>1,578,445</td>
<td>726,961</td>
<td>898,749</td>
<td>1,049,620</td>
<td>4,742,972</td>
</tr>
<tr>
<td>8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>9 Not income from unrelated business activities, whether or not the business is regularly carried on</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>11 Total support. Add lines 7 through 10</td>
<td>4,752,824</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12 Gross receipts from related activities, etc. (see instructions)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>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</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>14 Public support percentage for 2019 (line 6, column (f) divided by line 11, column (f))</td>
<td>14</td>
<td>95.08%</td>
</tr>
<tr>
<td>15 Public support percentage from 2018 Schedule A, Part II, line 14</td>
<td>15</td>
<td>95.18%</td>
</tr>
<tr>
<td>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.</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>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.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>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 &quot;facts-and-circumstances&quot; test, check this box and stop here. Explain in Part VI how the organization meets the &quot;facts-and-circumstances&quot; test. The organization qualifies as a publicly supported organization.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>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 &quot;facts-and-circumstances&quot; test, check this box and stop here. Explain in Part VI how the organization meets the &quot;facts-and-circumstances&quot; test. The organization qualifies as a publicly supported organization.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>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.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**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**

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

7a Amounts included on lines 1, 2, and 3 received from disqualified persons.

7b 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.

7c Add lines 7a and 7b.

8 Public support. (Subtract line 7b from line 7c)

**Section B. Total Support**

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

**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 |          |          |
### Supporting Organizations

**Section A. All Supporting Organizations**

1. Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>

2. Did the organization have any supported organization that does not have an IRS determination of status under section 501(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 501(a)(1) or (2).

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>

3a. Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>3a</td>
<td></td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>3b</td>
<td></td>
</tr>
</tbody>
</table>

3c. 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.

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>3c</td>
<td></td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>4a</td>
<td></td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>4b</td>
<td></td>
</tr>
</tbody>
</table>

c. Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>4c</td>
<td></td>
</tr>
</tbody>
</table>

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).

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>5a</td>
<td></td>
</tr>
</tbody>
</table>

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?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>5b</td>
<td></td>
</tr>
</tbody>
</table>

c. Substitutions only. Was the substitution the result of an event beyond the organization's control?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>5c</td>
<td></td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td></td>
</tr>
</tbody>
</table>

7. Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule I. (Form 990 or 990-EZ).

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td></td>
</tr>
</tbody>
</table>

8. Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 77. If "Yes," complete Part I of Schedule I. (Form 990 or 990-EZ).

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>8</td>
<td></td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>9a</td>
<td></td>
</tr>
</tbody>
</table>

b. Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI.

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>9b</td>
<td></td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>9c</td>
<td></td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>10a</td>
<td></td>
</tr>
</tbody>
</table>

b. Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>10b</td>
<td></td>
</tr>
</tbody>
</table>
### Part IV. Supporting Organizations (continued)

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

### Section B. Type I Supporting Organizations

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

2. Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If ‘Yes,’ explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization. [Yes/No] 2

### Section C. Type II Supporting Organizations

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

### Section D. All Type III Supporting Organizations

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? [Yes/No] 1

2. Were any of the organization’s officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If ‘No,’ explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s). [Yes/No] 2

3. By reason of the relationship described in (2), did the organization’s supported organizations have a significant voice in the organization’s investment policies and in directing the use of the organization’s income or assets at all times during the tax year? If ‘Yes,’ describe in Part VI the role the organization’s supported organizations played in this regard. [Yes/No] 3

### Section E. Type III Functionally Integrated Supporting Organizations

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

2. Activities Test. Answer (a) and (b) below.
   - [ ] Did substantially all of the organization’s activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If ‘Yes,’ then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to these supported organizations, and how the organization determined that these activities constituted substantially all of its activities. [Yes/No] 2a
   - [ ] Did the activities described in (a) constitute activities that, but for the organization’s involvement, one or more of the organization’s supported organization(s) would have been engaged in? If ‘Yes,’ explain in Part VI the reasons for the organization’s position that its supported organization(s) would have engaged in these activities but for the organization’s involvement. [Yes/No] 2b

3. Parent of Supported Organizations. Answer (a) and (b) below.
   - [ ] Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? Provide details in Part VI. [Yes/No] 3a
   - [ ] Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If ‘Yes,’ describe in Part VI the role played by the organization in this regard. [Yes/No] 3b
### Part V: Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

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

#### Section A – Adjusted Net Income

<table>
<thead>
<tr>
<th></th>
<th>(A) Prior Year</th>
<th>(B) Current Year (optional)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Net short-term capital gain</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td>Recoveries of prior-year distributions</td>
<td>2</td>
</tr>
<tr>
<td>3</td>
<td>Other gross income (see instructions)</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>Add lines 1 through 3.</td>
<td>4</td>
</tr>
<tr>
<td>5</td>
<td>Depreciation and depletion</td>
<td>5</td>
</tr>
<tr>
<td>6</td>
<td>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)</td>
<td>6</td>
</tr>
<tr>
<td>7</td>
<td>Other expenses (see instructions)</td>
<td>7</td>
</tr>
<tr>
<td>8</td>
<td>Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)</td>
<td>8</td>
</tr>
</tbody>
</table>

#### Section B – Minimum Asset Amount

<table>
<thead>
<tr>
<th></th>
<th>(A) Prior Year</th>
<th>(B) Current Year (optional)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):</td>
<td></td>
</tr>
<tr>
<td>a</td>
<td>Average monthly value of securities</td>
<td>1a</td>
</tr>
<tr>
<td>b</td>
<td>Average monthly cash balances</td>
<td>1b</td>
</tr>
<tr>
<td>c</td>
<td>Fair market value of other non-exempt-use assets</td>
<td>1c</td>
</tr>
<tr>
<td>d</td>
<td>Total (add lines 1a, 1b, and 1c)</td>
<td>1d</td>
</tr>
<tr>
<td>e</td>
<td>Discount claimed for blockage or other factors (explain in detail in Part VI):</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Acquisition indebtedness applicable to non-exempt-use assets</td>
<td>2</td>
</tr>
<tr>
<td>3</td>
<td>Subtract line 2 from line 1d.</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions).</td>
<td>4</td>
</tr>
<tr>
<td>5</td>
<td>Net value of non-exempt-use assets (subtract line 4 from line 3)</td>
<td>5</td>
</tr>
<tr>
<td>6</td>
<td>Multiply line 5 by .03.</td>
<td>6</td>
</tr>
<tr>
<td>7</td>
<td>Recoveries of prior-year distributions</td>
<td>7</td>
</tr>
<tr>
<td>8</td>
<td>Minimum Asset Amount (add line 7 to line 6)</td>
<td>8</td>
</tr>
</tbody>
</table>

#### Section C – Distributable Amount

<table>
<thead>
<tr>
<th></th>
<th>Current Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Adjusted net income for prior year (from Section A, line 8, Column A)</td>
</tr>
<tr>
<td>2</td>
<td>Enter 85% of line 1.</td>
</tr>
<tr>
<td>3</td>
<td>Minimum asset amount for prior year (from Section B, line 8, Column A)</td>
</tr>
<tr>
<td>4</td>
<td>Enter greater of line 2 or line 3.</td>
</tr>
<tr>
<td>5</td>
<td>Income tax imposed in prior year</td>
</tr>
<tr>
<td>6</td>
<td>Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).</td>
</tr>
<tr>
<td>7</td>
<td>[ ] Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).</td>
</tr>
</tbody>
</table>
### Section D - Distributions

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

### Section E - Distribution Allocations (see instructions)

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

1 Total number at end of year ........................................
(a) Donor advised funds ..............................................
(b) Funds and other accounts ........................................

2 Aggregate value of contributions to (during year) ........

3 Aggregate value of grants from (during year) ..............

4 Aggregate value at end of year .................................

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?  
   □ Yes □ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose contravening impermissible private benefit?  
   □ Yes □ No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).
   □ Preservation of land for public use (for example, recreation or education)
   □ Preservation of a historically important land area
   □ Protection of natural habitat
   □ Preservation of a certified historic structure
   □ Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

<table>
<thead>
<tr>
<th>Held at the End of the Tax Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>2a</td>
</tr>
<tr>
<td>2b</td>
</tr>
<tr>
<td>2c</td>
</tr>
<tr>
<td>2d</td>
</tr>
</tbody>
</table>

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year.

4 Number of states where property subject to conservation easement is located.

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?  
   □ Yes □ No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year.

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year.

8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(E)(i) and section 170(h)(4)(E)(ii)?  
   □ Yes □ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization’s financial statements that describes the organization’s accounting for conservation easements.

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

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

1b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:
   (i) Revenue included on Form 990, Part VIII, line 1 ..................................  
   (ii) Assets included in Form 990, Part X ........................................

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:
   a Revenue included on Form 990, Part VIII, line 1 ..................................
   b Assets included in Form 990, Part X ........................................
Part III. Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3 Using the organization’s acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):
   a ☐ Public exhibition
   b ☐ Scholarly research
   c ☐ Preservation for future generations
   d ☐ Loan or exchange program
   e ☐ Other

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

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization’s collection? □ Yes □ No

Part IV. Escrow and Custodial Arrangements. Complete if the organization answered ‘Yes’ on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1 a 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:

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning balance</td>
<td>1c</td>
</tr>
<tr>
<td>Additions during the year</td>
<td>1d</td>
</tr>
<tr>
<td>Distributions during the year</td>
<td>1e</td>
</tr>
<tr>
<td>Ending balance</td>
<td>1f</td>
</tr>
</tbody>
</table>

2 a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? □ Yes □ No
   b If ‘Yes,’ explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII.

Part V. Endowment Funds. Complete if the organization answered ‘Yes’ on Form 990, Part IV, line 10.

1 a Beginning of year balance...
   b Contributions...
   c Not 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 and balance (line 1g, column (a)) held as:
   a Board designated or quasi-endowment ▷ %
   b Permanent endowment ▷ %
   c Term 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:
   (i) Unrelated organizations. □ Yes □ No
   (ii) Related organizations. □ Yes □ No
   b If ‘Yes’ on line 3a(ii), are the related organizations listed as required on Schedule R? □ Yes □ No

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.

<table>
<thead>
<tr>
<th>Description of property</th>
<th>(a) Cost or other basis (investment)</th>
<th>(b) Cost or other basis (other)</th>
<th>(c) Accumulated depreciation</th>
<th>(d) Book value</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Land</td>
<td>330,000</td>
<td>330,000</td>
<td>330,000</td>
<td></td>
</tr>
<tr>
<td>b Buildings</td>
<td>1,332,586</td>
<td>173,177</td>
<td>1,159,409</td>
<td></td>
</tr>
<tr>
<td>c Leasehold improvements</td>
<td>424,198</td>
<td>42,524</td>
<td>381,674</td>
<td></td>
</tr>
<tr>
<td>d Equipment</td>
<td>325,455</td>
<td>220,965</td>
<td>104,490</td>
<td></td>
</tr>
<tr>
<td>e Other</td>
<td>5,889</td>
<td>4,140</td>
<td>1,749</td>
<td></td>
</tr>
</tbody>
</table>

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (b), line 10c.) ▷ 1,977,322.

BAA

Schedule D (Form 990) 2019

TEE33021L 8/31/19
**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.

<table>
<thead>
<tr>
<th>(a) Description of security or category (including name of security)</th>
<th>(b) Book value</th>
<th>(c) Method of valuation: Cost or end-of-year market value</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Financial derivatives</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(2) Close held equity interests</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(3) Other</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total. (Column (b) must equal Form 990, Part X, column (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.

<table>
<thead>
<tr>
<th>(a) Description of investment</th>
<th>(b) Book value</th>
<th>(c) Method of valuation: Cost or end-of-year market value</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(2)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(3)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(4)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(5)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(6)</td>
<td></td>
<td></td>
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<tr>
<td>(7)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(8)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(9)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(10)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total. (Column (b) must equal Form 990, Part X, column (B) line 12.)

**Part IX. Other Assets.**

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

<table>
<thead>
<tr>
<th>(a) Description</th>
<th>(b) Book value</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1)</td>
<td></td>
</tr>
<tr>
<td>(2)</td>
<td></td>
</tr>
<tr>
<td>(3)</td>
<td></td>
</tr>
<tr>
<td>(4)</td>
<td></td>
</tr>
<tr>
<td>(5)</td>
<td></td>
</tr>
<tr>
<td>(6)</td>
<td></td>
</tr>
<tr>
<td>(7)</td>
<td></td>
</tr>
<tr>
<td>(8)</td>
<td></td>
</tr>
<tr>
<td>(9)</td>
<td></td>
</tr>
<tr>
<td>(10)</td>
<td></td>
</tr>
</tbody>
</table>

Total. (Column (b) must equal Form 990, Part X, column (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.

<table>
<thead>
<tr>
<th>(a) Description of liability</th>
<th>(b) Book value</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Federal income taxes</td>
<td></td>
</tr>
<tr>
<td>(2)</td>
<td></td>
</tr>
<tr>
<td>(3)</td>
<td></td>
</tr>
<tr>
<td>(4)</td>
<td></td>
</tr>
<tr>
<td>(5)</td>
<td></td>
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<tr>
<td>(6)</td>
<td></td>
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<tr>
<td>(7)</td>
<td></td>
</tr>
<tr>
<td>(8)</td>
<td></td>
</tr>
<tr>
<td>(9)</td>
<td></td>
</tr>
<tr>
<td>(10)</td>
<td></td>
</tr>
<tr>
<td>(11)</td>
<td></td>
</tr>
</tbody>
</table>

Total. (Column (b) must equal Form 990, Part X, column (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 FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII.
**Part XI | Reconciliation of Revenue per Audited Financial Statements With Revenue per Return. N/A**

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

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Total revenue, gains, and other support per audited financial statements</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td>Amounts included on line 1 but not on Form 990, Part VIII, line 12:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>a Net unrealized gains (losses) on investments</td>
<td>2a</td>
</tr>
<tr>
<td></td>
<td>b Donated services and use of facilities</td>
<td>2b</td>
</tr>
<tr>
<td></td>
<td>c Recoveries of prior year grants</td>
<td>2c</td>
</tr>
<tr>
<td></td>
<td>d Other (Describe in Part XIII.)</td>
<td>2d</td>
</tr>
<tr>
<td></td>
<td>e Add lines 2a through 2d</td>
<td>2e</td>
</tr>
<tr>
<td>3</td>
<td>Subtract line 2e from line 1</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>Amounts included on Form 990, Part VIII, line 12, but not on line 1:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>a Investment expenses not included on Form 990, Part VIII, line 7b</td>
<td>4a</td>
</tr>
<tr>
<td></td>
<td>b Other (Describe in Part XIII.)</td>
<td>4b</td>
</tr>
<tr>
<td></td>
<td>c Add lines 4a and 4b</td>
<td>4c</td>
</tr>
<tr>
<td>5</td>
<td>Total revenue, Add lines 3 and 4c. <em>(This must equal Form 990, Part I, line 12)</em></td>
<td>5</td>
</tr>
</tbody>
</table>

**Part XII | Reconciliation of Expenses per Audited Financial Statements With Expenses per Return. N/A**

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

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Total expenses and losses per audited financial statements</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td>Amounts included on line 1 but not on Form 990, Part IX, line 25:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>a Donated services and use of facilities</td>
<td>2a</td>
</tr>
<tr>
<td></td>
<td>b Prior year adjustments</td>
<td>2b</td>
</tr>
<tr>
<td></td>
<td>c Other losses</td>
<td>2c</td>
</tr>
<tr>
<td></td>
<td>d Other (Describe in Part XIII.)</td>
<td>2d</td>
</tr>
<tr>
<td></td>
<td>e Add lines 2a through 2d</td>
<td>2e</td>
</tr>
<tr>
<td>3</td>
<td>Subtract line 2e from line 1</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>Amounts included on Form 990, Part IX, line 25, but not on line 1:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>a Investment expenses not included on Form 990, Part VIII, line 7b</td>
<td>4a</td>
</tr>
<tr>
<td></td>
<td>b Other (Describe in Part XIII.)</td>
<td>4b</td>
</tr>
<tr>
<td></td>
<td>c Add lines 4a and 4b</td>
<td>4c</td>
</tr>
<tr>
<td>5</td>
<td>Total expenses. Add lines 3 and 4c. <em>(This must equal Form 990, Part I, line 18.)</em></td>
<td>5</td>
</tr>
</tbody>
</table>

**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.
**Supplemental Information Regarding Fundraising or Gaming Activities**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than $15,000 on Form 990-EZ, line 1a.

Attach to Form 990 or Form 990-EZ.

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

**ROCKY MOUNTAIN YOUTH CORPS**

**Part 1** Fundraising Activities. Complete if the organization answered 'Yes' on Form 990, Part IV, line 17.

Form 990-EZ filers are not required to complete this part.

1. Indicate whether the organization raised funds through any of the following activities. Check all that apply.
   - [ ] Mail solicitations
   - [ ] Internet and email solicitations
   - [ ] Phone solicitations
   - [ ] In-person solicitations
   - [ ] Solicitation of non-government grants
   - [ ] Solicitation of government grants
   - [ ] Special fundraising events

2a. Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? □ Yes [x] No

   b. If 'Yes,' list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least $5,000 by the organization.

<table>
<thead>
<tr>
<th>(i) Name and address of individual or entity (fundraiser)</th>
<th>(ii) Activity</th>
<th>(iii) Did fundraiser have custody or control of contributions?</th>
<th>(iv) Gross receipts from activity</th>
<th>(v) Amount paid to (or retained by) fundraiser listed in column (i)</th>
<th>(vi) Amount paid to (or retained by) organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>3</td>
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<td>4</td>
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<td>5</td>
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<td>9</td>
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<tr>
<td>10</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

   **Total** .................................................................................................................. □ 0

3. List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

   •
   •
   •
   •
   •
   •

---

**BAA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.**

Schedule G (Form 990 or 990-EZ) 2019

TEA-A3701L 03/15/19
### Part III Fundraising Events
Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than $15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than $5,000.

<table>
<thead>
<tr>
<th></th>
<th>(a) Event #1</th>
<th>(b) Event #2</th>
<th>(c) Other events</th>
<th>(d) Total events (add column (a) through column (c))</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Gross receipts</td>
<td>20,591</td>
<td>20,591</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Less: Contributions</td>
<td>13,360</td>
<td>13,360</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Gross income (line 1 minus line 2)</td>
<td>7,231</td>
<td>7,231</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Cash prizes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Noncash prizes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Rent/facility costs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Food and beverages</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Entertainment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Other direct expenses</td>
<td>7,231</td>
<td>7,231</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Direct expense summary. Add lines 4 through 9 in column (d)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Net income summary. Subtract line 10 from line 3, column (d)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Part III Gaming
Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than $15,000 on Form 990-EZ, line 6a.

<table>
<thead>
<tr>
<th></th>
<th>(a) Bingo</th>
<th>(b) Pull tabs/progressive bingo</th>
<th>(c) Other gaming</th>
<th>(d) Total gaming (add column (a) through column (c))</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Gross revenue</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Cash prizes</td>
<td>Yes</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Noncash prizes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Rent/facility costs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Other direct expenses</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>6</td>
<td>Volunteer labor</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>7</td>
<td>Direct expense summary. Add lines 2 through 5 in column (d)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Net gaming income summary. Subtract line 7 from line 1, column (d)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

9 Enter the state(s) in which the organization conducts gaming activities:

- Is the organization licensed to conduct gaming activities in each of these states? □ Yes □ No

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? □ Yes □ No

- If 'Yes,' explain:
11 Does the organization conduct gaming activities with nonmembers? □ Yes □ No

12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? □ Yes □ No

13 Indicate the percentage of gaming activity conducted in:
   a. The organization's facility................................................. 13a %
   b. An outside facility.......................................................... 13b %

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:
   Name ▶
   Address ▶

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? □ Yes □ No
   b. If 'Yes,' enter the amount of gaming revenue received by the organization ▶ $ __________ and the amount of gaming revenue retained by the third party ▶ $ __________
   c. If 'Yes,' enter name and address of the third party:
      Name ▶
      Address ▶

16 Gaming manager information:
   Name ▶
   Gaming manager compensation ▶ $ __________
   Description of services provided ▶
   □ Director/officer □ Employee □ Independent contractor

17 Mandatory distributions:
   a. Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? □ Yes □ No
   b. Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ $

Part IV: Supplemental Information: Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.
### Noncash Contributions

**ROCKY MOUNTAIN YOUTH CORPS**

**Employee Identification Number:** 84-1483022

#### Part I: Types of Property

<table>
<thead>
<tr>
<th>(a) Check if applicable</th>
<th>(b) Number of contributions or items contributed</th>
<th>(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g</th>
<th>(d) Method of determining noncash contribution amounts</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Art -- Works of art</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 Art -- Historical treasures</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 Art -- Fractional interests</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 Books and publications</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 Clothing and household goods</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 Cars and other vehicles</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7 Boats and planes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8 Intellectual property</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9 Securities -- Publicly traded</td>
<td>X</td>
<td>2</td>
<td>63,296</td>
</tr>
<tr>
<td>10 Securities -- Closely held stock</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11 Securities -- Partnership, LLC, or trust interests</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12 Securities -- Miscellaneous</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13 Qualified conservation contribution -- Historic structures</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14 Qualified conservation contribution -- Other</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15 Real estate -- Residential</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16 Real estate -- Commercial</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17 Real estate -- Other</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18 Collectibles</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19 Food inventory</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20 Drugs and medical supplies</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>21 Taxidermy</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>22 Historical artifacts</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>23 Scientific specimens</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>24 Archeological artifacts</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>25 Other</td>
<td>(CAMPER)</td>
<td>X</td>
<td>1</td>
</tr>
<tr>
<td>26 Other</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>27 Other</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>28 Other</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donor Acknowledgement: 29

#### 30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?  Yes No  X

#### 31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?  Yes No  X

#### 32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?  Yes No  X

#### 33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.

---

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

**Schedule M (Form 990) 2019**
Part II. Supplemental Information. Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.
FORM 990, PART I, LINE 1 - ORGANIZATION MISSION OR SIGNIFICANT ACTIVITIES

ROCKY MOUNTAIN YOUTH CORPS WILL BE THE LEADER IN NW COLORADO TO PROVIDE DIVERSE OPPORTUNITIES FOR YOUNG PEOPLE TO PARTICIPATE IN OUTDOOR BASED SERVICE AND EDUCATION FOR THEIR GROWTH, RESPECT AND RESPONSIBILITY TO SELF, COMMUNITY AND ENVIRONMENT. WE WILL DO THIS THROUGH STRONG SUSTAINABLE COLLABORATIONS WITH PROJECT, PROGRAM AND FUNDING PARTNERS AND THE CREATION OF A YOUTH DEVELOPMENT CENTER.

FORM 990, PART III, LINE 1 - ORGANIZATION MISSION

ROCKY MOUNTAIN YOUTH CORPS ENGAGES YOUNG PEOPLE IN THE OUTDOORS, INSPIRING THEM TO USE THEIR STRENGTHS AND POTENTIAL TO LEAD HEALTHY, PRODUCTIVE LIVES. WE TEACH RESPONSIBILITY FOR SELF, COMMUNITY AND ENVIRONMENT THROUGH TEAMWORK, SERVICE AND EXPERIENTIAL EDUCATION.

FORM 990, PART III, LINE 4A - PROGRAM SERVICE ACCOMPLISHMENTS


RMYC PROGRAMS FOCUS ON TWO PRIMARY OUTCOMES: SUCCESSFUL YOUTH AND SUSTAINED ENVIRONMENT. RMYC PROVIDES LIFE-CHANGING EXPERIENCES FOR OVER 500 YOUTH EACH YEAR TO DEVELOP SUCCESSFUL, SELF-SUSTAINING LIFE SKILLS THAT LEAD TO PRODUCTIVE AND RESPONSIBLE COMMUNITY MEMBERS. RMYC IS ONE OF A SMALL MINORITY OF CORPS ACROSS THE NATION THAT INCORPORATE AN INTENTIONAL EDUCATION CURRICULUM SPECIFICALLY DESIGNED FOR EACH AGE GROUP WE SERVE, FOCUSING ON JOB READINESS, RESUME BUILDING, CAREER...
FORM 990, PART III, LINE 4A - PROGRAM SERVICE ACCOMPLISHMENTS

DEVELOPMENT, LEADERSHIP AND LIFE-SKILLS, PHYSICAL FITNESS, HEALTH CARE, NUTRITION, ENVIRONMENTAL EDUCATION, AND CIVIC AND SOCIAL RESPONSIBILITY.

RMYC IS UNIQUE IN THE WORLD OF SERVICE AND CONSERVATION CORPS IN THAT WE ARE THE ONLY CORPS IN THE STATE OF COLORADO THAT ENGAGES CORPS MEMBERS FOR EXTENDED (10 WEEKS +) 24/7 EXPERIENTIAL WORK AND LIVING OPPORTUNITIES. YOUTH DEVELOP STRONG, HEALTHY LIFESTYLES BY WORKING ON MEANINGFUL COMMUNITY SERVICE PROJECTS THAT PROTECT HABITATS WHILE MAINTAINING OUTDOOR RECREATIONAL AMENITIES THAT COLORADOANS ENJOY. WE PROVIDE UNIQUE PROJECT SERVICES AND TRAINING AROUND HIGHER LEVEL HARD SKILLS SUCH AS CHAINSAW CERTIFICATION, WILDLAND FIRE FIGHTING CERTIFICATION, HIGH ALTITUDE SITES (COLORADO FOURTEENERS), INTRICATE ROCK WORK, HISTORIC PRESERVATION, AND WILDERNESS SPECIALTY WORK SUCH AS CROSS CUT SAW USE. WE PROVIDE AN AFFORDABLE WORK FORCE FOR PUBLIC LANDS MAINTENANCE WITH TRAILS, WILDLIFE HABITAT, FIRE FUELS REDUCTION, BEETLE KILL MITIGATION, HISTORIC PRESERVATION, NOXIOUS WEED CONTROL, AND MORE. ROCKY MOUNTAIN YOUTH CORPS IS THE LARGEST EMPLOYER OF YOUTH IN NORTHWEST COLORADO.

YOUTH CORPS PROGRAMS:

SERVICE LEARNING CREW (SLC) IS A YOUTH COMMUNITY SERVICE PROGRAM THAT PROVIDES EDUCATION AND EXPERIENCE IN CITIZENSHIP, VOLUNTEERISM, COMMUNITY SERVICE, AND SELF-DEVELOPMENT TO ROUTT COUNTY YOUTH AGES 11-13. SLC SESSIONS ARE TWO WEEKS, MONDAY - THURSDAY, GENERALLY SEVEN HOUR DAYS, WITH A CAMPING EXPERIENCE ON THE LAST DAY. SLC PROVIDES ENTRY-LEVEL JOB SKILLS WHILE ENHANCING THE RESILIENCY SKILLS AND PERSONAL DEVELOPMENT THROUGH EXPERIENTIAL EDUCATION AND MEANINGFUL SERVICE PROJECTS FOR PUBLIC BENEFIT. SLC WAS CREATED IN 2010.

COMMUNITY YOUTH CREW (CYC) SERVES NORTHWEST COLORADO LOCAL YOUTH AGES 14-15 ON LOCAL
FORM 990, PART III, LINE 4A - PROGRAM SERVICE ACCOMPLISHMENTS

PROJECTS. MEMBERS ARE PAID A MODEST WAGE WHILE COMPLETING PRIORITY PROJECTS ON PUBLIC LANDS AND ENGAGING IN THE EDUCATION CURRICULUM. CYC SESSIONS ARE TWO WEEKS, MONDAY - FRIDAY, WITH THE FIRST WEEK OPERATING FIVE 8-HOUR DAYS, AND THE SECOND WEEK OPERATING A RESIDENTIAL, 24/7 CAMPING EXPERIENCE. DURING THE SESSION, MEMBERS LIVE IN TENTS AND LEARN BASIC INDEPENDENT LIVING SKILLS WHILE WORKING ON PUBLIC LANDS PROJECTS DURING THE DAY. CYC WAS CREATED IN 1994.

REGIONAL YOUTH CREW (RYC) SERVES YOUTH AGES 16-18 FROM THROUGHOUT NORTHWEST COLORADO. MEMBERS LIVE AND WORK 24/7 FOR THE ENTIRE TWO-WEEK SESSION, BECOMING FULLY IMMERSED IN THE EXPERIENTIAL IMPACT OF THE PROGRAM. LIKE THE SLC AND CYC PROGRAMS, MEMBERS WORK FOR PUBLIC LAND MANAGERS ON SERVICE PROJECTS THAT BENEFIT THE GENERAL PUBLIC. RYC MEMBERS ARE ALSO PAID A WAGE, AND SOME ARE ELIGIBLE FOR AMERICORPS EDUCATION AWARDS FOR HIGHER EDUCATION. RYC WAS CREATED IN 1993.

YOUNG ADULT CORPS PROGRAMS:

CONSERVATION CORPS (CC) SERVES YOUNG ADULTS AGES 16-25 THROUGH CONSERVATION WORK PROJECTS WHICH FOCUS ON: TRAIL CREW, CHAINSAW CREW, HISTORIC PRESERVATION CREW, AND FIRE CREW. CONSERVATION CORPS MEMBERS ARE PAID A WAGE AND EARN AMERICORPS EDUCATION AWARDS WHILE COMPLETING PRIORITY PROJECTS ON PUBLIC LANDS AND ENGAGING IN A COMPREHENSIVE SERVICE LEARNING EDUCATION PROGRAM. PARTICIPANTS LIVE IN GROUPS OF 8-10 FOR 4 TO 28 WEEKS IN THE OUTDOORS, AND WORK BUILDING AND MAINTAINING TRAILS, BRIDGES AND FENCES, FIRE FUELS REDUCTION, HABITAT RESTORATION, WILDFIRE REHABILITATION, AND MOUNTAIN PINE BEETLE MITIGATION. CC WAS CREATED IN 1999.

NATURAL RESOURCE INTERNSHIP PROGRAM (NRIP) IS DESIGNED TO ENGAGE YOUTH AND YOUNG ADULTS AGES 16-30 YEARS IN VALUABLE WORK EXPERIENCES WITHIN NATURAL RESOURCES
FORM 990, PART III, LINE 4A - PROGRAM SERVICE ACCOMPLISHMENTS

MANAGEMENT AGENCIES AND NON-PROFITS. INTERNS ARE RECRUITED AND MANAGED BY RMYC TO ADDRESS PRIORITY CONSERVATION GOALS IN PARTNERSHIP WITH THE UNITED STATES FOREST SERVICE, THE BUREAU OF LAND MANAGEMENT, THE NATIONAL PARK SERVICE, THE COLORADO YOUTH CORPS ASSOCIATION, THE NATIONAL FOREST FOUNDATION, THE COLORADO FOURTEENERS INITIATIVE AND A GROWING CIRCLE OF ADDITIONAL AGENCY AND NON-PROFIT PARTNERS. INTERNSHIPS ARE DESIGNED TO ALLOW PARTICIPANTS TO CONSIDER OR ADVANCE CAREERS AND EDUCATION IN NATURAL RESOURCES. RMYC PROVIDES SUPPORT TO ALL INTERNSHIPS WHILE THE INTERN WORKS UNDER THE DAILY SUPERVISION OF THE HOSTING PUBLIC LANDS MANAGEMENT AGENCY OR NON-PROFIT.

OTHER YOUTH PROGRAMS:

2019 PROGRAM OUTCOMES:
• YOUTH CORPS AND CONSERVATION CORPS PARTICIPANTS DEMONSTRATED INCREASES IN PROBLEM-SOLVING SKILLS.
FORM 990, PART III, LINE 4A - PROGRAM SERVICE ACCOMPLISHMENTS

• YOUTH CORPS AND CONSERVATION CORPS PARTICIPANTS DEMONSTRATED SIGNIFICANT
DECREASES IN THEIR PREVIOUS 30-DAY USE OF ALCOHOL AND MARIJUANA.
• YOUTH CORPS AND CONSERVATION CORPS PARTICIPANTS DEMONSTRATED INCREASES IN
JOB-RELATED SKILLS.
• YOUTH CORPS AND CONSERVATION CORPS PARTICIPANTS DEMONSTRATED SIGNIFICANT
INCREASED DESIRES TO ENGAGE IN CIVIC SERVICE IN THEIR FUTURE.
• YOUTH CORPS AND CONSERVATION CORPS PARTICIPANTS REPORTED A SIGNIFICANT
INCREASE IN ENVIRONMENTAL BEHAVIORS AND EFFICACY.
• SIXTH GRADE YAMPA VALLEY SCIENCE SCHOOL PARTICIPANTS DEMONSTRATED AN INCREASE
IN EDUCATION UNDERSTANDING OF 48% BASED ON PRE-POST EDUCATION TEST RESULTS.
• 95% OF SIXTH-GRADE YVSS PARTICIPANTS REPORTED THAT ATTENDING YVSS MADE THEM
EXCITED ABOUT SCIENCE.

FORM 990, PART VI, LINE 11B - FORM 990 REVIEW PROCESS

ONCE RMYC CHIEF OPERATING OFFICER RECEIVES THE 990 REPORT, SHE REVIEWS IT
THOROUGHLY. SHE THEN PROVIDES THE RETURN TO THE TREASURER OF THE BOARD OF DIRECTORS.
THE TREASURER REVIEWS THE RETURN, MAKES COMMENTS, POSES CONCERNS, AND RECOMMENDS ANY
REVISIONS BACK TO THE CHIEF EXECUTIVE OFFICER. IF REVISIONS ARE RECOMMENDED, THE
CHIEF EXECUTIVE OFFICER WORKS WITH THE 990 REPORT CREATORS TO ADJUST THE REPORT AS
NECESSARY.

FORM 990, PART VI, LINE 12C - EXPLANATION OF MONITORING AND ENFORCEMENT OF CONFLICTS
OFFICERS AND DIRECTORS ARE REQUIRED TO DISCLOSE CONFLICTS OF INTEREST AS THEY ARISE.

FORM 990, PART VI, LINE 15A - COMPENSATION REVIEW & APPROVAL PROCESS - CEO & TOP MANAGEMENT
THE RECOMMENDED SALARY INCREASES AND PERFORMANCE INCENTIVES ARE BASED ON THREE
FACTORS:
1. THE COST OF LIVING;
2. RMYC’S CURRENT FINANCIAL STANDING;
FORM 990, PART VI, LINE 15A - COMPENSATION REVIEW & APPROVAL PROCESS - CEO & TOP MANAGEMENT (CON)

3. PERFORMANCE EVALUATIONS OF STAFF MEMBERS.

SALARY SURVEYS OF COMPARABLE POSITIONS IN NON-PROFIT ORGANIZATIONS OF COMPARABLE SIZE, NATURE AND GEOGRAPHY ARE TAKEN INTO CONSIDERATION. THE RELEVANT SALARIES ARE GENERALLY DERIVED FROM THE COLORADO NON-PROFIT ASSOCIATION ORGNIZATION'S SALARY SURVEY RESULTS, AND THE CORPS NETWORK SALARY SURVEY RESULTS.

FORM 990, PART VI, LINE 19 - OTHER ORGANIZATION DOCUMENTS PUBLICLY AVAILABLE

ANNUAL REPORT, FINANCIAL AUDIT REPORT, AND ANNUAL 990 ARE POSTED ON THE RMYC WEBSITE. ALL OTHER DOCUMENTS ARE AVAILABLE UPON REQUEST.