## PUBLIC DISCLOSURE COPY \*

Form **99** (Rev. January 2020) Department of the Treasury Internal Revenue Service

# Return of Organization Exempt From Income Tax

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

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

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

Inspection

OMB No. 1545-0047 Open to Public

A For the 2019 calendar year, or tax year beginning and ending Check if applicable: C Name of organization D Employer identification number NEW HOPE PREGNANCY CENTER OF SHEBOYGAN. Address change Name change ANCHOR OF HOPE HEALTH CENTER 46-3846170 Doing business as ]Initial |return Number and street (or P.O. box if mail is not delivered to street address) E Telephone number Final return/ 703 N. 9TH STREET (920) 452-4673 City or town, state or province, country, and ZIP or foreign postal code G Gross receipts \$ 364,611. Amended return SHEBOYGAN, WI 53081 H(a) is this a group return Applica-Ition F Name and address of principal officer; JACQUELINE DREWRY for subordinates? Yes X No pending SAME AS C ABOVE H(b) Are all subordinates included? Yes No. Tax-exempt status: X 501(c)(3) 501(c) ( ) ◀ (insert no.) | 4947(a)(1) or 527 If "No," attach a list. (see instructions) J Website: WWW.ANCHOROFHOPEWI.ORG H(c) Group exemption number ▶ K Form of organization: X Corporation Trust Other > L Year of formation; 2013 M State of legal domicile; WI Summary Part I Briefly describe the organization's mission or most significant activities: CARING FOR WOMEN IN CRISIS Governance PREGNANCIES BY SUPPLYING NEEDED RESOURCES AND SUPPORT SERVICES TO Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets. Number of voting members of the governing body (Part VI, line 1a) 8 ...... 8 Number of independent voting members of the governing body (Part VI, line 1b) Activities & 7 Total number of individuals employed in calendar year 2019 (Part V, line 2a) 5 75 Total number of volunteers (estimate if necessary) 6 7 a Total unrelated business revenue from Part VIII, column (C), line 12 7a 0. b Net unrelated business taxable income from Form 990-T, line 39 **Current Year** 297,456 Contributions and grants (Part VIII, line 1h) 325,501. Revenue 0. Program service revenue (Part VIII, line 2g) 0. 2,140.3,939. 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) 19,709. Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) -13,298.286,298. 349,149. Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) Grants and similar amounts paid (Part IX, column (A), lines 1-3) 0. 0. 0. 0. Benefits paid to or for members (Part IX, column (A), line 4) 154,758. Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 167,709. 15 16a Professional fundraising fees (Part IX, column (A), line 11e) 0. b Total fundraising expenses (Part IX, column (D), line 25) 101,815. 92,398. Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 256,573. 260,107. Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 29,725. 89,042. Revenue less expenses, Subtract line 18 from line 12 **Beginning of Current Year** End of Year 372,643. 20 Total assets (Part X, line 16) 461,325. 6,418. 21 Total liabilities (Part X, line 26) 6,058. 366,225. Net assets or fund balances. Subtract line 21 from line 20 ..... 455,267 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 Date Sign TIMOTHY WOODWORTH, TREASURER Here Type or print name and title Date PTIN Preparer/\$\signature Print/Type preparer's name 6/26/20 Paid JENNY TARKOWSKI, CPA P00634290 self-employed Preparer Firm's name ▶ WEGNER CPAS, LLP Firm's EIN - 39-0974031 Firm's address 2921 LANDMARK PL STE 300 **Use Only** MADISON, WI 53713-4236 Phone no. 608 - 274 - 4020 X Yes No May the IRS discuss this return with the preparer shown above? (see instructions)

4d Other program services (Describe on Schedule O.)
(Expenses \$ including gra

Total program service expenses ► 191,797.

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# Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?			
	If "Yes," complete Schedule A	1	Х	
2	ls the organization required to complete Schedule B, Schedule of Contributors?	2	Х	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for			
_	public office? If "Yes," complete Schedule C, Part I	3_		X
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		Х
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or	<u> </u>		<del></del>
	similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5		Х
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to			
	provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		Х
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,			
	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		Х
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for			
	amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services?			
	If "Yes," complete Schedule D, Part IV	9		X
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments			
	or in quasi endowments? If "Yes," complete Schedule D, Part V	10		X
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X			
	as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,			
	Part VI	11a	Х	
b	Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total			37
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		X
С	Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		Х
d	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in	110		
<b>u</b>	Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		Х
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		X
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses	1.0		
	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		Х
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			
	Schedule D, Parts XI and XII	12a		X
b	Was the organization included in consolidated, independent audited financial statements for the tax year?		*****	
	If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
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			77
	or more? If "Yes," complete Schedule F, Parts I and IV	14b		<u>X</u>
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any	455		v
16	foreign organization? If "Yes," complete Schedule F, Parts II and IV  Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to	15		<u>X</u>
10	or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		Х
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,	10		
••	column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I	17		Х
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines			
	1c and 8a? If "Yes," complete Schedule G, Part II	18	х	
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"			
	complete Schedule G, Part III	19	[	X
<b>20</b> a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		X
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or			
	domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		X

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Page 4 Part IV | Checklist of Required Schedules (continued) Yes No Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III Х 22 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 Х 23 24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a Х 24a b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? 24d 25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I X 25a b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Х 25h Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II 26 X 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 X 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 current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV Х b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV X c A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b?/f "Yes," complete Schedule L, Part IV Х 28c Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M X 29 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation X contributions? If "Yes," complete Schedule M X 31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets?/f "Yes," complete Х Schedule N. Part II 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 X Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Х **35a** Did the organization have a controlled entity within the meaning of section 512(b)(13)? 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)? If "Yes," complete Schedule R, Part V, line 2 35b 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 X 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 Х Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Х Note: All Form 990 filers are required to complete Schedule O 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 Νo 1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable 8 1a 0 b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming

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(gambling) winnings to prize winners?

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#### Statements Regarding Other IRS Filings and Tax Compliance (continued) Part V Yes No 2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return X b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? 2b Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions) 3a Did the organization have unrelated business gross income of \$1,000 or more during the year? Х b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O 3b 4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a Х financial account in a foreign country (such as a bank account, securities account, or other financial account)? 4a **b** If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR). 5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? X 5a b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? c If "Yes" to line 5a or 5b, did the organization file Form 8886-T? 6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions? X 6a b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? Organizations that may receive deductible contributions under section 170(c). a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? Х 7a X **b** If "Yes," did the organization notify the donor of the value of the goods or services provided? 7b c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required X 7c d If "Yes," indicate the number of Forms 8282 filed during the year 7d Х e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? 7e X Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? **7**f If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? 7g h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? 7h Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? 9 Sponsoring organizations maintaining donor advised funds. a Did the sponsoring organization make any taxable distributions under section 4966? b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? 10 Section 501(c)(7) organizations. Enter: a Initiation fees and capital contributions included on Part VIII, line 12 b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities Section 501(c)(12) organizations. Enter: a Gross income from members or shareholders 11a Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.) 12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? 12a 13 Section 501(c)(29) qualified nonprofit health insurance issuers. a Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O. b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans X 14a Did the organization receive any payments for indoor tanning services during the tax year? 14a b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or 15 excess parachute payment(s) during the year? X If "Yes," see instructions and file Form 4720, Schedule N. Is the organization an educational institution subject to the section 4968 excise tax on net investment income? Х If "Yes," complete Form 4720, Schedule O.

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r aı	to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.	NO I	espon	SE
				X
800	Check if Schedule O contains a response or note to any line in this Part VItion A. Governing Body and Management			
Jec	tion A. Governing body and Management		V	N.
10	Enter the number of voting members of the governing body at the end of the tax year   1a		Yes	No
Ia	If there are material differences in voting rights among members of the governing body, or if the governing	1		
	body delegated broad authority to an executive committee or similar committee, explain on Schedule 0.			
l.	·			
b	Enter the number of voting members included on line 1a, above, who are independent			
2		2		х
3	officer, director, trustee, or key employee?  Did the organization delegate control over management duties customarily performed by or under the direct supervision			
3	of officers, directors, trustees, or key employees to a management company or other person?	3		х
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		X
6		6		X
7a	Did the organization have members or stockholders?  Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or	<b>-</b>		
,	more members of the governing body?	7a		Х
h	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or	<u>ا</u> ا		
_	persons other than the governing body?	7b		х
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:	-	•	
a	The governing body?	8a	Х	
b	Each committee with authority to act on behalf of the governing body?	8b	Х	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the			
	organization's mailing address? If "Yes," provide the names and addresses on Schedule O	9		Х
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)	•		
			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a		Х
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates,			
	and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Х	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.			
	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	<u>X</u>	
	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Х	
C	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe			
	in Schedule O how this was done	12c	X	
13	Did the organization have a written whistleblower policy?	13	X	
14	Did the organization have a written document retention and destruction policy?	14	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent			
	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?	4	v	
	The organization's CEO, Executive Director, or top management official	15a	Х	Х
D	Other officers or key employees of the organization	15b		
160	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).  Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a			
iua		16a		х
h	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation	104		
D	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's			
	exempt status with respect to such arrangements?	16b		
Sec	tion C. Disclosure			
17	List the states with which a copy of this Form 990 is required to be filed ▶WI, MN, TN, IL, FL			
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (Section 501(c)(3	)s only	) avail	able
	for public inspection. Indicate how you made these available. Check all that apply.	-		
	Own website Another's website X Upon request X Other (explain on Schedule O)			
19	Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, are	d finar	cial	
	statements available to the public during the tax year.			
20	State the name, address, and telephone number of the person who possesses the organization's books and records			
	GERMAINE SOUIK - (920) 452-4673			
	703 N. 9TH STREET, SHEBOYGAN, WI 53081			

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

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

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

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

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

(A)	(B)			((	C)			(D)	(E)	(F)
Name and title	Average	(do	Position (do not check more than one				one	Reportable	Reportable	Estimated
	hours per	box	, unle: cer an	ss pe	เรอก	is bot	h an	compensation	compensation	amount of
	week (list any	Ī						from the	from related organizations	other compensation
	hours for	direc				8		organization	(W-2/1099-MISC)	from the
	related	stee or	ustee			ensat		(W-2/1099-MISC)	,	organization
	organizations	al trus	nai tr		loyee	g as				and related
	below line)	Individual trustee or director	Institutional trustee	Officer	Key employee	High est compensated employee	Former			organizations
(1) DAN LAMAHIEU	2.00	E	트	0	Ā	Ŧ 5	굔		3-04411111111111111111111111111111111111	7414
CHAIRMAN		Х		х				0.	0.	0
(2) LINDEE BRILL	5.00									****
VICE CHAIRMAN		Х		Х				0.	0.	0
(3) JOHN GAVIN	7.00								- 100.041111	
TREASURER		Х		Х				0.	0.	0
(4) SARAH APFELBECK	5.00									
SECRETARY	2 00	Х		Х		_		0.	0.	0
(5) MARK KNABEL	3.00	٠,								•
MEMBER (6) BETH GROSSHUESCH	5.00	X						0.	0.	0
MEMBER	3.00	Х						0.	0.	0
(7) PAUL D'ALBERTO	2.00	Δ.							· · ·	0
MEMBER	2100	Х						0.	0.	0
(8) THOMAS PHILLIP	2.00				<u> </u>					
MEMBER		Х				-		0.	0.	0
(9) JACQUELINE DREWRY	50.00									***
EXECUTIVE DIRECTOR				Х				51,750.	0.	1,553
(10) DR. JEFFREY LYNDS	3.00								******	
MEDICAL DIRECTOR				Х				0.	0.	0
									A STATE OF THE STA	
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				$\dashv$		$\vdash$				

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Part	VII Section A. Officers, Directors, Trus	tees, Key Em	ploy	/ees	, an	d H	ighe	st C	Compensated Employe	es (continued)				
	(A)	(B)	(C)					(D)	(E)			(F)		
	Name and title	Average	(đo	not c	Pos heck	itior more	า e than	one	Reportable	Reportable		Es	timate	ed
		hours per week					is bot or/trus		compensation compensati					
		(list any	-			T	T	T	from the	from related	.		other	
		hours for	direct				Ļ		organization	organizations (W-2/1099-MIS			pensa om th	
		related	se or	stee			nsate		(W-2/1099-MISC)	(** 23 1000 1110	"		anizat	
		organizations	Trust	nal tru		oyee	E.		,		.	_	d relat	
		below	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former				orga	anizati	ons
		line)	프	ıns	동	ş.	吾島	휸						
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1b 5	Subtotal			<del> </del>		<b>.</b>	1	<b></b>	51,750.	****	0.		1,5	53.
	Total from continuation sheets to Part VI							<b>•</b>	0.	· · ·	0.			0.
	Total (add lines 1b and 1c)							<b>•</b>	51,750.		0.		1,5	53.
	otal number of individuals (including but n							10 16	eceived more than \$100	,000 of reportable	<del></del>			
	compensation from the organization													0
									***************************************				Yes	No
3 [	Did the organization list any former officer,	director, truste	ee, k	еу е	mp	loye	e, or	hig	hest compensated emp	loyee on	Γ			
li	ine 1a? If "Yes," complete Schedule J for s	uch individual									[	3		Х
	for any individual listed on line 1a, is the su													
	and related organizations greater than \$150										[	4		Х
	Did any person listed on line 1a receive or a							elate	ed organization or indivi	dual for services				
	endered to the organization? If "Yes," com	plete Schedule	9 <i>J f</i>	or su	ich <sub>i</sub>	pers	son .				<u></u>	5		X
	on B. Independent Contractors													
	Complete this table for your five highest co										ensa	ation f	rom	
t	he organization. Report compensation for	the calendar ye	eare	endir	ng v	vith :	or w	ithin		ear.				
	(A) Name and business	address	NIC	NE	7				<b>(B)</b> Description of s	anticae	C,	<b>(C</b> omper		<b>.</b>
	Traine and business	dadi cos	146	ME				$\dashv$	Description of s	SI VICES		nubei	isauoi	/ I
								$\dashv$						
								$\dashv$				*****		
		****						$\dashv$						
								十						
2 T	otal number of independent contractors (in	noluding but n	ot lir	nited	d to	thos	se lis	ted	above) who received m	ore than				
	100,000 of compensation from the organiz	_					)		·		_			
										<del> </del>			000 <i>(</i>	2010\

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Page 9

Pa	rt \	<u>////</u>	Statement of Revenue					rugu u
			Check if Schedule O contains a response or no	ote to any lin	e in this Part VIII			
					(A) Total revenue	(B) Related or exempt	(C)	( <b>D)</b> Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1	b d e f	Related organizations 1d Government grants (contributions) 1e All other contributions, gifts, grants, and similar amounts not included above 1f 22	1,747. 6,824.	325,501.			
		13		siness Code	323/3024			
Program Service Revenue	2	a b c d e f	All other program service revenue  Total. Add lines 2a-2f					
	3 4 5		Investment income (including dividends, interest, a other similar amounts) Income from investment of tax-exempt bond processory and the company of the compa	and <b>&gt;</b>	4,026.			4,026.
	6	b	Gross rents 6a	) Personal				
en	7	a	Net rental income or (loss)  Gross amount from sales of assets other than inventory Less: cost or other basis and sales expenses 7b 87.	(ii) Other				
Revenue		c	Gain or (loss) 7c -87.					
Other Rev	8		Net gain or (loss)  Gross income from fundraising events (not including \$ 103,754. of contributions reported on line 1c). See		-87.			-87.
	9	¢	Less; direct expenses 8b 1	4,758. 5,375. ▶	19,383.			19,383.
	10	c a b	Less: direct expenses 9b  Net income or (loss) from gaming activities  Gross sales of inventory, less returns and allowances 10a  Less: cost of goods sold 10b	<b>&gt;</b>				
Miscellaneous Revenue	11		Net income or (loss) from sales of inventory  Bus	siness Code				
Misc			All other revenue 9	00099	326.			326.
		e	Total, Add lines 11a-11d	······ <b>&gt;</b>	326. 349,149.	0.	0.	22 640
93200	12 9 01-	-20-	Total revenue. See instructions	<b>P</b>	J47,14J•	<u> </u>		23,648. Form <b>990</b> (2019)

## Part IX | Statement of Functional Expenses

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

Do r	Check if Schedule O contains a responsor Include amounts reported on lines 6b,	(A)	(B)	(C)	(D)
	3b, 9b, and 10b of Part VIII.	Total expenses	Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2	Grants and other assistance to domestic individuals. See Part IV, line 22				
3	Grants and other assistance to foreign				
•	organizations, foreign governments, and foreign				
	individuals. See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors,				
	trustees, and key employees	53,303.	26,652.	15,990.	10,661
6	Compensation not included above to disqualified				
	persons (as defined under section 4958(f)(1)) and				
	persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	98,947.	68,587.	6,253.	24,107
	Pension plan accruais and contributions (include				
	section 401(k) and 403(b) employer contributions)				
9	Other employee benefits	4,057.	2,741.	344.	972
10	Payroil taxes	11,402.	7,147.	1,648.	2,607
11	Fees for services (nonemployees);			, <del>, , , , , , , , , , , , , , , , , , </del>	
а	Management				
b	Legal				
	Accounting				
	Lobbying				*****
	Professional fundraising services. See Part IV, line 17				
f	Investment management fees				***
g	Other. (If line 11g amount exceeds 10% of line 25,			3700000	*****
	column (A) amount, list line 11g expenses on Sch O.)	512.		512.	
12	Advertising and promotion	20,032.	20,032.		
13	Office expenses	12,358.	10,999.	865.	494
14	Information technology	2,724.	2,424.	191.	109
15	Royalties				
16	Occupancy	7,802.	7,023.	527.	252
17	Travel	2,843.	2,843.		
18	Payments of travel or entertainment expenses				····
	for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	3,283.	3,283.		
20	Interest				
	Payments to affiliates				
22	Depreciation, depletion, and amortization	11,536.	10,267.	808.	461
23	Insurance	4,343.	3,866.	303.	174
	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 0.)				
a	CHILD CARE SUPPLIES	16,406.	16,406.		
_	MEDICAL FEES AND SUPPLI	6,255.	6,255.		
C	DUES AND SUBSCRIPTIONS	932.		932.	
ď				,	
	All other expenses	3,372.	3,272.	100.	
	Total functional expenses. Add lines 1 through 24e	260,107.	191,797.	28,473.	39,837
	Joint costs. Complete this line only if the organization		Т		
	reported in column (B) joint costs from a combined		ļ		
	educational campaign and fundraising solicitation.				
	Check here if following SOP 98-2 (ASC 958-720)				

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Form 990 (2019)
Part X Balance Sheet

Pai	rt X	Balance Sheet					
		Check if Schedule O contains a response or no	ote to an	y line in this Part X			
				į	<b>(A)</b> Beginning of year		<b>(B)</b> End of year
	1	Cash - non-interest-bearing			103,911.	1	90,045
	2	Savings and temporary cash investments			117,406.	2	230,863
	3	Pledges and grants receivable, net				3	
	4	Accounts receivable, net			0.	4	1,024
	5	Loans and other receivables from any current	: ::				
		trustee, key employee, creator or founder, sub	stantial c	ontributor, or 35%			
		controlled entity or family member of any of the	ese perso	ons		5	
	6	Loans and other receivables from other disqua	lified per	-			
		under section 4958(f)(1)), and persons describe	ed in sec	tion 4958(c)(3)(B)		6	
ţ	7	Notes and loans receivable, net			*****	7	
Assets	8	Inventories for sale or use				8	
ĕ	9	Prepaid expenses and deferred charges			2,107.	9	2,165
	10a	Land, buildings, and equipment: cost or other					
		basis. Complete Part VI of Schedule D	10a	178,576.			
	b	Less: accumulated depreciation		41,348.	148,764.	10c	137,228
	11	Investments - publicly traded securities				11	
	12	Investments - other securities. See Part IV, line				12	
	13	Investments · program-related. See Part IV, line				13	
	14	Intangible assets				14	· · · · · · · · · · · · · · · · · · ·
	15	Other assets. See Part IV, line 11			455.	15	0
	16	Total assets. Add lines 1 through 15 (must eq			372,643.	16	461,325
	17	Accounts payable and accrued expenses			б,418.	17	6,058
	18	Grants payable				18	
	19	Deferred revenue				19	***************************************
	20	Tax-exempt bond liabilities				20	••••
	21	Escrow or custodial account liability. Complete Part IV of Schedule D				21	
SS	22	Loans and other payables to any current or former officer, director,					
Ě		trustee, key employee, creator or founder, sub-	stantial c	ontributor, or 35%			
Liabilities		controlled entity or family member of any of the	se perso	ons		22	
_	23	Secured mortgages and notes payable to unre	lated thir	d parties		23	
	24	Unsecured notes and loans payable to unrelate	ed third p	parties		24	***
	25	Other liabilities (including federal income tax, p	ayables t	o related third			***
		parties, and other liabilities not included on line	s 17-24).	Complete Part X		l	
		of Schedule D				25	
	26	Total liabilities. Add lines 17 through 25			6,418.	26	6,058
,		Organizations that follow FASB ASC 958, ch	eck here	× X		I	
ë		and complete lines 27, 28, 32, and 33.					
Net Assets or Fund Balances	27	Net assets without donor restrictions			366,225.	27	455,267
ĕ	28	Net assets with donor restrictions				28	
Ĭ		Organizations that do not follow FASB ASC	958, che	ck here 🕨 📖			
<u>.</u>		and complete lines 29 through 33.					
ts	29	Capital stock or trust principal, or current funds				29	
Sse	30	Paid-in or capital surplus, or land, building, or e				30	
Ž	31	Retained earnings, endowment, accumulated in				31	
9 2	32	Total net assets or fund balances			366,225.	32	455,267
	33	Total liabilities and net assets/fund balances			372,643.	33	461,325.

Form **990** (2019)

	Check if Schedule O contains a response or note to any line in this Part XII	*********		
			Yes	No
1	Accounting method used to prepare the Form 990; Cash X Accrual Other			
	If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.			
<b>2</b> a	17-1-17-17-17-17-17-17-17-17-17-17-17-17	2a	Х	
	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:			
	X Separate basis Consolidated basis Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	2b		Х
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis,			
	consolidated basis, or both:			1
	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,			1
	review, or compilation of its financial statements and selection of an independent accountant?	2c	X	
	If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.			
За	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit			1
	Act and OMB Circular A-133?	3a		Х
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit			
	or audits, explain why on Schedule O and describe any steps taken to undergo such audits	3b		l
		Form	990 (	(2019)

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