Form **990**

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service

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.

Open to Public Inspection

A	For the 2	018 calenda	ar year, or tax year beginning	APRIL 1 , 2	2018, and end	ing MAI	RCH 31	, 20 19	
В	Check if ap	oplicable: C N	Name of organization BRIDGE OF	HOPE HARRISBURG AREA	<u> </u>		D Employ	er identification n	umber
	Address ch		Doing business as				1	51-0646249	
	Name char		Number and street (or P.O. box if ma	il is not delivered to street address	s) Room/	suite	E Telepho	ne number	
	Initial return		O. BOX 15212		100 mg 100 mg			717-635-5957	
	Final return/		City or town, state or province, count	try, and ZIP or foreign postal code	9				
	Amended r		ARRISBURG, PA 17105				G Gross re	eceipts \$	3928
			lame and address of principal office	C IOHANNA FESSENDEN	\$	H(a) is this a	group return for	subordinates? Yes	s 🗹 No
ч	трысано		D. BOX 15212, HARRISBURG,			H(b) Are at	subordinate	s included? Yes	s 🗌 No
-	T		✓ 501(c)(3) □ 501(c) ((1) or 527			list. (see instruction	
_	Tax-exemp				(1) 01 🗀 02.	H(c) Groun	p exemption	number ▶	3928
_	Website:		HARRISBURG.BRIDGEOFHOI		L Year of form			of legal domicile:	PA
			Corporation Trust Associat	Bon Utrier	L real or loni	2007	In Otale		
P	art I	Summar	y	t significant acti	vition: TO F	ND AND DDE	VENT HOM	IFI FSSNFSS F	OR
	1 E	Brieffy desc	ribe the organization's missi	on or most significant activ	vities. 10 E	NU AND PRE	VEITT HOW	TODING CDOL	IDS
Governance			D CHILDREN IN THE HARRISE	BURG, PENNSYLVANIA ARE	A WITH THE	HELP OF TRA	INED MEN	TORING GROC	<u> </u>
nai	Ň	MITHIN LOC	AL CONGREGATIONS.				- 050/ -6	ita nat accata	
ě			box ▶☐ if the organization of					its het assets.	
မွ	3 1	Number of	voting members of the gove	ming body (Part VI, line 1a))		. 3	And the second	10
∞5			independent voting member			0)	. 4	le de la	10
Activities &			er of individuals employed in		V, line 2a)		. 5		4
₹			er of volunteers (estimate if i				. 6		45
Ac	7a T	Total unrela	ated business revenue from I	Part VIII, column (C), line 12	2		. 7a		0
	b 1	Net unrelate	ed business taxable income	from Form 990-T, line 38			. 7b		0
-	TT-4-12		ear	Current Y	ear				
•	8 (Contribution	ns and grants (Part VIII, line	149,492	L. Charles, M.	245,643			
Ž			rvice revenue (Part VIII, line	0		0			
Revenue	10 I	nvestment	income (Part VIII, column (A		90	OF A PROPERTY.	26		
ĕ			nue (Part VIII, column (A), line	THE PERSON	7,599		17,126		
			ue-add lines 8 through 11 (m			Mag Transport	157,181		262,795
	13 (Grants and	similar amounts paid (Part I)	X, column (A), lines 1-3) .			31,193		51,501
			id to or for members (Part IX			Park of man	0		0
	15 8	Salaries oth	ner compensation, employee t		117,695		114,340		
Expenses	16a F	Orofoeciona	I fundraising fees (Part IX, co	olumn (A), line 11e)			0		0
ē			aising expenses (Part IX, colu		37,535	15 0 3 5 W 15			
X	b 1	When even	nses (Part IX, column (A), line	es 11a–11d 11f–24e)			31,124	ALES ART WALL THIS OF	50,232
- 74	17 (Julier exper	ses. Add lines 13–17 (must	equal Part IX column (A)	ine 25)		180,012		216,073
	18 T	otal expen	ss expenses. Subtract line 1	equal rait ix, column (y, i		12 miles (0 miles	(22,831)		46,722
_		Revenue les	ss expenses. Subtract line 1	Biloilililie 12		Beginning of C		End of Yo	
S OF			5 . W F 10)			A 1 25 5 5 5 5	57,197		99,803
Net Assets C Fund Balance	20 T		(Part X, line 16)					Lyn Harlings of Sagar	
A P	21 T		ies (Part X, line 26)				10,932		6,816
			or fund balances. Subtract li	ne 21 from line 20			46,265		92,987
Pa	art II	Signatur	e Block						11 P. C 11 1
Un	der penaltie	es of perjury, I	declare that I have examined this repeated. Declaration of preparer (other than	eturn, including accompanying so	thedules and sta	itements, and to	the best of i	my knowledge an	a Deliet, it is
tru	e, correct, a	and complete.	. Declaration of preparer (other than) S Dased of all mornation	TOT WINGT Propo	1		10-04	
		J. J. J.	came tubbure				02/1	0/2020	<u>, </u>
Sig	jn	Signatur	re of officer		1.		Date		
He	re	103	Johanna Fesse	aden Exec	utive	Dice	2075	<u> </u>	
		Type or	print name and title				Market Market		
Pa	id	Print/Type p	oreparer's name	Preparer's signature	e outflame (c)	Date	Check	☐ if PTIN	
2.00							self-em	ployed	
	eparer					Fi	m's EIN ▶		
US	e Only	Firm's addre				PI	none no.		41445
Ma	v the IRS		nis return with the preparer s	hown above? (see instruct	tions)			🗌 Ye	s No
IVIA	, 410 1110	, discuss ti	no rotalit that the property of					- Farm	000 2018)

- ^
Page 2
🗆
VITH THE

Yes 🗹 No
Yes □ No
measured by
measured by ons to others,
)
EN IN THE S WITH THE
NG THE
NO THE
)
)
()

Other program services (Describe in Schedule O.)

) (Revenue \$

Part	IV Checklist of Required Schedules			
			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes,"			
	complete Schedule A	1	-	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	2	~	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		,
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		-
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5		,
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		,
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		-
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		,
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9		,
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	10		,
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VIII, IX, or X as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	11a	9	,
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		,
С	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c	have all	-
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		,
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e	7.71	~
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses	75		192
	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		-
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a		,
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		,
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		1
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		~
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking,	ESC.	- 2	
Š	fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV.	14b		-
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		,
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV.	16		
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	17		~
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	,	
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		,
20 a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a	e 9 7	V
	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	1000	100
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or	700		
	domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21	12.4	~
			n 990	(2018)

Part I	V 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	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	23		,
	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	24=		را
	through 24d and complete Schedule K. If "No," go to line 25a	24a	-	-
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception.	2.0		-
С	to defease any tax-exempt bonds?	24c		-
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	25a		-
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b		,
	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If "Yes," complete Schedule L, Part II	26		,
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		,
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		1
	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		~
С	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		"
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		~
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30 31		~
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		-
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		~
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		-
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV. and Part V, line 1	34		,
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		~
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		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		-
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		-
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	38	~	
Part	Statements Regarding Other IRS Filings and Tax Compliance			_
	Check if Schedule O contains a response or note to any line in this Part V	L. Ballion	Yes	No
10	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable		100	
1a 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	and the second	and the second	y supplied to
	reportable gaming (gambling) winnings to prize winners?	1c	000	177
45, 10.7		For	n 99 0	(20

P	Statements Regarding Other IRS Filings and Tax Compliance (continued)		Yes	No
	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 2a 5			
	b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? .	2b	~	
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	No. of Contracts		Local Spins
3	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		-
	b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O.	3b		-
4	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	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).	and the same of	-	-
5		5a		2
	b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b 5c		-
	c If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	30		-
6		6a		1
	organization solicit any contributions that were not tax deductible as charitable contributions?	Va		-
	지는 경험이 되었다. 어떤 생활들이 얼마나 되는 아이들에 이 이 등에 들어 가장 아이들이 되었다. 그는 사람이 아이들이 아이들이 얼마나 나는 그들은 그들은 그들은 그는 그를 모든 것이다.	6b		
7	gifts were not tax deductible?	-		\vdash
7	Organizations that may receive deductible contributions under section 170(c). 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?	7a	0.9000	Accessors to
Ł	**** ** **** ** ** ** ** ** ** ** ** **	7b	-127	
	The state of the s		3(4)	february.
•	required to file Form 8282?	7c		
C		-	all the second	
•		7e	300	
f		7f		
9		7g 7h		-
h		/		
8	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?	8		-
9	Sponsoring organizations maintaining donor advised funds.			-
а		9a	The same	
b	- "입사 그를 보고 "고향, 그리고 그리고 "그리고 "그리고 "그리고 (프로그리고 (프로그리고 (프로그리고)) - 그리고 (프로그리고) -	9b		
10	Section 501(c)(7) organizations. Enter:			
а	Initiation fees and capital contributions included on Part VIII, line 12			-
ь				
11	Section 501(c)(12) organizations. Enter:		1	
а	Gross income from members or shareholders			7 - 4
Ь	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		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.			
а	Is the organization licensed to issue qualified health plans in more than one state?	13a	\$1 · 34	E T
	Note. See the instructions for additional information the organization must report on Schedule O.		100	
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans			
C	Enter the amount of reserves on hand			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a	1 - 12-	~
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O .	14b	b = =	W V
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or	100 mm	per l	Months of
1.0	excess parachute payment(s) during the year?	15		~
	If "Yes," see instructions and file Form 4720, Schedule N.			A STATE OF THE
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16	1,1000	~
11 4	If "Yes," complete Form 4720, Schedule O.			
10 m		Fom	n 99 0	(2018

Part	response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. S.			
	Check if Schedule O contains a response or note to any line in this Part VI	JOG IIIS	SUUCU	. n
Secti	on A. Governing Body and Management			
			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year 1a 16	4		
	If there are material differences in voting rights among members of the governing body, or			
	if the governing body delegated broad authority to an executive committee or similar			
	committee, explain in Schedule O.			
b	Enter the number of voting members included in line 1a, above, who are independent . 1b 11	4		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	epochalistics.	~
3	Did the organization delegate control over management duties customarily performed by or under the direct			
	supervision of officers, directors, or trustees, or key employees to a management company or other person?	3		10
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		1
5	Did the organization become aware during the year of a significant diversion of the organization's assets? .	5	_	1
6	Did the organization have members or stockholders?	6		-
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint	_		
	one or more members of the governing body?	7a		-
b	Are any governance decisions of the organization reserved to (or subject to approval by) members,	7.		-
	stockholders, or persons other than the governing body?	7b		-
8	Did the organization contemporaneously document the meetings held or written actions undertaken during			
	the year by the following:	8a	-	
а	The governing body?	8b	~	\vdash
b	Each committee with authority to act on behalf of the governing body?	00	-	_
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		1
Coot	on B. Policies (This Section B requests information about policies not required by the Internal Rever		ode.)	
Secu	on B. Policies (This Section B requests information about policies not required by the information	10 A	Yes	No
10-	Did the organization have local chapters, branches, or affiliates?	10a		~
10a	If "Yes," did the organization have written policies and procedures governing the activities of such chapters,			
ь	affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
440	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filling the form?	11a	~	
11a b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.		-	
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	~	Lustaji .
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	~	
	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes,"	1 1		
С	describe in Schedule O how this was done	12c	~	12 49
13	Did the organization have a written whistleblower policy?	13	4-	~
14	Did the organization have a written document retention and destruction policy?	14		~
15	Did the process for determining compensation of the following persons include a review and approval by			
	independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		and the	L.
а	The organization's CEO, Executive Director, or top management official	15a	~	
b	Other officers or key employees of the organization	15b	~	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	a service or	-
	with a taxable entity during the year?		17 (19)	
Ь	or procedure requiring the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the			
	organization's exempt status with respect to such arrangements?	16b		A STATE OF THE PARTY OF THE PAR
Secti	on C. Disclosure			
17	List the states with which a copy of this Form 990 is required to be filed ▶ PENNSYLVANIA	diam'r.	-	
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A if applicable), 990, and 990-	T (Sec	ction	501(c)
	(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.			
	☐ Own website ☐ Another's website ☐ Upon request ☐ Other (explain in Schedule O)			
19	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of in	terest	polic	y, and
	financial statements available to the public during the tax year.			
20	State the name, address, and telephone number of the person who possesses the organization's books and re	cords		
	JOHANNA FESSENDEN, P.O. BOX 15212, HARRISBURG, PA 17105			\
		For	m 99((2018)

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.

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

(A) Name and Title	(B) Average hours per week (list any	box,	unles	Pos neck s pe d a d	rson	e than o is both or/trust	an tee)	(D) Reportable compensation from	(E) Reportable compensation from related	(F) Estimated amount of other
	hours for related organizations below dotted line)		Institutional trustee	Officer	Key employee	Highest compensated employee	Former	the organization (W-2/1099-MISC)	organizations (W-2/1099-MISC)	compensation from the organization and related organizations
(1) DENISE ACKROYD	1									
DIRECTOR		~				eter in		0	0	0
(2) VICKI ANTHONY	1				1					
DIRECTOR		~					See 8	0	0	0
(3) JUSTIN WEBER	1			274-10. - 7	10000	100				
DIRECTOR	THE PARTY PROPERTY.	~	-1	0.8	L 4	1	100	0	0	0
(4) DAVID REED	1		es-il	11		40	1.3	かったい 意		
DIRECTOR	CAPPEND DESCRIPTION	~	4	L. a	-4	ne e i	1	0	0	0
(5) ERIC THARP	1				M					
DIRECTOR		-	1 8		5.1		1	0	0	0
(6) DAVE WARREN	1	100			1	100				
DIRECTOR		-		1	l en	1 - 12		0	0	0
(7) JUSTIN MCCLURE	15	1	Ħ	13	13					
BOARD CHAIR			148	~			No.	0	0	0
(8) PAMELA BENNETT	1111									
SECRETARY	Northern W. Well, F.	remi	1119	~	23			C	0	0
(9) KRISTEN SIMS	10									
TREASURER	Table 1991 And Andrews A			~		100	5-6		0	0
(10) JOHANNA FESSENDEN	40		1. 1		1				The state of the s	
EXECUTIVE DIRECTOR		-			10.2		L	47,382	0	0
(11)					8.9					
(12)										
(13)										
(14)	7.00								The second of the factor of the second of th	Sharaday daharati.

Part	VII Section A. Officers, Directors, Trus	tees, Key E	mplo	yees	-	nd F	lighe	st C	ompensated E	mployees (con	tinued))		
	(A) Name and title	(B) Average hours per week (list any	box,	unles er and	Pos neck ss pe d a d	more more rson lirect	e than is both or/trus	an tee)	(D) Reportable compensation from	(E) Reportable compensation fro related	m	Estir amo	F) nated unt of her	
		hours for related organizations below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	the organization (W-2/1099-MISC)	organizations (W-2/1099-MISC	9	from organ and	ensation the nization related ization	1
(15)		<u> </u>				7	- u				1			
(16)		1							700		\top			
(17)											1			
(18)		ļ				Ī.					+			
(19)								7			+			
(20)			17 88 97 - 48					10.			+			
(21)			5 /s/ pr 10		P.1	981								
(22)			24 X	75					According to the Committee of the Commit					
(23)	42-16-16-17-18-18-18-18-18-18-18-18-18-18-18-18-18-				71									
(24)						13		in Proper						
(25)		9 10 11 12												
1b	Sub-total								47,382		0	er i		
c	Total from continuation sheets to Par Total (add lines 1b and 1c)			ł				•	0 47,382		0			(
2	Total number of individuals (including b reportable compensation from the organ	ut not limite				ted	above	e) w						P 196-1
											[Yes	No
3	Did the organization list any former of employee on line 1a? If "Yes," complete								oloyee, or night	Committee of the committee of the committee of		3		~
4	For any individual listed on line 1a, is the organization and related organizations	ne sum of re	porta	ble 150	con	npe	nsatio	on a	and other comp	ensation from	the			
	individual											4		~
5	Did any person listed on line 1a receive for services rendered to the organization									zation or individ	dual	5	house killer	1
Section	on B. Independent Contractors		i e		W.							N-ART		10.85
1	Complete this table for your five highest compensation from the organization. Reyear.													ax
	(A) Name and business ac	Idress		76					(B) Description of s	services	Co	(C) mpens	ation	Marine Com
NONE			386.2053 + 1 136		et ne		i iliyay	8						y Arti.
			280-11 p		Ther	úz M	Arteri	E4	1 1 m 1 m m	1995		William Ma		
-								-				-		
2	Total number of independent contract received more than \$100,000 of compen							o ti	nose listed ab	ove) who				

Contributions, Gifts, Grants and Other Similar Amounts	1a b	Check if Schedule O contains a res	porise or note to	Total revenue	(B) Related or exempt	(C) Unrelated	(D) Revenue
ontributions, Gifts, Grants of Other Similar Amounts	b b	Federated campaigns 1a	A TO THE RESIDENCE OF THE PARTY		function revenue	business revenue	excluded from tax under sections 512-514
ontributions, Gifts, Gran	b b		0				
ontributions, Gifts, G	C	Membership dues 1b	0				
ontributions, Giffs of Other Similar	d	Fundraising events 1c	87,910				
ontributions, G		Related organizations 1d	0				
ontribution d Other Si	e	Government grants (contributions) 1e	0				
d Oth	f	All other contributions, gifts, grants,					
da		and similar amounts not included above 1f	157,733				
	_	Noncash contributions included in lines 1a-1f: \$	0			The second second	
	h	Total. Add lines 1a-1f	•	245,643			
Program Service Revenue			Business Code				
N N	2a		141-1-				
8	b		44 4 4 4 4				
Ş.	C		6-1-3-3				
Se	d				- V 1 9011 X - 1 - 1 - 1 - 1 - 1		
듩	е		Janes A. Janes M.				-
go	f	All other program service revenue .					-
4	g	Total. Add lines 2a-2f		0			
10.40	3	Investment income (including divi					
. 507		and other similar amounts)		26			
	4	Income from investment of tax-exempt	oond proceeds ►				
	5	Royalties	▶				
	60	Gross rents					
	6a	Less: rental expenses					
7	b	Rental income or (loss)					
- 9	C	N. 1	count English (S. C.)				In a substance of the
	d	U coltrado mais de la color de	(ii) Other				
	7a	assets other than inventory					
1.8	b	Less: cost or other basis and sales expenses .	de de la lacellita				
15	C	Gain or (loss)			Control Services		
100	d	Net gain or (loss)	•				
Other Revenue	8a	Gross income from fundraising events (not including \$ 87,910 of contributions reported on line 1c). See Part IV, line 18	a 17,126				
흌	h		b 17,120				
0		Net income or (loss) from fundraising					
111		Gross income from gaming activities. See Part IV, line 19					
	h		b				
	C	Net income or (loss) from gaming ac				Production of the	
	102	Gross sales of inventory, less	Al Vicios I I P		managayan sali Aramaya	1000 100 100 100 100 100 100 100 100 10	A CONTRACTOR OF STREET
		returns and allowances	а				
			b			Assertion of the state of	
	С	Net income or (loss) from sales of in					
- 1		Miscellaneous Revenue	Business Code				
1 1	11a			1 K 9E7		1 A 3/1	
27.5	b		J We I	MA COMP		F 12 10 10 10 10 10 10 10 10 10 10 10 10 10	
	C	the same of the sa	10				
	d	All other revenue					
	e	Total. Add lines 11a-11d					
	12	Total revenue. See instructions .	▶	262,795		N .	Form 990 (2018

Part IX Statement of Functional Expenses

	all columns. All other organizations must complete column (A).
Castian E01(a)(2) and E01(a)(4) arganizations must complete	all columns. All other ornanizations must complied column teat.
- Section 50 HClist And 50 HCli4t Organizations Hust Combigli	all Coldinis. Ful other organizations most complete solution by

	Check if Schedule O contains a response clude amounts reported on lines 6b, 7b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(ID) Fundraising expenses
1 Gra	ants and other assistance to domestic organizations d domestic governments. See Part IV, line 21	0	0		
2 Gr	ants and other assistance to domestic dividuals. See Part IV, line 22	51,501	51,501		
org	ants and other assistance to foreign ganizations, foreign governments, and foreign dividuals. See Part IV, lines 15 and 16	0	o		
5 Cc	enefits paid to or for members propensation of current officers, directors, stees, and key employees	47,382	28,429	11,845	7,108
pe	ompensation not included above, to disqualified arsons (as defined under section 4958(f)(1)) and arsons described in section 4958(c)(3)(B)	0	0	0	
	ther salaries and wages	57,640	35,201	14,108	8,331
8 Pe	ension plan accruals and contributions (include ction 401(k) and 403(b) employer contributions)	0	0	0	(
9 Ot	ther employee benefits	0	0	0	
	ayroll taxes	9,318	5,645	2,303	1,370
11 Fe	ees for services (non-employees):				
	anagement	0	0	0	a a special of the state of
b Le	egal	0	0	0	
c Ac	counting	4,470	0	4,470	
	obbying	0	0	0	
	ofessional fundraising services. See Part IV, line 17	0			Constitution of the Consti
	vestment management fees	0	0	0	(
	her. (If line 11g amount exceeds 10% of line 25, column				
	amount, list line 11g expenses on Schedule O.)	0	0	1.010	(
	dvertising and promotion	1,018	0	1,018 5,220	
	ffice expenses	5,220	0	5,220	
	pyalties	0	0	0	
	ccupancy	0	0	0	
	avel	3,731	3,108	337	286
	syments of travel or entertainment expenses		ri e di la richi di la constanti di la constan		
for	r any federal, state, or local public officials	o	o	0	
	onferences, conventions, and meetings .	716	716	0	La Talla Talla Mile
	erest	0	0	0	er i man restriction
	syments to affiliates	1,836	0	1,836	est demonstrate plant
	epreciation, depletion, and amortization .	0	0	0	
	surance	4,169	637	3,377	15
24 Ott	her expenses. Itemize expenses not covered	Sermonth subsection and an army			
	ove (List miscellaneous expenses in line 24e. If				
	24e amount exceeds 10% of line 25, column				
(A)	amount, list line 24e expenses on Schedule O.)				
	INUAL GALA EXPENSES	17,126	0	0	17,12
b TE	LEPHONE AND INTERENT	2,777	1,683	686	40
	MBERSHIPS	2,347	0	2,347	MO-128
	ENTOR TRAINING EXPENSE	2,150	2,150	0	2.75
	other expenses	4,672	508	1,413	2,75
	tal functional expenses. Add lines 1 through 24e	216,073	129,578	48,960	37,53
org froi fun	int costs. Complete this line only if the ganization reported in column (B) joint costs in a combined educational campaign and adraising solicitation. Check here if lowing SOP 98-2 (ASC 958-720)				
1011	oning out out (100 000-120) , , , ,				Form 990 (2018

Form 990 (2018) **Balance Sheet** # Part X# Check if Schedule O contains a response or note to any line in this Part X Beginning of year End of year 1 Savings and temporary cash investments 56,426 66,192 2 3 3 4 75 31,714 4 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. o 5 0 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L 6 0 0 Assets 7 0 0 7 0 8 0 8 9 1,897 696 9 10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D 10a 10c 0 Less: accumulated depreciation 10b 0 11 0 11 o 12 0 12 Investments—other securities. See Part IV, line 11 Investments—program-related. See Part IV, line 11 13 o 0 13 o 14 0 14 15 0 0 15 57,197 16 99,803 Total assets. Add lines 1 through 15 (must equal line 34) 16 17 0 6,816 17 18 0 0 18 19 10,932 0 19 20 0 20 O Escrow or custodial account liability. Complete Part IV of Schedule D . 21 0 21 Loans and other payables to current and former officers, directors, 22 Llabilities trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L 22 0 0 23 Secured mortgages and notes payable to unrelated third parties . . . o 0 23 Unsecured notes and loans payable to unrelated third parties . . . 0 24 0 24 Other liabilities (including federal income tax, payables to related third 25 parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D 25 0 Total liabilities. Add lines 17 through 25 . 10,932 26 6,816 26 Organizations that follow SFAS 117 (ASC 958), check here ▶ ☑ and Net Assets or Fund Balances complete lines 27 through 29, and lines 33 and 34. 27 27 46,265 75,352 28 28 0 0 29 29 17,635 Organizations that do not follow SFAS 117 (ASC 958), check here ▶ □ and complete lines 30 through 34. 30 30

Paid-in or capital surplus, or land, building, or equipment fund . . .

Retained earnings, endowment, accumulated income, or other funds.

31

32

33

34

Form 990 (2018)

92,987

99.803

31

32

33

34

46,265

57.197

Check if Schedule O contains a response or note to any line in this Part XI				
al revenue (must equal Part VIII, column (A), line 12)	1		26	52,795
			21	16,073
				16,722
assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	-			16,265
				0
nated services and use of facilities				0
estment expenses				0
				0
ner changes in net assets or fund balances (explain in Schedule O)	9			0
t assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line				
	10		9	92,987
Check if Schedule O contains a response or note to any line in this Part XII		<u></u>		
경기 경기 경기 경기 전에 되면 전혀 가게 되었다. 그 경기 전혀 보고 있는데 그리고 있는데 함께 되었다. 그런데 함께 되었다. 그리고 있는데 그리고 있다. 참고 있는데 그리고 있다.			Yes	No
				-
	lain in			
				Supanistra de
		2a	-	-
	iled or			- 1
		Naga apartic	La company of	and the same of the
		20		-
	d on a			
가 하나요 하다 하는데 하는데 그는 그 그 그 사람들이 되었다면 하는데 보고 있다면 하는데 되었다면 하는데			tolasolieetinis i	
of the audit, review, or compilation of its financial statements and selection of an independent accountant?		2c	~	
, principle, compared 하는 그는 그는 그렇게 되었다. 그는 그는 그는 그는 그는 그를 하는 것이다. 그런 사람들은 사람들은 사람들은 바람들은 바람들은 사람들은 사람들은 사람들은 사람들은 사람들은 사람들은 사람들은 사	lain in			
	orth in	3a		-
"Yes." did the organization undergo the required audit or audits? If the organization did not under	go the	3b		
	al expenses (must equal Part IX, column (A), line 25) venue less expenses. Subtract line 2 from line 1 assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) unrealized gains (losses) on investments unrealized gains (losses) on investments anted services and use of facilities estment expenses or period adjustments er changes in net assets or fund balances (explain in Schedule O) t assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line column (B)) Financial Statements and Reporting Check if Schedule O contains a response or note to any line in this Part XII counting method used to prepare the Form 990: Cash Accrual Other the organization changed its method of accounting from a prior year or checked "Other," expendedule O. ere the organization's financial statements compiled or reviewed by an independent accountant? "Yes," check a box below to indicate whether the financial statements for the year were composite or a separate basis, consolidated basis, or both: Separate basis Consolidated basis Both consolidated and separate basis ere the organization's financial statements audited by an independent accountant? "Yes," check a box below to indicate whether the financial statements for the year were audited parate basis, consolidated basis, or both: Separate basis Consolidated basis, or both: Separate basis Consolidated basis, or both: Separate basis Consolidated basis Both consolidated and separate basis "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for owe the audit, review, or compilation of its financial statements and selection of an independent account the organization changed either its oversight process or selection process during the tax year, expectedule O. s a result of a federal award, was the organization required to undergo an audit or audits as set for the single Audit Act and OMB Circular A-133?. "Yes." did the organization undergo the required audit or audits? If t	al expenses (must equal Part IX, column (A), line 25)	al expenses (must equal Part IX, column (A), line 25) venue less expenses. Subtract line 2 from line 1 assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) 4 unrealized gains (losses) on investments 5 nated services and use of facilities 6 estment expenses. 7 or period adjustments. 8 ere changes in net assets or fund balances (explain in Schedule O) 10 Financial Statements and Reporting Check if Schedule O contains a response or note to any line in this Part XII counting method used to prepare the Form 990: Cash Accrual Other the organization changed its method of accounting from a prior year or checked "Other," explain in shedule O. ere the organization's financial statements compiled or reviewed by an independent accountant? "Yes," check a box below to indicate whether the financial statements for the year were compiled or viewed on a separate basis, consolidated basis, or both: Separate basis Consolidated basis Both consolidated and separate basis ere the organization's financial statements audited by an independent accountant? "Yes," check a box below to indicate whether the financial statements for the year were audited on a sparate basis, consolidated basis Both consolidated and separate basis "Yes," check a box below to indicate whether the financial statements for the year were audited on a sparate basis Consolidated basis Both consolidated and separate basis "Yes," check a box below to indicate whether the financial statements for the year were audited on a sparate basis Consolidated basis Both consolidated and separate basis "Yes," check a box below to indicate whether the financial statements for the year were audited on a sparate basis Consolidated basis Both consolidated and separate basis "Yes," check a box below to indicate whether the financial statements for the year were audited on a sparate basis Consolidated basis both consolidated and separate basis "Yes," check a box below to indicate whether the financial statements for the yea	al expenses (must equal Part IX, column (A), line 25)