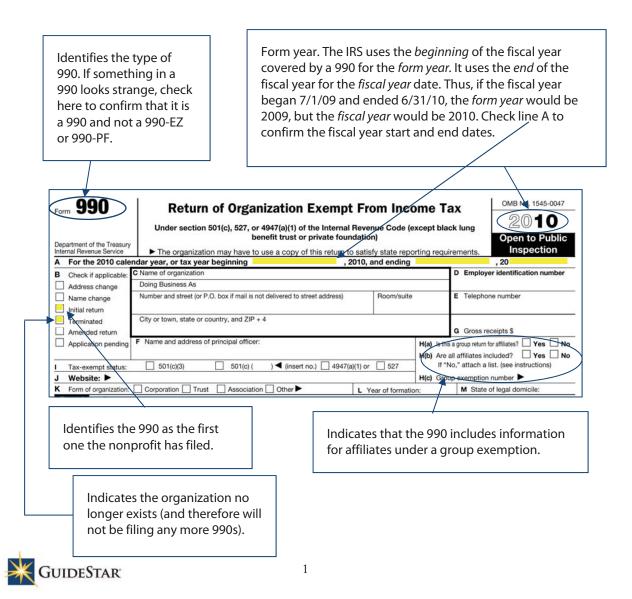


Highlights of IRS Form 990

IRS Form 990 contains a wealth of information—far too much to discuss in a quick overview. Here, however, is a review of the parts of the form as well as an introduction to several of the fields people find most useful and tips for deciphering the information in the form.

The Header

Although it makes up a relatively small portion of the 990, the header contains information that can orient you before you review the form.



Part I—Summary

Part I is exactly its title says it is—a summary of key information presented elsewhere in the form. It's a snapshot of what is in the rest of the 990.

Brief description of the nonprofit's mission. At GuideStar, we believe this is the most important part of the form, because everything a nonprofit does should flow from its mission.

Many of the lines in Part I end with parentheses indicating where in the form the information in a particular line came from. If you have questions about a line, go to the part and line(s) indicated in the parentheses. But remember: what you see on a 990 is what you get. If a line doesn't indicate that more detail is provided in another section or on a schedule, then you probably won't find additional information for that particular entry elsewhere in the form.

Pá	art I	Summary			
-	- 1	Briefly describe the organization's mission or most significant activities:			
Activities & Governance					
over	2	Check this box ▶ ☐ if the organization discontinued its operations or disposed of more than 25	% of its net assets.		
5	3	Number of voting members of the governing body (Part VI, line 1a)		3	
20	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	
	5	Total number of individuals employed in calendar year 2010 (Part V, line 2a)		5	
2	6	Total number of volunteers (estimate if necessary)		6	
٦.	7a	Total unrelated business revenue from Part VIII, column (C), line 12		7a	
_	b	Net unrelated business taxable income from Form 990-T, line 34		7b	
	_	0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Prior Year		Current Year
a	8	Contributions and grants (Part VIII, line 1h)		-	
Hevenue	9	Program service revenue (Part VIII, line 2g)			
2	10 11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		-	
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)		_	
-	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)			
	14	Benefits paid to or for members (Part IX, column (A), line 4)			
,	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)		_	
ŝ	16a	Professional fundraising fees (Part IX, column (A), line 11e)			
Expenses	b	Total fundraising expenses (Part IX, column (D), line 25) ▶			
Ĕ	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)			
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)			
	19	Revenue less expenses. Subtract line 18 from line 12 \			
Ses			Beginning of Curre	nt Year	End of Year
Fund Balances	20	Total assets (Part X, line 16)			
nd B	21	Total liabilities (Part X, line 26)			
ξĒ	22	Net assets or fund balances. Subtract line 21 from line 20 \			

GuideStar users are often surprised that they can't find donor lists in a 990. With two exceptions, donor information provided in a 990 is confidential; when either the IRS or the filing nonprofit releases a copy of a 990 to the public, they must redact—mask—all information that will identify the donors, whether the donor is an individual, corporation, 501(c)(3) private foundation, or 501(c)(3) public charity .

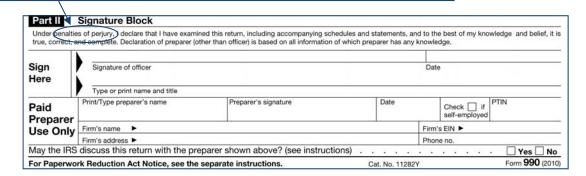
The exceptions are Forms 990-PF filed by 501(c)(3) private foundations and Forms 990 filed by Section 527 political organizations. For these nonprofits, donor information is public information.



Part II—Signature Block

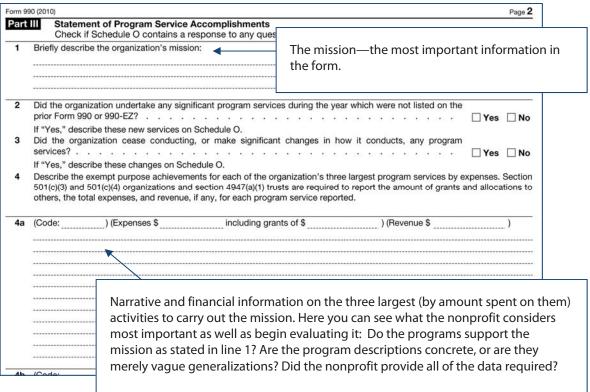
Part II is located at the bottom of the first page of the 990 and shows the signature and title of the nonprofit official who approved the 990 and, if a paid preparer completed the form, who that person was.

The 990 is an official document, submitted to the IRS under penalties of perjury.



Part III—Mission and Programs

Part III describes the nonprofit's mission and its most significant activities carrying out that mission.





Part IV—Checklist of Required Schedules

When the IRS released the current Form 990 at the end of 2007, it was the first time since 1979 that the form had been completely overhauled. As part of the redesign, the IRS created several schedules to provide more information on issues of concern to the public, Congress, and the IRS itself.

Part IV poses 38 questions on such topics as engagement in political activities, paid fundraiser expenses, gaming revenue, and loans made by exempt organizations to their board members and senior staff. An organization answering "Yes" to any question in Part IV must file the schedule indicated on that line. Part IV takes up two full pages of the 990.

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				

Part V—Statements Regarding Other IRS Filings and Tax Compliance

Although not required to pay federal income tax, a tax-exempt organization may still need to file IRS forms related to employee wages and withholding, unrelated business income (income generated by activities that do not directly carry out the nonprofit's mission), sponsorship of donor-advised funds, and even income received for indoor tanning services. Part V comprises 14 questions addressing these additional filings and compliance issues.

	0 (2010)			Page 5
Part	Statements Regarding Other IRS Filings and Tax Compliance Check if Schedule O contains a response to any question in this Part V			
			Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable 1a			
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable 1b			
C	Did the organization comply with backup withholding rules for reportable payments to vendors and			
	reportable gaming (gambling) winnings to prize winners?	1c		
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax			Ï
	Statements, filed for the calendar year ending with or within the year covered by this return 2a			
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)			



Part VI—Governance, Management, and Disclosure

Part VI is another section added to the 990 as part of the revision released in December 2007. It contains questions about the filing organization's governing body (i.e., its board); whether the nonprofit has conflict of interest, whistleblower, document retention/destruction, and other policies in place; the procedures it follows for establishing executive compensation; and how it makes its public documents (its three most current 990s and its application for exemption) available to the public.

IRS officials believe that nonprofits that are following best practices in these areas are more likely to be in compliance with the U.S. tax code.

	Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, a	Pa nd fo
Part VI	"No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Si	
	O. See instructions.	0,,00
	Check if Schedule O contains a response to any question in this Part VI	
Section	A. Governing Body and Management	_
-		es
1a En	er the number of voting members of the governing body at the end of the tax year 1a	
b En	er the number of voting members included in line 1a, above, who are independent . 1b	
2 Did	any officer, director, trustee, or key employee have a family relationship or a business relationship with	
an	other officer, director, trustee, or key employee?	
3 Did	the organization delegate control over management duties customarily performed by or under the direct	\neg
su	pervision of officers, directors or trustees, or key employees to a management company or other person? 3	
4 Dic	the organization make any significant changes to its governing documents since the prior Form 990 was filed? 4	\neg
	the organization become aware during the year of a significant diversion of the organization's assets? . 5	\neg
	es the organization have members or stockholders?	\rightarrow
	s the organization have members, stockholders, or other persons who may elect one or more members	1
	governing body?	1
	decisions of the governing body subject to approval by members, stockholders, or other persons?	-
	organization contemporaneously document the meetings held or written actions undertaken during	
	y the following:	7
		- /
	ng body?	/
	ficer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at	/
	's mailling address? If "Yes," provide the names and addresses in Schedule O	-
B. Policies	(This Section B requests information about policies not required by the Internal Revenue Code.)	
		1
	nization have local chapters, branches, or affiliates?	1
	es the organization have written policies and procedures governing the activities of such diates, and branches to ensure their operations are consistent with those of the organization?.	1
	1100	- \
	ganization provided a copy of this Form 990 to all members of its governing body before filing the	1
		_ `
	in Schedule O the process, if any, used by the organization to review this Form 990.	
	e organization have a written conflict of interest policy? If "No," go to line 13	_
	cers, directors or trustees, and key employees required to disclose annually interests that could give conflicts?	1
		1
	the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," \ cribe in Schedule O how this is done.	1
1		1
	s the organization have a written whistleblower policy?	1
	the organization have a written document retention and destruction policy?	1
	pe process for determining compensation of the following persons include a review and approval by	/
100000	ndent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?	W.
	nization's CEO, Executive Director, or top management official ,	_
	cers or key employees of the organization	_
	line 15a or 15b, describe the process in Schedule O. (See instructions.)	1
	anization invest in, contribute assets to, or participate in a joint venture or similar arrangement	1
	e entity during the year?	1
	he organization adopted a written policy or procedure requiring the organization to evaluate its	/
	joint venture arrangements under applicable federal tax law, and taken steps to safeguard the	
	tempt status with respect to such arrangements?	
C. Disclosu	- I	
	with which a copy of this Form 990 is required to be filed ▶	1
	requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available	1
	pection. Indicate how you make these available. Check all that apply.	1
		1
☐ Own w	n Schedule O whether (and it so, how), the organization makes its governing documents, conflict of interest polic	34.
Describe '		
Describe and finar	cial statements available to the public.	
Describe and finantes State the	cial statements available to the public. le name, physical address, and telephone number of the person who possesses the books and records of the tation: Lation:	



Part VII—Compensation

Unlike the old 990, which reported compensation partly in the main form and partly on a schedule, the current 990 presents all compensation data in Part VII.

All current officers, directors, and trustees (board members) must be listed, even if they are not paid for their service. (Most nonprofit board members are *not* paid.)

All key employees must be listed. A key employee is someone who (1) received more than \$150,000 in compensation from the nonprofit or the nonprofit + related organization(s) *and* (2) controls at least 10% of the nonprofit's assets and activities *and* (3) is one of the top 20 most highly paid employees.

The nonprofit must list the 5 most highly paid employees who (1) are *not* officers, directors, trustees, or key employees *and* (2) received more than \$100,000 from the nonprofit or the nonprofit + related organizations.

Form 990 (2010)		1										Page 7
	mnensation of	Officers Dir	ectors Ti	ruste	es	K	v F	mple	ove	es Highest	Compensated	
	d Independent			uote	.00,	,	., -	р.	,,	co, riigileot	Compendated	Limpioyees,
				any (que	stic	n ir	this	Par	t VII		$\cdots \cdots \sqcap$
Section A. Offi	icers, Directors	Trustees, Key	Employee	s, an	d H	igh	est	Com	pen	sated Employ	rees	
1a Complete th	is table for all pe	ersons required	d to be list	ed. R	ерс	ort c	com	pensa	atio	n for the caler	ndar year ending	with or within the
organization's ta	ax year.										12 62	
										viduals or orga	anizations), regard	dless of amount of
	Enter -0- in colum							1				
	e organization s											CONTRACTOR STATE OF A SECURIOR STANDARD
												, or key employee)
			of Form V	V-2 a	ind/	or	Box	7 of	Fo	rm 1099-MISC	c) of more than s	\$100,000 from the
•	any related orga											
	the organization's ortable compensa										mployees who re	eceived more than
			•									
	ne organization's ore than \$10,000 (or or trustee of the
							-					mployees; highest
	nployees; and for			S OI	uir	ecic	JIS,	IIISUU	utic	mai trustees,	officers, key er	ripioyees, riigriesi
				d ora:	aniz	atio	n c	nmne	nsa	ted any curren	t officer, director,	or trustee
Oricon trillo b	(A)	rgariization no	(B)	u orgi	AI III	_	C)	ompo	1100	(D)	(E)	(F)
	Name and Title		Average	Position (check all that apply)					Reportable	Reportable	Estimated	
\			hours per	_	_	-	-		-	compensation	compensation from	amount of
\	/		week (describe	Individual trustee or director	Institutional trustee	Officer	Key employee	mplo	Former	from the	related organizations	other compensation
\	/		hours for	dua	tion	, a	du	oyee	3,5	organization	(W-2/1099-MISC)	from the
1	/		related organizations	7 2	nal t		loye	, oil		(W-2/1099-MISC)	36	organization and related
\	/		in Schedule	stee	rust			ens				organizations
1	/		O)		88			Highest compensated employee				
(1)	/ 							_				
	1		1									
(2)	/											
			1									
- 1/					_	_	_	_				$\overline{}$

Former officers, directors, trustees, and highest compensation employees may also need to be listed, depending on how much they were paid.

Compensation from related nonprofits reported here

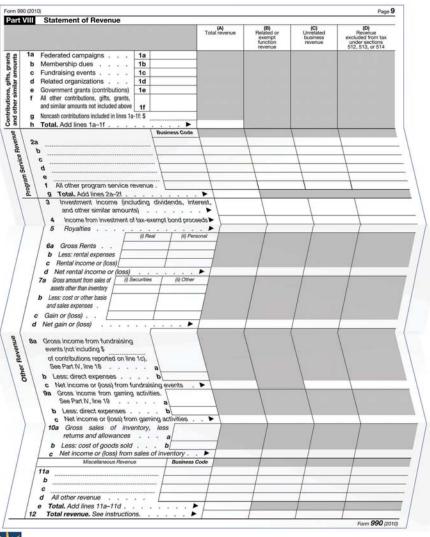


Part VII—Compensation, continued

Part VII is also where the five highest paid independent contractors that received more than \$100,000 must be reported.

1	Complete this table for your five highest compensated independent contra compensation from the organization.	actors that received more than	\$100,000 of
	(A) Name and business address	(B) Description of services	(C) Compensation
2	Total number of independent contractors (including but not limited to received more than \$100,000 in compensation from the organization ▶	those listed above) who	

Part VIII—Revenue



Here you can find details on the kinds of revenue the nonprofit received.



Part IX—Expenses, Part X—Balance Sheet

Part IX provides a breakdown of expenses, divided into program service expenses, management and general expenses, and fundraising expenses; Part X compares financial indicators from the beginning of the fiscal year with the end of the fiscal year.

Form 990 (2010)				Page 10	
Part IX Statement of Functional Expense	s				
Section 501(c)(3) and All other organizations must complete o				and (D).	
Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses	
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21					
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22					
3 Grants and other assistance to governments, organizations, and individuals outside the					\
U.S. See Part IV, lines 15 a Form 990 (2010)					Page 11
Benefits paid to or for me Compensation of currer trustees, and key emple	Balance Sheet			(A) Beginning of year	(B) End of year
6 Compensation not include persons (as defined unit 2 Savi	h-non-interest-bearings and temporary ca	•		:	1 2
persons described in s 7 Other salaries and w 4 According	lges and grants receiv ounts receivable, net				3 4
8 Pension plan contributi emp	eivables from current ployees, and highest	compensated emplo	yees. Complete Par		
9 Other employee benefi 6 Reco	edule L	isqualified persons (as defined under se		5
11 Fees for services (non-e em	nployers and sponsori aployees' beneficiary	ing organizations of	section 501(c)(9) vol	untary	
b Legal	Votes and loans receive	able, net			7
d Lobbying 9	Prepaid expenses and				8
e Professional fundraising services \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	Land, buildings, and		_ \ \		
f Investment management fee		te Part VI of Schedul	100		
The state of the s	b Less: accumulated Investments—pub	depreciation		/	\10c\
12 Advertising and promotion 13 Office expenses			IV, line 11		12
14 Information technology . / 13			IV, line 11		13
15 Royalties					14 /
16 Occupancy	Other assets. See Par Total assets. Add line				16
17 Travel	Accounts payable and				17
18 Payments of travel or e / 18 G	rants payable				18
for any federal, state, c / 19 De	ferred revenue				19
19 Conferences, conven 20 Tax	-exempt bond liabilitie			-	20
20 Interest	now or cristogial acco.			\	21 \
22 Depreciation, depleti	syables to current or employees, highest co Complete Part II of Sc	mpensated employe	es, and disqualified	persons.	22
24 Other expenses. Itemize \ 23	Secured mortgages				23
above (List miscellaneous \ 24			inrelated third parties		24
line 24f amount exceeds \ 25			nedule D		25 \
p y amount, not mic 241 onp	26 Total liabilities.	Add lines 17 through	25	and complete	/ 26 /
a 22		29, and lines 33 and		and complete	
b	Unrestricted net a	ssets		/	27
28	Temporarily restric	ted net assets			28
2	Permanently restric	ted net assets		- : : 	29
DE Tatal functional expenses Adv	complete lines 30 ti	rough 34.	117, check here ►		
26 Joint costs. Check here	Capital stock or trust				30
26 Joint Costs. Check fire 331 1	Paid-in or capital surp. Retained earnings, end				31 32
only if the organization (B) joint costs from a r	otal net assets or fund				33
campaign and fundraid	tal liabilities and net a				34
					Form 990 (2010



Part XI—Reconciliation of Net Assets, Part XII—Financial Statements and Reporting

Page 12		99 (2010)	Form 99
🗆		Reconciliation of Net Assets Check if Schedule O contains a response to any question in this Part XI	Part
	1	Total revenue (must equal Part VIII, column (A), line 12)	1
	2	Total expenses (must equal Part IX, column (A), line 25)	2
	3	Revenue less expenses. Subtract line 2 from line 1	3
	t l 2 3 4 5 5 6 6 c c c c c c c c c c c c c c c c	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4
	5	Other changes in net assets or fund balances (explain in Schedule O)	5
	6	Net assets or fund balances at end of year. Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6
🗆		Financial Statements and Reporting Check if Schedule O contains a response to any question in this Part XII	Part
	plain in	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," ex Schedule O.	151
a	2	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a
b	2 40 500	Were the organization's financial statements audited by an independent accountant?	b
		If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for o of the audit, review, or compilation of its financial statements and selection of an independent account	С
c	2		
c		If the organization changed either its oversight process or selection process during the tax year, ex Schedule O.	
c	plain in		d
c	plain in	Schedule O. If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the ye	d
	plain in ar were	Schedule O. If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the ye issued on a separate basis, consolidated basis, or both: Separate basis Consolidated basis Both consolidated and separate basis	d 3a

Schedules

As of December 2010:

- Schedule A—Public Charity Status and Public Support
- Schedule B—Schedule of Contributors
- Schedule C—Political Campaign and Lobbying Activities
- Schedule D—Supplemental Financial Statements
- Schedule E—Schools
- Schedule F—Statement of Activities Outside the United States
- Schedule G—Supplemental Information Regarding Fundraising or Gaming Activities
- Schedule H—Hospitals
- Schedule I—Supplemental Information on Grants and Other Assistance to Organizations, Governments, and Individuals in the United States
- Schedule J—Compensation Information
- Schedule L—Transactions with Interested Persons
- Schedule M—Non-Cash Contributions
- Schedule N—Liquidation, Termination, Dissolution, or Significant Disposition of Assets
- Schedule O—Supplemental Information to Form 990
- Schedule R—Related Organizations and Unrelated Partnerships



Where to Get More Information

- GuideStar's Form 990 FAQs—answers to the questions people ask us most often about the 990. http://www2.guidestar.org/rxg/help/faqs/form-990/index.aspx
- Form 990 instructions—downloadable from the Forms & Publications section of the IRS Web site, www.irs.gov. The 990 instructions provide a wealth of information, including a line-by-line section.
- Charities & Non-Profits section of the IRS Web site—a treasure trove of information pertaining to tax-exempt organizations. The availability of forms for a new tax year, changes in filing requirements, and other topics related to the 990 are all announced in this section of www.irs.gov.

