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Form **990**

Amended Form 990



Return of Organization Exempt From Income Tax

OMB No 1545-0047 2008

Department of the Treasury Internal Revenue Service

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

► The organization may have to use a copy of this return to satisfy state reporting requirements.

Open to Public Inspection

	,	For th	ne 2008 calen	dar year, (or tax year begin	ning	P	2008, and endir	<u> 19</u>		_	,					
В	-	Check	if applicable:							D Emp	loyer ident	fication N	lumber				
	Ī			dress change Please use BROOKLINE COMMUNITY FOUNDATION INC.									04-2103944				
		\vdash	ame change		E Telephone number												
	i	$\boldsymbol{\vdash}$	_	or type.		61	7-566	_4442)								
	i	Н	itial return	specific instruc-	BROOKLINE						7-300	- 7777					
		$\boldsymbol{\vdash}$	norten	tions.						1_			24	022			
		L Ar	mended return		<u> </u>		;				s receipts !		<u>-24,</u>				
		∐ A;	pplication pending	F Name	and address of princip	oal officer			H(a) is this			iliates?	Yes	X No			
				SAME	AS C ABOVE				H(b) Are al		nciuded? isl (see :ins	tructions)	L Yes	∐ No			
ī		Tax	exempt statu	us X 501	1(c) (3)	(insert no)	4947(a)(1)	or 527] "''		(000						
j		We	bsite: ► W	W. BROC	OKLINEFUND.	ORG			H(c) Group	exemption	number *	-					
ĸ	_	Tuna	of organization:	100		Association	Other ▶	L Year of Forma	tion: 187	8 N	State of I	egal domi	cile MA				
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		5			yees (Part V, In			,			5			5			
7		6			teers (estimate if	-				·	6			0			
	₹	7.	Total gross i	prolated f	husiness revenue	from Parf VI	II, line 12, column	(C)			. 7a			0			
9	1	/a	Not unrelate	d hueinaei	tavahle income	from Form 99	o-Rille GEIV				7b			0.			
	+		14CL GITTERATE	a busines.	3 taxable income		1	101	<u> </u>	3t V -							
ל	1	_				88 N		010 (80)	<u>'</u>	Prior Yea	, 340 .	<u></u>	FROM	058.			
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Bryenie .		9			nue (Part VIII, lin			¦‱∱	·	1 000	605		120	856.			
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	1	11					95003世1182		·		915.						
· _	4	12					Part VIII, column (A), line (2)		3,007			1,063,				
,	1	13			ounts paid (Part				·	535	, 028 .		5//	<u>.678.</u>			
	-1	14	Benefits paid	d to or for	members (Part)	X, column (A)	, line 4) .		٠ ــــــــــــــــــــــــــــــــــــ								
	.	15	Salaries, oth	er compe	nsation, employe	e benefits (Pa	art IX, column (A),	lines 5-10)	٠ ــــــــــــــــــــــــــــــــــــ	128	, 663 .		213,	<u>439.</u>			
	3	16a	Professional	fundralsin	ng fees (Part IX,	column (A), li	ne 11e) .										
	z benses				enses (Part IX, co			61,316.					-				
Ĺ	1							0,70.0.	-	115	, 475.		170	,214.			
	1	17			IX, column (A), la				``		, 166			331.			
		18	=				, column (A), line 2	20)	·				2,024				
_	4	19	Revenue les	s expense	es. Subtract line	18 from line I	2	<u>-</u> • • • •		2,228							
6	8									inning o			nd of Ye				
į	4	20	Total assets	(Part X, I	ine 16)					6,509			4,465.	<u>, 683 .</u>			
3	3	21	Total liabiliti	es (Part X	, line 26)					95	<u>, 231 . </u>			<u>,874.</u>			
ż	3	22	Net assets o	r fund bal	ances. Subtract I	line 21 from h	ne 20		. (6,413	, 989.		4,387	, 809 .			
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Ľ	_					avamined this sat	ura uncludina accompani	ving schedules and s	talements a	nd to the b	est of my k	nowledge	and belief.	. It is			
			true, correct,	and complet	e Declaration of prep	arer (other than of	urn, including accompan- ficer) is based on all info	rmation of which pre	parer has an	y knowled	ge	-					
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	a		Preparer's		n. c	Koh Cr	n D			employed	- □.						
	אל ממ		signature			1990	11	4/19/	10		I N	/A					
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		ily	yours if self- employed), address, and	▶ 14	PENN PLZ S	STE 1800				EIN -	N/A						
•		,	address, and ZIP + 4		Y YORK, NY		00			Phone no	(21		13-009	19			
7	/la\	y the					e? (see instruction	s)	. <u></u> .			[X] ·	Yes	No			
							ee the separate ins			TEEA0	12L 12/2	2/08	Form 99	a (2008)			
		_				•	•										

	n 990 (2008) BROOKLINE COMMUNITY FOUNDATION INC.	04-2103944	Page :
	rt III Statement of Program Service Accomplishments (see instructions)		
1	Briefly describe the organization's mission SUPPORT AND IMPROVE THE HEALTH, WELFARE AND QUALITY OF LIFE BROOKLINE, MASSACHUSETTS	OF THE PEOPLE OF	
2	Did the organization undertake any significant program services during the year which were not listed Form 990 or 990-EZ?	I on the prior] No
3	If 'Yes,' describe these new services on Schedule O Did the organization cease conducting, or make significant changes in how it conducts, any program	services? Yes X	-] No
4	If 'Yes,' describe these changes on Schedule O Describe the exempt purpose achievements for each of the organization's three largest program servi and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants	ices by expenses Section 501(c)(3)	-
	and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants expenses, and revenue, if any, for each program service reported	and allocations to others, the total	
4:	(Code) (Expenses \$ 763,040. Including grants of \$ THE BROOKLINE COMMUNITY FOUNDATION IS A PUBLIC CHARITY CREAT OF BROOKLINE, MASSACHUSETTS WHOSE PURPOSE IS TO MAKE SURE BROCEIVE NEEDED SERVICES, CULTURAL DIVERSITY IS CHERISHED, THE PROTECTED, CIVIC LIFE FLOURISHES, THE HISTORY IS TREASURED, NURTURED	ROOKLINE'S RESIDENTS IE ENVIRONMENT IS) PLE
2010			
2 1			
<u> </u>			
OUNING OUNING OUNING	Code) (Expenses \$ including grants of \$) (Revenue \$)
צו			
			
4 0	(Code _i) (Expenses \$including grants of \$) (Revenue \$)
			
40	Other program services (Describe in Schedule O) (Expenses \$ including grants of \$) (Reven	¢	
	(Expenses \$ including grants of \$) (Reven		

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<u>Pa</u>	rt 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	,	Х	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2	X	
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? If 'Yes,' complete Schedule C, Part II	4		X
5	Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? If 'Yes,' complete Schedule C, Part III	5		
6	Did the organization maintain any donor advised funds or any accounts where 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	_ X	
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		Х
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, 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 hold assets in term, permanent, or quasi-endowments? If 'Yes,' complete Schedule D, Part V	10	Χ	
11	Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? If 'Yes,' complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable	11	Х	
12	prepared in accordance with GAAP? If 'Yes,' complete Schedule D, Parts XI, XII, and XIII	12	Х	
	Is the organization a school described in section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule E	13		X
14 8	a Did the organization maintain an office, employees, or agents outside of the U.S.?	14a		Х
l	b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U S ? If 'Yes,' complete Schedule F, Part I	14b		X
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If 'Yes,' complete Schedule F, Part II	15		X
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? If 'Yes,' complete Schedule F, Part III	16		X
17	Did the organization report more than \$15,000 on Part IX, column (A), line 11e? If 'Yes,' complete Schedule G, Part I	17		X
18	Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? If 'Yes,' complete Schedule G, Part II	18	Х	
19	J	19		X
20	Did the organization operate one or more hospitals? If 'Yes,' complete Schedule H	20		Х
21	Did the organization report more than \$5,000 on Part IX, column (A), line 17 If 'Yes,' complete Schedule I, Parts I and II	21	_X	
22	Did the organization report more than \$5,000 on Part IX, column (A), line 27 If 'Yes,' complete Schedule I, Parts I and III	22		X
23	Did the organization answer 'Yes' to Part VII, Section A, questions 3, 4, or 5? If 'Yes,' complete Schedule J	23		X
248	a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, and that was issued after December 31, 2002? If 'Yes,' answer questions 24b-24d and complete Schedule K If 'No,'go to question 25	24a		X
t	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
(Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
c	d Did the organization act as an 'on behalf of issuer for bonds outstanding at any time during the year?	24d		
25 a	a Section 501(c)(3) and 501(c)(4) 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		Χ
t	Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? If 'Yes,' complete Schedule L, Part I	25b		X
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If 'Yes,' complete Schedule L, Part II	26		<u> </u>
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial	,		v

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Form 990 (2008)

	Pa	rt IV , Checklist of Required Schedules (continued)			age					
	١,			Yes	No					
	28	During the tax year, did any person who is a current or former officer, director, trustee, or key employee								
	•	a Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? If 'Yes,' complete Schedule L, Part IV			X					
		b Have a family member who had a direct or indirect business relationship with the organization? If 'Yes,' complete Schedule L, Part IV	28b		Х					
	(c Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? If 'Yes,' complete Schedule L, Part IV	28c		Х					
	29	Did the organization receive more than \$25,000 in non-cash contributions? If 'Yes,' complete Schedule M.	29		_X					
	30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If 'Yes,' complete Schedule M	30		Х					
	31	Did the organization liquidate, terminate, or dissolve and cease operations? If 'Yes,' complete Schedule N, Part I	31		Х					
	32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If 'Yes,' complete Schedule N, Part II	32		Х					
-	33 •	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? If 'Yes,' complete Schedule R, Part I								
, 20in		Was the organization related to any tax-exempt or taxable entity? If 'Yes,' complete Schedule R, Parts II, III, IV, and V, line 1	34		Х					
67	35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? If 'Yes,' complete Schedule R, Part V, line 2	35		X					
JUL	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								
SCANNED	37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If 'Yes,' complete Schedule R, Part VI	37		Х					
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	Pa	rt V , Statements Regarding Other IRS Filings and Tax Compliance	<u> </u>		age .				
				Yes	No				
		a Enter the number reported in Box 3 of form 1096, Annual Summary and Transmittal of U S Information Returns Enter -0- if not applicable 1a 0							
		b Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable 1b 0							
		c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1 c	_	-				
		a 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 2 a 5							
	2	b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2 b	Х	L				
		Note If the sum of lines 1a and 2a is greater than 250, you be required to e-file this return (see instructions)							
		a Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?	3 a		х				
		b If 'Yes' has it filed a Form 990-T for this year? If 'No,' provide an explanation in Schedule O	3 b		<u> </u>				
	4	a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4 a		Х				
		b If 'Yes,' enter the name of the foreign country G							
		See the instructions for exceptions and filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts	_						
		a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5 a		X				
		b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5 b		X				
,	000	c If 'Yes,' to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?	5 c						
,	~ 6	a Did the organization solicit any contributions that were not tax deductible?	6a		Χ				
		b If 'Yes,' did the organization include with every solicitation an express statement that such contributions or gifts were not deductible?	6 b						
=	텋7	Organizations that may receive deductible contributions under section 170(c)							
=	<u> </u>	a Did the organization provide goods or services in exchange for any quid pro quo contribution of more than \$75?	7 a		Χ				
\subseteq)								
SCANNED		c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?							
	3	d If 'Yes,' indicate the number of Forms 8282 filed during the year 7d							
S	}	e Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7 e		Х				
		f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7 f		Х				
		g For all contributions of qualified intellectual property, did the organization file Form 8899 as required?	7 g		Х				
		h For all contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?	7 h	-	Χ				
	8	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	8						
	9	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds							
		a Did the organization make any taxable distributions under section 4966?	9 a		-				
		b Did the organization make any distribution to a donor, donor advisor, or related person?	9 b						
		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 10 b							
	11	Section 501(c)(12) organizations. Enter							
		a Gross income from other members or shareholders							
		b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)							
		a 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							
	BAA		Form	990 (2008)				

	ŧ	Enter the number of voting members that are independent	1b
	2	Did any officer, director, trustee, or key employee have a family relationship or a business re-officer, director, trustee or key employee?	lationship with any other
	3	Did the organization delegate control over management duties customarily performed by or u of officers, directors or trustees, or key employees to a management company or other person	nder the direct supervision
	4	Did the organization make any significant changes to its organizational documents	
		since the prior Form 990 was filed?	
	5	Did the organization become aware during the year of a material diversion of the organization	ı's assets?
	6	Does the organization have members or stockholders?	
	7 a	n Does the organization have members, stockholders, or other persons who may elect one or rigoverning body?	nore members of the
	t	Are any decisions of the governing body subject to approval by members, stockholders, or ot	her persons?
_	8	Did the organization contemporaneously document the meetings held or written actions under the following	taken during the year by
2010	a	The governing body?	
	t	Each committee with authority to act on behalf of the governing body?	
	9 a	Does the organization have local chapters, branches, or affiliates?	
11 2	t	olf 'Yes,' does the organization have written policies and procedures governing the activities of and branches to ensure their operations are consistent with those of the organization?	such chapters, affiliates,
D JUL	10	Was a copy of the Form 990 provided to the organization's governing body before it was filed' describe in Schedule O the process, if any, the organization uses to review the Form 990	? All organizations must SEE SCHEDULE 0
SCANNED	11	Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who car organization's mailing address? If 'Yes,' provide the names and addresses in Schedule O	inot be reached at the
4	Sec	tion B Policies	-
SC	12 a	Does the organization have a written conflict of interest policy? If 'No,' go to line 13	
	b	Are officers, directors or trustees, and key employees required to disclose annually interests to conflicts?	hat could give rise
	c	Does the organization regularly and consistently monitor and enforce compliance with the policy schedule O how this is done $\begin{array}{c} \text{SEE SCHEDULE 0} \end{array}$	cy? If 'Yes,' describe in
	13	Does the organization have a written whistleblower policy?	
	14	Does the organization have a written document retention and destruction policy?	
	15	Did the process for determining compensation of the following persons include a review and a persons, comparability data, and contemporaneous substantiation of the deliberation and dec	pproval by independent ision
	a	The organization's CEO, Executive Director, or top management official?	

Part VI. Governance, Management and Disclosure (Sections A, B, and C request information about policies not

For each 'Yes' response to lines 2-7b below, and for a 'No' response to lines 8 or 9b below, describe the circumstances,

Form 990 (2008) BROOKLINE COMMUNITY FOUNDATION INC

Section A

required by the Internal Revenue Code.)

Governing Body and Management

processes, or changes in Schedule O See instructions 1a Enter the number of voting members of the governing body

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		X
b If 'Yes,' has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b		k
Section C. Disclosures			
17 List the states with which a copy of this Form 990 is required to be filed G MA			
Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available check all that apply Own website Another's website X Upon request	lable f	or pub	olic

04-2103944

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7 a 7 b

8a

9b

10

12a

12b

15a

Х 8b 9 a

Yes

Х

Χ 15b

Χ

No

Page 6

No

Х

Yes

	Own website	Another's website	X Upon request	
9	Describe in Schedule O who	ether (and if so, how) the org	janization makes its gove	rning documents, conflict of interest policy, and financia

State the name, physical address, and telephone number of the person who possesses the books and records of the organization 20

G THE FOUNDATION 40 WEBSTER PLACE BROOKLINE MA 02445 (617) 566-4442

b Other officers of key employees of the organization? SEE SCHEDULE 0

Describe the process in Schedule O (see instructions)

Section C.

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Form 990 (2008)

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

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

1a Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed

Check this box if the organization did not compensate any officer, director, trustee, or key employee

- ? List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and current key employees Enter -0- in columns (D), (E), and (F) if no compensation was paid
- ? 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) or 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 \$100,000 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)	(B)	(c)		(D)	(E)	(F)				
Name and Title	Average hours	Position (check all that app		ly)	Reportable	Reportable compensation from	Estimated amount of other			
	per week	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	compensation from the organization (W-2/1099-MISC)	compensation from related organizations (W-2/1099-MISC)	amount of other compensation from the organization and related organizations
CARLA BENKA BOARD MEMBER		,								
DEBORAH BROOKS	0	X				_	_	0.	0	0.
BOARD MEMBER	0							ر ا	0	0
HSIU-LAN CHANG	 	X	-					0	0.	0.
BOARD MEMBER	0	Х						0.	0.	0.
LLOYD DAHMEN	 				-			0.	<u> </u>	<u> </u>
BOARD MEMBER	0	x						0.	0.	0
JOHN GALLAGHER										
TREASURER	0	Х						0.	0.	0.
JUDITH H. KIDD										
VICE CHAIR	0	X						0.	0.	0.
RICHARD KLEIN										
BOARD MEMBER	0	X						0.	0.	0.
MOLLY_LANZAROTTA BOARD_MEMBER	1							0		
SUSAN MANARAS	0	_X_	-	_				0.	0.	0.
BOARD MEMBER	0	x						0.	o	0.
ASHLEY MASON	 									<u> </u>
BOARD MEMBER	1 0	х						o	ο.	0
MICHAEL J. MAYNARD				_		-				
BOARD MEMEBER	1 o i	x		Ì				0.	0.	0
PATRICIA MEANEY										·
BOARD MEMBER	0	X						0.	0.	0.
TOM MENDELSOHN]	İ								
CHAIRMAN	0	X		_	_			0.	0.	0.
JIM NOTMAN						1				•
BOARD MEMBER EMILY NOVICK	0	_ X		-				0.	0.	0
BOARD MEMBER	0	х						0.	0.	0
LYNN OSBORN										
BOARD MEMBER	0	_X]				0.	0.	0.
PAUL SANER]									
BOARD MEMBER	0	Χ						0.	0.	0.
BAA		T	EEAC	107L	11,	07/08				Form 990 (2008)

Form 990 (2008) BROUKLINE COMMUNITY FOUND									<u>04-210394</u>		F	Page 8
Part VII Section A. Officers, Directors, Trus	tees, I	Key	Er	npl	оу	ees	, ar	nd Highest Co	mpensated Em	ployee	es (c	ont)
. (A)	(B)			(c)			(D)	(E)		(F)	
Name and Title	Average hours			checi	k all i	that a	apply)	Reportable compensation from	Reportable compensation from	E:	stimated	ţ
	per week	유효	inst	Officer	œ,	Highest employe	Former	the organization (W-2/1099-MISC)	related organizations (W-2/1099-MISC)	corr	int of o	ion
		اير ق	nstuttonal trustee	ĘĘ	Key employee	hest ploy] me	(W-2/1099-MISC)	(W-2/1099-MISC)		om the	
		함	ona	ŀ	팋	8 8				añ	d relate anizatio	ed
		trustee	tru		8	mpe				5,9,	ar 201.0	113
	ļ	1 %	stee		ļ	st compensated			l			
			١,			&	-					
ROBERT SPERBER	 	 	H	\vdash		┢╌	╁┯					
BOARD MEMBER	0	x		1				О.	0.			^
FRANK STEINFIELD		 ^			-	┢	\vdash	0.	0.			0
BOARD MEMBER	0	x			ļ			ο.	0			_
ANNE TURNER	-	┢				⊢	 	<u> </u>	0.			<u>0.</u>
CLERK		_v					ļ		•			_
	0	X	\vdash		_	⊢	├	0.	0.	<u> </u>		<u>0.</u>
ROSAMOND VAULE							l					_
BOARD MEMBER	0	X			<u> </u>	┞	_	0.	0.			<u>0.</u>
CHERYL WHITFIELD					İ			_				
BOARD MEMBER	0	Х				L_		0.	0.			<u>0.</u>
MARTHA PAUL												
EXE. DIRECTOR	0	Ш			X			76,073.	0.			0.
PAUL EPSTEIN									ı			
PROJECT MANAGER	0	Ш			Х		$oxed{oxed}$	37,359.	0.			<u>0.</u>
GWEN OSSENFORT					l							
PROJECT MANAGER	0				X			26,856.	0.			0
SARA DASSEL								-				
GRANTS MANAGER	0				X.			21,531.	0.			0
SHARON GRAY		П										
CONSULTANT	0				Х			17,610.	0			0.
			H									
			l					}				
								-	~~~			
		ì										
1 b Total				•			G	179,429.	0			0.
2 Total number of individuals (including those in 1a) wi	no recei	ved	mor	e th	an s	\$100	0.000		npensation from the	·		
organization G 0								•	•			
								·			Yes	No
3 Did the organization list any former officer, director of							. 1					
3 Did the organization list any former officer, director of on line 1a? If 'Yes,' complete Schedule J for such ind	or truste: dividual	е, к	ey e	mpi	oye	e, or	nıg	nest compensated	employee	3		х
•			nen	satio	ากล	nd d	othei	r compensation fro	ım.			<u> </u>
4 For any individual listed on line 1a, is the sum of rep the organization and related organizations greater th	an \$150	,000)5 It	'Ye	s' c	omp	lete	Schedule J for su	ch			
ındıvıdual										4		<u>X</u>
5 Did any person listed on line 1a receive or accrue co	mpensa	tion	fron	n ar	ıy u	nrela	ated	organization for s	ervices			.,
rendered to the organization? If 'Yes,' complete Scho	edule J	for s	uch	per	son					5		X
Section B Independent Contractors 1 Complete this table for your five highest compensate									. 4100 000 - (
compensation from the organization	a maep	enue	ent c	onu	acu	UIS I	ınaı	received more tha	n \$100,000 or			
								(D)				
(A) Name and business address	5							(B) Description o		(C Compe		n
												
										-		
	-							· · · · · · · · · · · · · · · · · · ·				
2 Total number of independent contractors (including the	nose in	1) w	ho r	ecei	ved	mo	re th	an \$100,000 in				
compensation from the organization G 0												

	1 990 (2008) BROOKETNE COMMONTTY FOUNDATION	TINC.		04-2103944	Page 9
<u>Pa</u>	rt VIII Statement of Revenue	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
CONTRIBUTIONS, GIFTS, GRANTS AND OTHER SIMILAR AMOUNTS	1 a Federated campaigns b Membership dues c Fundraising events d Related organizations e Government grants (contributions) 1 a 1 b 1 c 1 c 1 d 1 e				
ONTRIBUTIONS AND OTHER SIN	f All other contributions, gifts, grants, and similar amounts not included above 1 f 680,058. g Noncash contribns included in lns 1a-1f \$				
	h Total Add lines 1a-1f G Business Code 2a	680,058.			
PROGRAM SERVICE REVENUE	b				
PROGRA	f All other program service revenue g Total Add lines 2a-2f G				
	3 Investment income (including dividends, interest and other similar amounts) G 4 Income from investment of tax-exempt bond proceeds G 5 Royalties G	127,022.			127,022.
	(i) Real (ii) Personal 6a Gross Rents 35,341 b Less rental expenses c Rental income or (loss) 35,341.				
	d Net rental income or (loss) G 7a Gross amount from sales of assets other than inventory b Less cost or other basis	35,341.			35,341
:	and sales expenses c Gain or (loss) d Net gain or (loss) 1,006,001. 11,834. G	11,834			11,834.
OTHER REVENUE	8a Gross income from fundraising events (not including \$ of contributions reported on line 1c) See Part IV, line 18 b Less direct expenses c Net income or (loss) from fundraising events G	47,444.	47,444.		
	9a Gross income from gaming activities See Part IV, line 19 b Less direct expenses b	37,133.	77,777.		
	c Net income or (loss) from gaming activities G 10a Gross sales of inventory, less returns and allowances a				
	b Less cost of goods sold b c Net income or (loss) from sales of inventory G Miscellaneous Revenue Business Code				
	11a UNREALIZED LOSS b c	-1,965,188			-1,965,188.
	Г	-1,965,188.			
BAA		_1,063,489.	47,444.	0	-1,790,991. Form 990 (2008)

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.

	All other organizations must com	plete column (A) but are	not required to comple	te columns (B), (C), and ((D)
	not include amounts reported on lines 7b, 8b, 9b, and 10b of Part VIII	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21	577,678.	577,678.		
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 and 16				!
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	76,073	41,841.	15,215.	19,017.
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1) and persons described in section 4958(c)(3)(B)	0.	0	0.	O.
7	Other salaries and wages	114,607	63,033.	22,921.	28,653.
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)				
9	Other employee benefits				
10	Payroll taxes	22,759.	12,517.	4,552.	5,690.
11	Fees for services (non-employees)				
a	Management				
t	Legal				
(Accounting				
c	f Lobbying [
ε	Prof fundraising svcs See Part IV, In 17				
f	Investment management fees	23,858.		23,858.	
ç	Other	· · · ·			
12	Advertising and promotion				
13	Office expenses	4,934		4,934.	
14	Information technology				
15	Royalties				
16	Occupancy				
17	Travel				
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	1,800.		1,800	
20	Interest				
21	Payments to affiliates				
	Depreciation, depletion, and amortization	6,435.	4,598.	1,837.	
23	Insurance	5,310	3,280	2,030.	
24	Other expenses Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below).				
а	PROFESSIONAL FEES	34,081.	2,400.	31,681.	
	PRINTING AND PUBLICATIONS	28,864.	24,838.	4,026.	
	BUILDING MAINTENANCE	20,247.	20,247.		
	POSTAGE AND SHIPPING	12,476.	5,527	2,254.	4,695.
	OUTREACH AND MARKETING	7,081	7,081.		
	All other expenses	25,128.		21,867.	3,261.
	Total functional expenses Add lines 1 through 24f	961,331.	763,040	136,975.	61,316.
	Joint Costs Check here G if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational				
BAA	campaign and fundraising solicitation				Form 990 (2008)

Pa	irt X	, Balance Sheet_								
			(A) Beginning of year		(B) End of year					
	1	Cash ' non-interest-bearing	292,698.	1	185,335.					
	2	Savings and temporary cash investments		2						
	3	Pledges and grants receivable, net	26,025.	3	8,700.					
	4	Accounts receivable, net		4						
	5	Receivables from current and former officers, directors, trustees, key employees, or other related parties. Complete Part II of Schedule L.		5						
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1))								
		and persons described in section 4958(c)(3)(B) Complete Part II of Schedule L		6						
A S E T	7	Notes and loans receivable, net		7						
Ē	8	Inventories for sale or use		8						
Ś	9	Prepaid expenses and deferred charges	4,152.	9	5,897.					
	10a	Land, buildings, and equipment cost basis 10a 188, 418	,							
	b	Less accumulated depreciation Complete Part VI of								
		Schedule D 10b 105, 319.	64,303.	10c	83,099.					
	11	Investments ' publicly-traded securities		11						
	12	Investments ' other securities See Part IV, line 11	6,122,042.	12	4,182,652.					
	13	Investments ' program-related See Part IV, line 11		13						
	14	Intangible assets		14						
	15	Other assets See Part IV, line 11		15						
_	16	Total assets Add lines 1 through 15 (must equal line 34)	6,509,220.	16	4,465,683.					
	17	Accounts payable and accrued expenses	11,366.	17	20,596.					
	18	Grants payable	83,865.	18	24,918.					
	19	Deferred revenue		19	9,000					
L	20	Tax-exempt bond liabilities		20						
A B	21	Escrow account liability Complete Part IV of Schedule D		21						
L L T	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II								
- 1		of Schedule L		22						
E S	23	Secured mortgages and notes payable to unrelated third parties		23						
	24	Unsecured notes and loans payable		24						
	25	Other liabilities Complete Part X of Schedule D		25	23,360					
	26	Total liabilities Add lines 17 through 25	95,231.	26	77,874.					
N E T		Organizations that follow SFAS 117, check here G X and complete lines 27 through 29 and lines 33 and 34								
Ş.	27	Unrestricted net assets	4,942,491.	27	3,117,863					
ASSET	28	Temporarily restricted net assets	1,111,006	28	878,952.					
S	29	Permanently restricted net assets	360,492.	29	390,994.					
R		Organizations that do not follow SFAS 117, check here G and complete								
F U		lines 30 through 34								
D	30	Capital stock or trust principal, or current funds		30						
BALAZCES	31	Paid-in or capital surplus, or land, building, and equipment fund		31						
Ā	32	Retained earnings, endowment, accumulated income, or other funds		32						
Ë	33	Total net assets or fund balances	6,413,989.	33	4,387,809.					
	34 VI	Total liabilities and net assets/fund balances	6,509,220.	34	4,465,683.					
Pa	rt XI	Financial Statements and Reporting	-	-	Tv-Tu-					
1	Acc	counting method used to prepare the Form 990 Cash X Accrual	Other		Yes No					
					2a X					
	2a Were the organization's financial statements compiled or reviewed by an independent accountant?									
		re the organization's financial statements audited by an independent accountant?	for oversiaht of the acce	4.0	2b X					
	rev	Yes' to 2a or 2b, does the organization have a committee that assumes responsibility lew, or compilation of its financial statements and selection of an independent accour	nor oversight of the auditant?	JIL,	2c X					
3	a As	a result of a federal award, was the organization required to undergo an audit or aud dit Act and OMB Circular A-133?		ingle	3a X					
		es,' did the organization undergo the required audit or audits?			3 b Form 990 (2008)					
BA										

SCHEDULE A (Form 990 or 990-EZ)

Public Charity Status and Public Support

To be completed by all section 501 (c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts

OMB No 1545-0047

2008

Department of the Treasury Internal Revenue Service Name of the organization

G Attach to Form 990 or Form 990-EZ G See separate instructions

Open to Public Inspection

Employer identification number

_					TY FOUNDATION							10394			
L	Pa	<u>rt l</u>	Reaso	า for Pเ	iblic Charity Sta	atus (All organizatio	ns must	comp	lete th	is part	.) (see	ınstru	ıctions)		
	The organization is not a private foundation because it is: (Please check only one organization.) 1														
	1		A church,	conventi	on of churches or a	ssociation of churches d	escribed in	section	າ 170(b)(1)(A)(ı)					
	2	L	A school	described	f in section 170(b)(1)(A)(II) (Attach Schedul	еE)								
	3	L	A hospita	l or coop	erative hospital serv	ice organization describe	ed in section	on 170(b)(1)(A)(ı	n) (Atta	ach Sch	edule H)		
	4	L	A medica	l research	n organization opera	ited in conjunction with a	hospital o	lescribe	d in sect	ion 170	(b)(1)(A)	(III) Ent	er the hosp	ııtal's	
	_	_	name, cit					-							
		An organization operated for the benefit of a college or university owned or operated by a governmental unit description (Complete Part II)										cribed in se	ction	-	
	A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v) X An organization that normally receives a substantial part of its support from a governmental unit or fi										_				
	-	X	in section	า 170(b)(1)(A)(vi) (Complete	Part II)		_	vernmen	ital unit	or from	the gene	eral public o	Jescril	bed
	8	⊢				170(b)(1)(A)(vi) (Comp									
, 2010	An organization that normally receives (1) more than 33-1/3 % of its support from contributions, membership fees, a from activities related to its exempt functions 'subject to certain exceptions, and (2) no more than 33-1/3 % of its sinvestment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization June 30, 1975. See section 509(a)(2). (Complete Part III.)											ts support fi e organizati	rom a	ross	
23	10	L	An organ	zation or	ganized and operate	ed exclusively to test for	public safe	ety See	section	509(a)(4	l) (see	ınstructı	ons)		
	11	L	more pub	licly supp	orted organizations	ed exclusively for the ber described in section 509	3(a)(1) or s	section 5	i09(a)(2)	tions of See s	, or cari ection 5	y out the 09(a)(3)	e purposes Check the	of one box t	e or that
=	e By checking this box. I certify that the organization is not controlled directly or indirectly by one or more disqualified											αП	Type III '	Otho	r
2												7 ·			
	than foundation managers and other than one or more publicly supported organizations described in section 509 509(a)(2)									ion 509((a)(1) or sec	ction	.,		
JUL JURNARIO JUL	1	•	If the orga	anization s box	received a written d	etermination from the IR	S that is a	Туре І,	Туре ІІ	or Type	III supp	orting or	ganızatıon,		
0	(i) a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii))			
													Yes	No	
												11g (i)			
			(II) a fa	mily mem	ber of a person de	scribed in (i) above?							11g (II)		
	(iii) a 35% controlled entity of a person described in (i) or (ii) above?									11g (III)		\vdash			
	ŀ	า			•	t the organizations the o		Suppor	ts		[
_		(ı) Name of Su		(II) EIN	(III) Type of organization		Is the	T	ou notify	(vi)	s the	(vii) Amoun	nt of Sur	pport
		Organization		ón	(,,=,,	(described on lines 1-9 above or IRC section	organiza	tion in col	the organ	ization in	organizat	ion in col zed in the	(4.1) / 11110011	. 0. 00,	рроге
						(see instructions))	gov	erning ment?	your su	ipport?	("" 5" 5"	S ?			
							Yes	No	Yes	No	Yes	No			
_															
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_									1						
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Ţ	<u> Tota</u>	1				_ [İ							
Ē	ЗАА	Fo	r Privacy A	ct and Pa	perwork Reduction	Act Notice, see the Instr	uctions fo	r Form 9	90		Schedul	e A (For	m 990 or 99	90-EZ) 2008
			-											-,	

	dule A (Form 990 or 990-EZ) 200		<u>E COMMUNITY</u>			04-210394	Page 2
Par	t II Support Schedule for	Organizations	Described in	Sections 170	(b)(1)(A)(ıv) aı	nd 170(b)(1)(A	.)(vi)
<u>. </u>	(Complete only if you checke	ed the box on line	5, 7, or 8 of Part I)			
Sec	tion A. Public Support			· · ·			
begı	ndar year (or fiscal year nning in) G	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1	Gifts, grants, contributions and membership fees received (Do not include 'unusual grants ')	420,460.	723,283	996,906.	592,492.	680,058	3,413,199.
2	Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf				_		0.
3	The value of services or facilities furnished to the organization by a governmental unit without charge. Do not include the value of services or facilities generally furnished to the public without charge.						0.
4	Total Add lines 1-3	420,460.	723,283.	996,906.	592,492.	680,058.	3,413,199.
5	The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						0.
6	Public support Subtract line 5 from line 4						3,413,199
Sec	tion B Total Support		L	<u>_</u>			3,413,133
Cale	ndar year (or fiscal year nning in) G	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7	Amounts from line 4	420,460.	723,283.	996,906.	592,492.	680,058.	3,413,199.
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income form similar sources	128,071	95,148.	131,774.	532,259.	127,022	1,014,274.
9	Net income form unrelated business activities, whether or not the business is regularly carried on						0.
10	Other income Do not include gain or loss form the sale of capital assets (Explain in Part IV)						0.
11	Total support Add lines 7 through 10						4,427,473.
12	Gross receipts from related activi	ties, etc (see insti	ructions)	· ·	L	12	0.
	First five years If the Form 990 is organization, check this box and	stop here		third, fourth, or	fifth tax year as a	section 501(c)(3)	G∏
	tion C. Computation of Pu						
_	Public support percentage for 200 Public support percentage for 200		-	11, column (f)	•	14 15	77.1%
16 a	33-1/3 support test ' 2008 If the and stop here. The organization of	organization did n qualifies as a publi	ot check the box	on line 13, and th	ie line 14 is 33-1/	3 % or more, che	ck this box
b	33-1/3 support test ' 2007 If the and stop here The organization of	organization did n	ot check a box on	line 13, or 16a, a	ind line 15 is 33-1	/3% or more, che	_
17a	10%-facts-and-circumstances tes or more, and if the organization r the organization meets the 'facts-	neets the 'facts-an	id-circumstances'	test, check this bo	ox and stop here	Explain in Part IV	/ how
b	10%-facts-and-circumstances tes or more, and if the organization r organization meets the 'facts-and	neets the 'facts-an	id-circumstances' i	test, check this bo	ox and stop here	Explain in Part IN	is 10% how the
18 BAA	Private foundation If the organiz				or 17b, check this	box and see instr	

Schedule A (Form 990 or 990-EZ) 20		<u>NE COMMUNIT</u>			04-2103944	Page 3			
Part III , Support Schedule	for Organization	ons Described	in Section 50	9(a)(2)					
(Complete only if you ch	ecked the box on I	ine 9 of Part I)	 						
Section A. Public Support			· · · · · · · · · · · · · · · · · · ·	, 					
Calendar year (or fiscal yr beginning in)		(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total			
 Gifts, grants, contributions and membership fees received (Di not include 'unusual grants') 	5								
2 Gross receipts from									
admissions, merchandise sold or services performed, or									
facilities furnished in a activity									
that is related to the organization's tax-exempt					1				
purpose									
3 Gross receipts from activities that are not an unrelated trade or business		1			1 1				
under section 513			<u>L</u>						
4 Tax revenues levied for the organization's benefit and									
either paid to or expended on		1			i				
its behalf		 		ļ					
5 The value of services or facilities furnished by a									
governmental unit to the			i		1				
organization without charge		<u> </u>	<u></u> .						
6 Total Add lines 1-5		ļ	ļ						
7a Amounts included on lines 1, 2, 3 received from disqualified			Ì		1				
persons		<u> </u>							
b Amounts included on lines 2 and 3 received from other than	ı İ								
disqualified persons that exceed the greater of 1% of					1				
the total of lines 9, 10c, 11,		ļ			i i				
and 12 for the year or \$5,000									
c Add lines 7a and 7b									
8 Public support (Subtract line			<u> </u>						
7c from line 6)	<u>, </u>	<u> </u>							
Section B. Total Support	() 222	1 "			· · · · · · · · · · · · · · · · · · ·				
Calendar year (or fiscal yr beginning in) C 9 Amounts from line 6	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total			
10a Gross income from interest.					 				
dividends, payments received									
on securities loans, rents, royalties and income form									
similar sources		}		j					
b Unrelated business taxable	· · · · · · · · · · · · · · · · · · ·			· · · · · · · · · · · · · · · · · · ·					
income (less section 511 taxes) from businesses									
acquired after June 30, 1975									
c Add lines 10a and 10b									
11 Net income from unrelated business activities not included inline 10b,									
whether or not the business is regularly carried on									
12 Other income Do not include			<u> </u>		<u> </u>	•			
gain or loss from the sale of capital assets (Explain in			İ						
Part IV)									
13 Total support (add trs 9, 10c, 11, and 12)	, <u> </u>								
14 First five years If the Form 990 organization, check this box ar) is for the organiza	ation's first, second	d, third, fourth, or	fifth tax year as	a section 501(c)(3)	GП			
Section C. Computation of F									
15 Public support percentage for 2			e 13, column (f))		15	%			
16 Public support percentage from		•			16	%			
Section D. Computation of Ir									
17 Investment income percentage	for 2008 (line 10c,	column (f) divided	by line 13, colum	ın (f))	17	%			
18 Investment income percentage					18	%			
19a 33-1/3 support tests 2008 If more than 33-1/3%, check this	the organization did box and stop here	not check the bo The organization	x on line 14, and qualifies as a pub	line 15 is more th	ian 33-1/3%, and lin	e 17 is not G			
b 33-1/3 support tests ' 2007 If	the organization did	d not check a box	on line 14 or 19a.	and line 16 is mo	re than 33-1/3%, ar				
	is not more than 33-1/3%, check this box and stop here. The organization qualifies as a publicly supported organization. G Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions. G								

	Schedule A	(Form 990	0 or 990-E	Z) 2008	BROOKE	INE CO	MMUNITY	FOUNDAT	TON THE	04	-2103944	Pa	age 4
	[Part IV.	Supple Part II,	mental I line 17a	Informat ı or 17b;	ion. Con or Part	nplete thi III, line 1	is part to p 2. Provide	orovide the any othe	e explanat r additiona	ion required	d by Part II on. (see ins	, line 10; structions)	
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SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No 1545-0047

Department of the Treasury Internal Revenue Service Name of the organization Attach to Form 990 To be completed by organizations that answered 'Yes,' to Form 990, Part IV, lines 6, 7, 8, 9, 10, 11, or 12

Open to Public

Inspection

Employer Identification number

BROOKLINE COMMUNITY FOUNDATION INC 04-2103944 Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts Complete if the organization answered 'Yes' to Form 990, Part IV, line 6. (a) Donor advised funds (b) Funds and other accounts 1 Total number at end of year 16 Aggregate contributions to (during year) 2,080 359,610. Aggregate grants from (during year) 15,000 341,395 Aggregate value at end of year 31,279 847. 673 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit?? Part II Conservation Easements Complete if the organization answered 'Yes' to Form 990, Part IV, Purpose(s) of conservation easements held by the organization (check all that apply) Preservation of land for public use (e.g., recreation or pleasure) Preservation of an historically important land area Protection of natural habitat Preservation of certified historic structure Preservation of open space Complete lines 2a-2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year Held at the End of the Year a Total number of conservation easements 2a b Total acreage restricted by conservation easements 2b c Number of conservation easements on a certified historic structure included in (a) 2 c d Number of conservation easements included in (c) acquired after 8/17/06 2 d Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable Number of states where property subject to conservation easement is located G Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easement it holds? No Staff or volunteer hours devoted to monitoring, inspecting, and enforcing easements during the year G Amount of expenses incurred in monitoring, inspecting, and enforcing easements during the year G Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(ı) and 170(h)(4)(B)(ıı)? In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets Complete if the organization answered 'Yes' to Form 990, Part IV, line 8 1a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items b If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items (i) Revenues included in Form 990, Part VIII, line 1 G\$ (ii) Assets included in Form 990, Part X G\$

a Revenues included in Form 990, Part VIII, line 1

b Assets included in Form 990, Part X

G\$

G\$

If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items

Sc	hedule D (Form 990) 2008 BROOK	KLINE COMMUNI	TY FOUNDAT	ION_INC	04-210	3944	Page 2	
P	art III. Organizations Mainta	ining Collection	is of Art, Hist	orical Treasures,	or Other Similar As	sets (cont	inued)	
•	 Using the organization's accession that apply) 	n and other records,	check any of the	e following that are a s	ignificant use of its collec	ction items (c	heck all	
	a Public exhibition		d 🗌 Loan	or exchange programs				
	b Scholarly research		e Other	. . .				
	c Preservation for future gener	ations	_					
	Provide a description of the organ Part XIV		and explain how	they further the organ	ization's exempt purpose	e in		
	5 During the year, did the organizar assets to be sold to raise funds re	ion solicit or receive ather than to be mail	donations of art	, historical treasures, of the organization's co	or other similar llection?	Yes	∏No	
P	art IV Trust, Escrow and Cu IV, line 9, or reported	istodial Arrange	ments Comp	lete if organizatio		Form 990	, Part	
_	1a Is the organization an agent, trus included on Form 990, Part X?	ner assets not	∏Yes ∏No					
	b If 'Yes,' explain the arrangement	in Part XIV and com	plete the following	ng table				
	,		•	•		Amount		
	c Beginning balance				1 c			
	d Additions during the year				1 d			
_	e Distributions during the year				1e			
030	f Ending balance				1f		-	
	2a Did the organization include an a	mount on Form 990.	Part X. line 21?			Yes	No	
B	b If 'Yes,' explain the arrangement							
ex P	art V Endowment Funds Co		zation answe	red 'Yes' to Form	990, Part IV, line 10)		
		(e) Four y	ears back					
7	1 a Beginning of year balance	(a) Current year 360 , 492 .	(b) Prior yea	r (c) Two years ba	ck (d) Three years back	377		
	b Contributions	182,283.				<u> </u>		
IJ	c Investment earnings or losses	-140,171						
2	d Grants or scholarships	1,0,1,1	 					
	e Other expenditures for facilities and programs	11,610.						
2)	f Administrative expenses							
	g End of year balance	390,994.						
	2 Provide the estimated percentage	of the year end bal	ance held as					
	a Board designated or quasi-endow	-	%					
	b Permanent endowment G							
	c Term endowment G							
	3 a Are there endowment funds not ii		he organization i	that are held and admi	nistered for the	Vas	l No	
	organization by					Yes	No X	
	(i) unrelated organizations					3a(ı)	$\frac{1}{x}$	
	(ii) related organizations b if 'Yes' to 3a(ii), are the related o	raan, wat and linted a	o -o	hadula DO		3a(II)	+÷	
	4 Describe in Part XIV the intended	•	•			3b]		
	art VI Investments ' Land, B				Y June 10			
	Description of investment	(a) Cos	st or other basis nvestment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book	Value	
	1 a Land		33477317	3,500.	† · · · · · · · · · · · · · · · · · · ·		3,500.	
	b Buildings			151,722.	76,560.		5,162.	
	c Leasehold improvements			.01,722.	, , , , , , ,	· · · · · · · · · · · · · · · · · · ·	_,.0_,	
	d Equipment			14,829.	14,829.		0.	
	e Other			18,367.	13,930.		4 , 437 .	
	tal Add lines 1a-1e (Column (d) sho	uld aqual Form 900	Part Y column (13,330.		3,099.	
10	AA	ulu equal rullil 990,	rait A, COIUIIIN (b), fille TO(L))	<u>_</u>	dule D (Form		

TEEA3302L 12/23/08

Schedule D (Form 990) 2008 BROOKLINE COMMUNIT			04-2103944	Page 3
Part VII Investments Other Securities See Fo				
(a) Description of security or category (including name of security)	(b) Book value	(c) Me	thod of valuation I-of-year market value	
Financial derivatives and other financial products		Cost of end	1-01-year market value	
Closely-held equity interests	-			
Other MONEY MARKET ACCOUNTS	648.361.	END OF YEAR MARK	KET VALUE	
MUTUAL FUNDS	3,534,291.	END OF YEAR MARK		
				
	· -			
Column (b) should equal Form 990 Part X, col (B) line 12) G	4,182,652.			
Part VIII Investments ' Program Related (See	Form 990 Part X	line 13) N/A		-:
(a) Description of investment type	(b) Book value	(c) Me	thod of valuation	
	(b) Dook value		l-of-year market value	
2A				
				
			· · · · · · · · · · · · · · · · · · ·	
		·_		
Total Column (b)(should equal Form 990, Part X, Col (B) line 13) G				
Part IX Other Assets (See Form 990, Part X,	line 15) N/A			
(a) De	scription		(b) Book	value
	* **			
				
Total Column (b) Total (should equal Form 990, Part X, col	(B), line 15)		G	
Part X Other Liabilities (See Form 990, Part			= . k.,	_
(a) Description of Liability	(b) Amount			
Federal Income Taxes	(2) 1			
OTHER LIABILITIES	23,36	50		
		<u> </u>		
	- " "			
				
	-			
To J. Orders (A) Total Charles and Total Charles		· <u>~</u>		•
Total Column (b) Total (should equal Form 990, Part X, col (B) line 25) In Part XIV, provide the text of the footnote to the organizati	G 23,36	OU [

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Schedule D (Form 990) 2008

		-210	3944	Page 4
	t XI. Reconciliation of Change in Net Assets from Form 990 to Financial Statements			
٠ 1	Total revenue (Form 990, Part VIII,column (A), line 12)	L	-1,063	
2	Total expenses (Form 990, Part IX, column (A), line 25)	L		<u>, 331 .</u>
3	Excess or (deficit) for the year Subtract line 2 from line 1	L	-2,024	, 820
4	Net unrealized gains (losses) on investments	L		
5	Donated services and use of facilities	L		
6	Investment expenses	L		
7	Prior period adjustments	L	<u>-1</u>	<u>, 360</u>
8	Other (Describe in Part XIV)	L		
9	Total adjustments (net) Add lines 4-8	Ļ		<u>, 360 .</u>
10	Excess or (deficit) for the year per financial statements. Combine lines 3 and 9		-2,026	<u>, 180</u>
	t XII Reconciliation of Revenue per Audited Financial Statements With Revenue per F	<u> {eturn</u>		
	Total revenue, gains, and other support per audited financial statements	1	-1,037	, 460
	Amounts included on line 1 but not on Form 990, Part VIII, line 12	1 1		
	Net unrealized gains on investments 2a	1 1		
90	Donated services and use of facilities 26,029.	1 1		
	Recoveries of prior year grants 2c	1 1		
-	d Other (Describe in Part XIV)			
	e Add lines 2a through 2d	2 e	26	<u>, 029 .</u>
=	Subtract line 2e from line 1	3	-1,063	<u>. 489 . </u>
≒ ⁴	Amounts included on Form 990, Part VIII, line 12, but not on line 1	1		
2	Investments expenses not included on Form 990, Part VIII, line 7b	1		
5	Other (Describe in Part XIV)	1 1		
	Add lines 4a and 4b	4c		
	Total revenue Add lines 3 and 4c (This should equal Form 990, Part I, line 12)	5	-1,063,	489.
77	t XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Retu	irn		
	Total expenses and losses per audited financial statements	1	987 ,	360.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25			
a	Donated services and use of facilities 2a 26,029.			
t	Prior year adjustments 2b			
C	Losses reported on Form 990, Part IX, line 25			
c	Other (Describe in Part XIV)	1]		
ε	Add lines 2a through 2d	2 e		029.
3	Subtract line 2e from line 1	3	961,	331.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1			
a	Investments expenses not included on Form 990, Part VIII, line 7b	1 1		
t	Other (Describe in Part XIV)	l l		
c	Add lines 4a and 4b	4 c		
	Total expenses Add lines 3 and 4c (This should equal Form 990, Part I, line 18)	5	961,	331.
Par	t XIV Supplemental Information			
Com	plete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, li 4, Part X, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b	nes 1b	and 2b, Part V	',
				-
ВАА	TEEA3304L 12/23/08	Schedi	ule D (Form 99	0) 2008

Schedule D (Form 990) 2008 Part XIV Supplemental Information (continued)	Page 5
Part XIV Supplemental Information (continued)	
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Schedule D (Form 990) 2008

SCHEDULE G (Form 990 or 990-EZ)

Supplemental Information Regarding Fundraising or Gaming Activities

OMB No 1545-0047

2008

G Must be completed by organizations that answer 'Yes' to Form 990, Part IV, lines 17, 18,

Open to Public

ì	nternal Revenue Service	or 19, ar	id by organizati	ons that e	nter more	than \$15,000 on Form 9	990-EZ, lır	ne 6a	Inspection	1
١	Name of the organization			-			E	mployer identifica	ation number	
	BROOKLINE COMM	UNITY FOUND	DATION INC				lo	04-210394	4	
					anization	answered 'Yes' to	Form	990. Part IV	/. line 17.	
-		the organization rons tions				Solicitation of gove Special fundraising	all that app governme rnment gr	oly nt grants		
	In-person soli	citations								
_	2a Did the organizati employees listed b If 'Yes,' list the te compensated at li		ΧNο							
2010			(ii) Activity	have custo	fundraiser dy or control ibutions?	(iv) Gross receipts from activity	(or re fundrai	ount paid to tained by) ser listed in col (i)	(vi) Amount pa (or retained l organizatio	by)
7				Yes	No		Ī			
=	<u> </u>									
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_	Total				G		L		<u> </u>	<u>0.</u>
	3 List all states in w or licensing	which the organiza	ation is registere	ed or licen	sed to soli	cit funds or has been n	otified it is	s exempt from	registration	
			_ _							
				-						
			_					_		
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	~									

Sche	edule	G (Form 990 or 990-EZ) 2008 BROOKL	INE COMMUNITY F	OUNDATION INC.	04-21					
Par	rt II J	Fundraising Events. Complete if reported more than \$15,000 on F	the organization a	answered 'Yes' to F	Form 990, Part IV,	line 18, or				
<u> </u>		reported more than \$15,000 off	(a) Event #1 GOLF TOURNAMEN (event type)	(b) Event #2	(c) Other Events	(d) Total Events (Add col. (a) through col. (c))				
K E > E Z D E	1	Gross receipts	80,100.			80,100.				
E	2	Less Charitable contributions	<u></u>							
	3	Gross revenue (line 1 minus line 2)	80,100			80,100.				
	4	Cash prizes								
DIRECT	5	Non-cash prizes								
	6	Rent/facility costs								
EXPERSES	7	Other direct expenses	32,656			32,656.				
E S	8	Direct expense summary Add lines 4- th Net income summary Combine lines 3 ar	32,656. 47,444.							
Par		Gaming. Complete if the organiz \$15,000 on Form 990-EZ, line 6a	ation answered 'Ye	es' to Form 990, Pa	G art IV, line 19, or re	eported more than				
REVERUE		(a) Bingo (b) Pull tabs/Instant bingo/progressive bingo								
Ü	1	Gross revenue								
	2	Cash prizes			*					
D-RECT	3	Non-cash prizes								
CSTE	4	Rent/facility costs								
	5	Other direct expenses								
	6	Volunteer labor	Yes%	Yes%	Yes%					
	7	Direct expense summary Add lines 2 thro	ough 5 in column (d)		G					
	8	Net gaming income summary Combine lii	nes 1 and 7 in column ((d).	G	YES NO				
9 Enter the state(s) in which the organization operates gaming activities a Is the organization licensed to operate gaming activities in each of these states? b If 'No,' Explain										
10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? b If 'Yes,' Explain										
11	Does	s the organization operate gaming activities	s with nonmembers?							
12 BAA	adm	e organization a grantor, beneficiary or tru inister charitable gaming?				12 12 2009 F7) 2009				
OMA			TEEA3702L 0	8/15/08	Scheaule G (Foi	rm 990 or 990-EZ) 2008				

Schedule G (Form 990 or 990-E2) 2008 BROUKLINE COMMUNITY FOUNDATION INC. U4	-2103944	{	Page 3
		YES	
13 Indicate the percentage of gaming activity operated in			
a The organization's facility 13a	%		
b An outside facility 13b	%		
14 Provide the name and address of the person who prepares the organization's gaming/special events books and	records	ľ	1
Name G			
Address G			
15a Does the organization have a contact with a third party from whom the organization receives gaming revenue?		5 a	
b If 'Yes,' enter the amount of gaming revenue received by the organization \$ and the arm of gaming revenue retained by the third party \$	nount		
c If 'Yes,' enter name and address		•	
Name. G			,
Address G			i
16 Gaming manager information			
Name G			·
Gaming manager compensation G \$			
Description of services provided G			
☐ Director/officer ☐ Employee ☐ Independent contractor			,
17 Mandatory distributions			
a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain state gaming license?	17	a -	
b Enter the amount of distributions required under state law distributed to other exempt organizations or spent in	the		
organization's own exempt activities during the tax year G \$			<u> </u>
BAA TEEA3703L 07/18/08 Schedule C	G (Form 990 or	990-EZ	2008

SCANNED JUL 27 2010

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Schedule I (Form 990) 2008 <u>C</u> DESIGNATED-TEEN CENTER DESIGNATED-TEEN CENTER DESIGNATED-STS FUND 2 DESIGNATED-STS FUND (h) Purpose of grant or assistance DES!GNATED-Open to Public Inspection OMB No 1545:0047 YOUTH FUND Part II Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered 'Yes' on Form SAFETY NET SAFETY NET 2008 ROWING 990, Part IV, line 21 for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Use Employer identification number X 04-2103944 (g) Description of non-cash assistance 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? (f) Method of valuation (book, FMV, appraisal, other) G Complete if the organization answered 'Yes,' on Form 990, Part IV, lines 21 or 22. G Attatch to Form 990 TEEA3901L 12/19/08 ₽M FM< F₩ F₩ ₽¥ F₩ ₽¥ ₽ Grants and Other Assistance to Organizations, Governments and Individuals in the U.S. 0 0 <u>.</u> 0 0 0 ö ö (e) Amount of non-cash assistance Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States 6,350. 6,896. 6,000. 10,000. 12,285. (d) Amount of cash grant 6,307 12,621 20,907 Part IV and Schedule I-1 (Form 990) if additional space is needed BAA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990. (c) IRC section if applicable 2 Enter total number of section 501(c)(3) and government organizations Part I | General Information on Grants and Assistance 01-8703234 95-2051630 04-3478044 95-2051630 04-6001102 32-0070017 04-2263744 04-2263744 (b) EIN BROOKLINE COMMUNITY FOUNDATION INC 3 Enter total number of other organizations BLUE SKY SPORTS & ENTERTAL 265 FRANKLIN ST. BOSTON, MA 02110 BROOKLINE COMMUNITY MENTAL 41 GARRISON RD. BROOKLINE, MA 02446 BROOKLINE_COMMUNITY_MENTAL THEATRE BHS ATHLETICS 115 GREENOUGH ST. BROOKLINE, MA 02445 1 (a) Name and address of organization or government ANYAHLEE CANAS 27 HARVARD ST. ARLINGTON, MA 02476 ARAMARK FENWAY PARK 4 YAWKEY WAY BOSTON, MA 02215 --PO BOX 470504 BROOKLINE, MA 02447 ARAMARK FENWAY PARK 4 YAWKEY WAY 41 GARRISON RD. BROOKLINE, MA 02446 ARTBARN COMMUNITY BOSTON, MA 02215 Vame of the organization SCHEDULE I (Form 990)

SCANNED JUL 27 2010

Page 2 Schedule I (Form 990) 2008 Grants and Other Assistance to Individuals in the United States. Complete if the organization answered 'Yes' on Form 990, Part IV, line 22. Use Schedule I-1 (Form 990) if additional space is needed. (f) Description of non-cash assistance Part IV | Supplemental Information. Complete this part to provide the information required in Part I, line 2, and any other additional information 04-2103944 (e) Method of valuation (book, FMV, appraisal, other) (d) Amount of non-cash assistance (c) Amount of cash grant BROOKLINE COMMUNITY FOUNDATION INC (b) Number of recipients (a) Type of grant or assistance Schedule I (Form 990) 2008 Part III BAA

TEEA4001L 12/17/08

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G Attach to Form 990 to list additional information for Part II and Part III, Schedule I (Form 990).

Department of the Treasury Internal Revenue Service

SCHEDULE 1-1 (Form 990)

2008 Open to Public Inspection

OMB No 1545-0047

(h) Purpose of grant or assistance **DESIGNATED DESIGNATED** DISCRETION DISCRETION **DESIGNATED** - FUND FOR **ENVIRONMEN** DISCRETION ARY- YOUTH DISCRETION ARY- YOUTH COMMUNITY COMMUNITY ADV I SED-LEGACY YOUNG DONOR ARY-ARY-Employer identification number ĭ (g) Description of non-cash assistance 04-2103944 Part I | Continuation of Grants and Other Assistance to Governments and Organizations in the U.S. (Schedule I (Form 990), Part II. (f) Method of valuation (book, FMV, appraisal, other) Fĭ F₩ F₩ ₽¥ Fĭ ₽¥ ₹ ₽¥ ₹ (e) Amount of non-cash assistance (d) Amount of cash 560. 535. 000 092. 37,442 14,500 087 11,000 15,000 5 Ġ, 37 <u>ი</u> grant (c) IRC Code section if applicable 04-2263744 04-2263744 04-2719972 04-6001102 04-6001102 04-3021928 04-6001102 04-2682156 04-6001102 (b) EIN BROOKLINE COMMUNITY FOUNDATION INC (a) Name and address of organization or government BROOKLINE COMMUNITY MENTA 41 GARRISON RD. BROOKLINE, MA 02446 AGIN BROOKLINE COMMUNITY MENTA BROOKL INE EARLY EDUCATION
88 HARVARD ST
BROOKLINE, MA 02445 BROOKLINE RECREATION DEPA BROOKLINE GREENSPACE ALL 370 WASHINGTON ST. BROOKLINE, MA 02445 BROOKLINE PARKS AND OPEN 333 WASHINGTON ST. BROOKLINE, MA 02445 BROOKLINE DEPARTMENT OF 11 PIERCE ST. BROOKLINE, MA 02445 BROOKLINE SCHOOLS STAFF , MA 02467 CHESTNUT HILL, MA 02467 BROOKLINE, MA 02446 BROOKLINE COUNCIL ON 93 WINCHESTER ST. BROOKLINE, MA 02446 41 GARRISON RD CHESTNUT HILL Name of the organization 490 HEALTH 133 EL10T

Enter total number of Section 501(c)(3) and government organizations

Schedule I-1 (Form 990) 2008

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² Enter total number of Section 501(c)(3) and government organizations

³ Enter total number of other organizations

Continuation Sheet for Schedule I (Form 990)

G Attach to Form 990 to list additional information for Part II and Part III, Schedule I (Form 990).

Department of the Treasury Internal Revenue Service

SCHEDULE 1-1 (Form 990)

OMB No 1545-8047 2008

Open to Public Inspection

Employer identification number 04 - 2103944

(h) Purpose of grant or assistance DISCREATIO DISCRETION DI SCRETION **DESIGNATED** COMMUNITY COMMUNITY COMMUNITY - TEEN CENTER NARY-ARY-ARY-(g) Description of non-cash assistance დ' Part I | Continuation of Grants and Other Assistance to Governments and Organizations in the U.S. (Schedule I (Form 990), Part II.) (f) Method of valuation (book, FMV, appraisal, other) F₩ FIN F₩ ₹ (e) Amount of non-cash assistance 8,346. (c) IRC Code section if applicable grant 25,039 5,286 50,000 2 Enter total number of Section 501(c)(3) and government organizations 04-2104319 04-2104319 04-2103944 20-2362201 (b) EIN BROOKLINE COMMUNITY FOUNDATION INC (a) Name and address of organization or government ------------STEPS TO SUCCESS 115 GREENOUGH ST. BROOKLINE, MA 02445 ROGERSON COMMUNITIES ROGERSON COMMUNITIES RP_GRAPHICS PO_BOX_470825 BROOKLINE, MA_02447 1 FLORENCE BOSTON, MA 02131 1 FLORENCE BOSTON, MA 02131 Name of the organization

Schedule I-1 (Form 990) 2008

Enter total number of other organizations

SCHEDULE O (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Information to Form 990

G Attach to Form 990 To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information

OMB No 1545-0047

2008

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BROOKLINE COMMUNITY FOUNDATION INC.	04-2103944
FORM 990, PART VI, LINE 10 - FORM 990 REVIEW PROCESS	
THE ORGANIZATION'S GOVERNING BODY REVIEWS FORM 990 BEFORE IT IS FILED.	
FORM 990, PART VI, LINE 12C - EXPLANATION OF MONITORING AND ENFORCEMENT OF C	
THE BOARD CHAIR OR COMMITTEE CHAIR MAY APPOINT A DISINTERESTED MEMBER TO REGULARLY	
MONITOR COMPLIANCE WITH THE POLICY.	
FORM 990, PART VI, LINE 15B - COMPENSATION REVIEW & APPROVAL PROCESS FOR OFFICERS & KEY EMPLOYEES	
THE BOARD OF DIRECTORS REVIEW AND APPROVE EXECUTIVE DIRECTOR'S AND KEY EMPLOYEES'	
CONPENSATION.	
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