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Form 990-EZ

Department of the Treasury
Internal Revenue Service

Short Form

Return of Organization Exempt From Income Tax

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

► Sponsoring organizations and controlling organizations as defined in section 512(b)(13) must file Form 990 All other organizations with gross receipts less than \$1,000,000 and total assets less than \$2,500,000 at the end of the year may use this form

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

OMB No 1545-1150

2008

Open to Public Inspection

A For the 2008 calendar year, or tax year beginning 07-01-2008, and ending 06-30-2009

B

Check if applicable

Address change

Name change

Initial return

Termination

Amended return

Application pending

Please use IRS label or print or type. See Specific Instructions.

C

Name of organization
LEADERSHIP OAKLAND

Number and street (or P O box, if mail is not delivered to street address)Room/suite

4555 INVESTMENT DR
ROOM/SUITE 302

City or town, state or country, and ZIP + 4

TROY, MI 48098

D

Employer identification number

38-3390575

E

Telephone number

(248) 952-6880

F

Group Exemption Number

► Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ).

G

Accounting method

Cash

Accrual

Other (specify) ►

I Website:► WWW.LEADERSHIPOAKLAND.COM

J

Organization type (check only one)—

501(c)(3)

(insert no)

4947(a)(1)

or

527

H

Check ► if the organization is not required to attach Schedule B (Form 990, 990-EZ, or 990-PF)

K

Check if the organization is not a section 509(a)(3) supporting organization and its gross receipts are normally more than \$25,000 A return is not required, but if the organization chooses to file a return, be sure to file a complete return

L

Add lines 5b, 6b, and 7b, to line 9 to determine gross receipts, if \$1,000,000 or more, file Form 990 instead of Form 990-EZ

\$229,290

Part I

Revenue, Expenses, and Changes in Net Assets or Fund Balances

(See the instructions for Part I)

Revenue	1	Contributions, gifts, grants, and similar amounts received	1	58,393
	2	Program service revenue including government fees and contracts	2	167,358
	3	Membership dues and assessments	3	
	4	Investment income	4	3,049
	5a	Gross amount from sale of assets other than inventory	5c	
	b	Less cost or other basis and sales expenses		
	c	Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a) (attach schedule)		
	6	Special events and activities (complete applicable parts of Schedule G) If any amount is from gaming, check here	6c	
	a	Gross revenue (not including \$ of contributions reported on line 1)		
	b	Less direct expenses other than fundraising expenses		
Expenses	c	Net income or (loss) from special events and activities (Subtract line 6b from line 6a)	7c	
	7a	Gross sales of inventory, less returns and allowances	7c	
	b	Less cost of goods sold		
	c	Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a)		
	8	Other revenue (describe)	8	490
	9	Total revenue (add lines 1, 2, 3, 4, 5c, 6c, 7c, and 8)	9	229,290
	10	Grants and similar amounts paid (attach schedule)	10	
	11	Benefits paid to or for members	11	
	12	Salaries, other compensation, and employee benefits	12	115,435
	13	Professional fees and other payments to independent contractors	13	10,200
Net Assets	14	Occupancy, rent, utilities, and maintenance	14	11,345
	15	Printing, publications, postage, and shipping	15	
	16	Other expenses (describe)	16	77,476
	17	Total expenses (add lines 10 through 16)	17	214,456
	18	Excess or (deficit) for the year (Subtract line 17 from line 9)	18	14,834
	19	Net assets or fund balances at beginning of year (from line 27, column (A)) (must agree with end-of-year figure reported on prior year's return)	19	119,016
	20	Other changes in net assets or fund balances (attach explanation)	20	
	21	Net assets or fund balances at end of year (combine lines 18 through 20)	21	133,850

Part II

Balance Sheets

If Total assets on line 25, column (B) are \$2,500,000 or more, file Form 990 instead of Form 990-EZ

(See the instructions for Part II)

(A) Beginning of year

(B) End of year

22

Cash, savings, and investments

179,018

22

180,680

23

Land and buildings

2,735

23

1,840

24

Other assets (describe)

5,000

24

4,911

25

Total assets

186,753

25

187,431

26

Total liabilities (describe)

67,737

26

59,390

27

Net assets or fund balances (line 27 of column (B) must agree with line 21)

119,016

27

128,041

Part III Statement of Program Service Accomplishments (See the instructions for Part III)		Expenses (Required for 501(c)(3) and (4) organizations and 4947(a)(1) trusts, optional for others)	
What is the organization's primary exempt purpose? THE LEADERSHIP OAKLAND MISSION IS TO DEVELOP LEADERSHIP SKILLS, EXPOSE INDIVIDUALS TO KEY ISSUES IMPACTING THE REGION AND ENABLE PARTICIPANTS TO REACH THEIR FULL POTENTIAL PERSONALLY, PROFESSIONALLY, AND THROUGH PUBLIC SERVICE IN THEIR COMMUNITIES			
Describe what was achieved in carrying out the organization's exempt purposes. In a clear and concise manner, describe the services provided, the number of persons benefited, or other relevant information for each program title			
28 CORNERSTONE PROGRAM-9 MONTH TRAINING (SEPT -JUNE) OFFERS UP TO 55 PARTICIPANTS OPPORTUNITY TO LEARN ABOUT ALL ASPECTS OF OAKLAND COUNTY. BUILD A NETWORK WITH BUSINESS AND NONPROFIT ORGANIZATIONS. ENHANCE LEADERSHIP SKILLS AND BECOME INVOLVED IN COMMUNITY PROJECTS. (Grants \$) If this amount includes foreign grants, check here . . . ☐	28a	141,874	
29 JUNIOR LEADERSHIP -PROGRAM DESIGNED FOR HIGH SCHOOL STUDENTS TO INFORM THEM OF COMMUNITY ISSUES AND RESOURCES AND INCREASE APPRECIATION OF THE OPPORTUNITIES TO LEARN AND WORK IN SOUTHEAST MICHIGAN. (Grants \$) If this amount includes foreign grants, check here . . . ☐	29a	3,018	
30 ALUMNI PROGRAMS-AFTER COMPLETION OF CORNERSTONE PROGRAM, PARTICIPANTS ARE CONSIDERED TO BE A PART OF THE ALUMNI. CURRENTLY THERE ARE 800+ GRADUATES WHO CAN PARTICIPATE IN THE ON GOING EDUCATION OPPORTUNITIES AND COMMUNITY PROJECTS AND EVENTS. (Grants \$) If this amount includes foreign grants, check here . . . ☐	30a	4,919	
31 Other program services (attach schedule) (Grants \$) If this amount includes foreign grants, check here . . . ☐	31a		
32 Total program service expenses (add lines 28a through 31a)	32	149,811	

Part IV List of Officers, Directors, Trustees, and Key Employees. List each one even if not compensated. (See the instructions for Part IV)				
(a) Name and address	(b) Title and average hours per week devoted to position	(c) Compensation (If not paid, enter -0-.)	(d) Contributions to employee benefit plans & deferred compensation	(e) Expense account and other allowances
See Additional Data Table				

Additional Data

Software ID:
Software Version:
EIN: 38-3390575
Name: LEADERSHIP OAKLAND

Form 990EZ, Part IV - List of Officers, Directors, Trustees, and Key Employees

(A) Name and address	(B) Title and average hours per week devoted to position	(C) Compensation (If not paid, enter -0-.)	(D) Contributions to employee benefit plans & deferred compensation	(E) Expense account and other allowances
CHRISTINA SCHARRER 4555 INVESTMENT DR SUITE 302 TROY, MI 48098	EXECUTIVE DR 32	77,745		
CARLA GRIBBS ONE ENERGY WAY DETROIT, MI 48226	VICE PRES 1	0		
CHARLON HIBBARD 477 GRAY WOODS LANE LAKE ANGELUS, MI 48326	DIRECTOR 1	0		
CHRISTOPHER DE MOVELLAN 30785 VERNON BEVERLY HILLS, MI 48025	DIRECTOR 1	0		
ELVIRA WARDOWSKI 27777 INKSTER FARMINGTON HILLS, MI 48334	DIRECTOR 1	0		
GREGORY CAPLER 12572 DELTA TAYLOR, MI 48180	DIRECTOR 1	0		
JAMES GISZCZAK 150 W JEFFERSON DETROIT, MI 48226	SECRETARY 1	0		
JANET MCPEEK 930 EAST DRAHNER OXFORD, MI 48371	PRESIDENT 1	0		
JOSCELYN ANDREWS 50 WAYNE ST PONTIAC, MI 48342	DIRECTOR 1	0		
LYNDA EARHART 2100 PONTIAC LAKE ROAD WATEFORD, MI 48328	TREASURER 1	0		
MARIO AGOSTA 2850 W GRAND BLVD DETROIT, MI 48202	DIRECTOR 1	0		
MICHAEL WITZKE 5435 CORPORATE DRIVE TROY, MI 48098	DIRECTOR 1	0		
PAUL LANDRY 23077 GREENFIELD SOUTHFIELD, MI 48075	DIRECTOR 1	0		
RONALD REYNOLDS 33493 W 14 MILE ROAD FARMINGTON HILLS, MI 48331	DIRECTOR 1	0		
SHERYL MITCHELL 1200 N TELEGRAPH PONTIAC, MI 48341	DIRECTOR 1	0		
SUE NOVAK 27400 NORTHWESTERN HWY SOUTHFIELD, MI 48034	DIRECTOR 1	0		
THOMAS LYNCH 143 CADY CENTRE NORTHVILLE, MI 48167	DIRECTOR 1	0		
KEVIN WISELY 168 S WASHINGTON OXFORD, MI 48371	DIRECTOR 1	0		
ROBERT GILES 86 AMHERST PLEASANT RIDGE, MI 48060	DIRECTOR 1	0		
NANCY SCARLET 2100 PONTIAC LAKE ROAD WATEFORD, MI 48328	DIRECTOR 1	0		
LORA VINANDE 36455 CORPORATE DRIVE FARMINGTON HILLS, MI 48331	DIRECTOR 1	0		

Part V

Other Information (Note the statement requirements in the instructions for Part VI.)

Yes

No

33	Did the organization engage in any activity not previously reported to the IRS? If "Yes," attach a detailed description of each activity	33		No
34	Were any changes made to the organizing or governing documents but not reported to the IRS? If "Yes," attach a conformed copy of the changes	34		No
35	If the organization had income from business activities, such as those reported on lines 2, 6a, and 7a (among others), but not reported on Form 990-T, attach a statement explaining your reason for not reporting the income on Form 990-T			
a	Did the organization have unrelated business gross income of \$1,000 or more or 6033(e) notice, reporting, and proxy tax requirements?	35a		No
b	If "Yes," has it filed a tax return on Form 990-T for this year?	35b		
36	Was there a liquidation, dissolution, termination, or substantial contraction during the year? If "Yes," complete applicable parts of Schedule N	36		No
37a	Enter amount of political expenditures, direct or indirect, as described in the instructions ▶	37a		
b	Did the organization file Form 1120-POL for this year?	37b		No
38a	Did the organization borrow from, or make any loans to, any officer, director, trustee, or key employee or were any such loans made in a prior year and still unpaid at the start of the period covered by this return?	38a		No
b	If "Yes," complete Schedule L, Part II and enter the total amount involved	38b		
39	501(c)(7) organizations. Enter			
a	Initiation fees and capital contributions included on line 9	39a		
b	Gross receipts, included on line 9, for public use of club facilities	39b		
40a	Section 501(c)(3) organizations. Enter amount of tax imposed on the organization during the year under section 4911 ▶ _____, section 4912 ▶ _____, section 4955 ▶ _____			
b	Section 501(c)(3) and (4) organizations. Did the organization engage in any section 4958 excess benefit transaction during the year or did it become aware of an excess benefit transaction from a prior year? If "Yes," complete Schedule L, Part I.	40b		No
c	Enter amount of tax imposed on organization managers or disqualified persons during the year under sections 4912, 4955, and 4958 ▶ _____			
d	Enter amount of tax on line 40c reimbursed by the organization ▶ _____			
e	All organizations. At any time during the tax year, was the organization a party to a prohibited tax shelter transaction?	40e		No
41	List the states with which a copy of this return is filed ▶ MI			
42a	The books are in care of ▶ CHRIS SCHARRER Telephone no ▶ (248) 952-6880 4555 INVESTMENT DR Located at ▶ TROY, MI ZIP + 4 ▶ 48098			
b	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)? If "Yes," enter the name of the foreign country ▶ _____ See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts .	42b	Yes	No
c	At any time during the calendar year, did the organization maintain an office outside of the U S ? If "Yes," enter the name of the foreign country ▶ _____	42c		No
43	Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of Form 1041 —Check here ▶ ☐ and enter the amount of tax-exempt interest received or accrued during the tax year ▶ 43			
44	Did the organization maintain any donor advised funds? If "Yes", Form 990 must be completed instead of Form 990-EZ.	44	Yes	No
45	Is any related organization a controlled entity of the organization within the meaning of section 512(b)(13)? If "Yes", Form 990 must be completed instead of Form 990-EZ.	45		No

Part VI

Section 501(c)(3) organizations only. All section 501(c)(3) organizations must answer questions 46-49 and complete the tables for lines 50 and 51.

46	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	Yes	No
47	Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II		No
48	Is the organization operating a school as described in section 170(b)(1)(A)(ii)? If "yes," complete Schedule E		No
49a	Did the organization make any transfers to an exempt non-charitable related organization?		No
b	If "Yes," was the related organization(s) a section 527 organization?		
50	Complete this table for the five highest compensated employees (other than officers, directors, trustees, and key employees) who received more than \$100,000 of compensation from the organization. If there are none, enter "None."		

(a) Name and address of each employee paid more than \$100,000	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans & deferred compensation	(e) Expense account and other allowances
NONE				
Total number of other employees paid over \$100,000				

51	Complete this table for the five highest compensated independent contractors who each received more than \$100,000 of compensation from the organization. If there are none, enter "None."				
(a)	Name and address of each independent contractor paid more than \$100,000	(b)	Type of service	(c)	Compensation
	NONE				
	Total number of other independent contractors receiving over \$100,000				

Please Sign Here	Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.					
	***** Signature of officer		2009-07-21 Date			
Paid Preparer's Use Only	CHRIS SCHARRER, EXECUTIVE DIRECTOR Type or print name and title					
	Preparer's signature	WILLIAM KORBELAK	Date	2010-02-09	Check if self-employed	Preparer's PTIN (See Gen. Inst. X)
	Firm's name (or yours if self-employed), address, and ZIP + 4	KORB TOY & ASSOCIATES CPAS 4555 INVESTMENT DRIVE SUITE 303 TROY, MI 480986338			EIN	
					Phone no.	(248) 641-8900
May the IRS discuss this return with the preparer shown above? See instructions.						

SCHEDULE A

(Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

To be completed by all section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts.
Attach to Form 990 or Form 990-EZ. See separate instructions.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization LEADERSHIP OAKLAND	Employer identification number 38-3390575
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Part I Reason for Public Charity Status (to be completed by all organizations) (See Instructions)

The organization is not a private foundation because it is (Please check only **one** organization)

1	☐	A church, convention of churches, or association of churches described in Section 170(b)(1)(A)(i).
2	☐	A school described in Section 170(b)(1)(A)(ii). (Attach Schedule E)
3	☐	A hospital or a cooperative hospital service organization described in Section 170(b)(1)(A)(iii). (Attach Schedule H)
4	☐	A medical research organization operated in conjunction with a hospital described in Section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state
5	☐	An organization operated for the benefit of a college or university owned or operated by a governmental unit described in Section 170(b)(1)(A)(iv). (Complete Part II)
6	☐	A federal, state, or local government or governmental unit described in Section 170(b)(1)(A)(v).
7	☐	An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in Section 170(b)(1)(A)(vi) (Complete Part II)
8	☐	A community trust described in Section 170(b)(1)(A)(vi) (Complete Part II)
9	☒	An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See Section 509(a)(2). (Complete Part III)
10	☐	An organization organized and operated exclusively to test for public safety See Section 509(a)(4). (See instructions)
11	☐	An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See Section 509(a)(3). Check the box that describes the type of supporting organization and complete lines 11e through 11h a ☐ Type I b ☐ Type II c ☐ Type III - Functionally Integrated d ☐ Type III - Other
e	☐	By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)
f	☐	If the organization received a written determination from the IRS that it is a Type I, Type II or Type III supporting organization, check this box
g	☐	Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons? (i) a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the the supported organization? (ii) a family member of a person described in (i) above? (iii) a 35% controlled entity of a person described in (i) or (ii) above?
h	☐	Provide the following information about the organizations the organization supports

	Yes	No
11g(i)		
11g(ii)		
11g(iii)		

(i) Name of Supported Organization	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above or IRC section (See Instructions))	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the U S ?		(vii) Amount of support?
			Yes	No	Yes	No	Yes	No	
Total									

Part II

Support Schedule for Organizations Described in IRC 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
(Complete only if you checked the box on line 5, 7, or 8 of Part I.)

Public Support						
Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add line 1-3						
5 The portion of total contribution by each person (other than a government unit or publicly supported organization) included on line 1 that exceed 2% of the amount shown on line 11, column (f)						
6 Public Support subtract line 5 from line 4						

Total Support						
Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
11 Total Support (Add lines 7 through 10)						
12 Gross receipts from related activities, etc (See instructions)					12	
13 First Five Years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here						☐

Computation of Public Support Percentage						
14 Public Support Percentage for 2008 (line 6 column (f) divided by line 11 column (f))					14	
15 Public Support Percentage for 2007 Schedule A, Part IV-A, line 26f					15	
16a 33 1/3% Test - 2008. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization						☐
b 33 1/3% Test - 2007. If the organization did not check the box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization						☐
17a 10% Facts and Circumstances Test - 2008. If the organization did not check a box on line 13, 16a, or 16b and line 14 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization						☐
b 10% Facts and Circumstances Test - 2007. If the organization did not check a box on line 13, 16a, 16b, or 17a and line 15 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization						☐
18 Private Foundation. If the organization did not check the box on line 13, 16a, 16b, 17a or 17b, check this box and see instructions						☐

Part IIISupport Schedule for Organizations Described in IRC 509(a)(2)
(Complete only if you checked the box on line 9 of Part I.)

Section A. Public Support						
Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")	70,708	52,935	79,630	74,650	66,643	344,566
2Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	126,303	157,275	141,899	168,699	167,358	761,534
3Gross receipts from activities that are not an unrelated trade or business under section 513						
4Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5The value of services or facilities furnished by a governmental unit to the organization without charge						
6Total Add lines 1-5	197,011	210,210	221,529	243,349	234,001	1,106,100
7aAmounts included on lines 1, 2, and 3 received from disqualified persons						
bAmounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or \$5,000	121,303	152,275	136,899	163,699	162,358	736,534
cTotal of lines 7a and 7b	121,303	152,275	136,899	163,699	162,358	736,534
8Public Support (Subtract line 7c from line 6)						369,566

Total Support						
Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9Amounts from line 6	197,011	210,210	221,529	243,349	234,001	1,106,100
10aGross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	855	1,486	2,256	3,583	3,049	11,229
bUnrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975						
cAdd lines 10a and 10b	855	1,486	2,256	3,583	3,049	11,229
11Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
13Total Support (Add lines 9, 10c, 11 and 12)						1,117,329
14First Five Years If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here						

Computation of Public Support Percentage			
15Public Support Percentage for 2008 (line 8 column (f) divided by line 13 column (f))	15	33 075 %	
16Public Support Percentage for 2007 Schedule A, Part IV -A, line 27g	16	37 242 %	

Computation of Investment Income Percentage			
17Investment Income Percentage for 2008 (line 10c column (f) divided by line 13 column (f))	17	1 005 %	
18Investment Income Percentage from 2007 Schedule A, Part IV -A, line 27h	18	0 414 %	
19a33 1/3% Tests - 2008. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization			
b33 1/3% Tests - 2007. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization			
20Private Foundation If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions			

Part IV

Supplemental Information. Complete this part to provide the information required by Part II, line 10; Part II, line 17a or 17b, or Part III, line 12. Provide and any other additional information. (see instructions)

Facts and Circumstances Test

Form **4562**
Department of the Treasury
Internal Revenue Service

Depreciation and Amortization
(Including Information on Listed Property)

▶ See separate instructions. ▶ Attach to your tax return.

OMB No 1545-0172
2008
Attachment
Sequence No **67**

Name(s) shown on return LEADERSHIP OAKLAND	Business or activity to which this form relates INDIRECT DEPRECIATION	Identifying number 38-3390575
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Part I

Election To Expense Certain Property Under Section 179

Note: If you have any listed property, complete Part V before you complete Part I.

1	Maximum amount See the instructions for a higher limit for certain businesses	1	250,000
2	Total cost of section 179 property placed in service (see instructions)	2	
3	Threshold cost of section 179 property before reduction in limitation (see instructions)	3	800,000
4	Reduction in limitation Subtract line 3 from line 2 If zero or less, enter -0-	4	
5	Dollar limitation for tax year Subtract line 4 from line 1 If zero or less, enter -0- If married filing separately, see instructions	5	

(a) Description of property	(b) Cost (business use only)	(c) Elected cost	
6			
7	Listed property Enter the amount from line 29	7	
8	Total elected cost of section 179 property Add amounts in column (c), lines 6 and 7	8	
9	Tentative deduction Enter the smaller of line 5 or line 8	9	
10	Carryover of disallowed deduction from line 13 of your 2007 Form 4562	10	
11	Business income limitation Enter the smaller of business income (not less than zero) or line 5 (see instructions)	11	
12	Section 179 expense deduction Add lines 9 and 10, but do not enter more than line 11	12	
13	Carryover of disallowed deduction to 2009 Add lines 9 and 10, less line 12 .▶	13	

Note: Do not use Part II or Part III below for listed property. Instead, use Part V.

Part II

Special Depreciation Allowance and Other Depreciation (Do not include listed property) (See instructions)

14	Special depreciation allowance for qualified property (other than listed property) placed in service during the tax year (see instructions)	14	163
15	Property subject to section 168(f)(1) election	15	
16	Other depreciation (including ACRS)	16	

Part III

MACRS Depreciation (Do not include listed property.) (See instructions.)

Section A			
17	MACRS deductions for assets placed in service in tax years beginning before 2008	17	1,025
18	If you are electing to group any assets placed in service during the tax year into one or more general asset accounts, check here▶		

Section B—Assets Placed in Service During 2008 Tax Year Using the General Depreciation System

(a) Classification of property	(b) Month and year placed in service	(c) Basis for depreciation (business/investment use only—see instructions)	(d) Recovery period	(e) Convention	(f) Method	(g) Depreciation deduction
19a 3-year property						
b 5-year property		162	5 0	HY	200 DB	32
c 7-year property						
d 10-year property						
e 15-year property						
f 20-year property						
g 25-year property			25 yrs		S/L	
h Residential rental property			27 5 yrs	MM	S/L	
			27 5 yrs	MM	S/L	
i Nonresidential real property			39 yrs	MM	S/L	
				MM	S/L	

Section C—Assets Placed in Service During 2008 Tax Year Using the Alternative Depreciation System

20a Class life					S/L	
b 12-year			12 yrs		S/L	
c 40-year			40 yrs	MM	S/L	

Part IV

Summary (See instructions)

21	Listed property Enter amount from line 28	21	
22	Total. Add amounts from line 12, lines 14 through 17, lines 19 and 20 in column (g), and line 21 Enter here and on the appropriate lines of your return Partnerships and S corporations—see instr	22	1,220
23	For assets shown above and placed in service during the current year, enter the portion of the basis attributable to section 263A costs	23	

Part V

Listed Property (Include automobiles, certain other vehicles, cellular telephones, certain computers, and property used for entertainment, recreation, or amusement.)
Note: For any vehicle for which you are using the standard mileage rate or deducting lease expense, complete **only** 24a, 24b, columns (a) through (c) of Section A, all of Section B, and Section C if applicable.

Section A—Depreciation and Other Information (Caution: See the instructions for limits for passenger automobiles.)

24a Do you have evidence to support the business/investment use claimed? ☐ Yes ☐ No						24b If "Yes," is the evidence written? ☐ Yes ☐ No		
(a) Type of property (list vehicles first)	(b) Date placed in service	(c) Business/ investment use percentage	(d) Cost or other basis	(e) Basis for depreciation (business/investment use only)	(f) Recovery period	(g) Method/ Convention	(h) Depreciation/ deduction	(i) Elected section 179 cost
25 Special depreciation allowance for qualified listed property placed in service during the tax year and used more than 50% in a qualified business use (see instructions)						25		
26 Property used more than 50% in a qualified business use								
		%						
		%						
		%						
27 Property used 50% or less in a qualified business use								
		%			S/L -			
		%			S/L -			
		%			S/L -			
28 Add amounts in column (h), lines 25 through 27 Enter here and on line 21, page 1						28		
29 Add amounts in column (i), line 26 Enter here and on line 7, page 1							29	

Section B—Information on Use of Vehicles

Complete this section for vehicles used by a sole proprietor, partner, or other "more than 5% owner," or related person
If you provided vehicles to your employees, first answer the questions in Section C to see if you meet an exception to completing this section for those vehicles

30 Total business/investment miles driven during the year (do not include commuting miles)	(a) Vehicle 1		(b) Vehicle 2		(c) Vehicle 3		(d) Vehicle 4		(e) Vehicle 5		(f) Vehicle 6	
31 Total commuting miles driven during the year												
32 Total other personal(noncommuting) miles driven												
33 Total miles driven during the year Add lines 30 through 32												
34 Was the vehicle available for personal use during off-duty hours?	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
35 Was the vehicle used primarily by a more than 5% owner or related person?												
36 Is another vehicle available for personal use?												

Section C—Questions for Employers Who Provide Vehicles for Use by Their Employees

Answer these questions to determine if you meet an exception to completing Section B for vehicles used by employees who **are not** more than 5% owners or related persons (see instructions)

37 Do you maintain a written policy statement that prohibits all personal use of vehicles, including commuting, by your employees?	Yes	No
38 Do you maintain a written policy statement that prohibits personal use of vehicles, except commuting, by your employees? See the instructions for vehicles used by corporate officers, directors, or 1% or more owners		
39 Do you treat all use of vehicles by employees as personal use?		
40 Do you provide more than five vehicles to your employees, obtain information from your employees about the use of the vehicles, and retain the information received?		
41 Do you meet the requirements concerning qualified automobile demonstration use? (See instructions)		
Note: If your answer to 37, 38, 39, 40, or 41 is "Yes," do not complete Section B for the covered vehicles		

Part VI Amortization

(a) Description of costs	(b) Date amortization begins	(c) Amortizable amount	(d) Code section	(e) A mortization period or percentage	(f) A mortization for this year
42 A mortization of costs that begins during your 2008 tax year (see instructions)					
43 A mortization of costs that began before your 2008 tax year				43	
44 Total. Add amounts in column (f) See the instructions for where to report				44	

TY 2008 Compensation Explanation**Name:** LEADERSHIP OAKLAND**EIN:** 38-3390575

Person Name	Explanation
CHRISTINA SCHARRER	
CARLA GRIBBS	
CHARLON HIBBARD	
CHRISTOPHER DE MOVELLAN	
ELVIRA WARDOWSKI	
GREGORY CAPLER	

Person Name	Explanation
JAMES GISZCZAK	
JANET MCPEEK	
JOSCELYN ANDREWS	
LYNDA EARHART	
MARIO AGOSTA	
MICHAEL WITZKE	

Person Name	Explanation
PAUL LANDRY	
RONALD REYNOLDS	
SHERYL MITCHELL	
SUE NOVAK	
THOMAS LYNCH	
KEVIN WISELY	

Person Name	Explanation
ROBERT GILES	
NANCY SCARLET	
LORA VINANDE	

TY 2008 Other Assets Schedule

Name: LEADERSHIP OAKLAND

EIN: 38-3390575

Description	Beginning of Year Amount	End of Year Amount
PREPAID EXPENSES AND DEFERRED CHARGES	5,000	4,911
	5,000	4,911

TY 2008 Other Expenses Schedule**Name:** LEADERSHIP OAKLAND**EIN:** 38-3390575

Description	Amount
EXPENSES	
INTEREST	55
ALUMNI PROGRAM EXPENSES	3,868
AUTOMOBILE EXPENSES	331
BANK AND MERCHANT CARD FE	2,384
COMPUTER	1,847
CONTRACT LABOR	6,755
CORNERSTONE PROGRAM EXPEN	27,558
DUES AND FEES	1,237
INSURANCE	3,508
JUNIOR LEADERSHIP EXPENSE	991
MARKETING AND PROMOTION	9,511
MISCELLANEOUS	2,057
OFFICE SUPPLIES & EXPENSE	4,122
POSTAGE	2,608
RECRUITMENT EXPENSES	6,687
TELEPHONE	2,425
TRAINING	782
YEARBOOK & RESOURCE DIREC	750

TY 2008 Other Liabilities Schedule

Name: LEADERSHIP OAKLAND

EIN: 38-3390575

Description	Beginning of Year Amount	End of Year Amount
ACCOUNTS PAYABLE AND ACCRUED EXPENSES	675	
DEFERRED REVENUE	57,737	48,556
RESERVED FUNDS	9,325	10,834
	67,737	59,390

TY 2008 Other Revenues Schedule

Name: LEADERSHIP OAKLAND

EIN: 38-3390575

Description	Amount
MISCELLANEOUS	490