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Form **990**Department of the Treasury
Internal Revenue Service**Return of Organization Exempt From Income Tax**

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

OMB No 1545-0047

2008**Open to Public Inspection**

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

A For the 2008 calendar year, or tax year beginning July 1 , 2008, and ending June 30 , 20 09	
B Check if applicable: ☐ Address change ☐ Name change ☐ Initial return ☐ Termination ☐ Amended return ☐ Application pending	C Name of organization WI Family Assistance Center for Educ, Traing & Spt Doing Business As WI FACETS Number and street (or P O box if mail is not delivered to street address) Room/suite 2714 N. Dr. Martin Luther King Drive City or town, state or country, and ZIP + 4 Milwaukee, WI 53212
	D Employer identification number 39 1824892
	E Telephone number (414) 374-4645
	G Gross receipts \$ 1,439,347
	F Name and address of principal officer: Nan Upright-Sexton, Board President
I Tax-exempt status ☒ 501(c) (3) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527	
J Website: ▶ www.wifacets.org	
K Type of organization ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶	
L Year of formation 1995 M State of legal domicile WI	

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities. Information, training and individual support for families of children and youth with disabilities and others who support them.	
	2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its assets.	
	3 Number of voting members of the governing body (Part VI, line 1a)	3 9
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4 9
	5 Total number of employees (Part V, line 2a)	5 18
Revenue	6 Total number of volunteers (estimate if necessary)	6 50
	7a Total gross unrelated business revenue from Part VIII, line 12, column (C)	7a 0
	b Net unrelated business taxable income from Form 990-T, line 34.	7b 0
	8 Contributions and grants (Part VIII, line 1h)	817,482 1,438,830
	9 Program service revenue (Part VIII, line 2g)	0 0
Expenses	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,644 517
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	0 0
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	819,126 1,439,347
	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	0 0
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0 0
Net Assets or Fund Balances	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	471,117 654,908
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0 0
	b Total fundraising expenses (Part IX, column (D), line 26)	344,435 785,646
	17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–11h, 24)	815,552 1,440,554
	18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	3,574 <1,207>
Net Assets or Fund Balances	19 Revenue less expenses. Subtract line 18 from line 12	265,719 389,481
	20 Total assets (Part X, line 16)	149,320 274,289
	21 Total liabilities (Part X, line 26)	116,399 115,192
22 Net assets or fund balances. Subtract line 21 from line 20		Beginning of Year End of Year

Part II Signature Block

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 ROCHELLE (NAN) UPRIGHT-SEXTON, BOARD PRESIDENT	Date 12/15/09	
Paid Preparer's Use Only	Preparer's signature Firm's name (or yours if self-employed), address, and ZIP + 4	Date	Check if self-employed ☐ Preparer's identifying number (see instructions) EIN ▶ : Phone no ▶ ()

May the IRS discuss this return with the preparer shown above? (see instructions) ☐ Yes ☐ No

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4

Part III Statement of Program Service Accomplishments (see instructions)

- 1** Briefly describe the organization's mission:
The mission of WI FACETS is: To provide and to broaden opportunities that enhance the quality of life for children and adults with disabilities, with emphasis on support for underserved parents/families in the community
-
- 2** Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No
 If "Yes," describe these new services on Schedule O.
- 3** Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No
 If "Yes," describe these changes on Schedule O.
- 4** Describe the exempt purpose achievements for each of the organization's three largest program services 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 and allocations to others, the total expenses, and revenue, if any, for each program service reported
-
- 4a** (Code:) (Expenses \$ 775,715 including grants of \$ 775,715) (Revenue \$ 0)
Parent Training and Information Center (PTIC 2.1, 2.2, 2.3 +MI Supplement/U.S. DOE-OSEP grant)
Purpose: provide training, information & support to families of children with disabilities & others in WI & MI;
served: in WI: 48,596 reached through training, calls, letters, emails (13,810 culturally/racially-diverse); 688,605 through exhibits, media, newsletters, listservs; 61,917 website visits. In MI, served: 21,110 through training, calls, letters, emails (3,902 diverse); 73,725 through exhibits, media, newsletters, listservs; 38,744 website visits; trained 54 WI Parent Leaders to support other parents. Publications: Parent Leader Manual 2008; Grant Communicator; Seclusion & Restraint in WI Schools brochure; Out of the Darkness... Into the Light... Seclusion & Restraint with WI Children booklet. Outcomes: 95.5% of WI & 88% of MI parents felt more knowledgeable about how to work with schools; 81.8% WI & 68% MI parents indicated their child received more appropriate services because of project information; 95.5% WI & 88% MI parents said they had information to make decisions about their child's education; 81.8% WI & 60% MI parents were able to work with the school to address a critical need of their child's education.
-
- 4b** (Code:) (Expenses \$ 142,567 including grants of \$ 142,567) (Revenue \$ 0)
Youth Information, Training and Resource Center (YITRC 1.1, 1.2/U.S. DHHS grant)
Purpose: leadership training & information for transition-age youth with disabilities in the Milwaukee Metro area; # served: 47 youth were reached through 2 Youth Leadership Summits; 218 youth and parents attended transition rights workshops; 87 youth/others reached with self-advocacy series; information dissemination to 4,098; individual advocacy to over 20 families; information and referral support to 7,785. Steering Committee included 9 youth leaders. Publications: Summit leadership manual; YITRC brochure & website; Outcomes: 100% of Summit participants indicated it was useful and 100% reported increased leadership and self-advocacy skills. 99% of self-advocacy training participants felt training content would be helpful.
-
- 4c** (Code:) (Expenses \$ 109,784 including grants of \$ 109,784) (Revenue \$ 0)
Region 4 Parent Technical Assistance Center (PTAC 1.1/U.S. DOE-OSEP Cooperative Agreement)
Purpose: provision of technical assistance to OSEP-funded parent centers in Region 4; # served: 17 centers in 9 states (IA, IL, IN, MI, MN, MO, OH, PA, WI) received support; 177 attended Region 4 training and webinars; over 1,000 website visits (www.region4ta.us); Region 4 PTAC Yahoo group reached 2,967; direct technical assistance of over 3,500 phone calls, phone conferences, and emails; Publications: Region 4 Insider e-newsletter, Region 4 Grant Communicator. Outcomes: TA visits and training participant evaluations found (4 pt scale): relevance 3.6, usefulness 3.6, high quality 3.6 & timeliness 3.6
-
- 4d** Other program services. (Describe in Schedule O.)
 (Expenses \$ 225,215 including grants of \$ 225,215) (Revenue \$ 0)
- 4e Total program service expenses** ▶ \$ 1,253,281 (Must equal Part IX, Line 25, column (B).)

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1 ✓	
2 Is the organization required to complete Schedule B, Schedule of Contributors?	2	✓
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3	✓
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II	4 ✓	
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	✓
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7	✓
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8	✓
9 Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9	✓
10 Did the organization hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part V	10	✓
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 ✓	
12 Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? If "Yes," complete Schedule D, Parts XI, XII, and XIII	12	✓
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	✓
14a Did the organization maintain an office, employees, or agents outside of the U.S.?	14a	✓
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	✓
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	✓
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	✓
17 Did the organization report more than \$15,000 on Part IX, column (A), line 11e? If "Yes," complete Schedule G, Part I	17	✓
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	✓
19 Did the organization report more than \$15,000 on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19	✓
20 Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20	✓
21 Did the organization report more than \$5,000 on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21	✓
22 Did the organization report more than \$5,000 on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	✓
23 Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? If "Yes," complete Schedule J	23	✓
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer questions 24b-24d and complete Schedule K. If "No," go to question 25.	24a	✓
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	✓
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	✓
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	✓
25a Section 501(c)(3) 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	✓
b 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	✓
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	✓
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? If "Yes," complete Schedule L, Part III	27	✓

Part IV Checklist of Required Schedules (continued)

	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	28a	✓
b Have a family member who had a direct or indirect business relationship with the organization? If "Yes," complete Schedule L, Part IV	28b	✓
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	✓
29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	✓
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30	✓
31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31	✓
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32	✓
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33	✓
34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1	34	✓
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	✓
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36	✓
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37	✓

Part V Statements Regarding Other IRS Filings and Tax Compliance

		Yes	No
1a	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 5	
1b	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?	1c	✓
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a 18	
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return. (see instructions)	2b	✓
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?	3a	✓
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	3b	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a	✓
b	If "Yes," enter the name of the foreign country: ▶ See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a	✓
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b	✓
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?	5c	
6a	Did the organization solicit any contributions that were not tax deductible?	6a	✓
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b	
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization provide goods or services in exchange for any quid pro quo contribution of more than \$75?	7a	✓
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c	✓
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d	
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e	✓
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f	✓
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?	7g	✓
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?	7h	✓
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?	9a	
b	Did the organization make a distribution to a donor, donor advisor, or related person?	9b	
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12	10a	
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b	
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders	11a	
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b	
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	12b	

Part VI Governance, Management, and Disclosure (Sections A, B, and C request information about policies not required by the Internal Revenue Code.)

Section A. Governing Body and Management

	Yes	No
<i>For each "Yes" response to lines 2–7b below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.</i>		
1a Enter the number of voting members of the governing body	1a	9
b Enter the number of voting members that are independent	1b	9
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	✓
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3	✓
4 Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4	✓
5 Did the organization become aware during the year of a material diversion of the organization's assets?	5	✓
6 Does the organization have members or stockholders?	6	✓
7a Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a	✓
b Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b	✓
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:	8a	✓
a The governing body?	8a	✓
b Each committee with authority to act on behalf of the governing body?	8b	✓
9a Does the organization have local chapters, branches, or affiliates?	9a	✓
b If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	9b	
10 Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990	10	✓
11 Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	11	✓

Section B. Policies

	Yes	No
12a Does the organization have a written conflict of interest policy? If "No," go to line 13	12a	✓
b Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	✓
c Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	✓
13 Does the organization have a written whistleblower policy?	13	✓
14 Does the organization have a written document retention and destruction policy?	14	✓
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision:	15a	✓
a The organization's CEO, Executive Director, or top management official?	15a	✓
b Other officers or key employees of the organization?	15b	✓
Describe the process in Schedule O. (see instructions)		
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	✓
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	

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ► **Wisconsin**

18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply.
☐ Own website ☒ Another's website ☒ Upon request

19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public.

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization: ► **Jan Serak, 2714 N. Dr. Martin Luther King Drive, Milwaukee, WI 53212 (414) 374-4645 ext 102**

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.

• 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) of more than \$100,000 from the organization and any related organizations.

• List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

• List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
Nan Upright-Sexton, Board President	2			✓				0	0	0
Melissa Velez, Board Vice-President	.5			✓				0	0	0
Dorothy Musse, Treasurer/Secretary	.5			✓				0	0	0
Glenda Carter, Board member At-large	.5	✓						0	0	0
Patty DeBruin, Board member At-large	.5	✓						0	0	0
Andrew Wassweiler, Board member At-large	.5	✓						0	0	0
Jessica Lasser, Board member At-large	.5	✓						0	0	0
Alan Caldwell, Board member At-large	.5	✓						0	0	0
Sharon Fliess, Board member At-Large	.5	✓						0	0	0
Janis Serak, Executive Co-Director	40				✓			78,698	0	1,000
Charlotte Price, Executive Co-Director	40				✓			49,699	0	1,000
Courtney Salzer, Associate Director	40				✓			62,456	0	1,000
Carol Knutson, Accountant	40				✓			48,244	0	1,000
Nelsinia Ramos, YITRC Director	40				✓			43,504	0	1,000

[illegible]

2 Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization ►

	Yes	No
3		✓
4		✓
5		✓

4		✓
---	--	---

5		✓
---	--	---

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization.

2 Total number of independent contractors (including those in 1) who received more than \$100,000 in compensation from the organization ▶ 1

Part 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	1a Federated campaigns	1a	0				
	b Membership dues	1b	0				
	c Fundraising events	1c	11,855				
	d Related organizations	1d	0				
	e Government grants (contributions)	1e	1,416,753				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	10,222				
	g Noncash contributions included in lines 1a-1f: \$		3,289				
	h Total. Add lines 1a-1f			1,438,830			
Program Service Revenue	2a None		Business Code	0	0	0	0
	b			0	0	0	0
	c			0	0	0	0
	d			0	0	0	0
	e			0	0	0	0
	f All other program service revenue			0	0	0	0
	g Total. Add lines 2a-2f			0			
	Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			517	0	0
4 Income from investment of tax-exempt bond proceeds				0	0	0	0
5 Royalties				0	0	0	0
6a Gross Rents		(i) Real	(ii) Personal				
b Less: rental expenses		0	0				
c Rental income or (loss)		0	0				
d Net rental income or (loss)				0	0	0	0
7a Gross amount from sales of assets other than inventory		(i) Securities	(ii) Other				
b Less cost or other basis and sales expenses		0	0				
c Gain or (loss)		0	0				
d Net gain or (loss)				0	0	0	0
8a Gross income from fundraising events (not including \$ 11,855 of contributions reported on line 1c) See Part IV, line 18		a		0			
b Less: direct expenses		b		0			
c Net income or (loss) from fundraising events				0	0	0	0
9a Gross income from gaming activities. See Part IV, line 19		a		0			
b Less: direct expenses		b		0			
c Net income or (loss) from gaming activities				0	0	0	0
10a Gross sales of inventory, less returns and allowances		a		0			
b Less: cost of goods sold		b		0			
c Net income or (loss) from sales of inventory				0	0	0	0
Miscellaneous Revenue		Business Code					
11a			0	0	0	0	
b			0	0	0	0	
c			0	0	0	0	
d All other revenue	0		0	0	0	0	
e Total. Add lines 11a-11d			0				
12 Total Revenue. Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e				1,439,347	0	0	517

Part IX Statement of Functional Expenses**Section 501(c)(3) and 501(c)(4) organizations must complete all columns.****All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).**

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21	0	0		
2	Grants and other assistance to individuals in the U.S. See Part IV, line 22	0	0		
3	Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16	0	0		
4	Benefits paid to or for members	0	0		
5	Compensation of current officers, directors, trustees, and key employees	0	0	0	0
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	0
7	Other salaries and wages	598,819	514,984	82,335	1,500
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	0	0	0	0
9	Other employee benefits	8,824	7,588	1,236	0
10	Payroll taxes	47,265	40,638	6,512	115
11	Fees for services (non-employees):	0	0	0	0
a	Management	786	0	786	0
b	Legal	3,100	0	3,100	0
c	Accounting	4,777	0	4,777	0
d	Lobbying	0	0	0	0
e	Professional fundraising services See Part IV, line 17	0	0	0	0
f	Investment management fees	521,785	462,216	57,583	1,986
g	Other	0	0	0	0
12	Advertising and promotion	77,014	67,772	6,007	3,235
13	Office expenses	4,953	4,210	743	0
14	Information technology	0	0	0	0
15	Royalties	36,731	30,854	5,377	500
16	Occupancy	43,815	41,624	1,854	37
17	Travel	0	0	0	0
18	Payments of travel or entertainment expenses for any federal, state, or local public officials	34,667	33,626	1,041	0
19	Conferences, conventions, and meetings	0	0	0	0
20	Interest	0	0	0	0
21	Payments to affiliates	9,259	8,888	371	0
22	Depreciation, depletion, and amortization	7,610	0	7,610	0
23	Insurance				
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.)				
a	Parent Support	38,469	38,460	0	0
b	Memberships	2,680	2,412	268	0
c					
d					
e					
f	All other expenses				
25	Total functional expenses. Add lines 1 through 24f	1,440,554	1,253,281	179,600	7,673
26	Joint Costs. Check here ☐ if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	72,352	1	105,090
	2 Savings and temporary cash investments	41,645	2	42,162
	3 Pledges and grants receivable, net	128,2626	3	6,563
	4 Accounts receivable, net	0	4	0
	5 Receivables from current and former officers, directors, trustees, key employees, or other related parties. Complete Part II of Schedule L	0	5	0
	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	0	6	0
	7 Notes and loans receivable, net	0	7	0
	8 Inventories for sale or use	0	8	0
	9 Prepaid expenses and deferred charges	2,766	9	6,563
	10a Land, buildings, and equipment: cost basis 10a 103,371			
	b Less: accumulated depreciation. Complete Part VI of Schedule D 10b 81,837	20,730	10c	21,533
	11 Investments—publicly traded securities	0	11	0
	12 Investments—other securities. See Part IV, line 11	0	12	0
	13 Investments—program-related. See Part IV, line 11	0	13	0
	14 Intangible assets	0	14	0
	15 Other assets. See Part IV, line 11	0	15	0
16 Total assets. Add lines 1 through 15 (must equal line 34)	265,719	16	389,481	
Liabilities	17 Accounts payable and accrued expenses	69,472	17	153,204
	18 Grants payable	0	18	0
	19 Deferred revenue	69,125	19	121,085
	20 Tax-exempt bond liabilities	0	20	0
	21 Escrow account liability. Complete Part IV of Schedule D	0	21	0
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L	0	22	0
	23 Secured mortgages and notes payable to unrelated third parties	0	23	0
	24 Unsecured notes and loans payable	0	24	0
	25 Other liabilities. Complete Part X of Schedule D	10,723	25	0
	26 Total liabilities. Add lines 17 through 25	149,320	26	274,289
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here ► ☐ and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	0	27	0
	28 Temporarily restricted net assets	0	28	0
	29 Permanently restricted net assets	0	29	0
	Organizations that do not follow SFAS 117, check here ► ☒ and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds	0	30	0
	31 Paid-in or capital surplus, or land, building, or equipment fund	0	31	0
	32 Retained earnings, endowment, accumulated income, or other funds	116,399	32	115,192
	33 Total net assets or fund balances	116,399	33	115,192
	34 Total liabilities and net assets/fund balances	265,719	34	389,481

Part XI Financial Statements and Reporting

	Yes	No
1 Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other		
2a Were the organization's financial statements compiled or reviewed by an independent accountant?	2a	✓
b Were the organization's financial statements audited by an independent accountant?	2b	✓
c If "Yes" to lines 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	✓
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a	✓
b If "Yes," did the organization undergo the required audit or audits?	3b	✓

SCHEDULE A
(Form 990 or 990-EZ)

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

Wisconsin Family Assistance Center for Education, Training and Support, Inc.

Employer identification number

39 1824892

Part I Reason for Public Charity Status (All organizations must complete this part.) (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 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?

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

h Provide the following information about the organizations the organization supports

(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 Sections 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.)

Section A. 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 lines 1-3						
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)						
6 Public support. Subtract line 5 from line 4						

Section B. 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 section 501(c)(3) organization, check this box and stop here ☐						

Section C. 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 from 2007 Schedule A, Part IV-A, line 26f	15	%
16a 33⅓% support test—2008. If the organization did not check the box on line 13, and line 14 is 33⅓% or more, check this box and stop here. The organization qualifies as a publicly supported organization ☐		
b 33⅓% support test—2007. If the organization did not check a box on line 13 or 16a, and line 15 is 33⅓% 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 a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ► ☐		

Part III Support Schedule for Organizations Described in Section 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
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	887,521	952,910	980,051	817,481	1,461,596	5,099,559
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	0	0	0	0	0	0
3 Gross receipts from activities that are not an unrelated trade or business under section 513	0	0	0	0	0	0
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf	0	0	0	0	0	0
5 The value of services or facilities furnished by a governmental unit to the organization without charge	0	0	0	0	0	0
6 Total. Add lines 1-5	887,521	952,910	980,051	817,481	1,461,596	5,099,559
7a Amounts included on lines 1, 2, and 3 received from disqualified persons	0	0	0	0	0	0
b Amounts 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	0	0	0	0	0	0
c Add lines 7a and 7b	0	0	0	0	0	0
8 Public support (Subtract line 7c from line 6.)						5,099,559

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9 Amounts from line 6	887,521	952,910	980,051	817,481	1,461,596	5,099,559
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	0	0	0	1,645	517	2,162
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975	0	0	0	0	0	0
c Add lines 10a and 10b	0	0	0	1,645	517	2,162
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on	0	0	0	0	0	0
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)	0	0	0	0	0	0
13 Total support. (Add lines 9, 10c, 11, and 12.)						5,101,721

14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** ☐

Section C. Computation of Public Support Percentage

15 Public support percentage for 2008 (line 8, column (f) divided by line 13, column (f))	15	99.9 %
16 Public support percentage from 2007 Schedule A, Part IV-A, line 27g	16	99.9 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2008 (line 10c, column (f) divided by line 13, column (f))	17	0.04 %
18 Investment income percentage from 2007 Schedule A, Part IV-A, line 27h	18	0.2 %

19a 33½ % support tests—2008. If the organization did not check the box on line 14, and line 15 is more than 33½ %, and line 17 is not more than 33½ %, check this box and **stop here**. The organization qualifies as a publicly supported organization ► ☒

b 33½ % support tests—2007. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33½ %, and line 18 is not more than 33½ %, check this box and **stop here**. The organization qualifies as a publicly supported organization ► ☐

20 Private 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 explanation required by Part II, line 10; Part II, line 17a or 17b; or Part III, line 12. Provide any other additional information. (see instructions)

This image shows a full page of white paper with horizontal dashed lines, typical of primary-ruled notebook paper. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

- To be completed by organizations described below.
► Attach to Form 990 or Form 990-EZ.

OMB No. 1545-0047

2008

**Open to Public
Inspection**

If the organization answered "Yes," to Form 990, Part IV, line 3, or Form 990-EZ, Part VI, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes," to Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes," to Form 990, Part IV, line 5 (Proxy Tax), then

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization Wisconsin Family Assistance Center for Education, Training and Support, Inc.	Employer identification number 39 1824892
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Part I-A To be completed by all organizations exempt under section 501(c) and section 527 organizations.
See the instructions for Schedule C for details.

- | | |
|---|------|
| 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV. | 0 |
| 2 Political expenditures | \$ 0 |
| 3 Volunteer hours | 0 |

Part I-B To be completed by all organizations exempt under section 501(c)(3).
See the instructions for Schedule C for details.

- | | |
|---|---|
| 1 Enter the amount of any excise tax incurred by the organization under section 4955 | \$ 0 |
| 2 Enter the amount of any excise tax incurred by organization managers under section 4955 | \$ 0 |
| 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? | ☐ Yes ☒ No |
| 4a Was a correction made? | ☐ Yes ☒ No |
| b If "Yes," describe in Part IV. | |

Part I-C To be completed by all organizations exempt under section 501(c), except section 501(c)(3).
See the instructions for Schedule C for details.

- | | | |
|--|---|---|
| 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities | \$ | 0 |
| 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities | \$ | 0 |
| 3 Total of direct and indirect exempt function expenditures. Add lines 1 and 2 and enter here and on Form 1120-POL, line 17b | \$ | 0 |
| 4 Did the filing organization file Form 1120-POL for this year? | ☐ Yes ☒ No | |
| 5 State the names, addresses and employer identification number (EIN) of all section 527 political organizations to which payments were made. Enter the amount paid and indicate if the amount was paid from the filing organization's funds or were political contributions received and promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV. | | |

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-

Part II-A To be completed by organizations exempt under section 501(c)(3) that filed Form 5768 (election under section 501(h)). See the instructions for Schedule C for details.**A** Check ☐ if the filing organization belongs to an affiliated group.**B** Check ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)		0	0												
b Total lobbying expenditures to influence a legislative body (direct lobbying)		4,777	0												
c Total lobbying expenditures (add lines 1a and 1b)		4,777	0												
d Other exempt purpose expenditures		1,435,777	0												
e Total exempt purpose expenditures (add lines 1c and 1d)		1,440,554	0												
f Lobbying nontaxable amount. Enter the amount from the following table in both columns		219,055	0												
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000</td> </tr> </tbody> </table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000	Over \$17,000,000	\$1,000,000		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000														
Over \$17,000,000	\$1,000,000														
g Grassroots nontaxable amount (enter 25% of line 1f)		54,764	0												
h Subtract line 1g from line 1a. Enter -0- if line g is more than line a		0	0												
i Subtract line 1f from line 1c. Enter -0- if line f is more than line c		0	0												
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?			☐ Yes ☐ No												

4-Year Averaging Period Under Section 501(h)

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 2a through 2f of the instructions.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) Total
2a Lobbying non-taxable amount	0	0	0	4,777	4,777
b Lobbying ceiling amount (150% of line 2a, column(e))					7,165
c Total lobbying expenditures	0	0	0	4,777	4,777
d Grassroots non-taxable amount	0	0	0	0	0
e Grassroots ceiling amount (150% of line 2d, column (e))					0
f Grassroots lobbying expenditures	0	0	0	0	0

Part II-B To be completed by organizations exempt under section 501(c)(3) that have NOT filed Form 5768 (election under section 501(h)). See the instructions for Schedule C for details.

	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?			
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c Media advertisements?			
d Mailings to members, legislators, or the public?			
e Publications, or published or broadcast statements?			
f Grants to other organizations for lobbying purposes?			
g Direct contact with legislators, their staffs, government officials, or a legislative body?			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means?			
i Other activities? If "Yes," describe in Part IV			
j Total lines 1c through 1i			
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A To be completed by all organizations exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6). See the instructions for Schedule C for details.

	Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?	1	
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
3 Did the organization agree to carryover lobbying and political expenditures from the prior year?	3	

Part III-B To be completed by all organizations exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) if BOTH Part III-A, questions 1 and 2 are answered "No" OR if Part III-A, question 3 is answered "Yes." See Schedule C instructions for details.

1 Dues, assessments and similar amounts from members	1	
2 Section 162(e) non-deductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a Current year	2a	
b Carryover from last year	2b	
c Total	2c	
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5 Taxable amount of lobbying and political expenditures (line 2c total minus 3 and 4)	5	

Part IV Supplemental Information

Complete this part to provide the descriptions required for Part I-A, line 1; Part I-B, line 4, Part I-C, line 5, and Part II-B, line 1i. Also, complete this part for any additional information.

Part I-A line 1

Money contribution for printing to Disability Rights Wisconsin

Part IV **Supplemental Information** *(continued)*

Area for supplemental information with horizontal dotted lines.

**SCHEDULE D
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ **Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.**

OMB No 1545-0047

2008

**Open to Public
Inspection**

Name of the organization

Wisconsin Family Assistance Center for Education, Training and Support, Inc.

Employer identification number

39 1824892

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		
2 Aggregate contributions to (during year)		
3 Aggregate grants from (during year)		
4 Aggregate value at end of year		
5 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?		☐ Yes ☐ No
6 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?		☐ Yes ☐ No

Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

1 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

2 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)	2c
d Number of conservation easements included in (c) acquired after 8/17/06	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year ▶

4 Number of states where property subject to conservation easement is located ▶

5 Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff or volunteer hours devoted to monitoring, inspecting, and enforcing easements during the year ▶

7 Amount of expenses incurred in monitoring, inspecting, and enforcing easements during the year ▶ \$

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 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, 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 ▶ \$

(ii) Assets included in Form 990, Part X ▶ \$

2 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:

a Revenues included in Form 990, Part VIII, line 1 ▶ \$

b Assets included in Form 990, Part X ▶ \$

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3** Using the organization's accession and other records, check any of the following that are a significant use of its collection items (check all that apply):
- | | |
|---|---|
| a ☐ Public exhibition | d ☐ Loan or exchange programs |
| b ☐ Scholarly research | e ☐ Other _____ |
| c ☐ Preservation for future generations | |
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV.
- 5** During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV **Trust, Escrow and Custodial Arrangements.** Complete if organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

- b** If “Yes,” explain the arrangement in Part XIV and complete the following table:

c Beginning balance		1c	
d Additions during the year		1d	
e Distributions during the year		1e	
f Ending balance		1f	

- 2a** Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☐ No
- b** If "Yes," explain the arrangement in Part XIV

Part V **Endowment Funds.** Complete if organization answered "Yes" to Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance . . .					
b Contributions					
c Investment earnings or losses . .					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

- 2** Provide the estimated percentage of the year end balance held as:

- a Board designated or quasi-endowment ►-----%
- b Permanent endowment ►-----%
- c Term endowment ►-----%

- 3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i) unrelated organizations

- (ii) related organizations

- b** If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?

- 4** Describe in Part XIV the intended uses of the organization's endowment funds

	Yes	No
3a(i)		
3a(ii)		
3b		

Part VI Investments—Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
1a Land	0	0		0
b Buildings	0	0	0	0
c Leasehold improvements	0	9,663	1,121	8,542
d Equipment	0	93,708	80,716	12,991
e Other	0	0	0	0
Total. Add lines 1a–1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).)				21,533

Part VII Investments—Other Securities. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Financial derivatives and other financial products		
Closely-held equity interests		
Other		
Total. (Column (b) should equal Form 990, Part X, col. (B) line 12.) ▶		

Part VIII Investments—Program Related. See Form 990, Part X, line 13.

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Total. (Column (b) should equal Form 990, Part X, col. (B) line 13.) ▶		

Part IX Other Assets. See Form 990, Part X, line 15.

(a) Description	(b) Book value
Total. (Column (b) should equal Form 990, Part X, col. (B) line 15.) ▶	

Part X Other Liabilities. See Form 990, Part X, line 25.

(a) Description of liability	(b) Amount
Federal income taxes	
Total. (Column (b) should equal Form 990, Part X, col. (B) line 25.) ▶	

In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48.

Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3	
4	Net unrealized gains (losses) on investments	4	
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net). Add lines 4-8	9	
10	Excess or (deficit) for the year per financial statements. Combine lines 3 and 9	10	

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements	1	
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	
5	Total revenue. Add lines 3 and 4c. (This should equal Form 990, Part I, line 12.)	5	

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements	1	
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Losses reported on Form 990, Part IX, line 25	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	
5	Total expenses. Add lines 3 and 4c. (This should equal Form 990, Part I, line 18.)	5	

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b.

Part XIV Supplemental Information *(continued)*

Area for supplemental information with horizontal dashed lines.

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

► 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

**Open to Public
Inspection**

Name of the organization

Wisconsin Family Assistance Center for Education, Training and Support, Inc.

Employer identification number

39 1824892

Part III. 4d. Other Program Services

State Personnel Development Grant (SPDG 1.1, 1.2/WI DPI grant) – Purpose: improve results for children with disabilities by assisting the WI Dept. of Public Instruction to improve state systems for providing educational, early intervention & transitional services. Over 4,000 parents & professionals received Parent HUB newsletters; 30 parents/professionals completed NCSEAM and WPDM training; trained over 200 in various workshops. Publications: weekly Parent HUB e-newsletter. Outcomes: increased the number and capacity of parents and youth participating in personnel development opportunities; increased capacity to use research-based personnel development model.

(Expenses - \$72,359 including grants of \$72,359) (Revenue \$0)

WI Special Education Mediation System (WSEMS 13, 14/WI DPI-CESA 7 subcontract) - Purpose:

implementation of a special education state mediation system as a parent-educator-mediator partnership. Conduct training and information about mediation, facilitated IEPs, facilitated resolution meetings. # served: Over 20 workshops reached 549 stakeholders (138 diverse); 86 other activities reached 1,690 people; Publications: WSEMS Interpreters' Guide to Mediation; WSEMS Mediators' Institute curriculum; WSEMS brochure; WSEMS Training Modules revised; Effective Participation in Resolution Session revised; Preparing for Mediation workbook revised; WSEMS website updated; materials translated into Spanish. Outcomes: 92.8% agreement rate mediation; increased school-parent collaboration; continued building of trust in the system; workshop evaluations (4 pt. scale) quality 3.6, usefulness 3.5, relevance 3.6, timeliness 3.5 & 54% increase in understanding of information (before/after workshop).

(Expenses - \$58,012 including grants of \$58,012) (Revenue \$0)

Milwaukee Child Find (Child Find 1.1/WI DPI contract) Purpose: provided training, information & individual

support to families of Milwaukee children and others to assist with child find efforts in Milwaukee Public Schools # served: Over 1,874 (861 parents, 85 youth/consumers, and 931 professionals/others reached through individual support (as, IEP meetings, home visits), advisory meetings, exhibits, and conferences, including 602 culturally/racially-diverse reached; 25 workshops reached 240 individuals, including 175 culturally/racially-diverse; Publications: WI FACETS Child Find brochure, 2 Juvenile Justice brochures; Outcomes: Increased awareness and understanding of the IDEA process and services, including child find, referral and IEP process. Workshop evaluations average 3.8 (4 pt. scale).

(Expenses - \$38,562 including grants of \$38,562) (Revenue \$0)

Name of the organization	Employer identification number
Wisconsin Family Assistance Center for Education, Training and Support, Inc.	39 1824892

RSA Parent Center Grant (WINMILL 5.1, 5.2/FRCD subcontract) Purpose: partner with OSEP-funded parent centers in 3 other states (IL, MI, IN), to provide training/information about Rehab. Act; # served: served 5,642 includes 432 (85 diverse) trained in 20 workshops; information to 891 (134 diverse); 832 individual support, 1,285 website visits ; Publications: Creating the Vision trainers manual; Outcomes: 100% reported a better understanding of transition; 60% parents/70% youth reported more involvement in transition; 60% said their child (or themselves) received better services as a result of information from project. (Expenses - \$22,264 including grants of \$22,264) (Revenue \$0)

Milwaukee County Advocacy Project (1.2, 1.3/Milw. County contract) - Purpose: to enhance transition of Milw. area students with disabilities from high school to post-secondary education, work and living. # served: Youth Leadership Summit reached over 25 youth; individual assistance to over 20; information to over 2,050; self-advocacy & transition training to 153 parents/youth. Publications: 2009 Youth Summit binder. Outcomes: 100% youth reported increased leadership and self-advocacy skills; 99% felt training content would be helpful in transition planning. (Expenses - \$17,469 including grants of \$17,469) (Revenue \$0)

Milwaukee County Wraparound (IFS, CFCEP, Wraparound, LaCausa contracts) - Purpose: serve as a fee-for-service provider agency for Parent Assistance for Milwaukee County families of children with disabilities who are in crisis; # served: over 20 families; Outcomes: capacity and effectiveness of families for dealing with school-related issues increased, a number of students re-entered school or qualified for special education services (Expenses - \$5,997 including grants of \$0) (Revenue \$0)

Racine Community Foundation (RCF award) Purpose: reach Racine families who have children with disabilities train support volunteer parent leaders. # served: 1372 reached (incl. 961 parents & 110 students) with information & support; 11 workshops to 340; mentored 4 Volunteer Parent Leaders. Outcomes: Parents had increased understanding of IDEA and community resources; increased parent leadership skills. Workshop evaluations 3.8 overall (4 pt. scale) (Expenses - \$5,475 including grants of \$5,475) (Revenue \$0)

Racine Unified School District Project (5/RUSD contract) Purpose: reach Racine families with information, training and support; Outcomes: see Racine CF above. (Expenses - \$3,218 including grants of \$3,218) (Revenue \$0)

WCDD (WCDD Sp.Ed. 1& 2/contract) - Purpose: to build connections between parents, schools & community to increase support for children w/disabilities; local teams supported for work in local areas; Outcomes: increased statewide capacity for parent-led advocacy; increased partnerships between parents, students, educators and the community. (Expenses - \$1,066 including grants of \$1,066) (Revenue \$0)

Name of the organization

Employer identification number

Wisconsin Family Assistance Center for Education, Training and Support, Inc.

39

1824892

Part III. 4d. Other Program Services (Continued)

Gordon Flesch Foundation – Purpose: to support training for parents of children with disabilities. # served: 50

Milwaukee parents/caregivers, majority of whom were culturally-racially diverse. Outcomes: increased parent

awareness of special education laws, technology and IEPs. (Expenses - \$790 including grants of \$790) (Revenue \$0)

Peer Power (Fox Valley Community Foundation 2; PM Potawatomi) – Purpose: to enhance transition of Milw. &

Fox Valley students with disabilities from high school to post-secondary education, employment & community living.

served: 47 youth attended Leadership Summits; Publications: User Guide: Youth Leadership Summit; Self

Advocacy Workshop curriculum. Outcomes: 100% of Summit participants indicated it was useful. 100% reported

increased leadership and self-advocacy skills. (Expenses - \$785 including grants of \$785) (Revenue \$0)

Technical Assistance on Transition & Rehab Act (CP/TATRA Project) – Purpose: to enhance the effectiveness of

WI FACETS' Parent Center to support parents. # served: travel for staff to professional development opportunity (Ntl.

Transition Conf.). Outcomes: Improved information available to support parents. (Exp.-\$30 incl. grants of \$30) (Rev. \$0)

General State Enhancement Grant (GSEG 1.1/WDPI subcontract) – Purpose: partner with WDPI & WDHFS to

build WI capacity to implement a shared database for children B-6, help set desired child outcomes; develop

marketing information. Publications: Child Outcomes & WI Model Early Learning Standard). Outcomes: outcome

data will be more reliable & consistent; parents/providers more aware of child outcomes/data collection process.

Part VI. Section A. Governing Body & Management

#10. page 6 - Board reviewed a draft copy of Form 990 at a Special meeting of the Board 12/15/09. WI FACETS

Accountant present to explain Form & answer questions. Board voted to submit Form 990 as prepared. President signed

#11 page 6 - Board mailing addresses: Nan Upright -Sexton - 611 East Mona Drive, Oak Creek, WI 53154; Melissa

Velez - 2239 S. Layton Blvd., Milwaukee, WI 53215; Dorothy Musse - 4929 N. 63rd St, Milwaukee, WI 53218; Glenda Carter-

4370 N. 65th St, Milwaukee, WI 53216; Patty DeBruin - 2714 N. Dr. Martin Luther King Drive, Milwaukee, WI 53212; Andy

Wassweiler, 2714 N. Dr. Martin Luther King Drive, Milwaukee, WI 53212; Jessica Lasser, 2714 N. Dr. Martin Luther King Dr.,

Milwaukee, WI 53212; Sharon Fliess, 12655 W. Greenbriar Ln, New Berlin, WI 53151; Alan Caldwell - 10405 W. St. Martins

Rd., Indian Community School, 10405 W. St. Martins Rd., Franklin, WI 53132

Name of the organization

Employer identification number

Wisconsin Family Assistance Center for Education, Training and Support, Inc.

39

1824892

Part VI. Section B. Policies

15b. Board worked with Executive Co-Directors to develop "WI FACETS Compensation Program" rationale & "Wage and Salary Guidelines" (1/11/07). The Compensation Program serves as the base philosophy for employer/employee understanding of pay issues. The WI FACETS Comp. Program aims to establish its overall competitive salary target to the greatest extent possible at salaries reflecting a median level in relation to the labor market. Comparability data (ie, external market wage surveys) are regularly secured the Executive Director. Local information is obtained from the Nonprofit Center of Milw.'s biennial salary/benefits survey, conducted in collaboration with Independence First & Agency Executives Group of Milwaukee. National market information is obtained from surveys of >100 U.S. Dept. of Ed/OSEP-funded parent centers & 6 Regional Parent TA Centers. The Personnel Committee of the Board regularly evaluates the Exec.Co-Directors. Executive Co-Directors' salary is based on performance, the appropriate agency operating budget level in the Wage & Salary Guidelines, and complexity of various grant administration responsibilities. The Executive Co-Directors evaluate and determine salary, based on the Wage & Salary Guidelines, for the PTIC/R4 PTAC Co-Director (key personnel). The PTIC/R4 PTAC Co-Directors evaluate and determine salary for other members of the Administrative team, Administrative Assistant and project supervisors. Project supervisors evaluate and determine salary for all other staff.

Part IV. Section C. Disclosure

19. WI FACETS' Form 990 is available to the public on the Guide Star website (www.guidestar.org). Governing documents, including the "Conflict of Interest" policy, are maintained in the "Board Policies & Procedures" binder in the WI FACETS Board "library" section. A table of contents lists all Board policies (date passed, date revised) & all founding documents. The binder is available to anyone who asks. As part of our TA to parent centers through our Region 4 Parent Technical Assistance Center project, we frequently send copies of our policies to other parent centers to assist with their policy development. Financial statements (P&L/Balance Sheet) are provided at least quarterly to the Board. Fiscal year binders of Board minutes & financial statements are maintained in the WI FACETS Board "library" section in the Milwaukee office. Board members may meet with the Exec. Director & Accountant to review additional financial information if desired. WI FACETS' website will include the Form 990 and annual report when website updates are completed in March 2010. Conflict of interest statement, governing documents & financial statements are also included in funding applications to public entities.