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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)

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

OMB No 1545-0047

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
Southern Arts Federation Inc

Doing Business As

Number and street (or P O box if mail is not delivered to street address) | Room/suite
1800 Peachtree Street No 808

City or town, state or country, and ZIP + 4
Atlanta, GA 30309

D Employer identification number
56-1129587

E Telephone number
(404) 874-7244

G Gross receipts $ 2,519,538

F Name and address of Principal Officer
Gerri Combs
1800 Peachtree Street No 808
Atlanta, GA 30309

H(a) Is this a group return for affiliates? ☐ Yes ☑ No

H(b) **Are all affiliates included?** ☐ Yes ☐ No
(If "No," attach a list See instructions)

H(c) Group Exemption Number ▶

I Tax-exempt status ☑ 501(c) (3) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

J **Web site:** ▶ www southarts org

K Type of organization ☑ Corporation ☐ trust ☐ association ☐ other ▶

L Year of Formation 1975 | M State of legal domicile GA

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
See Additional Data Table

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	25
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	25
5	Total number of employees (Part V, line 2a)	5	14
6	Total number of volunteers (estimate if necessary)	6	66
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

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	1,640,497	1,817,670
	9	Program service revenue (Part VIII, line 2g)	626,760	656,096
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	70,054	22,140
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		0
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	2,337,311	2,495,906
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	440,086	600,265
	14	Benefits paid to or for members (Part IX, column (A), line 4)		0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	761,762	867,240
	16a	Professional fundraising fees (Part IX, column (A), line 11e)		0
	b	(Total fundraising expenses, Part IX, column (D), line 25 62,713)		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f)	1,242,155	984,784
	18	Total expenses—add lines 13–17 (must equal Part IX, line 25, column (A))	2,444,003	2,452,289
	19	Revenue less expenses Subtract line 18 from line 12	-106,692	43,617
Net Assets or Fund Balances			Beginning of Year	End of Year
	20	Total assets (Part X, line 16)	850,943	772,002
	21	Total liabilities (Part X, line 26)	493,126	483,639
	22	Net assets or fund balances Subtract line 21 from line 20	357,817	288,363

Part II Signature Block

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

Please Sign Here

****** | 2010-01-07
Signature of officer | Date

GERRI COMBS Executive Director
Type or print name and title

Paid Preparer's Use Only

Preparer's signature ▶ Jeff T Fucito	Date	Check if self-empolyed ▶ ☑	Preparer's PTIN (See Gen Inst)	
Firm's name (or yours if self-employed), address, and ZIP + 4 ▶	Mauldin & Jenkins CPA's LLC 200 Galleria Parkway SE Suite 1700 Atlanta, GA 303395946		EIN ▶ Phone no ▶ (770) 955-8600	

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

Part III Statement of Program Service Accomplishments (See the instructions.)

1 Briefly describe the organization's mission

The Southern Arts Federation, Inc , in partnership with nine state arts agencies, builds on the South's unique heritage, and enhances the public value of the arts in our communities, by promoting and supporting the arts in the South, enhancing the artistic excellence and professionalism of Southern arts organizations and artists, and serving the diverse population of the South

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 (4) organizations and 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 $ 655,697 including grants of $ 558,629) (Revenue $)

Presenting and Touring Grants Program - The Southern Arts Federation, with support from the National Endowment for the Arts, offers grants and subsidies in an effort to strengthen presenters' organizational capacity, and to sustain and expand markets for arts organizations and artists Through our touring dollars, we support publicly accessible performances that provide opportunities for the engagement of underserved communities This program contributes to the sustainability of arts organizations and supports high artistic quality projects with strong educational and outreach components for the residents across our region Included are training, education, technical assistance, exhibits and touring grants to performing arts organizations In FY2009, SAF awarded 229 grants totaling $558,629

4b (Code) (Expenses $ 567,817 including grants of $) (Revenue $ 495,980)

Performing Arts Exchange - The Performing Arts Exchange is the primary marketplace and forum for performing arts presenting and touring artists in the eastern US The 2008 Performing Arts Exchange (PAE) held in FY2009 had 861 attendees from 38 states, Canada, Ireland and Australia that attended professional development workshops, artist showcases, and networking activities at the conference 239 presenting organizations chose PAE as their primary booking event and searched amongst the 235 artists, agencies and managers in attendance for their stages

4c (Code) (Expenses $ 259,174 including grants of $ 5,000) (Revenue $ 157,170)

Visual and Media Arts - With the support of the National Endowment for the Arts, SAF coordinates touring exhibits to regional museums and galleries in the South Visual and Media Arts includes Southern Visions, American Masterpieces, Southern Circuit Tour of Independent Filmmakers, Short Circuit Traveling Film Festival and Contemporary Arts programs Southern Visions is a traveling exhibit program that showcases traditional and contemporary art Rural and underserved communities throughout the southern region have presented over 200 showings of our exhibitions, exposing a combined audience of over 500,000 to the creativity and artistic diversity of southern arts and culture American Masterpieces (Tradition/Innovation) is a traveling exhibit that features 120 artworks created by masters living and working in the South today Tradition/Innovation tours nine museums throughout the Southeast and is a major initiative to acquaint Americans with the best of their cultural and artistic legacy Among the artists in the exhibit are six recipients of the National Endowment for the Arts' National Heritage Fellowship, the country's highest honor for traditional artists Southern Circuit Tour of Independent Filmmakers provides communities across the South with a tour of highly talented independent filmmakers Audiences have seen more than 200 films and have engaged filmmakers in post-screening discussions in more than 44 communities across the Southern United States Southern Circuit is the nation's only regional tour of independent filmmakers, providing communities with an interactive way of experiencing independent film In FY2009, over 7,000 individuals served including 12 filmmakers and audiences Short Circuit Traveling Film Festival spotlights recent short films by filmmakers living and working in the Southeastern United States Juried for their artistic merit by a panel of media arts professionals, these engaging short films will tour the U S and Canada In FY2009, over 800 individuals served including 12 filmmakers

(Code) (Expenses $ 373,908 including grants of $ 36,636) (Revenue $ 2,945)

4d Other program services (Describe in Schedule O)

(Expenses $ including grants of $) (Revenue $)

4e Total program service expenses $ 1,856,596 *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	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2	Yes	
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		No
4	Section 501(c)(3) organizations Did the organization engage in lobbying activities? *If "Yes," complete Schedule C, Part II*	4		No
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		No
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		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		No
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		No
10	Did the organization hold assets in term, permanent,or quasi-endowments? *If "Yes," complete Schedule D, Part V*	10		No
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	Yes	
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	Yes	
13	Is the organization a school as described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the U S ?	14a		No
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		No
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		No
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		No
17	Did the organization report more than $15,000 on Part IX, column (A), line 11e? *If "Yes," complete Schedule G, Part I*	17		No
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		No
19	Did the organization report more than $15,000 on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No
20	Did the organization operate one or more hospitals? *If "Yes," complete Schedule H*	20		No
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	Yes	
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		No
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? *If "Yes," complete Schedule J*	23		No
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		No
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		No
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		No
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		No
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		No

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**		No
b	Have a family member who had a direct or indirect business relationship with the organization? *If "Yes," complete Schedule L, Part IV*	**28b**		No
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**		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	**29**		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	**30**		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	**31**		No
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**		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations section 301 7701-2 and 301 7701-3? *If "Yes," complete Schedule R, Part I*	**33**		No
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**		No
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**		No
36	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**		No
37	Did the organization conduct more than 5 percent 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**		No

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	26			
b	Enter the number of Forms W-2G included in line 1a *Enter -0-* if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	Yes	
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	14			
b	If at least one is reported in 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.*			2b	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year covered by this return?			3a		No
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		No
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		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b		No
c	If "Yes," to 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		No
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 $75 or more?			7a	Yes	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b	Yes	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c		No
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		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		No
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?			7g		No
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?			7h		No
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

For each "Yes" response to lines 2-7 below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

		Line	Yes	No
1a	Enter the number of voting members of the governing body . . . 1a: 25			
b	Enter the number of voting members that are independent . . . 1b: 25			
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		No
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		No
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4		No
5	Did the organization become aware during the year of a material diversion of the organization's assets?	5		No
6	Does the organization have members or stockholders?	6		No
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a		No
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
a	the governing body?	8a	Yes	
b	each committee with authority to act on behalf of the governing body?	8b	Yes	
9a	Does the organization have local chapters, branches, or affiliates?	9a		No
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	Yes	
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		No

Section B. Policies

		Line	Yes	No
12a	Does the organization have a written conflict of interest policy? *If "No", go to line 13*	12a	Yes	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
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	Yes	
13	Does the organization have a written whistleblower policy?	13	Yes	
14	Does the organization have a written document retention and destruction policy?	14	Yes	
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			
a	The organization's CEO, Executive Director, or top management official?	15a	Yes	
b	Other officers or key employees of the organization?	15b	Yes	
	Describe the process in Schedule O			
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		No
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 GA

18 Section 6104 requires an organization to make its Form 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 See Additional Data Table

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

Gerri Combs
1800 Peachtree Street NW Suite 808
Atlanta, GA 30309
(404) 874-7244

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) and key employees 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, or 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-2/1099MISC)	(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			

Part VII Continued

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply): Individual Trustee or Director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
1b Total . . . . ▶								161,636	0	31,610

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

			Yes	No
3	Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	3		No
4	For any individual listed online 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? *If "Yes," complete Schedule J for such individual*	4		No
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? *If "Yes," complete Schedule J for such person*	5		No

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
Andrew Carroll 2000 Conneticut Avenue NW Suite 31 Washington, DC 20008	Workshop Leader for Writer Workshops	125,000

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 IRC 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1a Federated campaigns . . 1a					
	b Membership dues 1b					
	c Fundraising events 1c					
	d Related organizations . . . 1d					
	e Government grants (contributions) 1e	1,747,147				
	f All other contributions, gifts, grants, and similar amounts not included above 1f	70,523				
	g Noncash contributions included in lines 1a-1f $ 7,926					
	h **Total (Add lines 1a-1f)** . . . . ▶		1,817,670			
Program Service Revenue		Business Code				
	2a Performing Arts Exchan	711,190	335,061	335,061		
	b Conference Registratio	711,190	164,057	164,057		
	c Touring Revenue	711,190	149,800	149,800		
	d Miscellaneous Revenue	711,190	7,178	7,178		
	e					
	f All other program service revenue					
	g **Total. Add lines 2a-2f** . . . . ▶ $ 656,096					
Other Revenue	3 Investment income (including dividends, interest other similar amounts) . . . . ▶		18,771			18,771
	4 Income from investment of tax-exempt bond proceeds . . ▶					
	5 Royalties					
		(i) Real / (ii) Personal				
	6a Gross Rents					
	b Less rental expenses					
	c Rental income or (loss)					
	d Net rental income or (loss) . . . . ▶					
		(i) Securities / (ii) Other				
	7a Gross amount from sales of assets other than inventory	27,001				
	b Less cost or other basis and sales expenses	23,632				
	c Gain or (loss)	3,369				
	d Net gain or (loss) . . . . ▶		3,369	3,369		
	8a Gross income from fundraising events (not including $ ______ of contributions reported on line 1c) See Part IV, line 18 *Attach Schedule G if total exceeds $15,000* . . . . a					
	b Less direct expenses . . . b					
	c Net income or (loss) from fundraising events . . ▶					
	9a Gross income from gaming activities See part IV, line 19 *Complete Schedule G if total exceeds $15,000* a					
	b Less direct expenses . . . b					
	c Net income or (loss) from gaming activities . . . ▶					
	10a Gross sales of inventory, less returns and allowances . a					
	b Less cost of goods sold . . b					
	c Net income or (loss) from sales of inventory . . ▶					
	Miscellaneous Revenue	Business Code				
	11a					
	b					
	c					
	d All other revenue ______					
	e **Total. Add lines 11a-11d** . . . . $					
	12 **Total Revenue.** Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e . . . . . . ▶		2,495,906	659,465	0	18,771

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	600,265	600,265		
2	Grants and other assistance to individuals in the U S See Part IV, line 22				
3	Grants and other assistance to governments, organizations and individuals outside the U S See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	191,965	37,975	147,730	6,260
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	541,905	362,155		32,408
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	26,108	15,867	8,767	1,474
9	Other employee benefits	50,003	37,610	9,096	3,297
10	Payroll taxes	57,259	33,548	20,632	3,079
11	Fees for services (non-employees)				
a	Management				
b	Legal	875		875	
c	Accounting	15,995	9,266	6,729	
d	Lobbying				
e	Professional fundraising *See Part IV, line 17* . .				
f	Investment management fees				
g	Other	163,662	139,702	22,939	1,021
12	Advertising and promotion	1,315	1,250	65	
13	Office expenses	27,219	15,270	11,649	300
14	Information technology	30,182	13,045	17,137	
15	Royalties . .				
16	Occupancy	155,544	113,956	35,703	5,885
17	Travel	152,741	120,247	30,427	2,067
18	Payments of travel or entertainment expenses for any Federal, state or local public officials				
19	Conferences, conventions and meetings	39,269	9,319	28,318	1,632
20	Interest	1,016	306	681	29
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	12,614	6,684	5,135	795
23	Insurance	20,493	15,753	3,992	748
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	PAE-Equipment Rental	126,974	102,095	24,879	
b	PAE-Food & Hospitality	118,489	117,609	85	795
c	Printing & Publications	32,818	31,297	1,521	
d	Bank Charges	25,348	24,181	836	331
e	Storage & Shipping	24,353	24,353		
f	All other expenses	35,877	24,843	8,442	2,592
25	**Total functional expenses.** Add lines 1 through 24f	2,452,289	1,856,596	532,980	62,713
26	**Joint Costs.** Check ☐ 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	47,637	1	146,835
	2	Savings and temporary cash investments	79,671	2	4,925
	3	Pledges and grants receivable, net		3	28,554
	4	Accounts receivable, net	29,442	4	34,671
	5	Receivables from current and former officers, directors, trustees, key employees or other related parties *Complete Part II of Schedule L*		5	
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) *Complete Part II of Schedule L*		6	
	7	Notes and loans receivable, net		7	
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges	50,206	9	38,000
	10a	Land, buildings, and equipment cost basis — 10a 242,729			
	b	Less accumulated depreciation *Complete Part VI of Schedule D* — 10b 240,794	14,549	10c	1,935
	11	Investments—publicly traded securities	618,822	11	506,841
	12	Investments—other securities See Part IV, line 11 *Complete Part VII of Schedule D*		12	
	13	Investments—program-related See Part IV, line 11 *Complete Part VIII of Schedule D*		13	
	14	Intangible assets		14	
	15	Other assets See Part IV, line 11 *Complete Part IX of Schedule D*	10,616	15	10,241
	16	**Total assets.** *Add lines 1 through 15 (must equal line 34)*	850,943	16	772,002
Liabilities	17	Accounts payable and accrued expenses	65,910	17	10,950
	18	Grants payable	115,032	18	73,970
	19	Deferred revenue	259,338	19	346,249
	20	Tax-exempt bond liabilities		20	
	21	Escrow account liability *Complete Part IV of Schedule D*		21	
	22	Payable to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons *Complete Part II of Schedule L*		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable		24	
	25	Other liabilities *Complete Part X of Schedule D*	52,846	25	52,470
	26	**Total liabilities.** *Add lines 17 through 25*	493,126	26	483,639
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	339,144	27	281,156
	28	Temporarily restricted net assets	18,673	28	7,207
	29	Permanently restricted net assets		29	
		Organizations that do not follow SFAS 117, check here ▶ ☐ and complete lines 30 through 34.			
	30	Capital stock or trust principal, or current funds		30	
	31	Paid-in or capital surplus, or land, building or equipment fund		31	
	32	Retained earnings, endowment, accumulated income, or other funds		32	
	33	Total net assets or fund balances	357,817	33	288,363
	34	Total liabilities and net assets/fund balances	850,943	34	772,002

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		No
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
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	Yes	
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	Yes	
b	If "Yes," did the organization undergo the required audit or audits?	3b	Yes	

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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
Southern Arts Federation Inc

Employer identification number
56-1129587

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 331/3% 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 331/3% 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?

		Yes	No
(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?	**11g(i)**		
(ii) a family member of a person described in (i) above?	**11g(ii)**		
(iii) a 35% controlled entity of a person described in (i) or (ii) above?	**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? Yes	No	**(v)** Did you notify the organization in col **(i)** of your support? Yes	No	**(vi)** Is the organization in col **(i)** organized in the U S ? Yes	No	**(vii)** Amount of support?
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 ")	1,669,598	1,559,972	1,732,706	1,640,497	1,817,670	8,420,443
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	1,669,598	1,559,972	1,732,706	1,640,497	1,817,670	8,420,443
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						8,420,443

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	1,669,598	38,527	1,732,706	1,640,497	1,817,670	8,420,443
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	34,945	38,527	40,882	25,976	18,771	159,101
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)						8,579,544

12 Gross receipts from related activities, etc (See instructions) | 12 | 3,156,483

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 | **98.150 %**

15 Public Support Percentage for 2007 Schedule A, Part IV-A, line 26f | 15 | **97.890 %**

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 III **Support 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
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants")						
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						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total** Add lines 1-5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
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						
c Total of lines 7a and 7b						
8 **Public Support** (Substract line 7c from line 6)						

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						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
13 **Total Support** (Add lines 9, 10c, 11 and 12)						

14 **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

15 Public Support Percentage for 2008 (line 8 column (f) divided by line 13 column (f))	15	
16 Public Support Percentage for 2007 Schedule A, Part IV-A, line 27g	16	

Computation of Investment Income Percentage

17 Investment Income Percentage for **2008** (line 10c column (f) divided by line 13 column (f))	17	
18 Investment Income Percentage from **2007** Schedule A, Part IV-A, line 27h	18	

19a **33 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 ▶☐

b **33 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 ▶☐

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 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

Additional Data

Software ID:
Software Version:
EIN: 56-1129587
Name: Southern Arts Federation Inc

Form 990, Part VII - Section Aaa

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply) Individual Trustee or Director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
Todd Parker Lowe , Chairman	1 00	X						0	0	0
Albert B Head , Director	1 00	X						0	0	0
Betsy Baker , Director	1 00	X						0	0	0
Pam Breaux , Director	1 00	X						0	0	0
Jan Selman , Director	1 00	X						0	0	0
Jeffrey Dunn , Director	1 00	X						0	0	0
Jim Clinton , Director	1 00	X						0	0	0
Lori Meadows , Director	1 00	X						0	0	0
Malcolm White , Director	1 00	X						0	0	0
Mary B Regan , Director	1 00	X						0	0	0
Rich Boyd , Director	1 00	X						0	0	0
Susan S Weiner , Director	1 00	X						0	0	0
Suzette Surkamer , Director	1 00	X						0	0	0
Dianne Walton , Director	1 00	X						0	0	0
Derek Gordon , Director	1 00	X						0	0	0
Stephanie Conner , Director	1 00	X						0	0	0
Bill Nix , director	1 00	X						0	0	0
Gloria Moody , director	1 00	X						0	0	0
Hellena Tidwell , director	1 00	X						0	0	0
Margaret Newman , Immediate Past Chair	1 00	X						0	0	0
Scott Shanklin-Peterson , Secretary	1 00	X						0	0	0
Dr Richard Ranta , Treasurer	1 00	X						0	0	0
Dr Margaret S Mertz , Vice Chairman	1 00	X						0	0	0
Patrick R Vanhuss , Vice Chairman	1 00	X						0	0	0
Sandy Shaughnessy , Vice Chairman	1 00	X						0	0	0
Gerri Combs , Executive Director	40 00			X				106,636	0	18,524
Naeemah Frazier , Finance Director	40 00			X				55,000	0	13,086

Form 990, Part I, Line 1 - Briefly describe the Organization's mission or most significant activities:

The Southern Arts Federation, Inc., a non-profit regional arts organization founded in 1975, creates partnerships and collaborations; assists in the development of artists, arts professionals and arts organizations; presents, promotes and produces Southern arts and cultural programming; and advocates for the arts and arts education. The organization works in partnership with the state arts agencies of Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, and Tennessee. It is funded by the National Endowment for the Arts, member states, foundations, businesses and individuals.

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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
Southern Arts Federation Inc

Employer identification number
56-1129587

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 importantly 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 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
b ☐ Scholarly research
c ☐ Preservation for future generations
d ☐ Loan or exchange programs
e ☐ Other

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 the 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 why in Part XIV and complete the following table

		Amount
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 the 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

		Yes	No
(i) unrelated organizations	3a(i)		
(ii) related organizations	3a(ii)		
b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	3b		

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

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				
b Buildings				
c Leasehold improvements				
d Equipment		242,729	240,794	1,935
e Other				
Total. Add lines 1a-1e *(Column (d) should equal Form 990, Part X, column (B), line 10(c).)* ▶				1,935

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

(a) Description of security or cateory (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	
ACCRUED LIABILITIES	52,470
Total. *(Column (b) should equal Form 990, Part X, col (B) line 25)* ▶	52,470

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	2,495,906
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	2,452,289
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	43,617
4	Net unrealized gains (losses) on investments	4	-113,071
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	-113,071
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	-69,454

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	2,382,835
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	-113,071		
e	Add lines **2a** through **2d**			2e	-113,071
3	Subtract line **2e** from line **1**			3	2,495,906
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	0
5	Total Revenue Add lines **3** and **4c.** (This should equal Form 990, Part I, line 12)			5	2,495,906

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

1	Total expenses and losses per audited financial statements			1	2,452,289
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	0
3	Subtract line **2e** from line **1**			3	2,452,289
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	0
5	Total expenses Add lines **3** and **4c.** (This should equal Form 990, Part I, line 18)			5	2,452,289

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 XIV, 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

Identifier	Return Reference	Explanation
		Part XI Line 2D Unrealized Loss on Investments $113,071

Schedule I (Form 990)

Department of the Treasury
Internal Revenue Service

Grants and Other Assistance to Organizations, Governments and Individuals in the U.S.

Complete if the organization answered "Yes," on Form 990, Part IV, lines 21 or 22. Attach to Form 990.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
Southern Arts Federation Inc

Employer identification number
56-1129587

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . ☑ Yes ☐ No

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II Grants and Other Assistance to Governments and Organizations in the United States.

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 for any recipient that received more than $5,000. Check this box if no one recipient received more than $5,000. Use Part IV and Schedule I-1 if additional space is needed . . . . ▶ ☐

1(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
See Additional Data Table							

2 Enter total number of section 501(c)(3) and government organizations . . . . ▶ 33

3 Enter total number of other organizations . . . . ▶ 38

Part III **Grants and Other Assistance to Individuals in the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22. Use Schedule I-1 (Form 990) if additional space is needed.

(a) Type of grant or assistance	**(b)** Number of recipients	**(c)** Amount of cash grant	**(d)** Amount of non-cash assistance	**(e)** Method of valuation (book, FMV, appraisal, other)	**(f)** Description of non-cash assistance

Part IV **Supplemental Information.** Complete this part to provide the information required in Part I, line 2, and any other additional information.

Identifier	**Return Reference**	**Explanation**

Additional Data Return to Form

Software ID:
Software Version:
EIN: 56-1129587
Name: Southern Arts Federation Inc

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Alabama Dance CouncilPO Box 2126 Birmingham, AL 352012126	63-0815232	501(c)(3)	10,000				$2500 - To support the engagement of Center for Arts Management and Technology for the public performance(s) and educational component $7,500 - To support the engagement of Complexions Contemporary Ballet for the public performance (s) and educational component
Arts Council of Central Louisiana Inc1101 4th Street Suite 201 Alexandria, LA 713091064	72-0881060	501(c)(3)	5,550				$3750 - To support the engagement of Dance Theater of Harlem for the public performance (s) and educational component $1,800 - To support six Southern Circuit Independent Filmmakers screenings and audience discussions
Arts Council of Greater Baton Rouge427 Laurel Street Baton Rouge, LA 708011810	72-0735814	501(c)(3)	6,500				$4000 - To support the engagement of Eddie Palmieri for the public performance(s) and educational component $2,500 - To support the engagement of Regina Carter for the public performance(s) and educational component
Asheville Art MuseumPO Box 1717 Asheville, NC 288021717	56-6060776	501(c)(3)	5,000				To subsidize educational activities associated with the presentation of Tradition/Innovation American Masterpieces of Southern Craft & Traditional Art
Big Bend Community Orchestra-Artist Series The Artist Series of Tallahasse 1345 Thomasville Road Tallahassee, FL 323035667	59-3299905	501(c)(3)	5,000				To support the engagement of Parker String Quartet for the public performance(s) and educational component
Buckman Performing Arts Center St Mary's Episcopal School60 Perkins Extended Memphis, TN 381170119	62-0604637	501(c)(3)	7,805				$4280 - To support the engagement of Rubberbandance Group for the public performance(s) and educational component $3,525 - To support the engagement of Tango, Historias Breves for the public performance(s) and educational component
Center for Puppetry Arts 1404 Spring Street NW Atlanta, GA 303092820	58-1275610	501(c)(3)	9,340				$2500 - To support the engagement of Crabgrass Puppet Theatre for the public performance(s) and educational component $4000 - To support the engagement of Bob Theatre for the public performance(s) and educational component $2,840 - To support the engagement of Dragon Art Studio for the public performance (s) and educational component
Clayton State University - Spivey Hall2000 Clayton State Boulevard Morrow, GA 302601250	58-1048855	501(c)(3)	5,863				$1,863 - To support the engagement of David Russell for the public performance(s) and educational component $4,000 - To support the engagement of Murray Perahia for the public performance(s) and educational component
Cultural Development Foundation of Memphis516 Tennessee Street Suite 128 Memphis, TN 381034717	62-1824911	501(c)(3)	7,401				$4,536 - To support the engagement of Dance Theatre of Harlem for the public performance(s) and educational component $2,115 - To support the engagement of Imani Winds for the public performance(s) and educational component $750 - Technical Assistance to engage the services of Bridget Ciaramitaro
Daytona Beach Symphony SocietyPO Box 2 Daytona Beach, FL 321150002	59-6135395	501(c)(3)	5,000				$2500 - To support the engagement of Teatro Lirico D'Europa - Verdi's Aida for the public performance(s) and educational component $2,500 - To support the engagement of Teatro Lirico D'Europa - Puccini's La Boheme for the public performance(s) and educational component

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	**(b)** EIN	**(c)** IRC Code section if applicable	**(d)** Amount of cash grant	**(e)** Amount of non-cash assistance	**(f)** Method of valuation (book, FMV, appraisal, other)	**(g)** Description of non-cash assistance	**(h)** Purpose of grant or assistance
Diamante315 North Academy Street Suite 256 Cary,NC 275130000	56-2103799	501(c)(3)	5,000				To support the engagement of Sones de Mexico for public performance(s) and educational component
East Carolina University-Performing Arts Series 100 Erwin Hall Greenville,NC 278584353	56-6000403		5,625				To support the engagement of Philadanco for the public performance(s) and educational component
Friends of NORD IncPO Box 56548 New Orleans,LA 701560000	72-1280031	501(c)(3)	6,000				To support the engagement of Dayton Contemporary Dance Company for the public performance(s) and educational component
Georgia State University - Rialto Center for the ArtsPO Box 2627 Atlanta,GA 303012627	58-6002050		7,500				$3750 - To support the engagement of Trey McIntyre Project for the public performance(s) and educational component $3,750 - To support the engagement of Paul Taylor Dance Company for the public performance(s) and educational component
Georgia Tech Research Corporation Ferst Center for the Arts349 Ferst Drive NE Atlanta,GA 303320468	58-0603146	501(c)(3)	9,750				$6000 - To support the engagement of Ronald K Brown/Evidence for the public performance (s) and educational component $3,750 - To support the engagement of Flamenco Vico Carlota Santana for the public performance(s) and educational component
Germantown Performing Arts Centre1801 Exeter Road Germantown,TN 381382934	58-1652763	501(c)(3)	7,761				$2736 - To support the engagement of Daniel Bernard Roumain for the public performance(s) and educational component $1500 - Technical Assistance to engage the services of Kim Gaskill $3,525 - To support the engagement of Compania Flamenco Jose Porcel for the public performance(s) and educational component
Global Education Center 4822 Charlotte Avenue Nashville,TN 381382934	62-1681169	501(c)(3)	6,735				$2560 - To support the engagement of Shafaatullah Khan for the public performance (s) and educational component $2350 - To support the engagement of Perla Flamenca for the public performance(s) and educational component $1,825 - Technical Assistance to engage the services of Kim Taylor Arite
Greater Hazard Area Arts Council co Hazard Community CollegeOne Community College Drive Hazard,KY 417012402	61-0660686	501(c)(3)	5,360				$3060 - To support the engagement of American Shakespeare Center for the public performance(s) and educational component $2,300 - To support the engagement of Mike Super for the public performance(s) and educational component
Knox Concert SeriesPO Box 2501 Anniston,AL 362024615	23-7123329	501(c)(3)	5,000				To support the engagement of Dublin Philharmonic Orchestra for the public performance(s) and educational component
LexArts161 North Mill Street Lexington,KY 405070000	61-1163184	501(c)(3)	5,800				$1800 - To support six Southern Circuit Independent Filmmakers screenings and audience discussions $4,000 - To support the engagement of Coad Canada Puppets for the public performance (s) and educational component

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Madison-Morgan Cultural Center Madison County Foundation434 South Main Street Madison, GA 306501640	58-6067915	501(c)(3)	6,000				To support the engagement of Philadanco for the public performance(s) and educational component
McNeese State University Banner Series Box 906055 Lake Charles, LA 706090000	72-6001688	115(a)	7,750				$4000 - To support the engagement of Theodora Skipitares/Drums of War for the public performance(s) and educational component $3,750 - To support the engagement of Dance Theatre of Harlem for the public performance(s) and educational component
Mississippi State University Riley Performing Arts & Education Center2200 Fifth Street Meridian, MS 39301	64-6000819		5,340				Technical Assistance to support the work of the Mississippi Presenters Network
NCSU Center Stage Campus Box 7306 Raleigh, NC 276957306	56-6049503	501(c)(3)	5,000				To support the engagement of Daniel Bernard Roumain/DBR & The SQ Unit for the public performance(s) and educational component
New Orleans Ballet AssociationOne Lee Circle New Orleans, LA 701303931	23-7122403	501(c)(3)	8,500				$6000 - To support the engagement of Ballet Hispanico for the public performance(s) and educational component $2,500 - Technical Assistance to engage the services of Lisa Mount
Northeast Louisiana Arts Council Louisiana Presenter Network2305 North 7th Street West Monroe, LA 712910000	72-0914324	501(c)(3)	10,625				Technical Assistance to support the work of the Louisiana Presenters Network
Pack Place Performing Arts Inc Diana Wortham Theatre2 South Pack Square Asheville, NC 288013521	31-1524883	501(c)(3)	7,500				To support the engagement of Eleone Dance Theatre for the public performance(s) and educational component
Princess Theatre Center for the Performing Arts 112 2nd Avenue NE Decatur, AL 356012349	63-1143875	501(c)(3)	10,250				$5000 - To support the engagement of The Paper Bag Players for the public performance(s) and educational component $5,250 - To support the engagement of Diavolo for the public performance(s) and educational component
Raleigh Chamber Music GuildPO Box 2059 Raleigh, NC 276022059	56-6062669	501(c)(3)	5,000				To support the engagement of Ritz Chamber -Players for the public performance(s) and educational component
RiverCenter for the Performing ArtsPO Box 2425 900 Broadway Columbus, GA 319022425	58-2305233	501(c)(3)	10,000				$3750 - To support the engagement of Russian National Ballet for the public performance(s) and educational component $2500 - Technical Assistance to engage the services of Sidney McQueen $3,750 - To support the engagement of Ronald K Brown/Evidence for the public performance(s) and educational component

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
Tallahassee Symphony Orchestra1345 Thomasville Road Tallahassee, FL 323030000	59-1952984	501(c)(3)	5,000				To support the engagement of Daniel Bernard Roumain for the public performance(s) and educational component
Tampa Bay Performing Arts Center1010 North WC MacInnes Place Tampa, FL 336023720	59-2037085	501(c)(3)	8,750				$5000 - To support the engagement of Daniel Bernard Roumain for the public performance(s) and educational component $3,750 - To support the engagement of Bill T Jones/Arnie Zane Dance Company for the public performance(s) and educational component
The ArtsCenter300-G East Main Street Carrboro, NC 275102359	51-0198497	501(c)(3)	5,000				To support the engagement of Kevin Locke for the public performance(s) and educational component
University of Florida Performing Arts315 Hull Road PO Box 112750 Gainsville, FL 326112750	59-6002502		7,500				To support the engagement of Trey McIntyre Project for the public performance(s) and educational component
University of Louisville School of Music University of Louisville Louisville, KY 402920000	61-1029626	501(c)(3)	5,122				$2772 - To support the engagement of Spanish Brass for the public performance(s) and educational component $2,350 - To support the engagement of Proteus 7 for public performance(s) and educational component
University of Southern Mississippi The Dance Program118 College Drive Hattiesburg, MS 394020000	64-6000818	501(c)(3)	7,500				To support the engagement of Misnomer Dance Theater for the public performance(s) and educational component
Western Arts Alliance 715 SW Morrison Street Suite 600 Portland, OR 972050000	95-3497056	501(c)(3)	5,000				Technical Assistance to support the design and implementation of a Presenting 101 Curriculum for public use by the field
Writer's Guild of America East Foundation555 W 57th Street 12th Floor New York, NY 100190000	13-2934876	501(c)(3)	8,000				$4000 - Operation Homecoming - To support the engagemenet of WGAE Foundation Writers/Mentors to instruct veterans affiliated with Brook Army Medical Center at Ft Sam Houston and living in the San Antonio, TX area $4,000 - Operation Homecoming - To support the engagemenet of WGAE Foundation Writers/Mentors to instruct veterans affiliated with James Thurber House and living in the New York, NY area

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
Southern Arts Federation Inc

Employer identification number
56-1129587

Identifier	Return Reference	Explanation
Form 990, Part III, line 4d	Other Program Services	Literary Arts Collaboration with the National Endowment for the Arts to develop and implement writing workshops for Veterans Expenses $ 118894 including grants of $ 11636 Revenue $ 0

Identifier	Return Reference	Explanation
Form 990, Part III, line 4d	Other Program Services	Folk Arts Coordination, Promotion & Preservation of Folk Arts in the Southeast Expenses $ 69650 including grants of $ 25000 Revenue $ 685

Identifier	Return Reference	Explanation
Form 990, Part III, line 4d	Other Program Services	Services in the Field Expenses $ 185364 including grants of $ 0 Revenue $ 2260

Identifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 10		The 990 is reviewed by the Finance Committee The Finance Committee Chairman will present the Form 990 to the Board of Directors for discussion and approval

Identifier	Return Reference	Explanation
Form 990, Part VI, Section B, line 12c		Each new board or staff member are required to review a copy of the Conflict of Interest Policy and to acknowledge in writing that he or she has done so All board and staff members annually complete a disclosure form identifying any relationships, positions, or circumstances in which they are involved that they believe could contribute to a Conflict of Interest arising Such relationships, positions or circumstances might include service as a director of or consultant/contractor to a not-for-profit organization, or ownership of a business that might provide goods or services to SAF Any such information regarding business interests of a board or staff member or their immediate family member shall be treated as confidential and shall generally be made available only to the Chair, the Executive Director and any committee appointed to address Conflicts of Interest, except to the extent additional disclosure is necessary in connection with the implementation of this Policy This policy is reviewed annually by each member of the board of directors Any changes to this policy shall be communicated immediately to all board and staff

Identifier	Return Reference	Explanation
Form 990, Part VI, Section B, line 15		The annual performance appraisal of the Executive Director is performed by the Executive Committee of the Board Salary adjustments or increases are made at the time of an annual performance appraisal and are based on the approved budget Southern Arts Federation conducts annual performance appraisals of all of its employees The annual review occurs in January with a formal written review as well as a discussion between employee and supervisor that also may include the Executive Director The purpose of the performance appraisal is to assess how well an employee is fulfilling position responsibilities, explore their contribution to the overall Southern Arts Federation mission and goals as part of the staff team, and discuss professional goals for the upcoming year Salary adjustments or increases are made at the time of an annual performance appraisal and are based on the approved budget

Identifier	Return Reference	Explanation
Form 990, Part VI, Section C, line 19		The governing and other documents are available upon request, through the Annual Report and through GuideStar

Identifier	Return Reference	Explanation
Form 990, Part XI, Line 2c		The process for audit oversight and selection of an independent accountant by the audit committee has not changed