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Form **990**

# 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**

Department of the Treasury
Internal Revenue Service

**A For the 2008 calendar year, or tax year beginning** 07-01 , **2008, and ending** 06-30 , 20 09

**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 UNITED WAY OF PUEBLO COUNTY, COLORADO, INC.

Doing Business As

Number and street (or P O box if mail is not delivered to street address) PO BOX 11566

Room/suite

City or town, state or country, and ZIP + 4 PUEBLO, CO 81001

**D** Employer identification no. 84-0404917

**E** Telephone number (719)583-4455

**G** Gross receipts $ 1,110,271

**F** Name and address of principal officer ANDREA ARAGON
PO BOX 11566, PUEBLO, CO 81001

**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** Website: ▶ WWW.PUEBLOUNITEDWAY.ORG

**K** Type of organization ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶

**L** Year of formation 1969

**M** State of legal domicile CO

## Part I Summary

1 Briefly describe the organization's mission or most significant activities: WE RAISE FUNDS TO BE DISTRIBUTED TO VARIOUS PROGRAMS AND CHARITABLE ORGANIZATIONS TO BENEFIT THE COMMUNITY.OVER 91,000 UNITS OF SERVICE WERE PROVIDED IN 2008.WE CREATE COMMUNITY PARTNERSHIPS TO ADDRESS NEEDS IN OUR COMMUNITY AND WORK TO ENSURE THE GREATEST IMPACT.

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 | 23 |
| 4 | Number of independent voting members of the governing body (Part VI, line 1b) | 4 | 23 |
| 5 | Total number of employees (Part V, line 2a) | 5 | 5 |
| 6 | Total number of volunteers (estimate if necessary) | 6 | 200 |
| 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 |
|---|---|---|---|
| 8 | Contributions and grants (Part VIII, line 1h) | 956,503 | 1,025,020 |
| 9 | Program service revenue (Part VIII, line 2g) | | 17,300 |
| 10 | Investment income (Part VIII, column (A), lines 3, 4, and 7d) | 46,281 | 39,579 |
| 11 | Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) | 21,685 | 28,372 |
| 12 | Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) | 1,024,469 | 1,110,271 |
| 13 | Grants and similar amounts paid (Part IX, column (A), lines 1-3) | 604,734 | 680,044 |
| 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) | 211,607 | 232,363 |
| 16a | Professional fundraising fees (Part IX, column (A), line 11e) | | 0 |
| b | Total fundraising expenses (Part IX, column (D), line 25) ▶ 84,476 | | |
| 17 | Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f) | 96,093 | 76,395 |
| 18 | Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) | 912,434 | 988,802 |
| 19 | Revenue less expenses. Subtract line 18 from line 12 | 112,035 | 121,469 |

| | | Beginning of Year | End of Year |
|---|---|---|---|
| 20 | Total assets (Part X, line 16) | 1,667,407 | 1,743,597 |
| 21 | Total liabilities (Part X, line 26) | 601,205 | 559,764 |
| 22 | Net assets or fund balances Subtract line 21 from line 20 | 1,066,202 | 1,183,833 |

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SCANNED FEB 2 2010

## 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

**Sign Here**

Signature of officer Andrea L Aragon Date 1/-19-2010

Type or print name and title Andrea L Aragon, Pres./CEO

**Paid Preparer's Use Only**

Preparer's signature Rebecca E Farrells, CPA Inc Date 01-19-2010 Check if self-employed ▶ ☐ Preparer's identifying number (see instructions)

Firm's name (or yours if self-employed), address, and ZIP + 4
REBECCA E FARRELLS CPA INC
311 W 24TH STREET
PUEBLO, CO 81003

EIN ▶ 33-1036706

Phone no ▶ 719-545-7999

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

**For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions.** EEA Form **990** (2008)

9K 19

**Part III Statement of Program Service Accomplishments** (see instructions)

1 Briefly describe the organization's mission:

WE RAISE FUNDS TO BE DISTRIBUTED TO VARIOUS PROGRAMS AND CHARITABLE ORGANIZATIONS TO BENEFIT THE COMMUNITY.OVER 91,000 UNITS OF SERVICE WERE PROVIDED IN 2008.WE CREATE COMMUNITY PARTNERSHIPS TO ADDRESS NEEDS IN OUR COMMUNITY AND WORK TO ENSURE THE GREATEST IMPACT.

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 $ 227,500 including grants of $ ) (Revenue $ )

FAMILY STRENGTHENING-$227,500

IN 2008/2009:

OVER 6,150 CHILDREN WERE PROVIDED WITH TRADITIONAL SCOUTING AND SCOUTING IN THE SCHOOL PROGRAMS.

APPROXIMATELY 200 CHILDREN WERE PROVIDED WITH AFTER SCHOOL SERVICES INCLUDING TUTORING, RECREATION AND LEADERSHIP SKILLS.

OVER 300 CHILDREN AND FAMILIES RECEIVED DAYCARE ON A SLIDING FEE SCALE.

APPROXIMATELY 2,000 SENIOR CITIZENS RECEIVED HOME AND YARD MAINTENANCE ON A SLIDING FEE SCALE, CHRONIC DISEASE MANAGEMENT AND ACCESS TO WELLNESS CLINICS AND FITNESS PROGRAMS.

APPROXIMATELY 5,900 CHILDREN WERE PROVIDED WITH APPLICATION ASSISTANCE AND THUS WERE ENROLLED IN STATE AND FEDERAL HEALTH CARE PROGRAMS.

4b (Code: ) (Expenses $ 132,750 including grants of $ ) (Revenue $ )

CRISIS SERVICES-$132,750

IN 2008/2009:

UNITED WAY FUNDING PROVIDED SERVICES TO APPROXIMATELY 295 CHILDREN FACING PHYSICAL OR SEXUAL ABUSE, AS WELL AS SUPPORT SERVICES TO 255 FAMILY MEMBERS OF THOSE CHILDREN.

APPROXIMATELY 4,040 PEOPLE RECEIVED DISASTER EMERGENCY SERVICES INCLUDING DIRECT DISASTER ASSISTANCE, HEALTH AND SAFETY, DISASTER EDUCATION AND SERVICES FOR THE ARMED FORCES.

OVER 8,800 PEOPLE WERE PROVIDED WITH SUICIDE PREVENTION ASSISTANCE, EDUCATION AND COUNSELING.

APPROXIMATELY 3,100 VICTIMS OF DOMESTIC VIOLENCE (WOMEN AND CHILDREN) RECEIVED SHELTER, FOOD, COUNSELING AND DAYCARE AND HOMELESSNESS PREVENTION SERVICES.

4c (Code: ) (Expenses $ 119,000 including grants of $ ) (Revenue $ )

POVERTY-$119,000

IN 2008/2009:

UNITED WAY OF PUEBLO COUNTY FUNDING ASSISTED THOSE INDIVIDUALS LIVING IN POVERTY BY PROVIDING APPROXIMATELY 3,628 UNITS OF SERVICE IN THE AREAS OF MENTAL HEALTH COUNSELING, HOUSING AND HOMELSS(RENT/MORTGAGE) PREVENTION AND UTILITY ASSISTANCE.

UNITED WAY FUNDS PROVIDED APPROXIMATELY 47,400 UNITS OF SERVICE INCUDING MEALS, FOOD SACKS, EMERGENCY MEDICAL PRESCRIPTIONS AND EMERGENCY TRANSPORTATION.

APPROXIMATELY 3,300 CHILDREN LIVING IN POVERTY RECEIVED DENTAL CARE.

APPROXIMATELY 300 INDIVIDUALS WITHOUT INSURANCE RECEIVED EMERGENCY DENTAL CARE VIA A UNITED WAY COMMUNITY DENTAL DAY.

4d Other program services. (Describe in Schedule O)
(Expenses $ 397,362 including grants of $ ) (Revenue $ )

4e **Total program service expenses** ▶ $ 876,612 (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 | X | |
| 2 | Is the organization required to complete Schedule B, Schedule of Contributors? | 2 | X | |
| 3 | Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I | 3 | | X |
| 4 | **Section 501(c)(3) organizations.** Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II | 4 | | X |
| 5 | **Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations.** Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III | 5 | | |
| 6 | Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I | 6 | | X |
| 7 | Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II | 7 | | X |
| 8 | Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III | 8 | | X |
| 9 | Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV | 9 | | X |
| 10 | Did the organization hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part V | 10 | X | |
| 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 | X | |
| 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 | X | |
| 13 | Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E | 13 | | X |
| 14a | Did the organization maintain an office, employees, or agents outside of the U.S.? | 14a | | X |
| b | Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, and program service activities outside the U.S ? If "Yes," complete Schedule F, Part I | 14b | | X |
| 15 | Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or assistance to any organization or entity located outside the United States? If "Yes," complete Schedule F, Part II | 15 | | X |
| 16 | Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or assistance to individuals located outside the United States? If "Yes," complete Schedule F, Part III | 16 | | X |
| 17 | Did the organization report more than $15,000 on Part IX, column (A), line 11e? If "Yes," complete Schedule G, Part I | 17 | | X |
| 18 | Did the organization report more than $15,000 total on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II | 18 | X | |
| 19 | Did the organization report more than $15,000 on Part VIII, line 9a? If "Yes," complete Schedule G, Part III | 19 | | X |
| 20 | Did the organization operate one or more hospitals? If "Yes," complete Schedule H | 20 | | X |
| 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 | X | |
| 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 | X | |
| 23 | Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? If "Yes," complete Schedule J | 23 | | X |
| 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 | | X |
| 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 | | X |
| 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 | | X |
| 26 | Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II | 26 | | X |
| 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 | | X |

**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 | | X |
| b | Have a family member who had a direct or indirect business relationship with the organization? If "Yes," complete Schedule L, Part IV | 28b | | X |
| 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 | | X |
| 29 | Did the organization receive more than $25,000 in non-cash contributions? If "Yes," complete Schedule M | 29 | | X |
| 30 | Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M | 30 | | X |
| 31 | Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I | 31 | | X |
| 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 | | X |
| 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 | | X |
| 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 | | X |
| 35 | Is any related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 | 35 | | X |
| 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 | | X |
| 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 | | X |

## 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 | 0 | | | |
| b | Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable | 1b | 0 | | | |
| c | Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? | | | 1c | X | |
| 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 | 5 | | | |
| b | If at least one is reported on line 2a, did the organization file all required federal employment tax returns? | | | 2b | X | |
| | **Note.** If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return (see instructions) | | | | | |
| 3a | Did the organization have unrelated business gross income of $1,000 or more during the year covered by this return? | | | 3a | | X |
| 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 | | X |
| 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 | | X |
| b | Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? | | | 5b | | X |
| 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 | | X |
| 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 | X | |
| b | If "Yes," did the organization notify the donor of the value of the goods or services provided? | | | 7b | | X |
| c | Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? | | | 7c | | X |
| 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 | | X |
| f | Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? | | | 7f | | X |
| g | For all contributions of qualified intellectual property, did the organization file Form 8899 as required? | | | 7g | | X |
| h | For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required? | | | 7h | | X |
| 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 | | X |
| 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 | | X |
| b | Did the organization make a distribution to a donor, donor advisor, or related person? | | | 9b | | X |
| 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 |
|---|---|---|---|---|---|
| | 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 | | | | |
| 1a | Enter the number of voting members of the governing body | 1a | 23 | | |
| b | Enter the number of voting members that are independent | 1b | 23 | | |
| 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 | | X |
| 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 | | X |
| 4 | Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed? | | 4 | | X |
| 5 | Did the organization become aware during the year of a material diversion of the organization's assets? | | 5 | | X |
| 6 | Does the organization have members or stockholders? | | 6 | | X |
| 7a | Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body? | | 7a | | X |
| b | Are any decisions of the governing body subject to approval by members, stockholders, or other persons? | | 7b | | X |
| 8 | Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following | | | | |
| a | The governing body? | | 8a | X | |
| b | Each committee with authority to act on behalf of the governing body? | | 8b | X | |
| 9a | Does the organization have local chapters, branches, or affiliates? | | 9a | | X |
| 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 | X | |
| 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 | | X |

## Section B. Policies

| | | | Yes | No |
|---|---|---|---|---|
| 12a | Does the organization have a written conflict of interest policy? If "No," go to line 13 | 12a | X | |
| b | Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts? | 12b | X | |
| 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 | X | |
| 13 | Does the organization have a written whistleblower policy? | 13 | X | |
| 14 | Does the organization have a written document retention and destruction policy? | 14 | X | |
| 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 | X | |
| b | Other officers or key employees of the organization? | 15b | X | |
| | 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 | | X |
| b | If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements? | 16b | | |

## Section C. Disclosure

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

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: ▶ PUEBLO COUNTY UNITED WAY (719)583-4455
2631 EAST 4TH STREET PUEBLO, CO 81001

## 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 | Director | Institutional trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| ANDREA ARAGON<br>EXECUTIVE DIR | 40 | | | | X | | | | 65,858 | 0 | 0 |
| GARY STONE<br>PAST CHAIR | 1 | X | | | | | | | 0 | 0 | 0 |
| KEN GOODNIGHT<br>CHAIRMAN | 1 | X | | | | | | | 0 | | 0 |
| RENEE RODRIQUEZ<br>VICE CHAIRMAN | 1 | X | | | | | | | 0 | 0 | 0 |
| JIM DUFF<br>TREASURER | 1 | X | | | | | | | 0 | 0 | 0 |
| FRANK PACHECO | 1 | X | | | | | | | 0 | 0 | 0 |
| DAVE ABEYTA | 1 | X | | | | | | | 0 | 0 | 0 |
| TERI NITCHEN<br>SECRETARY | 1 | X | | | | | | | 0 | 0 | 0 |
| MICHELLE PEULEN | 1 | X | | | | | | | 0 | 0 | 0 |
| SONIA CLARK | 1 | X | | | | | | | 0 | 0 | 0 |
| DAN CORDOVA | 1 | X | | | | | | | 0 | 0 | 0 |
| SCOTT CONSTANTINI | 1 | X | | | | | | | 0 | 0 | 0 |
| DAVE EDMISSON | 1 | X | | | | | | | 0 | 0 | 0 |
| ANNETTE HERRERA | 1 | X | | | | | | | 0 | 0 | 0 |
| JOHN KLOMP<br>VICE CHAIRMAN | 1 | X | | | | | | | 0 | 0 | 0 |
| RENEE RICHARDSON | 1 | X | | | | | | | 0 | 0 | 0 |
| VERN STUESSY | 1 | X | | | | | | | 0 | 0 | 0 |

**Part VII** Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

| (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 director or trustee | Institutional trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| DAN TOUSSAINT | 1 | X | | | | | | 0 | 0 | 0 |
| BRIAN VALDEZ | 1 | X | | | | | | 0 | 0 | 0 |
| LENNY VALDEZ | 1 | X | | | | | | 0 | 0 | 0 |
| SHAWN EARLY | 1 | X | | | | | | 0 | 0 | 0 |
| CINDY NUNEZ | 1 | X | | | | | | 0 | 0 | 0 |
| SANDY ROMERO | 1 | X | | | | | | 0 | 0 | 0 |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| **1b Total** ▶ | | | | | | | | 65,858 | 0 | 0 |

2 Total number of individuals (including those in 1a) who received more than $100,000 in reportable compensation from the organization ▶ 0

| | | 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 | | X |
| 4 For any individual listed on line 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 | | X |
| 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 | | X |

## 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 |
|---|---|---|
| | | |
| | | |
| | | |
| | | |
| | | |

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

**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 | | | | |
| | b Membership dues | 1b | | | | |
| | c Fundraising events | 1c | | | | |
| | d Related organizations | 1d | | | | |
| | e Government grants (contributions) | 1e | | | | |
| | f All other contributions, gifts, grants, and similar amounts not included above | 1f | 1,025,020 | | | |
| | g Noncash contributions included in lines 1a-1f: $ | | | | | |
| | h **Total.** Add lines 1a-1f ▶ | | 1,025,020 | | | |
| Program Service Revenue | | Business Code | | | | |
| | 2a SERVICE FEE REVENUE | 900099 | 5,810 | 5,810 | | |
| | b OFFICIAL FUNCTIONS | 900099 | 7,958 | 7,958 | | |
| | c ADMIN FEES | 900099 | 3,532 | 3,532 | | |
| | d | | | | | |
| | e | | | | | |
| | f All other program service revenue | | | | | |
| | g **Total.** Add lines 2a-2f ▶ | | 17,300 | | | |
| Other Revenue | 3 Investment income (including dividends, interest, and other similar amounts) ▶ | | 39,579 | 39,579 | | |
| | 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 | | | | | |
| | b Less cost or other basis and sales expenses | | | | | |
| | c Gain or (loss) | | | | | |
| | d Net gain or (loss) ▶ | | | | | |
| | 8a Gross income from fundraising events (not including $ _____ of contributions reported on line 1c) See Part IV, line 18 a | 24,985 | | | | |
| | b Less direct expenses b | | | | | |
| | c Net income or (loss) from fundraising events ▶ | | 24,985 | 24,985 | | |
| | 9a Gross income from gaming activities See Part IV, line 19 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 MISC REVENUE | 900099 | 3,387 | 3,387 | | |
| | b | | | | | |
| | c | | | | | |
| | d All other revenue | | | | | |
| | e **Total.** Add lines 11a-11d ▶ | | 3,387 | | | |
| | 12 **Total Revenue.** Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e ▶ | | 1,110,271 | 85,251 | 0 | 0 |

## 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 | 463,700 | 463,700 | | |
| 2 Grants and other assistance to individuals in the U.S. See Part IV, line 22 | 216,344 | 216,344 | | |
| 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 | 65,858 | 44,783 | 3,951 | 17,124 |
| 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 | 137,209 | 92,246 | 8,075 | 36,888 |
| 8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions) | 13,739 | 9,343 | 825 | 3,571 |
| 9 Other employee benefits | | | | |
| 10 Payroll taxes | 15,557 | 10,579 | 933 | 4,045 |
| 11 Fees for services (non-employees) | | | | |
| a Management | | | | |
| b Legal | | | | |
| c Accounting | 9,200 | | 9,200 | |
| d Lobbying | | | | |
| e Professional fundraising services See Part IV, line 17 | | | | |
| f Investment management fees | | | | |
| g Other | | | | |
| 12 Advertising and promotion | 987 | 819 | | 168 |
| 13 Office expenses | 6,542 | 3,599 | 654 | 2,289 |
| 14 Information technology | | | | |
| 15 Royalties | | | | |
| 16 Occupancy | 2,400 | 1,560 | 72 | 768 |
| 17 Travel | 2,384 | 1,192 | 238 | 954 |
| 18 Payments of travel or entertainment expenses for any federal, state, or local public officials | | | | |
| 19 Conferences, conventions, and meetings | 10,852 | 5,642 | 1,085 | 4,125 |
| 20 Interest | | | | |
| 21 Payments to affiliates | 8,764 | 8,764 | | |
| 22 Depreciation, depletion, and amortization | 585 | 585 | | |
| 23 Insurance | 3,388 | 1,762 | 339 | 1,287 |
| 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 CAMPAIGN SUPPLIES | 13,270 | 6,502 | 1,327 | 5,441 |
| b TELEPHONE | 1,254 | 652 | 125 | 477 |
| c POSTAGE AND SHIPPING | 4,649 | 2,417 | 465 | 1,767 |
| d SPECIAL EVENTS | 8,172 | 4,086 | | 4,086 |
| e EQUIP MAINT | 1,626 | 845 | 163 | 618 |
| f All other expenses | 2,322 | 1,192 | 262 | 868 |
| 25 **Total functional expenses.** Add lines 1 through 24f | 988,802 | 876,612 | 27,714 | 84,476 |
| 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 | | 163,738 | 1 | 381,676 |
| | 2 | Savings and temporary cash investments | | 270,662 | 2 | 101,604 |
| | 3 | Pledges and grants receivable, net | | 329,131 | 3 | 355,516 |
| | 4 | Accounts receivable, net | | | 4 | |
| | 5 | Receivables from current and former officers, directors, trustees, key employees, or other related parties. Complete Part II of Schedule L | | | 5 | |
| | 6 | Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L | | | 6 | |
| | 7 | Notes and loans receivable, net | | | 7 | |
| | 8 | Inventories for sale or use | | | 8 | |
| | 9 | Prepaid expenses and deferred charges | | 4,277 | 9 | 5,987 |
| | 10a | Land, buildings, and equipment cost basis | 10a 24,431 | | | |
| | b | Less. accumulated depreciation Complete Part VI of Schedule D | 10b 18,831 | 1,525 | 10c | 5,600 |
| | 11 | Investments - publicly traded securities | | | 11 | |
| | 12 | Investments - other securities. See Part IV, line 11 | | | 12 | |
| | 13 | Investments - program-related. See Part IV, line 11 | | 889,588 | 13 | 886,613 |
| | 14 | Intangible assets | | | 14 | |
| | 15 | Other assets. See Part IV, line 11 | | 8,486 | 15 | 6,601 |
| | 16 | **Total assets.** Add lines 1 through 15 (must equal line 34) | | 1,667,407 | 16 | 1,743,597 |
| Liabilities | 17 | Accounts payable and accrued expenses | | 494,107 | 17 | 526,079 |
| | 18 | Grants payable | | 30,000 | 18 | 16,000 |
| | 19 | Deferred revenue | | | 19 | |
| | 20 | Tax-exempt bond liabilities | | | 20 | |
| | 21 | Escrow account liability Complete Part IV of Schedule D | | | 21 | |
| | 22 | Payables 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 | | 77,098 | 25 | 17,685 |
| | 26 | **Total liabilities.** Add lines 17 through 25 | | 601,205 | 26 | 559,764 |
| 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 | | 406,259 | 27 | 476,690 |
| | 28 | Temporarily restricted net assets | | 58,943 | 28 | 106,143 |
| | 29 | Permanently restricted net assets | | 601,000 | 29 | 601,000 |
| | | **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 | | 1,066,202 | 33 | 1,183,833 |
| | 34 | Total liabilities and net assets/fund balances | | 1,667,407 | 34 | 1,743,597 |

## 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 | | | X |
| b | Were the organization's financial statements audited by an independent accountant? | 2b | | X | |
| 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 | | X | |
| 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 | | | X |
| 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: UNITED WAY OF PUEBLO COUNTY, COLORADO, INC.

Employer identification number: 84-0404917

## 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?

| | | 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 supported organization? | | X |
| (ii) | A family member of a person described in (i) above? | | X |
| (iii) | A 35% controlled entity of a person described in (i) or (ii) above? | | X |

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 | |
| AMERICAN RED CROSS | 84-0437753 | 9 | | X | X | | X | | 8,300 |
| BOY SCOUTS ROCKY MTN | 22-1576300 | 9 | | X | X | | X | | 38,250 |
| BOYS AND GIRLS CLUB | 23-7307508 | 9 | | X | X | | X | | 42,500 |
| CATHOLIC CHARITIES C | 84-0471001 | 9 | | X | X | | X | | 107,150 |
| COOPERATIVE CARE CEN | 84-0913793 | 9 | | X | X | | X | | 30,500 |
| SEE STM105 | | | | | | | | | |
| Total | | | | | | | | | 562,286 |

**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)

Listed supported organization (Part I, line 1h, col iv)

SUPPORTED ORGANIZATIONS ARE REQUIRED TO SUBMIT REPORTS AND DOCUMENTATION OF ITS 501C3 STATUS IN ITS REQUEST FOR PROPOSAL FOR FUNDING.



M2-3

**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, lines 6, 7, 8, 9, 10, 11, or 12.**

OMB No 1545-0047

**2008**

**Open to Public Inspection**

**Name of the organization**
UNITED WAY OF PUEBLO COUNTY, COLORADO, INC.

**Employer identification number**
84-0404917

## 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
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 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:

| | | 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 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 | 500,000 | | | | |
| 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 | 500,000 | | | | |

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

a Board designated or quasi-endowment ▶ _____ %
b Permanent endowment ▶ 100.00 %
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)) | | X |
| (ii) related organizations (3a(ii)) | | X |
| 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 | | | | |
| e Other STMD1E | | 24,431 | 18,831 | 5,600 |
| **Total.** Add lines 1a-1e. (Column (d) should equal Form 990, Part X, column (B), line 10(c).) ▶ | | | | 5,600 |

**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 |
|---|---|---|
| SECURITY SERVICE | 55,195 | FMV |
| SECURITY SERVICE WITTELS | 57,393 | FMV |
| WELLS FARGO WITTELS | 51,025 | FMV |
| AG EDWARDS | 432,967 | FMV |
| COLORADO EAST CD | 138,405 | FMV |
| SECURITY SERVICE CD | 51,628 | FMV |
| SUNFLOWER CD | 100,000 | FMV |
| Total. (Column (b) should equal Form 990, Part X, col (B) line 13 ) ▶ | 886,613 | |

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

| (a) Description | (b) Book value |
|---|---|
| INTEREST RECEIVABLE | 6,601 |
| Total. (Column (b) should equal Form 990, Part X, col (B) line 15 ) ▶ | 6,601 |

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

| (a) Description of liability | (b) Amount |
|---|---|
| Federal income taxes | |
| FUNDS HELD FOR OTHER | 17,685 |
| Total. (Column (b) should equal Form 990, Part X, col (B) line 25 ) ▶ | 17,685 |

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 | 1,110,271 |
| 2 | Total expenses (Form 990, Part IX, column (A), line 25) | 2 | 988,802 |
| 3 | Excess or (deficit) for the year Subtract line 2 from line 1 | 3 | 121,469 |
| 4 | Net unrealized gains (losses) on investments | 4 | 1,972 |
| 5 | Donated services and use of facilities | 5 | |
| 6 | Investment expenses | 6 | |
| 7 | Prior period adjustments | 7 | |
| 8 | Other (Describe in Part XIV) | 8 | (5,810) |
| 9 | Total adjustments (net) Add lines 4-8 | 9 | (3,838) |
| 10 | Excess or (deficit) for the year per financial statements. Combine lines 3 and 9 | 10 | 117,631 |

## 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 | 1,058,022 |
| 2 | Amounts included on line 1 but not on Form 990, Part VIII, line 12 | | | | |
| a | Net unrealized gains on investments | 2a | 1,972 | | |
| b | Donated services and use of facilities | 2b | 46,554 | | |
| c | Recoveries of prior year grants | 2c | | | |
| d | Other (Describe in Part XIV) | 2d | (100,775) | | |
| e | Add lines **2a** through **2d** | | | 2e | (52,249) |
| 3 | Subtract line **2e** from line **1** | | | 3 | 1,110,271 |
| 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 | 1,110,271 |

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

| | | | | | |
|---|---|---|---|---|---|
| 1 | Total expenses and losses per audited financial statements | | | 1 | 940,391 |
| 2 | Amounts included on line 1 but not on Form 990, Part IX, line 25: | | | | |
| a | Donated services and use of facilities | 2a | 46,554 | | |
| b | Prior year adjustments | 2b | | | |
| c | Losses reported on Form 990, Part IX, line 25 | 2c | | | |
| d | Other (Describe in Part XIV) | 2d | (94,965) | | |
| e | Add lines **2a** through **2d** | | | 2e | (48,411) |
| 3 | Subtract line **2e** from line **1** | | | 3 | 988,802 |
| 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 | 988,802 |

## 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.

Other change in net assets (Part XI, line 8)

SERVICE FEES -($5810)

**Part XIV** **Supplemental Information** (continued)

02. Other revenues non included on Form 990 (Part XII, line 2d)

DONOR DESIGNATIONS (100,775)

03. Other expenses not included on Form 990 (Part XIII, line 2d)

DONOR DESIGNATIONS (94,965)

**SCHEDULE G (Form 990 or 990-EZ)**

Department of the Treasury
Internal Revenue Service

# Supplemental Information Regarding Fundraising or Gaming Activities

▶ Attach to Form 990 or Form 990-EZ. Must be completed by organizations that answer "Yes" to Form 990, Part IV, lines 17, 18, or 19, and by organizations that enter more than $15,000 on Form 990-EZ, line 6a.

OMB No 1545-0047

**2008**

**Open to Public Inspection**

Name of the organization

UNITED WAY OF PUEBLO COUNTY, COLORADO, INC.

Employer identification number

84-0404917

**Part I** **Fundraising Activities.** Complete if the organization answered "Yes" to Form 990, Part IV, line 17.

1 *Indicate whether the organization raised funds through any of the following activities. Check all that apply*

- **a** ☐ Mail solicitations
- **b** ☐ Email solicitations
- **c** ☐ Phone solicitations
- **d** ☐ In-person solicitations
- **e** ☐ Solicitation of non-government grants
- **f** ☐ Solicitation of government grants
- **g** ☐ Special fundraising events

**2a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising activities? ☐ **Yes** ☐ **No**

**b** If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least $5,000 by the organization Form 990-EZ filers are not required to complete this table

| (i) Name of individual or entity (fundraiser) | (ii) Activity | (iii) Did fundraiser have custody or control of contributions? | | (iv) Gross receipts from activity | (v) Amount paid to (or retained by) fundraiser listed in col (i) | (vi) Amount paid to (or retained by) organization |
|---|---|---|---|---|---|---|
| | | Yes | No | | | |
| | | | | | | |
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| | | | | | | |
| **Total** ▶ | | | | | | |

3 List all states in which the organization is registered or licensed to solicit funds or has been notified it is exempt from registration or licensing

**Part II Fundraising Events.** Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than $15,000 on Form 990-EZ, line 6a. List events with gross receipts greater than $5,000.

| | | (a) Event #1 FLAVOR (event type) | (b) Event #2 KICKOFF (event type) | (c) Other Events 3 (total number) | (d) Total Events Add col (a) through col (c) |
|---|---|---|---|---|---|
| Revenue | 1 Gross receipts | 13,497 | 5,150 | 6,338 | 24,985 |
| | 2 Less: Charitable contributions | | | | |
| | 3 Gross revenue (line 1 minus line 2) | 13,497 | 5,150 | 6,338 | 24,985 |
| Direct Expenses | 4 Cash prizes | | | | |
| | 5 Non-cash prizes | | | | |
| | 6 Rent/facility costs | | | | |
| | 7 Other direct expenses | | | | |
| | 8 Direct expenses summary Add lines 4 through 7, column (d) ▶ | | | | ( ) |
| | 9 Net income summary Combine lines 3 and 8 in column (d) ▶ | | | | 24,985 |

**Part III Gaming.** Complete if the organization answered "Yes" to Form 990, Part IV, line 19, or reported more than $15,000 on Form 990-EZ, line 6a.

| | | (a) Bingo | (b) Pull tabs/Instant bingo/progressive bingo | (c) Other gaming | (d) Total gaming (Add col (a) through col (c)) |
|---|---|---|---|---|---|
| Revenue | 1 Gross revenue | | | | |
| Direct Expenses | 2 Cash prizes | | | | |
| | 3 Non-cash prizes | | | | |
| | 4 Rent/facility costs | | | | |
| | 5 Other direct expenses | | | | |
| | 6 Volunteer labor | ☐ Yes ____ % ☐ No | ☐ Yes ____ % ☐ No | ☐ Yes ____ % ☐ No | |
| | 7 Direct expense summary Add lines 2 through 5 in column (d) ▶ | | | | ( ) |
| | 8 Net gaming income summary. Combine lines 1 and 7 in column (d) ▶ | | | | |

| | | | Yes | No |
|---|---|---|---|---|
| 9 | Enter the state(s) in which the organization operates gaming activities: | | | |
| a | Is the organization licensed to operate gaming activities in each of these states? | 9a | | |
| b | If "No," Explain | | | |
| 10a | Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? | 10a | | |
| b | If "Yes," Explain: | | | |
| 11 | Does the organization operate gaming activites with nonmembers? | 11 | | |
| 12 | Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? | 12 | | |

**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
UNITED WAY OF PUEBLO COUNTY, COLORADO, I

Employer identification number
84-0404917

## 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 (Form 990) 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 |
|---|---|---|---|---|---|---|---|
| AMERICAN RED CROSS<br>4104 OUTLOOK BLVD 13 81008 | 84-0437753 | 501C3 | 8,300 | | | | MEDICAL ASSI |
| BOY SCOUTS ROCK MTN COUNCIL<br>411 S PUEBLO BLVD 81005 | 22-1576300 | 501C3 | 38,250 | | | | BOYS ACTIVIT |
| BOYS AND GIRLS CLUB OF PUEBLO<br>2601 SPRAGUE AVE 81004 | 23-7307508 | 501C3 | 42,500 | | | | CHILDREN ACT |
| CATHOLIC CHARITIES OF THE DIOC<br>429 W 10TH ST 101 81003 | 84-0471001 | 501C3 | 52,150 | | | | VARIOUS CHAR |
| COOPERATIVE CARE CENTER<br>325 W 10TH ST 81003 | 84-0913793 | 501C3 | 25,500 | | | | FREE CARE OF |
| EASTSIDE CHILD CARE CENTER<br>PO BOX 11266 81001 | 84-0709410 | 501C3 | 35,000 | | | | CHILD CARE |
| GIRL SCOUTS COLUMBINE COUNCIL<br>21 MONTEBELLO 81003 | 84-0410630 | 501C3 | 22,000 | | | | GIRLS ACTIVI |
| HEARING PROJECT ESA<br>4315 OUTLOOK E 81008 | 23-7024504 | 501C3 | 3,500 | | | | HEARING |
| PUEBLO CHILD ADVOCACY CENTER<br>301 E 13TH ST 81003 | 84-1071784 | 501C3 | 20,000 | | | | CHILD ADVOCA |
| PUEBLO COMMUNITY HEALTH CENTER<br>310 COLORADO AVE 81004 | 84-0921521 | 501C3 | 10,000 | | | | CARE OF INDI |
| PUEBLO SET FOR WELL BEING<br>1925 E ORMAN G 52 81004 | 84-1234295 | 501C3 | 28,000 | | | | CARE OF INDI |
| SUICIDE PREVENTION CENTER<br>1925 E ORMAN GTE 25 81004 | 84-0755888 | 501C3 | 40,000 | | | | SUICIDE PREV |
| SRDA<br>230 N UNION 81003 | 84-0593609 | 501C3 | 35,000 | | | | SENIOR CARE |

2 Enter total number of section 501(c)(3) and government organizations . . . . . ▶ 92

3 Enter total number of other organizations . . . . . ▶ 4

**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 |
|---|---|---|---|---|---|
| COMMUNITY IMPACT GRANT | 2 | 23,122 | | | |
| CCC DISBURSEMENT | 22 | 38,274 | | | |
| DESIGNATIONS TO NONMEMBER AGENCIES | 28 | 56,691 | | | |
| EL POMAR COLORADO ASSISTANCE FUND | 5 | 58,000 | | | |
| CPS DISBURSEMENT | 7 | 16,000 | | | |
| IBEW ER PROGRAM | 4 | 8,126 | | | |
| BOARD OF WATER WORKS CATHOLIC CHAR | 1 | 15,000 | | | |

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

01. Monitoring procedures (Part I, line 2)

THE ORGANIZATION MAINTAINS RECORDS TO SUBSTANTIATE THE SELECTION OF GRANTEES, CRITERIA, REPORTS FROM AGENCIES AND THE AMOUNT OF ASSISTA PROVIDED. A COMMITTEE EVALUATES NEEDS, REQUEST FOR PROPOSALS FROM NONPROFIT ORGANIZATIONS, FINANCIAL RECORDS,PROOF OF NONPROFIT STATUS, OTHER FACTORS WHEN SELECTING AGENCIES TO ALLOCATE FUNDS.

**SCHEDULE I-1 (Form 990)**

Department of the Treasury
Internal Revenue Service

# Continuation Sheet for Schedule I (Form 990)

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

OMB No. 1545-0047

**2008**

Open to Public Inspection

Name of the organization

UNITED WAY OF PUEBLO COUNTY, COLORADO, INC.

Employer identification number

84-0404917

**Part I** Continuation of Grants and Other Assistance to Governments and Organizations in the U.S. (Schedule I (Form 990), Part II.)

| (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 |
|---|---|---|---|---|---|---|---|
| SALVATION ARMY<br>326 W 8TH ST 81003 | 94-1156347 | 501C3 | 15,000 | | | | VARIOUS CHAR |
| SOUTHSIDE CHILDRENS CENTER<br>2601 SPRAGUE AVE 81004 | 84-0645787 | 501C3 | 36,000 | | | | CHILD CARE |
| YWCA<br>801 N SANTA FE 81003 | 84-0404925 | 501C3 | 52,500 | | | | AID TO WOMEN |
| | | | | | | | |
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| | | | | | | | |

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

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

**Part II Continuation of Grants and Other Assistance to Individuals in the U.S.** (Schedule I (Form 990), Part III.)

| (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 |
|---|---|---|---|---|---|
| EMERGENCY SPECIAL FUNDING | 2 | 800 | | | |
| WITTELS DISTRIBUTION | 32 | 331 | | | |
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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

UNITED WAY OF PUEBLO COUNTY, COLORADO, INC.

Employer identification number

84-0404917

01. Form 990 governing body review (Part VI, line 10)

A COPY OF THE FORM 990 WAS PROVIDED TO THE BOARD OF DIRECTORS FOR APPROVAL BEFORE FILING.

02. Conflict of interest policy compliance (Part VI, line 12c)

THE ORGANIZATION HAS A WRITTEN CONFLICT OF INTEREST POLICY WHICH IS SIGNED ANNUALLY BY OFFICERS AND EMPLOYEES. THIS POLICY IS MONITORED AND ENFORCED.

03. CEO, executive director, top management comp (Part VI, line 15a)

THE ORGANIZATION HAS A POLICY FOR SALARY AND WAGE DETERMINATION TO UTILIZE AVAILABLE SALARY DATA AND INFORMATION FROM COMPARABLE ORGANIZATIONS AND FOR COMPARABLE POSITIONS TO DETERMINE SALARY. WHENEVER FISCALLY POSSIBLE THE SALARY AND WAGE RANGES WILL BE COMPARABLE TO MARKET CONDITIONS. BOARD MEMBERS AND VOLUNTEERS ARE NOT COMPENSATED FOR THEIR TIME.

04. Other officer or key employee compensation (Part VI, line 15b

SEE SCHEDULE 015

05. Governing documents, etc, available to public (Part VI, line 19)

THE ORGANIZATION MAKES GOVERNMENT DOCUMENTS, CONFLICT OF INTEREST POLICIES, AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC WHEN REQUESTED AND AN OFFICIAL OF THE ORGANIZATION WILL MEET TO DISCUSS.

06. Significant program services not listed on prior year return (Part III, line 2)

COMMUNITY IMPACT FUNDING

SINCE 2005, UNITED WAY BOARD OF TRUSTEES HAS PROVIDED ADDITIONAL GRANTS TO HELP SOLVE NEW

Name of the organization: UNITED WAY OF PUEBLO COUNTY, COLORADO, INC.

Employer identification number: 84-0404917

AND EMERGING NEEDS THAT CAN MAKE THE BIGGEST IMPACT IN OUR COMMUNITY. THESE ARE GRANTS MADE TO ORGANIZATIONS THAT HAVE NOT BEEN PREVIOUSLY FUNDED BY UNITED WAY. AS A RESULT, UNITED WAY HAS INVESTED APPROXIMATELY $99,710 TO BENEFIT NEW NEEDS. PROGRAMS RECEIVING IMPACT GRANTS INCLUDE DROP-OUT PREVENTION;DIABETES SCREENING AND EQUIPMENT; AUTISM SUPPORT AND SCHOLARSHIPS; BASIC EMERGENCY SERVICES FOR CANCER PATIENTS; RAPE CRISIS SERVICES; YOUTH ATHLETIC PROGRAM ASSISTANCE, EQUIPMENT AND SCHOLARSHIPS FOR THE ECONOMICALLY DISADVANTAGED.

IN 2008/2009 SPECIFICALLY, WE PROVIDED THE FOLLOWING GRANTS; DENTAL SERVICES FOR 300 INDIVIDUALS WITHOUT INSURANCE, WHICH RESULTED IN OVER $150,000 WORTH OF DENTAL WORK BEING PROVIDED TO THOSE IN NEED, THANKS TO UNITED WAY DONOR FUNDING AND THE IN-KIND SERVICES OF DENTISTS, DENTAL HYGIENISTS AND DENTAL ASSISTANTS; PROVIDING FUNDING FOR A PART-TIME EMPLOYEE WHO WILL TRAIN VOLUNTEERS WHO WILL THEN REPRESENT AN ADDITIONAL 45 CHILDREN THROUGH THE COURT APPOINTED CHILD ADVOCATES PROGRAM WITHIN A JUDICIAL SYSTEM; SPECIALIZED TRAINING FOR OVER 100 LAW ENFORCEMENT AND K-12 EDUCATORS TO PREVENT AND RECOGNIZE CHILD ABUSE.

NEEDS ASSESSMENT

IN 2008, UNITED WAY OF PUEBLO COUNTY, THE COUNTY OF PUEBLO AND THE CITY OF PUEBLO BEGAN WORK ON AN EXTENSIVE COMMUNITY NEEDS ASSESSMENT. THE ASSESSMENT WILL AID THE CITY AND COUNTY IN THE AREAS OF HOUSING AND HUMAN SERVICES. UNITED WAY WILL USE THE DATA TO MAKE MORE EFFICIENT AND EFFECTIVE FUNDING DECISIONS, BASED ON THE GREATEST COMMUNITY NEEDS.

EL POMAR EMERGENCY ASSISTANCE

UNITED WAY OF PUEBLO COUNTY RECEIVED A $58,000 EMERGENCY ASSISTANCE GRANT FROM EL POMAR FOUNDATION IN DECEMBER OF 2008. THE GRANT WAS USED TO PROVIDE EMERGENCY ASSISTANCE TO FIVE NONPROFIT ORGANIZATIONS PROVIDING THE FOLLOWING SERVICES: 16 NIGHTS OF SHELTER AND

Name of the organization: UNITED WAY OF PUEBLO COUNTY, COLORADO, INC.

Employer identification number: 84-0404917

COUNSELING FOR 16 DOMESTIC VIOLENCE VICTIMS (WOMEN AND CHILDREN), 10 INDIVIDUALS WITH PRESCRIPTION DRUGS, FOOD FOR 442 INDIVIDUALS AND FAMILIES, 191 HOUSEHOLDS WITH HOMELESSNESS PREVENTION, AND BASIC NEEDS SERVICES FOR THOSE WITH DISABILITIES. IBEW/NECA EMERGENCY ELECTRICAL REPAIR ASSISTANCE PROGRAM

IN COLLABORATION WITH IBEW LOCAL 12 AND THE NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION (NECA) AND FOUR LOCAL CONTRACTORS, UNITED WAY BEGAN A PROGRAM IN 2008 THAT PROVIDES ASSISTANCE FOR EMERGENCY ELECTRICAL REPAIRS FOR THOSE IN NEED. AS A RESULT, OVER 19 HOUSEHOLDS HAVE BEEN ASSISTED IN 2008/2009.

BOARD OF WATER WORKS CARES PROGRAM

IN COLLABORATION WITH PUEBLO COUNTY BOARD OF WATER WORKS, THE CITY OF PUEBLO AND CATHOLIC CHARITIES OF PUEBLO, UNITED WAY BEGAN A NEW PROGRAM TO AID THOSE NEEDING ASSISTANCE IN PAYING THEIR WATER BILL. AS A RESULT, OVER 139 HOUSEHOLDS HAVE RECEIVED ASSISTANCE.

07. General explanation attachment

PAYMENT TO AFFILIATES LIST

UNITED WAY OF AMERICA, 101 N FAIRFAX ST, ALEXANDRIA, VA 22314

AMOUNT $8764

PURPOSE MEMBERSHIP DUES OTHER PROGRAM SERVICES

EMERGENCY FOOD AND SHELTER PROGRAM

UNITED WAY OF PUEBLO COUNTY SERVES AS THE LOCAL ADMINISTRATOR FOR THE FEDERALLY FUNDED EMERGENCY FOOD AND SHELTER PROGRAM GRANTS THAT PROVIDE FOOD AND SHELTER FOR THOSE IN NEED. WE ARE RESPONSIBLE FOR OVERSIGHT OF FUNDS DISTRIBUTED AND MUST ENSURE PROGRAMS RECEIVING FUNDS ARE IN FULL COMPLIANCE WITH FEDERAL GUIDELINES. WE ALSO SUBMIT RECOMMENDATIONS ON FUNDING, AND ARE RESPONSIBLE FOR SUBMITTING ACCURATE FINAL REPORTS AS REQUIRED BY EFSP. IN 2008, WE WERE RESPONSIBLE FOR OVERSIGHT OF $84,524 IN FUNDS (CALENDAR YEAR); IN 2008,

Name of the organization: UNITED WAY OF PUEBLO COUNTY, COLORADO, INC.

Employer identification number: 84-0404917

WE WERE RESPONSIBLE FOR OVERSIGHT OF $110,003. OTHER PROGRAM SERVICES

HEALTH ACCESS PUEBLO

SINCE 2007, UNITED WAY HAS SERVED AS THE FISCAL AGENT FOR HEALTH ACCESS PUEBLO, A UNIQUE PROGRAM DESIGNED TO CREATE AFFORDABLE HEALTH CARE OPTIONS FOR SMALL BUSINESSES THAT ARE UNABLE TO PROVIDE HEALTH INSURANCE FOR THEIR EMPLOYEES. UNITED WAY OF PUEBLO COUNTY WILL CONTINUE TO SERVE AS THE FISCAL AGENT FOR THIS PROGRAM UNTIL THEIR STATUS AS A NONPROFIT ORGANIZATION IS APPROVED, WHICH IS CURRENTLY PENDING.

DONOR DESIGNATIONS

WE PROCESSED APPROXIMATELY $54,000 TO 58 NONPROFIT ORGANIZATIONS IN NONMENBER DONOR DESIGNATED FUNDS. DONOR-DESIGNATED FUNDS ARE CONTRIBUTIONS SPECIFICALLY DIRECTED BY THE DONOR TO BE FORWARDED TO OTHER NONPROFIT ORGANIZATIONS. UNITED WAY ACTS AS AN AGENT THAT COLLECTS, PROCESSES AND DISBURSES THE FUNDS. WE PROVIDE OTHER SERVICES THIS SERVICE AS A CONVENIENCE TO OUR DONORS. SINCE IT IS GIVEN SOLELY BY THE DESIRE OF THE DONOR, WE DO NOT REQUIRE THE RECIPIENT ORGANIZATIONS TO PROVIDE US WITH INFORMATION RELATIVE TO THE USE AND RESULTS OF THESE CONTRIBUTIONS.

Form **4562**

Department of the Treasury
Internal Revenue Service (99)

# Depreciation and Amortization
## (Including Information on Listed Property)

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

OMB No 1545-0172

**2008**

Attachment Sequence No **67**

| Name(s) shown on return | Business or activity to which this form relates | Identifying number |
|---|---|---|
| UNITED WAY OF PUEBLO COUNTY, COL | FORM 990 - 1 | 84-0404917 |

**Part I Election To Expense Certain Property Under Section 179**

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

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

| | (a) Description of property | (b) Cost (business use only) | (c) Elected cost |
|---|---|---|---|
| 6 | | | |

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

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

**Part II Special Depreciation Allowance and Other Depreciation** (Do not include listed property.) (See instructions.)

| | | | |
|---|---|---|---|
| 14 | Special depreciation allowance for qualified property (other than listed property) placed in service during the tax year (see instructions) | 14 | |
| 15 | Property subject to section 168(f)(1) election | 15 | |
| 16 | Other depreciation (including ACRS) | 16 | 391 |

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

**Section A**

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

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

| | (a) Classification of property | (b) Month and year placed in service | (c) Basis for depreciation (business/investment use only-see instructions) | (d) Recovery period | (e) Convention | (f) Method | (g) Depreciation deduction |
|---|---|---|---|---|---|---|---|
| 19a | 3-year property | | | | | | |
| b | 5-year property STATEMENT # 50 | | | | | | 194 |
| c | 7-year property | | | | | | |
| d | 10-year property | | | | | | |
| e | 15-year property | | | | | | |
| f | 20-year property | | | | | | |
| g | 25-year property | | | 25 yrs. | | S/L | |
| h | Residential rental property | | | 27 5 yrs | MM | S/L | |
| | | | | 27.5 yrs. | MM | S/L | |
| i | Nonresidential real property | | | 39 yrs | MM | S/L | |
| | | | | | MM | S/L | |

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

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

**Part IV Summary** (see instructions)

| | | | |
|---|---|---|---|
| 21 | Listed property Enter amount from line 28 | 21 | |
| 22 | **Total.** Add amounts from line 12, lines 14 through 17, lines 19 and 20 in column (g), and line 21. Enter here and on the appropriate lines of your return. Partnerships and S corporations - see instr. | 22 | 585 |
| 23 | For assets shown above and placed in service during the current year, enter the portion of the basis attributable to section 263A costs | 23 | |

Name(s) as shown on return: UNITED WAY OF PUEBLO COUNTY, COLORADO, INC.

FEIN: 84-0404917

## FORM 4562 - LINE 19B

STATEMENT # 50

| BASIS | RP | CV | METHOD | DEDUCTION |
|---|---|---|---|---|
| 1,549 | 5 | MQ | S/L | 116 |
| 3,111 | 5 | MQ | S/L | 78 |
| TOTALS | | | | 194 |

PG01

## FORM 990, SCHEDULE D, PART VI, LINE 1E

STATEMENT #D1E

### INVESTMENTS - OTHER

| DESCRIPTION OF INVESTMENT | COST/BASIS (INVESTMENT) | COST/BASIS (OTHER) | DEPR | BOOK VALUE |
|---|---|---|---|---|
| EQUIPMENT | 0 | 24,431 | 18,831 | 5,600 |
| TOTAL | 0 | 24,431 | 18,831 | 5,600 |

# Federal Supporting Statements

2008

Name(s) as shown on return

Your Social Security Number

| | | | | | | |
|---|---|---|---|---|---|---|
| EASTSIDE CHILD CARE | 84-0709410 | 9 | X | X | X | $35000 |
| GIRL SCOUTS COLUMBIN | 84-0410630 | 9 | X | X | X | $22000 |
| HEARING PROJECT ESA | 23-7024504 | 9 | X | X | X | $3500 |
| PUEBLO CHILD ADVOCAC | 84-1071784 | 9 | X | X | X | $20000 |
| PUEBLO COMMUNITY HEA | 84-0921521 | 9 | X | X | X | $10000 |
| PUEBLO SET FOR WELL | 84-1234295 | 9 | X | X | X | $28000 |
| SUICIDE PREVENTION C | 84-0755888 | 9 | X | X | X | $40000 |
| SRDA | 84-0593609 | 9 | X | X | X | $35000 |
| SALVATION ARMY | 94-1156347 | 9 | X | X | X | $15000 |
| SOUTHSIDE CHILDRENS | 84-0645787 | 9 | X | X | X | $36000 |
| YWCA | 84-0404925 | 9 | X | X | X | $60500 |
| CARE AND SHARE | 84-0731930 | 9 | X | X | X | $7000 |
| TRINIDAD MS BAND BOO | 14-1941885 | 9 | X | X | X | $7000 |
| LA PUENTE HOMES | 84-0799121 | 9 | X | X | X | $8813 |
| ASSISTANCE LEAGUE | 84-6049009 | 9 | X | X | X | $7773 |

| | Statement of Program Service Accomplishments | 2008 01 |
|---|---|---|
| Name(s) as shown on return | | Your Social Security Number |
| UNITED WAY OF PUEBLO COUNTY, COLORADO, INC. | | 84-0404917 |

## FORM 990, PART III(D)

| | |
|---|---|
| PROGRAM SERVICE EXPENSES | $397362 |
| GRANTS AND ALLOCATIONS INCLUDED IN ABOVE EXPENSE | $0 |
| PROGRAM SERVICES REVENUE | $0 |

**EXPLANATION**

SEE OTHER PROGRAM SERVICES