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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

2008Open to Public
Inspection**A** For the 2008 calendar year, or tax year beginning **OCT 1, 2008** and ending **SEP 30, 2009**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Termination <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	Please use IRS label or print or type: See Specific Instructions	C Name of organization INSTITUTE FOR SUSTAINABLE COMMUNITIES		D Employer identification number 22-3098727
		Doing Business As		E Telephone number 802-229-2900
		Number and street (or P.O. box if mail is not delivered to street address) Room/suite 535 STONE CUTTERS WAY		G Gross receipts \$ 9,166,651.
		City or town, state or country, and ZIP + 4 MONTPELIER, VT 05602		H(a) Is this a group return for affiliates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all affiliates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list (see instructions) H(c) Group exemption number ▶
		F Name and address of principal officer GEORGE HAMILTON SAME AS C ABOVE		
I Tax exempt status <input checked="" type="checkbox"/> 501(c) (3) ◀ (insert no) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527 J Website: WWW.ISCVT.ORG K Type of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶ L Year of formation, 1991 M State of legal domicile: VT				

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities SEE PART III, LINE 1.		
	2 Check this box <input type="checkbox"/> 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	
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	
	5 Total number of employees (Part V, line 2a)	38	
	6 Total number of volunteers (estimate if necessary)	50	
	7a Total gross unrelated business revenue from Part VIII, line 12, column (C)	0.	
7b Net unrelated business taxable income from Form 990-T, line 34	0.		
Revenue	8 Contributions and grants (Part VIII, line 1h)	8,812,137.	8,785,925.
	9 Program service revenue (Part VIII, line 2g)	327,357.	360,893.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	22,781.	18,545.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,345.	1,288.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	9,163,620.	9,166,651.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	3,441,358.	2,719,180.
	14 Benefits paid to or for members (Part IX, column (A), line 4)		
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	3,086,939.	3,579,523.
	16a Professional fundraising fees (Part IX, column (A), line 11e)		
	16b Total fundraising expenses (Part IX, column (D), line 25) ▶ 223,602.		
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	1,947,776.	2,068,762.	
18 Total expenses - Add lines 13-17 (must equal Part IX, column (A), line 25)	8,476,073.	8,367,465.	
19 Revenue less expenses - Subtract line 18 from line 12	687,547.	799,186.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	2,600,584.	3,657,777.
	21 Total liabilities (Part X, line 26)	249,220.	505,901.
	22 Net assets or fund balances - Subtract line 21 from line 20	2,351,364.	3,151,876.

Part II Signature Block

Sign Here	Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.	
	Signature of officer: GEORGE HAMILTON, PRESIDENT Type or print name and title	Date: 4/05/10
Paid Preparer's Use Only	Preparer's signature: Firm's name (or yours if self-employed), address, and ZIP + 4: GELMAN, ROSENBERG & FREEDMAN 4550 MONTGOMERY AVE., SUITE 650 NORTH BETHESDA, MARYLAND 20814-2930	Date: 3-30-10 Check if self-employed: <input type="checkbox"/> Preparer's identifying number (see instructions): EIN ▶ Phone no ▶ (301) 951-9090

May the IRS discuss this return with the preparer shown above? (see instructions)

☒ Yes ☐ No

SCANNED MAY 04 2010

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 APR 12 2010
 OGDEN, UT
 IRS-OSC

G-15-1

Part III Statement of Program Service Accomplishments (see instructions)

1 Briefly describe the organization's mission SEE SCHEDULE O FOR CONTINUATION
ISC'S MISSION IS TO HELP COMMUNITIES AROUND THE WORLD ADDRESS
ENVIRONMENTAL, ECONOMIC, AND SOCIAL CHALLENGES TO BUILD A BETTER
FUTURE SHAPED AND SHARED BY ALL. THROUGH VARIOUS PROGRAMS WE GIVE
PASSIONATE, COMMITTED PEOPLE THE TOOLS AND SKILLS THEY NEED TO INSPIRE

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

SEE SCHEDULE O FOR CONTINUATION(S)

4a (Code) (Expenses \$ 4,707,844. including grants of \$ 2,321,219.) (Revenue \$ 360,893.)
CENTRAL AND EASTERN EUROPE
SERBIA CIVIL SOCIETY ADVOCACY INITIATIVE (CSAI) - CSAI'S MISSION IS TO
SUPPORT TARGETED CITIZEN ADVOCACY PROGRAMS TO ENHANCE THE ABILITY OF
CITIZENS OF SERBIA TO TAKE RESPONSIBILITY FOR DEFINING THEIR OWN
FUTURE, AND TO IMPROVE THE LEGAL AND REGULATORY ENVIRONMENT FOR THE NGO
SECTOR TO ACT AS TRUSTED PARTNERS IN THAT EFFORT.

MACEDONIA CIVIL SOCIETY STRENGTHENING PROGRAM (CSSP) - CSSP'S MISSION
IS TO INCREASE CITIZEN PARTICIPATION IN POLITICAL AND SOCIAL
DECISION-MAKING THROUGH BROADENING AND DEEPENING THE IMPACT OF CIVIL
SOCIETY IN MACEDONIA. CSSP'S GOAL IS TO MAKE MACEDONIA'S CIVIL SOCIETY
A MORE EFFECTIVE, INFLUENTIAL, AND PERMANENT PARTNER ALONGSIDE

4b (Code) (Expenses \$ 1,165,158. including grants of \$ 304,738.) (Revenue \$)
CHINA

ISC HAS UNDERTAKEN A MULTIYEAR PROGRAM IN THE PROVINCE OF GUANGDONG
CHINA WORKING WITH BUSINESSES, GOVERNMENT, COMMUNITIES AND SCHOOLS TO
BUILD COMMITMENT AND SUPPORT AROUND ENVIRONMENTAL MANAGEMENT,
ENVIRONMENTAL HEALTH AND SAFETY AND ENERGY EFFICIENCY. WITH FUNDING
FROM USAID AND CORPORATE AND FOUNDATION SOURCES, ISC IS LAUNCHING AN
ENVIRONMENT, HEALTH AND SAFETY ACADEMY TO TRAIN FACTORY MANAGERS TO
REDUCE HARMFUL EMISSIONS AND IMPROVE WORKER HEALTH AND SAFETY, WORKING
WITH COMMUNITIES TO IMPLEMENT ENERGY EFFICIENCY PROJECTS IN FACTORIES
AND PUBLIC BUILDINGS, DEVELOPING ENVIRONMENTALLY FOCUSED CURRICULUM FOR
LOCAL SCHOOLS AND ALSO WORKING WITH GOVERNMENT TO IMPROVE ENVIRONMENTAL
ENFORCEMENT TOOLS.

4c (Code) (Expenses \$ 633,534. including grants of \$ 17,277.) (Revenue \$)
SPECIAL PROJECTS

GULF COAST RENEWAL PROJECT - THE CITY OF MOSS POINT, MISSISSIPPI
EMERGED FROM HURRICANE KATRINA FACING TREMENDOUS DEVASTATION - BUT
DETERMINED TO REBUILD A STRONGER AND MORE JUST COMMUNITY. SINCE THEN,
ISC HAS WORKED WITH THE MOSS POINT COMMUNITY TO HELP THEM NOT JUST
RECOVER, BUT THRIVE IN THE AFTERMATH OF KATRINA. A CITY OF 15,000
PEOPLE-70 PERCENT OF WHOM ARE AFRICAN-AMERICAN-MOSS POINT IS ONE OF THE
POOREST COMMUNITIES ON THE COAST. ISC'S WORK IN MOSS POINT HAS ALSO
RESULTED IN THE CREATION OF A NEW ORGANIZATION, FOCUS, A GROUP OF
COMMUNITY VOLUNTEERS WHO JOINED TOGETHER TO SEEK INPUT FROM RESIDENTS
IN THE REDEVELOPMENT OF THE CITY.

4d Other program services (Describe in Schedule O)
 (Expenses \$ 327,017. including grants of \$ 75,946.) (Revenue \$)

4e Total program service expenses ► \$ 6,833,553. (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)? <i>If "Yes," complete Schedule A</i>	<input checked="" type="checkbox"/>	
2 Is the organization required to complete Schedule B, Schedule of Contributors?	<input checked="" type="checkbox"/>	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		<input checked="" type="checkbox"/>
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities? <i>If "Yes," complete Schedule C, Part II</i>		<input checked="" type="checkbox"/>
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? <i>If "Yes," complete Schedule C, Part III</i>	<input checked="" type="checkbox"/>	
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? <i>If "Yes," complete Schedule D, Part I</i>		<input checked="" type="checkbox"/>
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		<input checked="" type="checkbox"/>
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		<input checked="" type="checkbox"/>
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? <i>If "Yes," complete Schedule D, Part IV</i>		<input checked="" type="checkbox"/>
10 Did the organization hold assets in term, permanent, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		<input checked="" type="checkbox"/>
11 Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? <i>If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable</i>	<input checked="" type="checkbox"/>	
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? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII</i>	<input checked="" type="checkbox"/>	
13 Is the organization a school as described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		<input checked="" type="checkbox"/>
14a Did the organization maintain an office, employees, or agents outside of the U S ?	<input checked="" type="checkbox"/>	
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 ? <i>If "Yes," complete Schedule F, Part I</i>	<input checked="" type="checkbox"/>	
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? <i>If "Yes," complete Schedule F, Part II</i>	<input checked="" type="checkbox"/>	
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? <i>If "Yes," complete Schedule F, Part III</i>		<input checked="" type="checkbox"/>
17 Did the organization report more than \$15,000 on Part IX, column (A), line 11e? <i>If "Yes," complete Schedule G, Part I</i>		<input checked="" type="checkbox"/>
18 Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		<input checked="" type="checkbox"/>
19 Did the organization report more than \$15,000 on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		<input checked="" type="checkbox"/>
20 Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H</i>		<input checked="" type="checkbox"/>
21 Did the organization report more than \$5,000 on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	<input checked="" type="checkbox"/>	
22 Did the organization report more than \$5,000 on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		<input checked="" type="checkbox"/>
23 Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? <i>If "Yes," complete Schedule J</i>		<input checked="" type="checkbox"/>
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? <i>If "Yes," answer questions 24b-24d and complete Schedule K. If "No," go to question 25</i>		<input checked="" type="checkbox"/>
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
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?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
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? <i>If "Yes," complete Schedule L, Part I</i>		<input checked="" type="checkbox"/>
b Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? <i>If "Yes," complete Schedule L, Part I</i>		<input checked="" type="checkbox"/>
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? <i>If "Yes," complete Schedule L, Part II</i>		<input checked="" type="checkbox"/>
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? <i>If "Yes," complete Schedule L, Part III</i>		<input checked="" type="checkbox"/>

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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)? <i>If "Yes," complete Schedule L, Part IV</i>		X
b Have a family member who had a direct or indirect business relationship with the organization? <i>If "Yes," complete Schedule L, Part IV</i>		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? <i>If "Yes," complete Schedule L, Part IV</i>	X	
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		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? <i>If "Yes," complete Schedule R, Part I</i>	X	
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i>		X
35 Is any related organization a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		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? <i>If "Yes," complete Schedule R, Part VI</i>		X

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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	36	
1b	Enter the number of Forms W-2G included in line 1a Enter 0 if not applicable	0	
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	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	38	
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return (see instructions)	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?		X
3b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O		
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)?	X	
b	If "Yes," enter the name of the foreign country ► MACEDONIA, SERBIA, CHINA 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?		X
5b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
5c	If "Yes," to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?		
6a	Did the organization solicit any contributions that were not tax deductible?		X
6b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
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?	X	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	X	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		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?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?	X	
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?	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? N/A	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? N/A	9a	
b	Did the organization make a distribution to a donor, donor advisor, or related person? N/A	9b	
10	Section 501(c)(7) organizations. Enter N/A		
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 N/A		
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 N/A	12b	

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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	13	
b Enter the number of voting members that are independent	13	
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?		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?		X
4 Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?		X
5 Did the organization become aware during the year of a material diversion of the organization's assets?		X
6 Does the organization have members or stockholders?		X
7a Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?		X
b Are any decisions of the governing body subject to approval by members, stockholders, or other persons?		X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body?	X	
b Each committee with authority to act on behalf of the governing body?	X	
9a Does the organization have local chapters, branches, or affiliates?		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?		
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	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		X

Section B. Policies

	Yes	No
12a Does the organization have a written conflict of interest policy? If "No," go to line 13	X	
b Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	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	X	
13 Does the organization have a written whistleblower policy?	X	
14 Does the organization have a written document retention and destruction policy?	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?	X	
b Other officers or key employees of the organization? Describe the process in Schedule O. (see instructions)	X	
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?		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?		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ► **NONE**

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 ►
BRENDAN S. KELEHER - (802) 229-2900
535 STONE CUTTERS WAY, MONTPELIER, VT 05602

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**

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

• List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

• List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.

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

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

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

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
GEORGE HAMILTON PRESIDENT	40.00	X		X				130,615.	0.	15,913.
STEPHEN D. RAMSEY CHAIR	1.00	X		X				0.	0.	0.
JOHN A. DOOLEY VICE CHAIR	1.00	X		X				0.	0.	0.
HARRY G. BARNES, JR. SECRETARY	1.00	X		X				0.	0.	0.
JERRY GREENFIELD TREASURER	1.00	X		X				0.	0.	0.
MADELEINE KUNIN BOARD MEMBER	1.00	X						0.	0.	0.
PEREZ EHRICH BOARD MEMBER	1.00	X						0.	0.	0.
RAMSEY LUHR BOARD MEMBER	1.00	X						0.	0.	0.
SANDY STASH BOARD MEMBER	1.00	X						0.	0.	0.
LAUREL COLLESS BOARD MEMBER	1.00	X						0.	0.	0.
RICHARD PAISNER BOARD MEMBER	1.00	X						0.	0.	0.
ANN VAN DUSEN BOARD MEMBER	1.00	X						0.	0.	0.
AARON S. WILLIAMS BOARD MEMBER	1.00	X						0.	0.	0.
LESLIE MCCUAIG SENIOR V.P.	40.00					X		121,475.	0.	15,194.
ENRIQUE ROIG DIR. CIVIL SOCIETY	40.00					X		113,684.	0.	10,950.
STEPHANIE RUST REGIONAL DIR. BALKANS	40.00					X		109,718.	0.	14,123.

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 trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
1b Total								475,492.	0.	56,180.

2 Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization 4

- | | | 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. **NONE**

(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 0		

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	1 a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e	7,117,499.			
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	1,668,426.			
	g	Noncash contributions included in lines 1a-1f \$					
	h	Total. Add lines 1a-1f			8785925.		
	Program Service Revenue	2 a	GOVERNMENT CONTRACTS	Business Code 900099	360,893.	360,893.	
b							
c							
d							
e							
f		All other program service revenue					
g		Total. Add lines 2a-2f			360,893.		
Other Revenue		3	Investment income (including dividends, interest, and other similar amounts)		18,545.		
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6 a	(i) Real					
		(ii) Personal					
	7 a	(i) Securities					
		(ii) Other					
	8 a						
	9 a						
10 a							
Miscellaneous Revenue			Business Code				
11 a	MISCELLANEOUS	900099	1,288.			1,288.	
b							
c							
d	All other revenue						
e	Total. Add lines 11a-11d			1,288.			
12	Total Revenue. Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e			9166651.	360,893.	0.	19,833.

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	7,500.	7,500.		
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	2,711,680.	2,711,680.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	154,160.	15,416.	92,496.	46,248.
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	2,579,474.	1,891,140.	581,772.	106,562.
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	82,601.	67,237.	13,614.	1,750.
9 Other employee benefits	599,927.	455,974.	118,603.	25,350.
10 Payroll taxes	163,361.	122,463.	33,332.	7,566.
11 Fees for services (non-employees)				
a Management				
b Legal	14,943.	12,654.	2,083.	206.
c Accounting	43,359.	36,717.	6,044.	598.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other	703,255.	593,911.	101,884.	7,460.
12 Advertising and promotion				
13 Office expenses	296,349.	204,772.	77,853.	13,724.
14 Information technology	46,520.	43,275.	3,063.	182.
15 Royalties				
16 Occupancy	274,546.	125,672.	148,874.	
17 Travel	345,232.	281,174.	55,161.	8,897.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	217,359.	215,444.	175.	1,740.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	21,016.		21,016.	
23 Insurance	7,714.	873.	6,841.	
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 STAFF DEVELOPMENT	48,123.	14,602.	31,725.	1,796.
b OTHER OFFICE OPERATIONS	41,452.	31,067.	9,000.	1,385.
c SUBS. & PUBS.	8,894.	1,982.	6,774.	138.
d				
e				
f All other expenses				
25 Total functional expenses Add lines 1 through 24f	8,367,465.	6,833,553.	1,310,310.	223,602.
26 Joint Costs Check here <input type="checkbox"/> 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	89,909.	1	814,847.
	2 Savings and temporary cash investments	632,248.	2	826,273.
	3 Pledges and grants receivable, net	755,876.	3	1,403,812.
	4 Accounts receivable, net	85,567.	4	92,142.
	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	261,609.	9	320,493.
	10a Land, buildings, and equipment - cost basis	10a 462,695.		
	b Less: accumulated depreciation. Complete Part VI of Schedule D	10b 412,198.		
		51,415.	10c	50,497.
	11 Investments - publicly traded securities	720,847.	11	136,711.
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
15 Other assets. See Part IV, line 11	3,113.	15	13,002.	
16 Total assets. Add lines 1 through 15 (must equal line 34)	2,600,584.	16	3,657,777.	
Liabilities	17 Accounts payable and accrued expenses	246,720.	17	503,401.
	18 Grants payable		18	
	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	2,500.	25	2,500.
	26 Total liabilities. Add lines 17 through 25	249,220.	26	505,901.
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	865,509.	27	622,289.
	28 Temporarily restricted net assets	1,485,855.	28	2,529,587.
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> 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	2,351,364.	33	3,151,876.
	34 Total liabilities and net assets/fund balances	2,600,584.	34	3,657,777.

Part XI Financial Statements and Reporting

- 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?
- b Were the organization's financial statements audited by an independent accountant?
- 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?
- 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?
- b If "Yes," did the organization undergo the required audit or audits?

	Yes	No
2a		X
2b	X	
2c	X	
3a	X	
3b	X	

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	7,693,482.	9,694,627.	9,324,989.	8,812,137.	8,785,925.	44,311,160.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 - 3	7,693,482.	9,694,627.	9,324,989.	8,812,137.	8,785,925.	44,311,160.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						1,838,447.
6 Public Support. Subtract line 5 from line 4						42,472,713.

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4	7,693,482.	9,694,627.	9,324,989.	8,812,137.	8,785,925.	44,311,160.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	7,675.	13,687.	74,534.	22,781.	18,545.	137,222.
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.)	13,491.	758.	5,334.	1,345.	3,868.	24,796.
11 Total support. Add lines 7 through 10						44,473,178.
12 Gross receipts from related activities, etc. (see instructions)					12	1,264,303.

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 2008 (line 6, column (f) divided by line 11, column (f))	14	95.50 %
15 Public support percentage from 2007 Schedule A, Part IV-A, line 26f	15	99.67 %
16a 33 1/3% support 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 ► <input checked="" type="checkbox"/>		
b 33 1/3% support test - 2007. If the organization did not check a 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 ► <input type="checkbox"/>		
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 ► <input type="checkbox"/>		
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 ► <input type="checkbox"/>		
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ► <input type="checkbox"/>		

Schedule A (Form 990 or 990-EZ) 2008

Part III Support Schedule for Organizations Described in Section 509(a)(2) (Complete only if you checked the box on line 9 of Part I.)**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
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 Add lines 7a and 7b						
8 Public support (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9 Amounts from line 6						
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 June 30, 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 section 501(c)(3) organization, check this box and stop here ▶ <input type="checkbox"/>						

Section C. 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 from 2007 Schedule A, Part IV A, line 27g	16		%

Section D. 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% support 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% support 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 ▶ ☐

M-4

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

INSTITUTE FOR SUSTAINABLE COMMUNITIES

Employer identification number

22-3098727

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?		<input type="checkbox"/> Yes <input type="checkbox"/> 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?		<input type="checkbox"/> Yes <input type="checkbox"/> 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)

<input type="checkbox"/> Preservation of land for public use (e.g., recreation or pleasure)	<input type="checkbox"/> Preservation of an historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of certified historic structure
<input type="checkbox"/> 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
1c	
1d	
1e	
1f	

c Beginning balance

d Additions during the year

e Distributions during the year

f Ending balance

2a Did the organization include an amount on Form 990, Part X, line 21?

☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV

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

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

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

a Board designated or quasi endowment ► _____ %

b Permanent endowment ► _____ %

c Term endowment ► _____ %

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

(i) unrelated organizations

(ii) related organizations

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

	Yes	No
3a(i)		
3a(ii)		
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		46,015.	27,586.	18,429.
d Equipment		416,680.	384,612.	32,068.
e Other				
Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c))				50,497.

Schedule D (Form 990) 2008

Schedule F
(Form 990)

Statement of Activities Outside the United States

OMB No 1545-0047

2008

Department of the Treasury
Internal Revenue Service

▶ Attach to Form 990. Complete if the organization answered "Yes" to
Form 990, Part IV, line 14b, line 15, or line 16.

Open to Public
Inspection

Name of the organization

Employer identification number

INSTITUTE FOR SUSTAINABLE COMMUNITIES

22-3098727

Part I **General Information on Activities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 14b

1 For grantmakers. 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 For grantmakers. Describe in Part IV the organization's procedures for monitoring the use of grant funds outside the United States

3 Activities per Region (Use Schedule F-1 (Form 990) if additional space is needed)

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures in region
NORTH AMERICA	2	28	PROGRAM SERVICES	TRAINING & CAPACITY BUILDING.	4,893,000.
RUSSIA AND THE NEWLY INDEPENDENT STATES	0	2	PROGRAM SERVICES	TRAINING AND CAPACITY BUILDING.	185,000.
EUROPE	3	38	PROGRAM SERVICES	TRAINING & CAPACITY BUILDING.	800,034.
EAST ASIA AND THE PACIFIC	2	8	PROGRAM SERVICES	ENVIRONMENTAL TRAINING & CAPACITY BUILDING.	114,000.
EUROPE	0	0	GRANTS TO RECIPIENTS LOCATED IN THE REGION.		2,321,219.
CENTRAL AMERICA AND THE CARIBBEAN	0	0	GRANTS TO RECIPIENTS LOCATED IN THE REGION.		75,946.
EAST ASIA AND THE PACIFIC	0	0	GRANTS TO RECIPIENTS LOCATED IN THE REGION.		304,738.
Totals	7	76			8,693,937.

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule F (Form 990) 2008

Part II Grants and Other Assistance to Organizations or Entities Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any

recipient who received more than \$5,000. Check this box if no one recipient received more than \$5,000



Use Schedule F-1 (Form 990) if additional space is needed

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			EUROPE	CIVIL SOCIETY DEVELOPMENT	39,151	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	79,765	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	103,259	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	28,268	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	15,171	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	23,853	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	28,926	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	23,400	CHECK/WIRE	0.		

2 Enter total number of organizations that are recognized as charities by the foreign country or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter

3 Enter total number of other organizations or entities

0

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Schedule F (Form 990) 2008

Part IV Supplemental Information

Complete this part to provide the information required by Part I, line 2, and any other additional information

SCHEDULE F, PART I, LINE 2: THE INSTITUTE FOR SUSTAINABLE COMMUNITIES
MAINTAINS STAFF IN EACH COUNTRY WITHIN WHICH GRANTS ARE MADE. STAFF
SOLICITS POTENTIAL RECIPIENTS, REVIEWS PROPOSALS FOR THE USE OF THE
FUNDS, REVIEWS THAT CAPACITY OF EACH POTENTIAL RECIPIENT, AWARDS GRANTS,
MONITORS PERFORMANCE, REVIEWS FINANCIAL REPORTING AND DISBURSEMENTS AND
CLOSES OUT THE GRANTS.

Part II Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)									
1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			EUROPE	CIVIL SOCIETY DEVELOPMENT	19,592	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	22,283	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	34,739	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	28,226	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	7,847	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	6,803	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	6,250	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	17,001	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	23,270	CHECK/WIRE	0.		

Schedule F-1 (Form 990) 2008

Part II		Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)							
1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			EUROPE	CIVIL SOCIETY DEVELOPMENT	11,315	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	6,900	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	24,343	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	442559	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	77,037	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	87,428	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	179580	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	33,323	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	200000	CHECK/WIRE	0.		

Schedule F-1 (Form 990) 2008

Part II Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EUROPE	CIVIL SOCIETY DEVELOPMENT	59,852	CHECK/WIRE	0.		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	20,363	CHECK/WIRE	0.		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	29,741	CHECK/WIRE	0.		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	35,840	CHECK/WIRE	0.		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	31,981	CHECK/WIRE	0.		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	40,702	CHECK/WIRE	0.		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	76,403	CHECK/WIRE	0.		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	59,577	CHECK/WIRE	0.		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	35,292	CHECK/WIRE	0.		

Schedule F-1 (Form 990) 2008

Part II Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EUROPE	CIVIL SOCIETY DEVELOPMENT	104,585	CHECK/WIRE	0		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	28,684	CHECK/WIRE	0		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	34,946	CHECK/WIRE	0		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	34,795	CHECK/WIRE	0		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	21,831	CHECK/WIRE	0		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	20,007	CHECK/WIRE	0		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	20,736	CHECK/WIRE	0		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	39,925	CHECK/WIRE	0		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	15,158	CHECK/WIRE	0		

Schedule F-1 (Form 990) 2008

Part II Continuation of Grants and Other Assistance or Entries Outside the United States. (Schedule F (Form 990), Part II)									
1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			EUROPE	CIVIL SOCIETY DEVELOPMENT	37,182	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	58,663	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	19,800	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	43,403	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	43,403	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	43,403	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	43,403	CHECK/WIRE	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	43,403	CHECK/WIRE	0.		
			CENTRAL AMERICA AND THE CARIBBEAN	CIVIL SOCIETY DEVELOPMENT	75,946	CHECK/WIRE	0.		

Schedule F-1 (Form 990) 2008

**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**

Employer identification number
22-3098727

INSTITUTE FOR SUSTAINABLE COMMUNITIES
ation on Grants and Assistance

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?

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.

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	(f) Method of valuation (book,	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
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[illegible]

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

3 Enter total number of other organizations

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule I (Form 990) 2008

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

SCHEDULE I, PART I, LINE 2: THE INSTITUTE FOR SUSTAINABLE COMMUNITIES

MAINTAINS STAFF IN EACH COUNTRY WITHIN WHICH GRANTS ARE MADE. STAFF

SOLICITS POTENTIAL RECIPIENTS, REVIEWS PROPOSALS FOR THE USE OF THE FUNDS,

REVIEWS THAT CAPACITY OF EACH POTENTIAL RECIPIENT, AWARDS GRANTS, MONITORS

PERFORMANCE, REVIEWS FINANCIAL REPORTING AND DISBURSEMENTS AND CLOSES OUT

THE GRANTS

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

2008Open to Public
Inspection

Name of the organization

INSTITUTE FOR SUSTAINABLE COMMUNITIES

Employer identification number

22-3098727

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

ACTIVE CITIZENSHIP, PROTECT THE ENVIRONMENT AND TAKE ON CLIMATE CHANGE.

FORM 990, PART III, LINE 2, NEW PROGRAM SERVICES:

ISC INITIATED THE CHINA GUANGDONG ENVIRONMENTAL PARTNERSHIP PROGRAM AND
THE KOSOVO CIVIL SOCIETY STRENGTHENING PROGRAM.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS

GOVERNMENT AND BUSINESSES IN SHAPING THE COUNTRY'S PRESENT AND FUTURE.

KOSOVO CIVIL SOCIETY STRENGTHENING PROGRAME (KCSSP)- KCSSP'S MISSION IS
TO ENSURE KOSOVO CIVIL SOCIETY IS AN EFFECTIVE AND INFLUENTIAL PARTNER
TO GOVERNMENT IN PUBLIC DECISIONMAKING CONTRIBUTING TO AN INCLUSIVE AND
DEMOCRATIC KOSOVO. BY THE PROGRAMS'S CLOSE, ISC EXPECTS A DRAMATIC
SHIFT IN THE ROLE OF CIVIL SOCIETY TOWARD MULTI-ETHNIC, ACTIVE
PARTICIPATION, AND TOWARD CONSTRUCTIVE PARTNERSHIP IN REPRESENTATIVE
GOVERNANCE. LONG-TERM CAPACITY WILL BE STRENGTHENED THROUGH CLOSE
MENTORING OF LOCAL TRAINERS AND PARTNER ORGANIZATIONS OVER THE LIFE OF
THE PROGRAM TO HELP THEM DELIVER HIGH-QUALITY, RESULTS-BASED
CONSULTING, AND THROUGH TECHNICAL ASSISTANCE THAT BRINGS TOGETHER
INTERNATIONAL BEST PRACTICES FROM THE PUBLIC AND PRIVATE SECTORS. KCSSP
WILL IMPROVE COMMUNICATION CHANNELS AND BUILD TRUST AMONG NGOS FROM ALL
SIDES, AND WITH GOVERNMENT AT BOTH THE LOCAL AND NATIONAL LEVEL.

FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS

CLIMATE LEADERSHIP ACADEMY - IN 2009, ISC LAUNCHED THE CLIMATE

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule O (Form 990) 2008

832211
12-18-08

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

INSTITUTE FOR SUSTAINABLE COMMUNITIES

Employer identification number

22-3098727

LEADERSHIP ACADEMY TO HELP COMMUNITIES TRANSLATE THEIR COMMITMENT TO
REDUCING CLIMATE POLLUTION INTO EFFECTIVE ACTION. THE ACADEMY IS
DESIGNED TO ACCELERATE THE TRANSFER OF BEST PRACTICES AND PROVIDE
CUSTOMIZED TRAINING AND MENTORING, INCLUDING TOOLS TAILORED TO THE
SPECIFIC NEEDS OF COMMUNITIES. INTENSIVE TWO-TO THREE-DAY WORKSHOPS
BRING TOGETHER TEAMS OF SENIORCITY OFFICIALS AND EXPERT FACULTY AROUND
PRESSING CLIMATE-RELATED TOPICS SUCH AS BUILDING ENERGY RETROFITS AND
TRANSPORTATION. ISC THEN BUILDS ON THE MOMENTUM OF THESE WORKSHOPS BY
COORDINATING A VIRTUAL PEER LEARNING NETWORK, WHICH CONNECTS ALL OF THE
CITY TEAMS, THEIR CHALLENGES, AND THEIR SUCCESSES.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

EURASIA

EXPENSES \$ 169488. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

CARIBBEAN

EXPENSES \$ 157529. INCLUDING GRANTS OF \$ 75946. REVENUE \$ 0.

FORM 990, PART VI, SECTION A, LINE 10: THE 990 IS PREPARED BY OUTSIDE
ACCOUNTANTS AND THEN SENT TO THE ORGANIZATION FOR REVIEW. THE GOVERNING
BODY RECEIVES A COPY OF THE FINAL 990 FOR REVIEW BEFORE IT IS FILED.

FORM 990, PART VI, SECTION B, LINE 12C: ANNUALLY THE STAFF AND THE BOARD
ARE ASKED TO REVIEW THE ISC CONFLICT OF INTEREST POLICY STATEMENT AND
INDICATE COMPLIANCE WITH THE POLICY. IF A CONFLICT ARISES THE ISSUE MAY BE
BROUGHT TO THE PRESIDENT. THE DECISION OF THE PRESIDENT IS FINAL

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule O (Form 990) 2008

832211
12-18-08

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.

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Name of the organization

INSTITUTE FOR SUSTAINABLE COMMUNITIES

Employer identification number

22-3098727

UNLESS, IN THE OPINION OF EITHER PARTY, THE PRESIDENT'S DECISION IS CONSIDERED TO BE A MAJOR VIOLATION OF ISC POLICY. IF THE DECISION OF THE PRESIDENT IS CONSIDERED TO BE A MAJOR VIOLATION OF ESTABLISHED ISC POLICY BY ONE OF THE PARTIES, THE AGGRIEVED PARTY MAY APPEAL THE DECISION OF THE PRESIDENT BY SENDING A COMPLETE DESCRIPTION OF THE PROBLEM TO THE PRESIDENT AND TO THE CHAIRMAN OF THE ISC BOARD OF DIRECTORS. STAFF MEMBERS SHOULD BE CERTAIN THAT THE CONFLICT IS WELL DOCUMENTED AND REPRESENTS SIGNIFICANT AND SUBSTANTIVE DIFFERENCES WITH ESTABLISHED ISC POLICY.

APPEALING A DECISION OF THE PRESIDENT WILL NOT INTERFERE WITH DECISIONS OR PROCEDURES REGARDING TERMINATION OF EMPLOYMENT, "INVOLUNTARY SEPARATION." THE CHAIRMAN WILL MEET WITHIN 30 DAYS TO CONSIDER THE APPEAL AND WILL ISSUE FINDINGS AND A DECISION WITHIN SEVEN DAYS OF THE MEETING. THE CHAIRMAN'S DECISION ON WHETHER THE PRESIDENT VIOLATED ISC POLICY IS FINAL AND CANNOT BE APPEALED.

FORM 990, PART VI, SECTION B, LINE 15: THE PRESIDENT'S COMPENSATION, AND ANY ADJUSTMENTS, ARE ANNUALLY REVIEWED BY THE BOARD OF DIRECTORS. IN ADDITIONAL TO THE BOARD MEMBERS' EXPERIENCE, THIS REVIEW INCLUDES A REVIEW OF COMPENSATION LEVELS FROM COMPARABLE ORGANIZATIONS THROUGH THE USE OF SURVEY DATA FROM PROFESSIONAL ORGANIZATIONS. THE DECISION IS RECORDED IN THE BOARD MINUTES.

THE ISC MANAGEMENT TEAM PERIODICALLY REVIEWS THE COMPENSATION OF KEY STAFF MEMBERS AGAINST THAT PROVIDED TO COMPARABLE POSITIONS IN OTHER NGOS THROUGH THE USE OF SURVEY DATA FROM PROFESSIONAL ORGANIZATIONS.

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule O (Form 990) 2008

832211
12-18-08

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

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Name of the organization

INSTITUTE FOR SUSTAINABLE COMMUNITIES

Employer identification number
22-3098727

FORM 990, PART VI, SECTION C, LINE 19: ISC MAKES AVAILABLE ON ITS WEBSITE, EITHER DIRECTLY OR THROUGH APPROPRIATE LINKS, LIST OF BOARD MEMBERS, STAFF, ORGANIZATION CONTACT INFORMATION, AUDITED FINANCIAL STATEMENTS, IRS 990 REPORTS AND ITS 501(C)(3) DESIGNATION. OTHER GOVERNING DOCUMENTS, INCLUDING CONFLICT OF INTEREST ARE AVAILABLE UPON REQUEST.

SCH L, PART IV, BUSINESS TRANSACTIONS INVOLVING INTERESTED PERSONS:

(A) NAME OF PERSON: MAPLE CAPITAL

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

BOARD MEMBER

(C) AMOUNT OF TRANSACTION \$ 38395.

(D) DESCRIPTION OF TRANSACTION: BOARD MEMBER RAMSEY LUHR IS A PRINCIPAL IN MAPLE CAPITAL. THE SUBLEASE WAS ORIGINALLY EXECUTED BEFORE MR. LUHR WAS A BOARD MEMBER. ADJUSTMENTS TO THE SUBLEASE HAVE BEEN LIMITED TO CHANGES RESULTING FROM MODIFICATIONS IN THE PRIMARY ISC LEASE. ALL TRANSACTIONS WERE COMPLETED AT ARMS LENGTH AND AT FAIR MARKET VALUE.

(E) SHARING OF ORGANIZATION REVENUES? = NO

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

► Attach to Form 990. To be completed by organizations that answered "Yes" to Form 990, Part IV, lines 33, 34, 35, 36, or 37.
► See separate instructions.

OMB No. 1545-0047

2008
Open to Public
Inspection

Name of the organization

Employer identification number
22-3098727

INSTITUTE FOR SUSTAINABLE COMMUNITIES

Part I Identification of Disregarded Entities

(A) Name, address, and EIN of disregarded entity	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Total income	(E) End-of-year assets	(F) Direct controlling entity
ISC ENTERPRISES L3C 535 STONE CUTTERS WAY MONTPELIER, VT 05602	FURTHER ISC MISSION	VERMONT	66,600.	31,948.	ISC

Part II Identification of Related Tax-Exempt Organizations

(A) Name, address, and EIN of related organization	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Exempt Code section	(E) Public charity status (if section 501(c)(3))	(F) Direct controlling entity

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule R (Form 990) 2008

Part V Transactions With Related Organizations**Note.** Complete line 1 if any entity is listed in Parts II, III, or IV**1** During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?**a** Receipt of (i) interest (ii) annuities (iii) royalties (iv) rent from a controlled entity**b** Gift, grant, or capital contribution to other organization(s)**c** Gift, grant, or capital contribution from other organization(s)**d** Loans or loan guarantees to or for other organization(s)**e** Loans or loan guarantees by other organization(s)**f** Sale of assets to other organization(s)**g** Purchase of assets from other organization(s)**h** Exchange of assets**i** Lease of facilities, equipment, or other assets to other organization(s)**j** Lease of facilities, equipment, or other assets from other organization(s)**k** Performance of services or membership or fundraising solicitations for other organization(s)**l** Performance of services or membership or fundraising solicitations by other organization(s)**m** Sharing of facilities, equipment, mailing lists, or other assets**n** Sharing of paid employees**o** Reimbursement paid to other organization for expenses**p** Reimbursement paid by other organization for expenses**q** Other transfer of cash or property to other organization(s)**r** Other transfer of cash or property from other organization(s)**2** If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds

	(A) Name of other organization(s)	(B) Transaction type (a-r)	(C) Amount involved	
			Yes	No
(1)			1a	
(2)			1b	
(3)			1c	
(4)			1d	
(5)			1e	
(6)			1f	
			1g	
			1h	
			1i	
			1j	
			1k	
			1l	
			1m	
			1n	
			1o	
			1p	
			1q	
			1r	

