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## Return of Organization Exempt From Income Tax

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

OMB No 1545-0047

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

2009

Open to Public  
Inspection

## A For the 2009 calendar year, or tax year beginning

, and ending

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  
**CHILD CARE RESOURCE & REFERRAL INC**

Doing Business As

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

**126 WOODLAKE DR SE**

D Employer identification number

**41-0987753**

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

**ROCHESTER****MN 55904-5533**E Telephone number  
**507-287-2020**G Gross receipts \$ **9,360,701**

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)

I Tax-exempt status  501(c) ( 3 ) ► (insert no) 4947(a)(1) or 527J Website: ► **WWW.C2R2.ORG**

H(c) Group exemption number ►

K Type of organization  Corporation  Trust  Association  Other ►L Year of formation **1972**M State of legal domicile **MN**

## Part I Summary

1 Briefly describe the organization's mission or most significant activities**TO ENSURE POSITIVE BEGINNING FOR ALL YOUNG CHILDREN AND THEIR FAMILIES.**2 Check this box ►  if the organization discontinued its operations or disposed of more than 25% of its net assets3 Number of voting members of the governing body (Part VI, line 1a)**3 17**4 Number of independent voting members of the governing body (Part VI, line 1b)**4 17**5 Total number of employees (Part V, line 2a)**5 160**6 Total number of volunteers (estimate if necessary)**6 200**7a Total gross unrelated business revenue from Part VIII, column (C), line 12**7a**b Net unrelated business taxable income from Form 990-T, line 34**7b 0**

2010

Activities &amp; Governance

8 Contributions and grants (Part VIII, line 1a)**Prior Year Current Year**9 Program service revenue (Part VIII, line 2g)**14,399,234 9,171,778**10 Investment income (Part VIII, column (A), lines 3, 4 and 7d)**175,957 117,641**11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)**15,826 8,138**12 Total revenue – add lines 8 through 11 (must equal Part VIII, column (A), line 12)**37,945 63,144****14,628,962 9,360,701**

DEC 2010

Revenue

13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)14 Benefits paid to or for members (Part IX, column (A), line 4)**4,138,941 4,500,670**15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)16a Professional fundraising fees (Part IX, column (A), line 11e)b Total fundraising expenses (Part IX, column (D), line 25) ►**79,992**17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)**10,549,379 4,765,693**18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)**14,688,320 9,266,363**19 Revenue less expenses Subtract line 18 from line 12**-59,358 94,338**

SCANNED

Expenses

Net Assets or  
Fund Balances20 Total assets (Part X, line 16)**Beginning of Current Year End of Year**21 Total liabilities (Part X, line 26)**2,853,840 2,870,892**22 Net assets or fund balances Subtract line 21 from line 20**1,112,305 1,035,019****1,741,535 1,835,873**

## 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

**11/11/10**

Date

**Charles Smith, President**

Type or print name and title

Paid  
Preparer's  
Use OnlyPreparer's  
signature**BRUCE L. SWANSON**

Date

**11/10/10**Check if  
self-  
employedPreparer's identifying number  
(see instructions)Firm's name (or yours  
if self-employed),  
address, and ZIP + 4**WOLTER & RAAK, LTD.  
975 34TH AVE NW STE 301  
ROCHESTER, MN 55901-6600**

EIN

Phone

**507-424-1233**

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

 Yes  NoFor Privacy Act and Paperwork Reduction Act Notice, see the separate instructions.  
DAA

Form 990 (2009)

P  
u

**Part III Statement of Program Service Accomplishments**

1 Briefly describe the organization's mission

**TO ENSURE POSITIVE BEGINNING FOR ALL YOUNG CHILDREN AND THEIR FAMILIES.**

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 \$ 3,153,528 including grants of \$ ) (Revenue \$ )

HEAD START PROVIDES COMMUNITY-BASED CHILD AND FAMILY DEVELOPMENT PROGRAMMING FOR FAMILIES LIVING IN OLMSTED AND FREEBORN COUNTIES. HEAD START FOCUSES ON PREPARING PREGNANT WOMEN AND YOUNG CHILDREN FROM BIRTH TO 5 YEARS OLD, AND THEIR FAMILIES, FOR A SUCCESSFUL FUTURE. ESSENTIAL INFORMATION, TRAINING AND SERVICES ARE PROVIDED SO THAT PARENTS ARE ABLE TO BUILD A BETTER LIFE FOR THEIR CHILDREN AND FULFILL THE ROLE AS THE PRIMARY EDUCATOR OF THEIR CHILDREN. THE CCR&R HEAD START PROGRAM CURRENTLY OPERATES AT THIRTEEN (13) LOCATIONS THROUGHOUT OLMSTED AND FREEBORN COUNTIES.

4b (Code ) (Expenses \$ 3,098,780 including grants of \$ ) (Revenue \$ )

THE CHILD AND ADULT CARE FOOD PROGRAM IS A REIMBURSEMENT PROGRAM FOR PROVIDERS WHO OFFER NUTRITIOUS MEALS AND SNACKS TO CHILDREN ENROLLED IN THEIR LICENSED CHILD CARE SETTING. CHILD CARE RESOURCE & REFERRAL, INC. HAS A MONTHLY AVERAGE OF 600 LICENSED PROVIDERS CLAIMING MEALS FOR REIMBURSEMENT.

4c (Code ) (Expenses \$ 1,215,442 including grants of \$ ) (Revenue \$ )

RESOURCE AND REFERRAL-THE RESOURCE & REFERRAL PROGRAM PROVIDES CHILD CARE REFERRAL, TRAINING, AND GRANTS ADMINISTRATION SERVICES TO 20 COUNTIES IN THE SOUTHERN DISTRICT OF MINNESOTA. THE CHILD CARE REFERRAL SERVICE ALLOWS INDIVIDUALS TO CALL AND RECEIVE INFORMATION ON VARIOUS CHILD CARE OPTIONS WITHIN THE COMMUNITY, ALLOWING PARENTS AND OTHER CARETAKING ADULTS THE OPPORTUNITY TO CHOOSE CHILD CARE THAT MEETS THEIR INDIVIDUAL NEEDS AND EXPECTATIONS. RESOURCE & REFERRAL ALSO OFFERS TECHNICAL ASSISTANCE AND PROVIDES INFORMATION TO INDIVIDUALS WHO WISH TO BECOME LICENSED CHILD CARE PROVIDERS, SUPPORTING INCREASED CAPACITY FOR MORE AND HIGHER QUALITY CHILD CARE. IN SFY10 RESOURCE & REFERRAL PROVIDED 1,398 TELEPHONE REFERRALS AND

4d Other program services (Describe in Schedule O )

(Expenses \$ 1,119,586 including grants of \$ ) (Revenue \$ )

4e Total program service expenses ► 8,587,336

## 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 <input checked="" type="checkbox"/>   |    |
| 2 Is the organization required to complete Schedule B, Schedule of Contributors?  | 2 <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? If "Yes," complete Schedule C, Part I  | 3 <input checked="" type="checkbox"/>   |    |
| 4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II   | 4 <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? If "Yes," complete Schedule C, Part III   | 5 <input type="checkbox"/>              |    |
| 6 Did the organization maintain any donor advised funds or any similar funds or 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 <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? If "Yes," complete Schedule D, Part II                                      | 7 <input checked="" type="checkbox"/>   |    |
| 8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III   | 8 <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? If "Yes," complete Schedule D, Part IV | 9 <input checked="" type="checkbox"/>   |    |
| 10 Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part V   | 10 <input checked="" type="checkbox"/>  |    |
| 11 Is the organization's answer to any of the following questions "Yes"? If so, complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable  | 11 <input checked="" type="checkbox"/>  |    |
| • Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI   |   |    |
| • Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII   |   |    |
| • Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII   |   |    |
| • Did the organization report an amount for other assets related in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX  |   |    |
| • Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X   |   |    |
| • Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48? If "Yes," complete Schedule D, Part X                |   |    |
| 12 Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII  | 12 <input checked="" type="checkbox"/>  |    |
| 12A Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional  | 12A <input checked="" type="checkbox"/> |    |
| 13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E  | 13 <input checked="" type="checkbox"/>  |    |
| 14a Did the organization maintain an office, employees, or agents outside of the United States?   | 14a <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 United States? If "Yes," complete Schedule F, Part I                             | 14b <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? If "Yes," complete Schedule F, Part II                                      | 15 <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? If "Yes," complete Schedule F, Part III  | 16 <input checked="" type="checkbox"/>  |    |
| 17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I   | 17 <input checked="" type="checkbox"/>  |    |
| 18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II   | 18 <input checked="" type="checkbox"/>  |    |
| 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III   | 19 <input checked="" type="checkbox"/>  |    |
| 20 Did the organization operate one or more hospitals? If "Yes," complete Schedule H  | 20 <input checked="" type="checkbox"/>  |    |

## Part IV Checklist of Required Schedules (continued)

|   | Yes | No |
|---|-----|----|
| 21 Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States 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 of grants and other assistance to individuals in the United States 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, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? 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 lines 24b through 24d and complete Schedule K. If "No," go to line 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 Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? 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, substantial contributor, or a grant selection committee member, or to a person related to such an individual? If "Yes," complete Schedule L, Part III                 | 27  | X  |
| 28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)   | 28a | X  |
| a A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV   | 28b | X  |
| b A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV  | 28c | X  |
| c An entity of which a current or former officer, director, trustee, or key employee of the organization (or a family member) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV  | 29  | X  |
| 30 Did the organization receive more than \$25,000 in non-cash 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  |
| 38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? Note. All Form 990 filers are required to complete Schedule O  | 38  | X  |

## Part V Statements Regarding Other IRS Filings and Tax Compliance

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 | 777 | Yes | No |
| 1b | 0   |     |    |

1c

1b

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 | 160 | Yes | No |
|----|-----|-----|----|

2b 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)

3a Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?

b 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)?

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?

b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?

c If "Yes," to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?

6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?

b 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 receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?

b If "Yes," did the organization notify the donor of the value of the goods or services provided?

c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?

d If "Yes," indicate the number of Forms 8282 filed during the year

|    |     |    |
|----|-----|----|
| 7d | Yes | No |
|----|-----|----|

e Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?

f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?

g For all contributions of qualified intellectual property, did the organization file Form 8899 as required?

h For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?

8 **Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.** Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?

9 **Sponsoring organizations maintaining donor advised funds.**

a Did the organization make any taxable distributions under section 4966?

b Did the organization make a distribution to a donor, donor advisor, or related person?

10 **Section 501(c)(7) organizations.** Enter

a Initiation fees and capital contributions included on Part VIII, line 12

|     |     |    |
|-----|-----|----|
| 10a | Yes | No |
|-----|-----|----|

b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities

|     |     |    |
|-----|-----|----|
| 10b | Yes | No |
|-----|-----|----|

11 **Section 501(c)(12) organizations.** Enter

a Gross income from members or shareholders

|     |     |    |
|-----|-----|----|
| 11a | Yes | No |
|-----|-----|----|

b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them )

|     |     |    |
|-----|-----|----|
| 11b | Yes | No |
|-----|-----|----|

12a **Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?

b If "Yes," enter the amount of tax-exempt interest received or accrued during the year

|     |     |    |
|-----|-----|----|
| 12b | Yes | No |
|-----|-----|----|

**Part VI Governance, Management, and Disclosure** For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

### Section A. Governing Body and Management

1a Enter the number of voting members of the governing body 1a 17  
 b Enter the number of voting members that are independent 1b 17

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 8a X  
 a The governing body? 8b X  
 b Each committee with authority to act on behalf of the governing body?

9 Is there any officer, director, 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 9 X

|    | Yes | No |
|----|-----|----|
| 1a | 17  |    |
| 1b | 17  |    |
| 2  |     | X  |
| 3  |     | X  |
| 4  |     | X  |
| 5  |     | X  |
| 6  |     | X  |
| 7a |     | X  |
| 7b |     | X  |
| 8a | X   |    |
| 8b | X   |    |
| 9  |     | X  |

### Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

10a Does the organization have local chapters, branches, or affiliates? 10a 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? 10b

11 Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form? 11 X

11a Describe in Schedule O the process, if any, used by the organization to review this Form 990 11a

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? 15  
 a The organization's CEO, Executive Director, or top management official 15a X  
 b Other officers or key employees of the organization 15b X  
 If "Yes" to line 15a or 15b, describe the process in Schedule O (See instructions ) 15

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 X

|     | Yes | No |
|-----|-----|----|
| 10a | X   |    |
| 10b |     |    |
| 11  | X   |    |
| 12a | X   |    |
| 12b | X   |    |
| 12c | X   |    |
| 13  | X   |    |
| 14  | X   |    |
| 15a | X   |    |
| 15b | X   |    |
| 16a | X   |    |
| 16b | X   |    |

### Section C. Disclosure

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

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 18  
 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 19

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

126 WOODLAKE DRIVE SE

ROCHESTER MN 55904

507-287-2020

**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. Report compensation for the calendar year ending with or within the organization's tax year. 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. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

• List all of the organization's **current** key employees. See instructions for definition of "key employee".

• 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 current officer, director, or trustee.

| (A)<br>Name and Title             | (B)<br>Average<br>hours per<br>week | (C)<br>Position (check all that apply) |                       |         |              |                                 | (D)<br>Reportable<br>compensation<br>from<br>the<br>organization<br>(W-2/1099-MISC) | (E)<br>Reportable<br>compensation<br>from related<br>organizations<br>(W-2/1099-MISC) | (F)<br>Estimated<br>amount of<br>other<br>compensation<br>from the<br>organization<br>and related<br>organizations |
|-----------------------------------|-------------------------------------|--|-----------------------|---------|--------------|---------------------------------|---|---|--|
|                                   |                                     | Individual trustee<br>or director      | Institutional trustee | Officer | Key employee | Highest compensated<br>employee |   |   |  |
| JOHN EDMONDS<br>PRESIDENT         | 2.00                                | X                                      |                       | X       |              |                                 | 0   | 0   | 0  |
| MICHELLE FINHOLDT<br>VICE PRES.   | 2.00                                | X                                      |                       | X       |              |                                 | 0   | 0   | 0  |
| MIRIAM GOODSON<br>SECRETARY       | 2.00                                | X                                      |                       | X       |              |                                 | 0   | 0   | 0  |
| MARY DUNLAP<br>TREASURER          | 2.00                                | X                                      |                       | X       |              |                                 | 0   | 0   | 0  |
| CHARLES SMITH<br>PRESIDENT ELECT  | 2.00                                | X                                      |                       | X       |              |                                 | 0   | 0   | 0  |
| KEVIN BLONDO<br>BOARD MEMBER      | 1.00                                | X                                      |                       |         |              |                                 | 0   | 0   | 0  |
| FREDERICK DOUGLAS<br>BOARD MEMBER | 1.00                                | X                                      |                       |         |              |                                 | 0   | 0   | 0  |
| TERI JOYNER<br>BOARD MEMBER       | 1.00                                | X                                      |                       |         |              |                                 | 0   | 0   | 0  |
| JACKIE HARRINGTON<br>BOARD MEMBER | 1.00                                | X                                      |                       |         |              |                                 | 0   | 0   | 0  |
| BRIAN POCH<br>BOARD MEMBER        | 1.00                                | X                                      |                       |         |              |                                 | 0   | 0   | 0  |
| JACKIE LETOURNEAU<br>BOARD MEMBER | 1.00                                | X                                      |                       |         |              |                                 | 0   | 0   | 0  |
| PATTY TRNKA<br>BOARD MEMBER       | 1.00                                | X                                      |                       |         |              |                                 | 0   | 0   | 0  |
| RANDY SCHMIDT<br>BOARD MEMBER     | 1.00                                | X                                      |                       |         |              |                                 | 0   | 0   | 0  |
| MASCUUD XAAJI<br>BOARD MEMBER     | 1.00                                | X                                      |                       |         |              |                                 | 0   | 0   | 0  |
| LORI HAMEISTER<br>BOARD MEMBER    | 1.00                                | X                                      |                       |         |              |                                 | 0   | 0   | 0  |
| KEVIN EWING<br>BOARD MEMBER       | 1.00                                | X                                      |                       |         |              |                                 | 0   | 0   | 0  |
| BETH WILMS<br>BOARD MEMBER        | 1.00                                | X                                      |                       |         |              |                                 | 0   | 0   | 0  |

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

---

**2 Total**

152,185

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 in reportable compensation from the organization ► 0

|   | Yes | No |
|---|-----|----|
| 3 |     | X  |
| 4 |     | X  |
| 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)<br>Name and business address | (B)<br>Description of services | (C)<br>Compensation |
|----------------------------------|--------------------------------|---------------------|
|                                  |                                |                     |
| - -                              |                                |                     |
|                                  |                                |                     |
|                                  |                                |                     |
|                                  |                                |                     |

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization ►

## Part VIII Statement of Revenue

|   |                | (A)<br>Total revenue | (B)<br>Related or<br>exempt<br>function<br>revenue | (C)<br>Unrelated<br>business<br>revenue | (D)<br>Revenue<br>excluded from tax<br>under sections<br>512, 513, or 514 |
|---|----------------|----------------------|--|---|---|
| Contributions, gifts, grants<br>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             | 8,353,391            |  |   |   |
| f All other contributions, gifts, grants,<br>and similar amounts not included above   | 1f             | 818,387              |  |   |   |
| g Noncash contributions included in lines 1a-1f   |                | \$                   |  |   |   |
| h Total. Add lines 1a-1f  |                | ►                    | 9,171,778  |   |   |
| Program Service Revenue   |                | Busn. Code           |  |   |   |
| 2a FEES   |                |                      | 117,641  | 117,641                                 |   |
| b   |                |                      |  |   |   |
| c   |                |                      |  |   |   |
| d   |                |                      |  |   |   |
| e   |                |                      |  |   |   |
| f All other program service revenue   |                | ►                    | 117,641  |   |   |
| g Total. Add lines 2a-2f  |                | ►                    |  |   |   |
| 3 Investment income (including dividends, interest, and<br>other similar amounts)   |                | ►                    | 8,138  |   | 8,138   |
| 4 Income from investment of tax-exempt bond proceeds  |                | ►                    |  |   |   |
| 5 Royalties   |                | ►                    |  |   |   |
| 6a Gross Rents  | (i) Real       | (ii) Personal        |  |   |   |
|   | 18,750         |                      |  |   |   |
| b Less rental exps  |                |                      |  |   |   |
| c Rental inc or (loss)  | 18,750         |                      |  |   |   |
| d Net rental income or (loss)   |                | ►                    | 18,750   | 18,750                                  |   |
| 7a Gross amount from<br>sales of assets<br>other than inventory   | (i) Securities | (ii) Other           |  |   |   |
| b Less cost or other<br>basis & sales exps  |                |                      |  |   |   |
| c Gain or (loss)  |                |                      |  |   |   |
| d Net gain or (loss)  |                | ►                    |  |   |   |
| 8a Gross income from fundraising events<br>(not including \$<br>of contributions reported on line 1c)<br>See Part IV, line 18 | a              |                      |  |   |   |
| b Less direct expenses  | b              |                      |  |   |   |
| c Net income or (loss) from fundraising events  | ►              |                      |  |   |   |
| 9a Gross income from gaming activities<br>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<br>returns and allowances  | a              |                      |  |   |   |
| b Less cost of goods sold   | b              |                      |  |   |   |
| c Net income or (loss) from sales of inventory  | ►              |                      |  |   |   |
| Miscellaneous Revenue   | Busn. Code     |                      |  |   |   |
| 11a OTHER REVENUE   |                |                      | 44,394   | 44,394                                  |   |
| b   |                |                      |  |   |   |
| c   |                |                      |  |   |   |
| d All other revenue   |                |                      |  |   |   |
| e Total. Add lines 11a-11d  | ►              | 44,394               |  |   |   |
| 12 Total Revenue. See instructions  | ►              | 9,360,701            | 180,785  | 0                                       | 8,138   |

## 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)<br>Total expenses | (B)<br>Program service expenses | (C)<br>Management and general expenses | (D)<br>Fundraising expenses |
|--|-----------------------|---------------------------------|--|-----------------------------|
| 1 Grants and other assistance to governments and organizations in the U S See Part IV, line 21   |                       |                                 |  |                             |
| 2 Grants and other assistance to individuals in the U S See Part IV, line 22   |                       |                                 |  |                             |
| 3 Grants and other assistance to governments, organizations, and individuals outside the U S See Part IV, lines 15 and 16  |                       |                                 |  |                             |
| 4 Benefits paid to or for members  |                       |                                 |  |                             |
| 5 Compensation of current officers, directors, trustees, and key employees   | 152,185               |                                 | 152,185                                |                             |
| 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   | 3,303,376             | 3,057,732                       | 221,170                                | 24,474                      |
| 8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)  |                       |                                 |  |                             |
| 9 Other employee benefits  | 1,045,109             | 956,244                         | 83,865                                 | 5,000                       |
| 10 Payroll taxes   |                       |                                 |  |                             |
| 11 Fees for services (non-employees)   |                       |                                 |  |                             |
| a Management   |                       |                                 |  |                             |
| b Legal  |                       |                                 |  |                             |
| c Accounting   | 18,380                | 7,291                           | 11,059                                 | 30                          |
| d Lobbying   |                       |                                 |  |                             |
| e Professional fundraising services See Part IV, line 17   |                       |                                 |  |                             |
| f Investment management fees   |                       |                                 |  |                             |
| g Other  |                       |                                 |  |                             |
| 12 Advertising and promotion   | 83,544                | 77,207                          | 4,001                                  | 2,336                       |
| 13 Office expenses   | 143,484               | 124,530                         | 18,520                                 | 434                         |
| 14 Information technology  |                       |                                 |  |                             |
| 15 Royalties   |                       |                                 |  |                             |
| 16 Occupancy   | 244,575               | 222,402                         | 21,313                                 | 860                         |
| 17 Travel  | 121,551               | 119,357                         | 1,679                                  | 515                         |
| 18 Payments of travel or entertainment expenses for any federal, state, or local public officials  |                       |                                 |  |                             |
| 19 Conferences, conventions, and meetings  |                       |                                 |  |                             |
| 20 Interest  |                       |                                 |  |                             |
| 21 Payments to affiliates  |                       |                                 |  |                             |
| 22 Depreciation, depletion, and amortization   |                       |                                 |  |                             |
| 23 Insurance   |                       |                                 |  |                             |
| 24 Other expenses Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below)  |                       |                                 |  |                             |
| a DIRECT COSTS   | 3,725,065             | 3,663,968                       | 18,995                                 | 42,102                      |
| b OTHER  | 204,883               | 199,440                         | 4,466                                  | 977                         |
| c PRINTING/PUBLICATIONS  | 100,975               | 90,153                          | 10,661                                 | 161                         |
| d EQUIPMENT REPAIR/ACQ.  | 68,201                | 42,767                          | 24,526                                 | 908                         |
| e STAFF DEVELOPMENT  | 55,035                | 26,245                          | 26,595                                 | 2,195                       |
| f All other expenses   |                       |                                 |  |                             |
| 25 Total functional expenses. Add lines 1 through 24f  | 9,266,363             | 8,587,336                       | 599,035                                | 79,992                      |
| 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)<br>Beginning of year |     | (B)<br>End of year |
|-----------------------------|--|--------------------------|-----|--------------------|
|                             | 1 Cash—non-interest bearing  | 425,002                  | 1   | 617,330            |
|                             | 2 Savings and temporary cash investments   |                          | 2   |                    |
|                             | 3 Pledges and grants receivable, net   | 1,182,549                | 3   | 1,066,184          |
|                             | 4 Accounts receivable, net   |                          | 4   |                    |
|                             | 5 Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees 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  | 57,329                   | 9   | 42,519             |
| Assets                      | 10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D  | 2,445,570                |     |                    |
|                             | b Less accumulated depreciation  | 1,300,711                | 10c | 1,144,859          |
|                             | 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  |                          | 13  |                    |
|                             | 14 Intangible assets   |                          | 14  |                    |
|                             | 15 Other assets See Part IV, line 11   |                          | 15  |                    |
|                             | 16 Total assets. Add lines 1 through 15 (must equal line 34)   | 2,853,840                | 16  | 2,870,892          |
| Liabilities                 | 17 Accounts payable and accrued expenses   | 565,287                  | 17  | 560,570            |
|                             | 18 Grants payable  |                          | 18  |                    |
|                             | 19 Deferred revenue  | 547,018                  | 19  | 474,449            |
|                             | 20 Tax-exempt bond liabilities   |                          | 20  |                    |
|                             | 21 Escrow or custodial 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 to unrelated third parties  |                          | 24  |                    |
|                             | 25 Other liabilities Complete Part X of Schedule D   |                          | 25  |                    |
|                             | 26 Total liabilities. Add lines 17 through 25  | 1,112,305                | 26  | 1,035,019          |
| 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   | 1,741,535                | 27  | 1,835,873          |
|                             | 28 Temporarily restricted net assets   |                          | 28  |                    |
|                             | 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   | 1,741,535                | 33  | 1,835,873          |
|                             | 34 Total liabilities and net assets/fund balances  | 2,853,840                | 34  | 2,870,892          |

## Part XI Financial Statements and Reporting

|  | Yes | No                                  |
|--|-----|-------------------------------------|
| 1 Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____<br>If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O  |     |                                     |
| 2a Were the organization's financial statements compiled or reviewed by an independent accountant?   | 2a  | <input checked="" type="checkbox"/> |
| b Were the organization's financial statements audited by an independent accountant?   | 2b  | <input checked="" type="checkbox"/> |
| c If "Yes" to line 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?<br>If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O | 2c  | <input checked="" type="checkbox"/> |
| d If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a consolidated basis, separate basis, or both<br><input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis                  |     |                                     |
| 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  | <input checked="" type="checkbox"/> |
| b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits   | 3b  | <input checked="" type="checkbox"/> |

Form 990 (2009)

**SCHEDULE A**  
**(Form 990 or 990-EZ)**
Department of the Treasury  
Internal Revenue Service
**Public Charity Status and Public Support**
Complete if the organization is a section 501(c)(3) organization or a section  
4947(a)(1) nonexempt charitable trust.

OMB No 1545-0047

**2009**Open to Public  
Inspection

Name of the organization

**CHILD CARE RESOURCE & REFERRAL INC**Employer identification number  
**41-0987753****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 (For lines 1 through 11, check only one box)

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).  
 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).  
 11  An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See section 509(a)(3). Check the box that describes the type of supporting organization and complete lines 11e through 11h

a  Type I      b  Type II      c  Type III—Functionally integrated      d  Type III—Other

e  By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)

f If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box

g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

(i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?  
 (ii) A family member of a person described in (i) above?  
 (iii) A 35% controlled entity of a person described in (i) or (ii) above?

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

h Provide the following information about the supported organization(s)

| (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 |  |                         |
|                                    |          |   |  |   |    |  |                         |
|                                    |          |   |  |   |    |  |                         |
|                                    |          |   |  |   |    |  |                         |
|                                    |          |   |  |   |    |  |                         |
|                                    |          |   |  |   |    |  |                         |
|                                    |          |   |  |   |    |  |                         |
|                                    |          |   |  |   |    |  |                         |
|                                    |          |   |  |   |    |  |                         |
| Total                              |          |   |  |   |    |  |                         |

For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule A (Form 990 or 990-EZ) 2009

**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) 2005 | (b) 2006 | (c) 2007 | (d) 2008 | (e) 2009 | (f) Total |
|---|----------|----------|----------|----------|----------|-----------|
| 1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants")  |          |          |          |          |          |           |
| 2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf   |          |          |          |          |          |           |
| 3 The value of services or facilities furnished by a governmental unit to the organization without charge   |          |          |          |          |          |           |
| 4 Total. Add lines 1 through 3  |          |          |          |          |          |           |
| 5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) |          |          |          |          |          |           |
| 6 Public support. Subtract line 5 from line 4   |          |          |          |          |          |           |

**Section B. Total Support**

| Calendar year (or fiscal year beginning in) ►  | (a) 2005 | (b) 2006 | (c) 2007 | (d) 2008 | (e) 2009 | (f) Total                |
|--|----------|----------|----------|----------|----------|--------------------------|
| 7 Amounts from line 4  |          |          |          |          |          |                          |
| 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources   |          |          |          |          |          |                          |
| 9 Net income from unrelated business activities, whether or not the business is regularly carried on   |          |          |          |          |          |                          |
| 10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)   |          |          |          |          |          |                          |
| 11 Total support. Add lines 7 through 10   |          |          |          |          |          |                          |
| 12 Gross receipts from related activities, etc (see instructions)  |          |          |          |          |          | 12                       |
| 13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here |          |          |          |          |          | <input type="checkbox"/> |

**Section C. Computation of Public Support Percentage**

|  |                          |                          |
|--|--------------------------|--------------------------|
| 14 Public support percentage for 2009 (line 6, column (f) divided by line 11, column (f))  | 14                       | %                        |
| 15 Public support percentage from 2008 Schedule A, Part II, line 14  | 15                       | %                        |
| 16a 33 1/3 % support test—2009. 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 type="checkbox"/> | <input type="checkbox"/> |
| b 33 1/3 % support test—2008. 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"/> | <input type="checkbox"/> |
| 17a 10%-facts-and-circumstances test—2009. 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"/> | <input type="checkbox"/> |
| b 10%-facts-and-circumstances test—2008. 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"/> | <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"/> | <input type="checkbox"/> |

## 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) 2005   | (b) 2006   | (c) 2007   | (d) 2008   | (e) 2009  | (f) Total  |
|--|------------|------------|------------|------------|-----------|------------|
| 1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants")   | 351,376    | 389,330    | 537,237    | 873,057    | 1,043,324 | 3,194,324  |
| 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 | 14,965,603 | 16,101,619 | 16,823,946 | 13,724,074 | 8,290,489 | 69,905,731 |
| 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 through 5   | 15,316,979 | 16,490,949 | 17,361,183 | 14,597,131 | 9,333,813 | 73,100,055 |
| 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 \$5,000 or 1% of the amount on line 13 for the year           |            |            |            |            |           |            |
| c Add lines 7a and 7b  |            |            |            |            |           |            |
| 8 Public support (Subtract line 7c from line 6 )   |            |            |            |            |           | 73,100,055 |

## Section B. Total Support

| Calendar year (or fiscal year beginning in) ►  | (a) 2005   | (b) 2006   | (c) 2007   | (d) 2008   | (e) 2009  | (f) Total                  |
|--|------------|------------|------------|------------|-----------|----------------------------|
| 9 Amounts from line 6  | 15,316,979 | 16,490,949 | 17,361,183 | 14,597,131 | 9,333,813 | 73,100,055                 |
| 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources   | 9,668      | 21,134     | 42,064     | 31,831     | 26,888    | 131,585                    |
| b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975  |            |            |            |            |           |                            |
| c Add lines 10a and 10b  | 9,668      | 21,134     | 42,064     | 31,831     | 26,888    | 131,585                    |
| 11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on   |            |            |            |            |           | 0                          |
| 12 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV )  | 38,353     | 16,272     |            |            |           | 54,625                     |
| 13 Total support. (Add lines 9, 10c, 11, and 12 )  | 15,365,000 | 16,528,355 | 17,403,247 | 14,628,962 | 9,360,701 | 73,286,265                 |
| 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 2009 (line 8, column (f) divided by line 13, column (f)) | 15 | 99.75 % |
| 16 Public support percentage from 2008 Schedule A, Part III, line 15                      | 16 | 99.72 % |

## Section D. Computation of Investment Income Percentage

|  |    |                                       |
|--|----|---------------------------------------|
| 17 Investment income percentage for 2009 (line 10c, column (f) divided by line 13, column (f))   | 17 | %                                     |
| 18 Investment income percentage from 2008 Schedule A, Part III, line 17  | 18 | %                                     |
| 19a 33 1/3 % support tests—2009. 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         |    | ► <input checked="" type="checkbox"/> |
| b 33 1/3 % support tests—2008. 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 |    | ► <input type="checkbox"/>            |
| 20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions  |    | ► <input type="checkbox"/>            |

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

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**PART III, LINE 12 - OTHER INCOME DETAIL**

|                                   |           |               |
|-----------------------------------|-----------|---------------|
| <b>OTHER MISCELLANEOUS INCOME</b> | <b>\$</b> | <b>54,625</b> |
|-----------------------------------|-----------|---------------|

**SCHEDULE D**  
**(Form 990)**Department of the Treasury  
Internal Revenue Service**Supplemental Financial Statements**

► Complete if the organization answered "Yes," to Form 990,

Part IV, line 6, 7, 8, 9, 10, 11, or 12.

► Attach to Form 990. ► See separate instructions.

OMB No 1545-0047

**2009**Open to Public  
Inspection

Name of the organization

Employer identification number

**CHILD CARE RESOURCE & REFERRAL INC****41-0987753****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 can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring 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)

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 through 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 Tax Year |
|----|---------------------------------|
| 2a |                                 |
| 2b |                                 |
| 2c |                                 |
| 2d |                                 |

a Total number of conservation easements  
b Total acreage restricted by conservation easements  
c Number of conservation easements on a certified historic structure included in (a)  
d Number of conservation easements included in (c) acquired after 8/17/06

## 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, handling of violations, and enforcement of the conservation easements it holds?

 Yes  No

## 6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year

► — — — —

## 7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation 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 acquisition, 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 Escrow and Custodial Arrangements.** Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

Yes  No

b If "Yes," explain the arrangement in Part XIV and complete the following table

|    | Amount |
|----|--------|
| 1c |        |
| 1d |        |
| 1e |        |
| 1f |        |

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

Yes  No

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

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

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

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

a Board designated or quasi-endowment ► \_\_\_\_\_ %

b Permanent endowment ► \_\_\_\_\_ %

c Term endowment ► \_\_\_\_\_ %

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

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

(i) unrelated organizations  
 (ii) related organizations

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

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

**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) Accumulated depreciation | (d) Book value |
|--|--------------------------------------|---------------------------------|------------------------------|----------------|
| 1a Land  |                                      |                                 |                              |                |
| b Buildings  |                                      |                                 |                              |                |
| c Leasehold improvements   |                                      |                                 |                              |                |
| d Equipment  |                                      |                                 |                              |                |
| e Other  |                                      | 2,445,570                       | 1,300,711                    | 1,144,859      |
| Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c) ) |                                      |                                 |                              | 1,144,859      |

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

| (a) Description of security or category<br>(including name of security) | (b) Book value | (c) Method of valuation<br>Cost or end-of-year market value |
|---|----------------|---|
| Financial derivatives   |                |   |
| Closely-held equity interests   |                |   |
| Other   |                |   |
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**Part VIII Investments—Program Related. See Form 990, Part X, line 13**

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

Total. (Column (b) must equal Form 990, Part X, col (B) line 15)

2. FIN 48 Footnote 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 Audited Financial Statements**

|    |   |    |           |
|----|---|----|-----------|
| 1  | Total revenue (Form 990, Part VIII, column (A), line 12)                                | 1  | 9,360,701 |
| 2  | Total expenses (Form 990, Part IX, column (A), line 25)                                 | 2  | 9,266,363 |
| 3  | Excess or (deficit) for the year Subtract line 2 from line 1                            | 3  | 94,338    |
| 4  | Net unrealized gains (losses) on investments  | 4  |           |
| 5  | Donated services and use of facilities  | 5  |           |
| 6  | Investment expenses   | 6  |           |
| 7  | Prior period adjustments  | 7  |           |
| 8  | Other (Describe in Part XIV )   | 8  |           |
| 9  | Total adjustments (net) Add lines 4 through 8   | 9  |           |
| 10 | Excess or (deficit) for the year per audited financial statements Combine lines 3 and 9 | 10 | 94,338    |

## 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  | 9,360,701 |
| 2 | Amounts included on line 1 but not on Form 990, Part VIII, line 12             |    |           |
| a | Net unrealized gains on investments  | 2a |           |
| b | Donated services and use of facilities   | 2b |           |
| c | Recoveries of prior year grants  | 2c |           |
| d | Other (Describe in Part XIV)   | 2d |           |
| e | Add lines 2a through 2d  | 2e |           |
| 3 | Subtract line 2e from line 1   | 3  | 9,360,701 |
| 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 must equal Form 990, Part I, line 12) | 5  | 9,360,701 |

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

|   |   |    |           |
|---|---|----|-----------|
| 1 | Total expenses and losses per audited financial statements                      | 1  | 9,266,363 |
| 2 | Amounts included on line 1 but not on Form 990, Part IX, line 25                |    |           |
| a | Donated services and use of facilities  | 2a |           |
| b | Prior year adjustments  | 2b |           |
| c | Other losses  | 2c |           |
| d | Other (Describe in Part XIV )   | 2d |           |
| e | Add lines 2a through 2d   | 2e |           |
| 3 | Subtract line 2e from line 1  | 3  | 9,266,363 |
| 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 must equal Form 990, Part I, line 18 ) | 5  | 9,266,363 |

#### **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, line 2, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.

**Part XIV Supplemental Information (continued)**

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**SCHEDULE O**

(Form 990)

Department of the Treasury  
Internal Revenue Service**Supplemental Information to Form 990**Complete to provide information for responses to specific questions on  
Form 990 or to provide any additional information.  
► Attach to Form 990.

OMB No 1545-0047

**2009**Open to Public  
Inspection

Name of the organization

**CHILD CARE RESOURCE & REFERRAL INC**Employer identification number  
**41-0987753****FORM 990, PART III, LINE 2**

SEE PART III, LINE 4C FOR DESCRIPTION.

**FORM 990, PART III, LINE 4C - THIRD ACHIEVEMENT**

1,977 INTERNET REFERRALS. RESOURCE & REFERRAL ALSO PROVIDES PROFESSIONAL DEVELOPMENT SERVICES FOR CHILD CARE PROVIDERS TO SUPPORT A WELL-EDUCATED CHILD CARE SYSTEM IN OUR COMMUNITY. RESOURCE & REFERRAL OFFERS APPROXIMATELY 350 TRAININGS PER YEAR OR ROUGHLY 1,750 HOURS OF TRAINING. IN ADDITION, RESOURCE & REFERRAL MAINTAINS THE NACCRRWARE DATABASE FOR ALL LICENSED PROVIDERS IN THE SOUTHERN DISTRICT THAT INCLUDES 2,285 FAMILY CHILD CARE PROVIDERS AND 195 CENTER/PRESCHOOL PROVIDERS. IN SFY10 RESOURCE & REFERRAL AWARDED A TOTAL OF \$24,235 IN FAMILY, FRIEND AND NEIGHBOR INCENTIVES TO INDIVIDUAL AND PARTNERSHIPS AND \$202,988 IN REGIONAL BUILDING QUALITY AND PARENT AWARE GRANTS TO CENTERS AND FAMILY CHILD CARE PROGRAMS.

**FORM 990, PART III, LINE 4D - ALL OTHER ACHIEVEMENTS**

OTHER PROGRAMS INCLUDE: CHILD CARE ASSISTANCE, CRISIS NURSERY, SCHOOL READINESS, AND AN INFANT/TODDLER FACILITY.

FORM 990, PART VI, LINE 11A - ORGANIZATION'S PROCESS TO REVIEW FORM 990 THE FINANCE DIRECTOR AND EXECUTIVE DIRECTOR REVIEW DRAFT DOCUMENT; FINANCE COMMITTEE MEETS WITH AUDITOR TO REVIEW AUDIT; AUDITOR PRESENTS COMPLETED AUDIT AND FORM 990 TO THE GOVERNING BOARD.

**FORM 990, PART VI, LINE 15A - COMPENSATION PROCESS FOR TOP OFFICIAL**

Name of the organization

CHILD CARE RESOURCE & REFERRAL INC

Employer identification number

**41-0987753**

THE HUMAN RESOURCES DIRECTOR PREPARES THE INFORMATION ON COMPARABLE ORGANIZATIONS AND POSITIONS USING SALARY SURVEYS; THE BOARD PRESIDENT PREPARES A PERFORMANCE EVALUATION; THE GOVERNING BODY EXECUTIVE COMMITTEE DETERMINES COMPENSATION.

FORM 990, PART VI, LINE 15B - COMPENSATION PROCESS FOR OFFICERS SAME AS EXECUTIVE COMPENSATION.

FORM 990, PART VI, LINE 19 - GOVERNING DOCUMENTS DISCLOSURE EXPLANATION UPON REQUEST ORGANIZATION WILL MAKE REQUESTED GOVERNING DOCUMENTS AVAILABLE TO THE PUBLIC.

**SCHEDULE O - ADDITIONAL INFORMATION**

SCHEDULE L. PART III. GRANTS OR ASSISTANCE BENEFITING INTERESTED PERSONS. THE ORGANIZATION, AS PART OF ITS MISSION, HAS REPRESENTATIVES OF THE POPULATION THAT THEY ARE WORKING TO HELP, ON THEIR BOARD OF DIRECTORS. AS A RESULT, SEVERAL OF THEIR BOARD MEMBERS ARE RECEIVING ASSISTANCE BASED ON THE SAME QUALIFICATIONS AND BENEFIT SCALE AS ANY OTHER MEMBER OF THE GENERAL POPULATION.