Form **990**

Return of Organization Exempt From Income Tax

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

Department of the Treasury
Internal Revenue Service

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

OMB No 1545-0047

2009

Open to Public Inspection

For the 2009 calendar year, or tax year beginning , 2009, 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 AMERICAN ASSOCIATION OF PEOPLE
WITH DISABILITIES
1629 K STREET, NW #950
WASHINGTON, DC 20006

D Employer Identification Number 52-1930174

E Telephone number 202-457-0046

G Gross receipts $ 2,502,704.

F Name and address of principal officer
Same As C Above

H(a) Is this a group return for affiliates? [ ] Yes [X] No
H(b) Are all affiliates included? [ ] Yes [ ] No
If 'No,' attach a list (see instructions)

I Tax-exempt status [X] 501(c) (3)◄ (insert no) [ ] 4947(a)(1) or [ ] 527

J Website: ► WWW.AAPD.COM

H(c) Group exemption number ►

K Form of organization [X] Corporation [ ] Trust [ ] Association [ ] Other ►

L Year of Formation 1995 **M** State of legal domicile DC

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities SEE ATTACHED STATEMENT.

2 Check this box ► [ ] if the organization discontinued its operations or disposed of more than 25% of its assets

3	Number of voting members of the governing body (Part VI, line 1a)	3	24
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	23
5	Total number of employees (Part V, line 2a)	5	14
6	Total number of volunteers (estimate if necessary)	6	0
7a	Total gross unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b	Net unrelated business taxable income from Form 990-T, line 34	7b	0.

		Prior Year	Current Year
Revenue			
8	Contributions and grants (Part VIII, line 1h)	1,888,144.	1,894,928.
9	Program service revenue (Part VIII, line 2g)	603,581.	596,050.
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	45,834.	11,038.
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	6,583.	688.
12	Total revenue – add lines 8 through 11 (must equal Part VIII, column (A), line 12)	2,544,142.	2,502,704.
Expenses			
13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	107,000.	48,688.
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)	1,238,595.	1,227,811.
16a	Professional fundraising fees (Part IX, column (A), line 11e)		
b	Total fundraising expenses (Part IX, column (D), line 25) ► 132,610.		
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	1,527,122.	1,134,051.
18	Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	2,872,717.	2,410,550.
19	Revenue less expenses. Subtract line 18 from line 12	-328,575.	92,154.
Net Assets or Fund Balances		**Beginning of Year**	**End of Year**
20	Total assets (Part X, line 16)	1,571,665.	1,508,767.
21	Total liabilities (Part X, line 26)	255,253.	94,937.
22	Net assets or fund balances Subtract line 21 from line 20	1,316,412.	1,413,830.

RECEIVED
NOV 22 2010
OGDEN, UT
IRS-OSC

SCANNED DEC 22 2010

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge

Sign Here

► Signature of officer — Date 11-15-10

► Andrew J. Imparato, President & CEO
Type or print name and title

Paid Preparer's Use Only

Preparer's signature ► David J. Ardoin CPA — Date 11-15-10 — Check if self-employed ► [ ] — Preparer's identifying number (see instructions) 217-68-6192

Firm's name (or yours if self-employed), address, and ZIP + 4 ► DAVID J. ARDOIN, CPA, P.C.
18449 CROWNSGATE CIR
GERMANTOWN, MD 20874-4425

EIN ► 52-2088361
Phone no ► (301) 519-0012

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

67 13

Part III **Statement of Program Service Accomplishments**

1 Briefly describe the organization's mission

SEE ATTACHED STATEMENT.

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 [redacted]) (Expenses $ 410,726. including grants of $) (Revenue $)

OTHER PROGRAMS-MEAF-AAPD CONGRESSIONAL INTERNSHIP PROGRAM; THE MICROSOFT-AAPD FEDERAL IT INTERNSHIP PROGRAM; INTERFAITH INITIATIVE PROGRAM. SEE ATTACHED STATEMENT.

4b (Code [redacted]) (Expenses $ 408,306. including grants of $) (Revenue $)

PUBLIC POLICY & RESEARCH - SEE ATTACHED STATEMENT.

4c (Code [redacted]) (Expenses $ 399,782. including grants of $) (Revenue $)

THE PAUL G.HEARNE/AAPD LEADERSHIP AWARDS AND GALA- SEE ATTACHED STATEMENT.

4d Other program services (Describe in Schedule O) See Schedule O

(Expenses $ 710,880. including grants of $) (Revenue $)

4e Total program service expenses ► 1,929,694.

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If 'Yes,' complete Schedule A*	1	X	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If 'Yes,' complete Schedule C, Part I*	3		X
4	**Section 501(c)(3) organizations** Did the organization engage in lobbying activities? *If 'Yes,' complete Schedule C, Part II*	4	X	
5	**Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations.** Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? *If 'Yes,' complete Schedule C, Part III*	5		
6	Did the organization maintain any donor advised funds or any 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		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? *If 'Yes,' complete Schedule D, Part II*	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If 'Yes,' complete Schedule D, Part III*	8		X
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? *If 'Yes,' complete Schedule D, Part IV*	9		X
10	Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? *If 'Yes,' complete Schedule D, Part V*	10		X
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	X	
	• 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 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 organizaiton'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 statement for the tax year? *If 'Yes,' complete Schedule D, Parts XI, XII, and XIII*	12	X	
12A	Was the organization included in consolidated, independent audited financial statement for the tax year? *If 'Yes,' completing Schedule D, Parts XI, XII, and XIII is optional* — 12 A: Yes [ ] No [X]			
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If 'Yes,' complete Schedule E*	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, and program service activities outside the United States? *If 'Yes,' complete Schedule F, Part I*	14b		X
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or assistance to any organization or entity located outside the United States? *If 'Yes,' complete Schedule F, Part II*	15		X
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or assistance to individuals located outside the United States? *If 'Yes,' complete Schedule F, Part III*	16		X
17	Did the organization report 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		X
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		X
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		X
20	Did the organization operate one or more hospitals? *If 'Yes,' complete Schedule H*	20		X

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, and 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 comittee 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 transation with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? *If 'Yes,' complete Schedule L, Part IV*	28a		X
b	A family member of a current or former officer, director, trustee, or key employee? *If 'Yes,' complete Schedule L, Part IV*	28b		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*	28c		X
29	Did the organization receive more than $25,000 in non-cash contributions? *If 'Yes,' complete Schedule M*	29		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If 'Yes,' complete Schedule M*	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If 'Yes,' complete Schedule N, Part I*	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If 'Yes,' complete Schedule N, Part II*	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? *If 'Yes,' complete Schedule R, Part I*	33		X
34	Was the organization related to any tax-exempt or taxable entity? *If 'Yes,' complete Schedule R, Parts II, III, IV, and V, line 1*	34		X
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? *If 'Yes,' complete Schedule R, Part V, line 2*	35		X
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If 'Yes,' complete Schedule R, Part V, line 2*	36		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If 'Yes,' complete Schedule R, Part VI*	37		X
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

				Yes	No
1a Enter the number reported in Box 3 of form 1096, Annual Summary and Transmittal of U S Information Returns. Enter -0- if not applicable	1a	27			
b Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable	1b	0			
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c		X
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	14			
2b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?			2b	X	
Note. If the sum of lines 1a and 2a is greater than 250, you may be required to *e-file* this return (see instructions)					
3a Did the organization have unrelated business gross income of $1,000 or more during the year covered by this return?			3a		X
b If 'Yes' has it filed a Form 990-T for this year? *If 'No,' provide an explanation in Schedule O*			3b		
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			4a		X
b If 'Yes,' enter the name of the foreign country ►					
See the instructions for exceptions and filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts					
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a		X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b		X
c If 'Yes,' to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?			5c		
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?			6a		X
b If 'Yes,' did the organization include with every solicitation an express statement that such contributions or gifts were not deductible?			6b		
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?			7a	X	
b If 'Yes,' did the organization notify the donor of the value of the goods or services provided?			7b	X	
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c		X
d If 'Yes,' indicate the number of Forms 8282 filed during the year	7d				
e Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e		X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		X
g For all contributions of qualified intellectual property, did the organization file Form 8899 as required?			7g		
h For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?			7h		
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?			8		
9 **Sponsoring organizations maintaining donor advised funds.**					
a Did the organization make any taxable distributions under section 4966?			9a		
b Did the organization make any distribution to a donor, donor advisor, or related person?			9b		
10 **Section 501(c)(7) organizations.** Enter					
a Initiation fees and capital contributions included on Part VIII, line 12	10a				
b Gross Receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11 **Section 501(c)(12) organizations.** Enter					
a Gross income from other members or shareholders	11a				
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	11b				
12a **Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?			12a		
b If 'Yes,' enter the amount of tax-exempt interest received or accrued during the year	12b				

Part VI Governance, Management and Disclosure

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

			Yes	No
1a Enter the number of voting members of the governing body	1a 24			
b Enter the number of voting members that are independent	1b 23			
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee or key employee?		2		X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		3		X
4 Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?		4		X
5 Did the organization become aware during the year of a material diversion of the organization's assets?		5		X
6 Does the organization have members or stockholders?		6		X
7a Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?		7a		X
b Are any decisions of the governing body subject to approval by members, stockholders, or other persons?		7b		X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following				
a The governing body?		8a	X	
b Each committee with authority to act on behalf of the governing body?		8b	X	
9 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*		9		X

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

		Yes	No
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 See Schedule O			
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* See Schedule O	12c	X	
13 Does the organization have a written whistleblower policy?	13		X
14 Does the organization have a written document retention and destruction policy?	14		X
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a The organization's CEO, Executive Director, or top management official	15a	X	
b Other officers of key employees of the organization See Schedule O	15b	X	
If 'Yes' to line 15a or 15b, describe the process in Schedule O (See instructions.)			
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		X
b If 'Yes,' has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosures

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 See Schedule O

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization
► CORPORATION 1629 K STREET, NW #950, WASHINGTON, D.C. 20006 (202) 521-4316

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 organizations'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 employees '
- 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) Name and Title	(B) Average hours per week	(C) Position (check all that apply): Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
HELENA BERGER COO	40	X			X			130,729.	0.	21,430.
BETSY WHITE Director	0.25	X						0.	0.	0.
KELBY BRICK Director	0.25	X						0.	0.	0.
JAMES WEISMAN Director	1	X						0.	0.	0.
DAY AL-MOHAMED Director	2	X						0.	0.	0.
ROBERT COWARD, JR. Director	0.25	X						0.	0.	0.
JOHN DZIENNIK Director	0.25	X						0.	0.	0.
CHERYL SENSENBRENNER ImmedPast Chair	3	X						0.	0.	0.
HELEN ROTH Director	1	X						0.	0.	0.
WENDY ELLIOTT-VANDIVIER Director	1	X						0.	0.	0.
TONY COELHO Chair	5	X		X				0.	0.	0.
JOYCE BENDER Secretary	2	X						0.	0.	0.
EDWARD KENNEDY, JR. Director	1	X						0.	0.	0.
MITCH GLAZIER Director	0.25	X						0.	0.	0.
RALPH BOYD Vice-Chair	1	X		X				0.	0.	0.
B. KEITH FULTON Director	0.25	X						0.	0.	0.
ALISON HILLMAN Director	0.25	X						0.	0.	0.

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

(A) Name and Title	(B) Average hours per week	(C) Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
CLAUDIA L. GORDON Director	0.25	X						0.	0.	0.
RAHNEE PATRICK Director	0.25	X						0.	0.	0.
MEREDITH RYAN-REID Treasurer	1	X		X				0.	0.	0.
WILL RIS Director	0.25	X						0.	0.	0.
LAURA SANFORD Director	0.25	X						0.	0.	0.
BETTY WILLIAMS Director	0.25	X						0.	0.	0.
MARGARET STATON Director	0.25	X						0.	0.	0.
ERIC VAUGHN Director	1	X						0.	0.	0.
ANDREW IMPARATO President & CEO	40			X				164,903.	0.	22,119.
JAMES C. DICKSON VP-GOVT AFFAIRS	40					X		118,694.	0.	11,869.
JENIFER J. SIMPSON SR. DIR.-TECH.	40					X		116,194.	0.	11,619.
1b Total ►								530,520.	0.	67,037.

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 ► 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

(A) Name and business address	(B) Description of Services	(C) Compensation
RLCPAPC 10608 FARMBROOKE LAND POTOMAC, MD 20854	ACCOUNTING	122,284.

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 ► 1

Part VIII Statement of Revenue

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
CONTRIBUTIONS, GIFTS, GRANTS AND OTHER SIMILAR AMOUNTS						
1a Federated campaigns	1a					
b Membership dues	1b					
c Fundraising events	1c					
d Related organizations	1d					
e Government grants (contributions)	1e					
f All other contributions, gifts, grants, and similar amounts not included above	1f	1,894,928.				
g Noncash contribns included in lns 1a-1f	$					
h **Total.** Add lines 1a-1f ►			1,894,928.			
PROGRAM SERVICE REVENUE		Business Code				
2a GOVERNMENT CONTRACTS			365,277.	365,277.		
b Membership Dues & Assessments			206,467.	206,467.		
c SPEAKING FEES; HONORARIA			24,306.	24,306.		
d						
e						
f All other program service revenue						
g **Total.** Add lines 2a-2f ►			596,050.			
OTHER REVENUE						
3 Investment income (including dividends, interest and other similar amounts) ►			11,038.	11,038.		
4 Income from investment of tax-exempt bond proceeds ►						
5 Royalties ►						
	(i) Real	(ii) Personal				
6a Gross Rents						
b Less rental expenses						
c Rental income or (loss)						
d Net rental income or (loss) ►						
	(i) Securities	(ii) Other				
7a Gross amount from sales of assets other than inventory						
b Less cost or other basis and sales expenses						
c Gain or (loss)						
d Net gain or (loss) ►						
8a Gross income from fundraising events (not including $ of contributions reported on line 1c) See Part IV, line 18	a					
b Less direct expenses	b					
c Net income or (loss) from fundraising events ►						
9a Gross income from gaming activities See Part IV, line 19	a					
b Less direct expenses	b					
c Net income or (loss) from gaming activities ►						
10a Gross sales of inventory, less returns and allowances	a					
b Less cost of goods sold	b					
c Net income or (loss) from sales of inventory ►						
Miscellaneous Revenue		Business Code				
11a Miscellaneous			688.	688.		
b						
c						
d All other revenue						
e **Total.** Add lines 11a-11d ►			688.			
12 **Total revenue.** See instructions ►			2,502,704.	607,776.	0.	0.

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.
All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U S See Part IV, line 21				
2 Grants and other assistance to individuals in the U S See Part IV, line 22	48,688.	48,688.		
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	530,520.	467,269.	42,839.	20,412.
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1) and persons described in section 4958(c)(3)(B)	0.	0.	0.	0.
7 Other salaries and wages	449,952.	283,458.	113,925.	52,569.
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	96,263.	81,583.	6,239.	8,441.
9 Other employee benefits	78,750.	64,144.	10,010.	4,596.
10 Payroll taxes	72,326.	54,857.	12,138.	5,331.
11 Fees for services (non-employees)				
a Management				
b Legal				
c Accounting	141,501.	109,953.	24,676.	6,872.
d Lobbying				
e Prof fundraising svcs See Part IV, ln 17				
f Investment management fees				
g Other	278,458.	256,515.	19,084.	2,859.
12 Advertising and promotion				
13 Office expenses				
14 Information technology	2,138.	2,138.		
15 Royalties				
16 Occupancy	163,314.	123,543.	28,938.	10,833.
17 Travel	44,317.	42,000.	1,754.	563.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	17,486.	12,214.	2,444.	2,828.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	7,526.		7,526.	
23 Insurance	18,385.	14,621.	2,884.	880.
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 EVENT EXPENSES	184,272.	183,872.		400.
b INTERNS HOUSING	71,493.	71,493.		
c TEMPORARY LABOR	30,649.	7,299.	19,712.	3,639.
d WEBSITE MAINTENANCE	29,720.	24,094.	3,918.	1,708.
e COMMUNICATION/MARKETING	21,871.	5,125.	12,949.	3,796.
f All other expenses	122,921.	76,828.	39,210.	6,883.
25 Total functional expenses Add lines 1 through 24f	2,410,550.	1,929,694.	348,246.	132,610.
26 **Joint costs.** Check here ► ☐ if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

			(A) Beginning of year		(B) End of year
ASSETS	1	Cash — non-interest-bearing		1	
	2	Savings and temporary cash investments	401,978.	2	834,721.
	3	Pledges and grants receivable, net	241,000.	3	324,000.
	4	Accounts receivable, net	190,791.	4	265,310.
	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	4,804.	9	19,976.
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D — 10a 123,012.			
	b	Less accumulated depreciation — 10b 88,662.	8,647.	10c	34,350.
	11	Investments — publicly-traded securities	19,974.	11	24,892.
	12	Investments — other securities See Part IV, line 11	678,654.	12	
	13	Investments — program-related See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets See Part IV, line 11	25,817.	15	5,518.
	16	**Total assets** Add lines 1 through 15 (must equal line 34)	1,571,665.	16	1,508,767.
LIABILITIES	17	Accounts payable and accrued expenses	89,780.	17	46,350.
	18	Grants payable		18	
	19	Deferred revenue	165,473.	19	48,587.
	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	255,253.	26	94,937.
NET ASSETS OR FUND BALANCES		**Organizations that follow SFAS 117, check here ► [X] and complete lines 27 through 29 and lines 33 and 34.**			
	27	Unrestricted net assets	1,214,337.	27	1,099,133.
	28	Temporarily restricted net assets	102,075.	28	314,697.
	29	Permanently restricted net assets		29	
		Organizations that do not follow SFAS 117, check here ► [ ] and complete lines 30 through 34.			
	30	Capital stock or trust principal, or current funds		30	
	31	Paid-in or capital surplus, or land, building, and equipment fund		31	
	32	Retained earnings, endowment, accumulated income, or other funds		32	
	33	Total net assets or fund balances	1,316,412.	33	1,413,830.
	34	Total liabilities and net assets/fund balances	1,571,665.	34	1,508,767.

Part XI Financial Statements and Reporting

		Yes	No
1 Accounting method used to prepare the Form 990 ☐ Cash ☒ Accrual ☐ Other 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		X
b Were the organization's financial statements audited by an independent accountant?	2b	X	
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?	2c	X	
If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O			
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 ☒ Separate basis ☐ Consolidated basis ☐ 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		X
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		

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.

► **Attach to Form 990 or Form 990-EZ.** ► **See separate instructions.**

OMB No 1545-0047

2009

Open to Public Inspection

Name of the organization: AMERICAN ASSOCIATION OF PEOPLE WITH DISABILITIES

Employer identification number: 52-1930174

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 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 [X] 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 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 is a Type I, Type II or Type III supporting organization, check this box [ ]

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

		Yes	No
(i) a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?	**11g (i)**		
(ii) a family member of a person described in (i) above?	**11g (ii)**		
(iii) a 35% controlled entity of a person described in (i) or (ii) above?	**11g (iii)**		

h Provide the following information about the supported organizations

(i) Name of Supported Organization	(ii) EIN	(iii) Type of organization (described on lines 1-9 above or IRC section **(see instructions)**)	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the U S ?		(vii) Amount of Support
			Yes	No	Yes	No	Yes	No	
Total									

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
1 Gifts, grants, contributions and membership fees received (Do not include 'unusual grants ')						
2 Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf						
3 The value of services or facilities furnished to the organization by a governmental unit without charge Do not include the value of services or facilities generally furnished to the public 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 form similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
11 **Total support.** Add lines 7 through 10						

12 Gross receipts from related activities, etc (see instructions) | 12 |

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 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 the line 14 is 33-1/3 % or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ► ☐

b **33-1/3 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 ► ☐

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. ► ☐

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. ► ☐

18 **Private foundation.** If the organization did not check a box on line, 13, 16a, 16b, 17a, or 17b, check this box and see instructions ► ☐

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 9 of Part I)

Section A. Public Support

Calendar year (or fiscal yr 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 'unusual grants ')	428,328.	1,845,534.	1,966,869.	2,177,170.	2,101,395.	8,519,296.
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in a activity that is related to the organization's tax-exempt purpose						0.
3 Gross receipts from activities that are not an unrelated trade or business under section 513						0.
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						0.
5 The value of services or facilities furnished by a governmental unit to the organization without charge						0.
6 **Total.** Add lines 1 through 5	428,328.	1,845,534.	1,966,869.	2,177,170.	2,101,395.	8,519,296.
7a Amounts included on lines 1, 2, 3 received from disqualified persons	9,250.	36,767.	34,415.	14,084.	12,915.	107,431.
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the amount on line 13 for the year	0.	0.	0.	0.	0.	0.
c Add lines 7a and 7b	9,250.	36,767.	34,415.	14,084.	12,915.	107,431.
8 **Public support** (Subtract line 7c from line 6)						8,411,865.

Section B. Total Support

Calendar year (or fiscal yr beginning in) ►	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
9 Amounts from line 6	428,328.	1,845,534.	1,966,869.	2,177,170.	2,101,395.	8,519,296.
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income form similar sources	14,547.	45,834.	59,705.	45,834.	11,038.	176,958.
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						0.
c Add lines 10a and 10b	14,547.	45,834.	59,705.	45,834.	11,038.	176,958.
11 Net income from unrelated business activities not included inline 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) See Part IV	52,850.	15,734.	10,832.	6,583.	688.	86,687.
13 **Total support.** (add lns 9, 10c, 11, and 12)						8,782,941.

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2009 (line 8, column (f) divided by line 13, column (f))	15	95.8 %
16 Public support percentage from 2008 Schedule A, Part III, line 15	16	95.9 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2009** (line 10c, column (f) divided by line 13, column (f))	17	2.0 %
18 Investment income percentage from **2008** Schedule A, Part III, line 17	18	1.9 %

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 ► ☒

b **33-1/3 support tests – 2008.** If the organization did not check a box on line 14 or 19a, and line 16 is more than 33-1/3%, and line 18 is not more than 33-1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ► ☐

20 **Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ► ☐

Part IV **Supplemental Information.** Complete this part to provide the 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.

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

► Complete if the organization is described below.

► Attach to Form 990 or Form 990-EZ. ► See separate instructions.

OMB No 1545-0047

2009

Open to Public Inspection

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

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

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

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

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

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

Name of organization	Employer identification number
AMERICAN ASSOCIATION OF PEOPLE	52-1930174

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV

2 Political expenditures ► $

3 Volunteer hours

Part I-B Complete if the organization is exempt under section 501(c)(3).

1 Enter the amount of any excise tax incurred by the organization under section 4955 ► $ 0.

2 Enter the amount of any excise tax incurred by organization managers under section 4955 ► $ 0.

3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No

4a Was a correction made? ☐ Yes ☐ No

b If 'Yes,' describe in Part IV

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ► $

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ► $

3 Total of exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b ► $

4 Did the filing organization file **Form 1120-POL** for this year? ☐ Yes ☐ No

5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which payments were made For each organization listed, enter the amount paid from the filing organization's funds Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

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

Part II-A **Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).**

A Check ► ☐ if the filing organization belongs to an affiliated group

B Check ► ☐ if the filing organization checked box A and 'limited control' provisions apply

Limits on Lobbying Expenditures – (The term 'expenditures' means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)	3,380.	
b Total lobbying expenditures to influence a legislative body (direct lobbying)	3,715.	
c Total lobbying expenditures (add lines 1a and 1b)	7,095.	0.
d Other exempt purpose expenditures	1,922,599.	
e Total exempt purpose expenditures (add lines 1c and 1d)	1,929,694.	0.
f Lobbying nontaxable amount Enter the amount from the following table in both columns	246,485.	

If the amount on line 1e, column (a) or (b) is	The lobbying nontaxable amount is
Not over $500,000	20% of the amount on line 1e
Over $500,000 but not over $1,000,000	$100,000 plus 15% of the excess over $500,000
Over $1,000,000 but not over $1,500,000	$175,000 plus 10% of the excess over $1,000,000
Over $1,500,000 but not over $17,000,000	$225,000 plus 5% of the excess over $1,500,000
Over $17,000,000	$1,000,000

	(a)	(b)
g Grassroots nontaxable amount (enter 25% of line 1f)	61,621.	0.
h Subtract line 1g from line 1a If zero or less, enter -0-	0.	0.
i Subtract line 1f from line 1c If zero or less, enter -0-	0.	0.

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? ☐ Yes ☐ No

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

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) Total
2a Lobbying non-taxable amount	243,667.	248,095.	262,452.	246,485.	1,000,699.
b Lobbying ceiling amount (150% of line 2a, column (e))					1,501,049.
c Total lobbying expenditures	85,552.	72,618.	92,076.	7,095.	257,341.
d Grassroots nontaxable amount	60,917.	62,024.	65,613.	61,621.	250,175.
e Grassroots ceiling amount (150% of line 2d, column (e))					375,263.
f Grassroots lobbying expenditures	36,195.	30,723.	48,747.	3,380.	119,045.

Part II-B **Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).**

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

Part III-A **Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).**

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

Part III-B **Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) if BOTH Part III-A, questions 1 and 2 are answered 'No' OR if Part III-A, line 3 is answered 'Yes.'**

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

Part IV **Supplemental Information**

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

Part IV Supplemental Information *(continued)*

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, lines 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: AMERICAN ASSOCIATION OF PEOPLE WITH DISABILITIES

Employer Identification number: 52-1930174

Part I **Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts** Complete if the organization answered 'Yes' to Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate contributions to (during year)		
3 Aggregate grants from (during year)		
4 Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or for any other purpose conferring impermissible private benefit?? ☐ Yes ☐ No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply)

☐ Preservation of land for public use (e g , recreation or pleasure)
☐ Protection of natural habitat
☐ Preservation of open space
☐ Preservation of an historically important land area
☐ Preservation of certified historic structure

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 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 tax 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 easement 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 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 organization answered 'Yes' to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

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

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

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

2a Did the organization include an amount on Form 990, Part X, line 21? [ ] Yes [ ] No

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

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
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
(i) unrelated organizations	3a(i)		
(ii) related organizations	3a(ii)		
b If 'Yes' to 3a(ii), are the related organizations listed as required on Schedule R?	3b		

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

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

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated Depreciation	(d) Book Value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		95,761.	70,845.	24,916.
e Other		27,251.	17,817.	9,434.
Total. Add lines 1a through 1e *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* ►				34,350.

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

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

Part VIII Investments—Program Related (See Form 990, Part X, line 13) N/A

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

Part IX Other Assets (See Form 990, Part X, line 15) N/A

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

Part X Other Liabilities (See Form 990, Part X, line 25)

(a) Description of Liability	(b) Amount
Federal Income Taxes	
Total. (Column (b) must equal Form 990, Part X, col (B) line 25) ►	

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 Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	2,502,704.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2,410,550.
3	Excess or (deficit) for the year Subtract line 2 from line 1	92,154.
4	Net unrealized gains (losses) on investments	
5	Donated services and use of facilities	
6	Investment expenses	
7	Prior period adjustments	
8	Other (Describe in Part XIV) See Part XIV	5,264.
9	Total adjustments (net) Add lines 4 through 8	5,264.
10	Excess or (deficit) for the year per audited financial statements Combine lines 3 and 9	97,418.

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

1	Total revenue, gains, and other support per audited financial statements			1	2,543,659.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
a	Net unrealized gains on investments	2a	5,264.		
b	Donated services and use of facilities	2b	35,691.		
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIV)	2d			
e	Add lines **2a** through **2d**			2e	40,955.
3	Subtract line **2e** from line **1**			3	2,502,704.
4	Amounts included on Form 990, Part VIII, line 12, but not on line **1**				
a	Investments 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	2,502,704.

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

1	Total expenses and losses per audited financial statements			1	2,446,241.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a	35,691.		
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIV)	2d			
e	Add lines **2a** through **2d**			2e	35,691.
3	Subtract line **2e** from line **1**			3	2,410,550.
4	Amounts included on Form 990, Part IX, line 25, but not on line **1:**				
a	Investments 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	2,410,550.

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)*

Schedule D, Part XI, Line 8
Other Changes In Net Assets Or Fund Balances

UNREALIZED GAINS ON INVESTMENTS		$ 5,264.
	Total	$ 5,264.

SCHEDULE I
(Form 990)

Department of the Treasury
Internal Revenue Service

Grants and Other Assistance to Organizations, Governments and Individuals in the United States

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

OMB No 1545-0047

2009

Open to Public Inspection

Name of the organization: AMERICAN ASSOCIATION OF PEOPLE

Employer identification number: 52-1930174

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? [X] Yes [ ] No

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

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

Complete if the organization answered 'Yes' to 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 ► [X]

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

2 Enter total number of section 501(c)(3) and government organizations ► 0

3 Enter total number of other organizations ► 0

Part III **Grants and Other Assistance to Individuals in the United States.** Complete if the organization answered 'Yes' to Form 990, Part IV, line 22. Use Part IV and 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
2009 PAUL G HEARNE/AAPD LEADERSHIP AWARD	2	13,975.			
STIPENDS - SUMMER INTERNSHIPS	18	34,713.			

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

Part I, Line 2 - Grantmaker's Description of How Grants are Used

IN 2009, AAPD PROVIDED TWO UNRESTRICTED CASH AWARDS OF $10,000 OF WHICH $5,000 WAS PAID IN 2009 AND THE REMAINING $5,000 TO BE PAID IN 2010 UPON FULFILLING CERTAIN REQUIREMENTS, TO EACH OF THE TWO RECIPIENTS OF THE 2009 PAUL G. HEARNE/AAPD LEADERSHIP AWARDS. IN ADDITION, ONE OF THE TWO RECIPIENTS REQUESTED AN ADVANCE OF $3,975 ON THEIR SECOND PAYMENT DUE IN 2010. EIGHT UNRESTRICTED $1,500 STIPENDS TO EACH OF THE EIGHT RECIPIENTS OF THE 2009 AAPD-MEAF CONGRESSIONAL INTERNSHIPS, AND TEN UNRESTRICTED $2,500 SITPENDS TO EACH OF THE TEN RECIPIENTS OF THE 2009 AAPD-MICROSOFT IT INTERNSHIPS.

AAPD DID NOT IN 2009 AND DOES NOT RESTRICT OR MONITOR, IN ANY WAY, THE EXPENDITURE BY THE SELECTED AWARD RECIPIENTS OF THE CASH AWARDS ASSOCIATED WITH THE AAPD

Part I, Line 2 - Grantmaker's Description of How Grants are Used (continued)

LEADERSHIP AWARDS PROGRAMS. AAPD DOES REQUEST A MID-YEAR AND FINAL REPORT, QUARTERLY EMAIL LISTSERVE SUBMISSIONS AND TWO NEWSLETTER ARTICLE SUBMISSIONS FROM RECIPIENTS OF AAPD'S LEADERSHIP AWARDS. HOWEVER, NONE OF THESE REPORTING REQUIREMENTS REQUEST ANY INFORMATION REGARDING THE EXPENDITURE OF THE UNRESTRICTED $10,000 CASH AWARD ASSOCIATED WITH THE PAUL G. HEARNE/AAPD AWARD PROGRAM.

AAPD ALSO DID NOT IN 2009 AND DOES NOT RESTRICT OR MONITOR, IN ANY WAY, THE EXPENDITURE OF THE LIVING STIPENDS PROVIDED TO THE INTERNS IN THE AAPD SUMMER INTERNSHIP PROGRAMS. AAPD DOES REQUEST REPORTING FROM THE INTERNS SELECTED FOR THESE PROGRAMS INCLUDING WEEKLY REPORTS INDICATING PROGRESS IN THEIR INTERNSHIP PLACEMENTS. HOWEVER, NONE OF THESE REPORTING REQUIREMENTS REQUEST ANY INFORMATION REGARDING THE EXPENDITURE OF THE UNRESTRICTED $1,500 LIVING STIPENDS ASSOCIATED WITH THE AAPD-MEAF CONGRESSIONAL INTERNSHIP PROGRAM OR THE UNRESTRICTED $2,500 LIVING STIPENDS ASSOCIATED WITH THE AAPD-MICROSOFT FEDERAL IT INTERNSHIP PROGRAM.

SCHEDULE J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

► **Complete if the organization answered 'Yes' to Form 990, Part IV, line 23.**
► **Attach to Form 990.** ► **See separate instructions.**

OMB No 1545-0047

2009

Open to Public Inspection

Name of the organization
AMERICAN ASSOCIATION OF PEOPLE

Employer identification number
52-1930174

Part I Questions Regarding Compensation

		Yes	No
1 a Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items ☐ First-class or charter travel ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax indemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (e g , maid, chauffeur, chef)			
b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If 'No,' complete Part III to explain	1b		
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	2		
3 Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director Check all that apply ☐ Compensation committee ☐ Written employment contract ☐ Independent compensation consultant ☐ Compensation survey or study ☐ Form 990 of other organizations ☒ Approval by the board or compensation committee			
4 During the year, did any person listed in Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization			
a Receive a severance payment or change-of-control payment?	4a		X
b Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b		X
c Participate in, or receive payment from, an equity-based compensation arrangement?	4c		X
If 'Yes' to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III			
Only section 501(c)(3) and 501(c)(4) organizations must complete lines 5-9.			
5 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of			
a The organization?	5a		X
b Any related organization?	5b		X
If 'Yes' to line 5a or 5b, describe in Part III			
6 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of			
a The organization?	6a		X
b Any related organization?	6b		X
If 'Yes' to line 6a or 6b, describe in Part III			
7 For person listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If 'Yes,' describe in Part III	7		X
8 Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regs section 53 4958-4(a)(3)? If 'Yes,' describe in Part III	8		X
9 If 'Yes' to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53 4958-6(c)?	9		X

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use Schedule J-1 if additional space is needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations described in the instructions on row (ii). Do not list any individuals that are not listed on Form 990, Part VII

Note. The sum of columns (B)(i)-(iii) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base compensation	(ii) Bonus and incentive compensation	(iii) Other reportable compensation				
ANDREW IMPARATO	(i)	164,903.	0.	0.	0.	22,119.	187,022.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
HELENA BERGER	(i)	130,729.	0.	0.	0.	21,430.	152,159.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
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	(i)							
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 4c, 5a, 5b, 6a, 6b, 7, and 8. Also complete this part for any additional information.

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 AMERICAN ASSOCIATION OF PEOPLE WITH DISABILITIES

Employer identification number 52-1930174

Form 990, Part III, Line 4d - Other Program Services Description

MEMBERSHIP SERVICES - EXPENSES $257,044 - SEE ATTACHED STATEMENT.

DISABILITY VOTE PROJECT - EXPENSES $228,753 - SEE ATTACHED STATEMENT.

DISABILITY MENTORING DAY - EXPENSES $139,957 - SEE ATTACHED STATEMENT.

PUBLIC INFORMATION & EDUCATION - EXPENSES $85,126 - SEE ATTACHED STATEMENT.

Form 990, Part VI, Line 11 - Form 990 Review Process

THE FORM 990 WAS REVIEWED BY BOTH AAPD'S INDEPENDENT ACCOUNTANT AND INDEPENDENT AUDITOR.

Form 990, Part VI, Line 12c - Explanation of Monitoring and Enforcement of Conflicts

IF A BOARD MEMBER HAS AN INTEREST IN A PROPOSED TRANSACTION BETWEEN AAPD AND AN ORGANIZATION IN THE FORM OF PERSONAL FINANCIAL INTEREST OR PROFESSIONAL ADVANCEMENT BY MEANS OF THE TRANSACTION, OR HOLDS A POSITION AS TRUSTEE, DIRECTOR, OFFICER IN, EMPLOYEE OF, OR CONSULTANT TO AN ORGANIZATION, HE OR SHE MUST MAKE FULL DISCLOSURE OF SUCH INTEREST BEFORE ANY DISCUSSION OR NEGOTIATION OF SUCH TRANSACTION. REGARDLESS OF WHETHER THE BOARD MEMBER PARTICIPATES IN THE TRANSACTION OR NEGOTIATION, DISCLOSURE MUST BE MADE. ANY BOARD MEMBER WHO IS AWARE OF A PERSONAL CONFLICT OF INTEREST WITH RESPECT TO ANY MATTER COMING BEFORE THE BOARD MAY PARTICIPATE IN DISCUSSION AFTER DISCLOSURE, BUT MAY NOT VOTE IN CONNECTION WITH THE MATTER.

TO IMPLEMENT THIS POLICY, BOARD MEMBERS OF AAPD SUBMIT ANNUAL REPORTS, AND, IF NOT PREVIOUSLY DISCLOSED, WILL MAKE DISCLOSURE BEFORE ANY RELEVANT BOARD ACTION AS THEY BECOME AWARE OF THE CONFLICT. THE REPORTS ARE REVIEWED BY THE EXECUTIVE COMMITTEE, Name of the organization AMERICAN ASSOCIATION OF PEOPLE WITH DISABILITIES

Employer identification number 52-1930174

Form 990, Part VI, Line 12c - Explanation of Monitoring and Enforcement of Conflicts (continued)

WHICH WILL ATTEMPT TO RESOLVE ANY ACTUAL OR POTENTIAL CONFLICTS AND, IN THE ABSENCE OF RESOLUTION, REFER THE MATTER TO THE BOARD OF DIRECTORS. ALL NEW BOARD MEMBERS RECEIVE A COPY OF THE CONFLICT OF INTEREST POLICY. THE CONFLICT OF INTEREST POLICY IS REVIEWED ANNUALLY BY THE BOARD OF DIRECTORS OF AAPD.

Form 990, Part VI, Line 15b - Compensation Review & Approval Process for Officers & Key Employees

AAPD HAS A COMPENSATION PROCESS FOR ALL FULL-TIME AND PART-TIME POSITIONS, THIS INCLUDES THE CEO AND ALL OTHER KEY EMPLOYEES. CONDUCTING AN ANNUAL PERFORMANCE EVALUATION AND USING DATA (E.G. INTERNET, ASAE, PROFESSIONAL FOR NON PROFIT D.C. SALARY SURVEY AND DISCUSSIONS WITH EXECUTIVE DIRECTORS/CEO'S OF "SISTER-ORGANIZATIONS") TO COMPARE COMPENSATION OF SIMILARLY QUALIFIED PERSONS, IN FUNCTIONALLY COMPARABLE POSITIONS AND IN SIMILARLY SITUATED ORGANIZATIONS ALL CONTRIBUTE TO DETERMINING THE LEVEL OF COMPENSATION. THE COMPENSATION IS INITIALLY DISCUSSED WITH AAPD'S FINANCE COMMITTEE DURING THE ANNUAL BUDGET PROCESS; MOVES ON TO AAPD'S EXECUTIVE COMMITTE FOR DISCUSSION AND APPROVAL; AND GETS FINAL REVIEW AND APPROVAL FROM THE BOARD OF DIRECTORS OF AAPD AT THE YEAR-END BOARD OF DIRECTORS MEETING.

Form 990, Part VI, Line 19 - Other Organization Documents Publicly Available

ALL GOVERNING DOCUMENTS, CONFLICTS OF INTEREST POLICY AND FINANCIAL STATEMENTS ARE MADE AVAILABLE TO THE PUBLIC UPON REQUEST. THE REQUEST CAN BE MADE VIA TELEPHONE, EMAIL OR IN PERSON.

Name of the organization AMERICAN ASSOCIATION OF PEOPLE WITH DISABILITIES	Employer identification number 52-1930174

AMERICAN ASSOCIATION OF PEOPLE WITH DISABILITIES
FORM 990 – PART III
ORGANIZATION'S PRIMARY EXEMPT PURPOSE
STATEMENT OF PROGRAM SERVICE ACCCOMPLISHMENTS
12/31/09

Primary Exempt Purpose:

The American Association of People with Disabilities has been organized to further the independence, productivity, full citizenship and total integration of people with disabilities into society and the natural environment.

A) Membership Services:

Provided services (information, newsletters, benefits and advocacy) to the membership. As of December 31, 2009, the organization's membership consisted of 5,963 paid members, includes a quarterly newsletter and access to the following benefits: financial services, life insurance and rental car discounts.

B) Public Information & Education:

By telephone, electronic mail and/or quarterly newsletter. Provided information and referral services to the general public as well as distributed educational materials.

C) Disability Vote Project—See attached statement.

D) Disability Mentoring Day—See attached statement.

E) The Paul G. Hearne/AAPD Leadership Awards and Gala-See attached statement

F) MEAF-AAPD Congressional Internship Program--See attached statement.

G) Microsoft-AAPD Federal IT Internship Program-See attached statement.

H) Public Policy and Research-See attached statement.

I) AAPD Interfaith Initiative-See attached statement.

AMERICAN ASSOCIATION OF PEOPLE WITH DISABILITIES
FORM 990 – PART III – LINE 4
STATEMENT OF PROGRAM SERVICE ACCCOMPLISHMENTS
12/31/09

Advocacy - The Organization's advocacy efforts include working with Congress to promote bipartisan legislation and policy that will further the ability of people with disabilities to live independently, contribute to society, pursue meaningful careers and enjoy self-determination. AAPD will continue to protect programs and policies that empower children and adults with disabilities and realign programs and policies that erect barriers to full participation.

The Paul G Hearne/AAPD Leadership Awards and Gala – The Paul G. Hearne/AAPD Leadership Awards are cash gifts awarded annually to people with disabilities who are emerging leaders in their fields and have positive visions for the disability community Each prior awardee is now using their award to further their work in their respective states, as well as nationally, to improve the lives of all people with disabilities. The AAPD Leadership Awards Gala held for the first time in 2002 is an annual forum, pays tribute to disability community leaders; brings together highly diverse constituents; and promotes advocacy Attendees from around the country include members of the disability community, other key civil rights advocates, the media, corporate representatives, state government and election officials, Members of Congress, Administration representatives and other policymakers

MEAF-AAPD Congressional Internship Program – The Congressional Internship Program is a paid eight-week summer program that gives college/university students with disabilities from around the country the chance to obtain firsthand knowledge of the legislative and political process by working in Congressional offices

Microsoft-AAPD Federal IT Internship Program – The Federal IT Internship Program is an eleven-week paid summer program to work in Federal agencies in Washington, D C It gives college/university students with disabilities from around the country the opportunity to gain real-world work experience and further enhance employment opportunities, while also providing them the ability to perfect their information technology skills

Disability Mentoring Day (DMD) – Disability Mentoring Day promotes career development for students/job-seekers with disabilities nationwide through job shadowing and hands-on career exploration. This program was designed originally as a White House initiative during the Clinton presidency and then passed to AAPD for administration An incredibly strong national volunteer corps, with orchestration from AAPD, is what makes this program so successful. DMD volunteers in local communities around the country organize activities that bring together job seekers and employers This one day event, which is similar in its design to the national "Take Your Daughters to Work" program, happens in locations around the country on the third Wednesday of every October, to coincide with Disability Employment Awareness Month

In 2009, DMD had more than 20,000 students being monitored by public/private employers, coordinated by more than 300 of the volunteer Local Coordinators in 50 states and the District of Columbia, as well as 20 international locations One of the central tenets of DMD is to open doors of opportunity for people with disabilities in careers, from entry level to management, and in locations around the country. The program also serves to remove attitudinal barriers that exist in this country regarding people with disabilities. With only three in ten working-age (18-64) disabled people employed full-time or part-time, a program such as DMD is critical.

Disability Vote Project – The Disability Vote Project addresses the fundamental inequalities faced by this nation's voters with disabilities, and works in a nonpartisan manner to ensure they are provided full accessibility to all polling places and voting equipment AAPD's Disability Vote Project works to register and turn out voters with disabilities in national, state and local elections Toward this end and key to increasing voting turnout of people with disabilities, AAPD has formed coalitions with other national organizations (such as ARC of the US, United Cerebral Palsy Association, The American Occupational Therapists Association and Independent Living Centers) to ensure we are working collaboratively and in every single state in the Union AAPD has helped to enrich the diversity of each coalition, and provides training, supervision and materials to these coalitions AAPD was instrumental in working with Congress for the passage of the Help America Vote Act of 2002 -- an election reform program that mandates voter accessibility – and continues to monitor its enforcement

Public Policy and Research – AAPD's staff work on national disability policy issues and disability-related research projects that advance the goals of the Americans with Disabilities Act: equality of opportunity, full participation, independent living and economic self-sufficiency. These public policy and research issues include, but are not limited to: telecommunications and technology, healthcare, employment, bioethics, housing and transportation

As part of its Public Policy and Research Program, AAPD initiated the Disability Benchmarking System project to design a benchmarking system that would help private sector entities evaluate their efforts to be "disability responsible and responsive" AAPD's Disability Benchmarking System will not simply measure the percentage of a company's workforce that has obvious disabilities or that has self-identified as disabled Rather, the Disability Benchmarking System will enable companies to assess their current programs to achieve equality and full access for individuals with disabilities and help companies determine what additional steps they should take to build and enhance comprehensive programs to improve opportunities for employees with disabilities and to better respond to the needs of customers and other stakeholders with disabilities.

During 2009, AAPD completed Phase I of the project AAPD first examined existing efforts to evaluate the effectiveness of disability programs. AAPD also developed a schema detailing areas into which a comprehensive Disability Benchmarking System could inquire The schema first looks at an organization as a whole and its commitment to disability equality The schema then analyzes issues related specifically to employees, products and services, vendors and customers. During Phase I, AAPD reached out to a wide range of stakeholders and sought their input on the Disability Benchmarking System in general and on the schema in particular To help ensure that the Disability Benchmarking System will be usefull to businesses, AAPD also coordinated with the US Business Leadership Network.

AMERICAN ASSOCIATION OF PEOPLE WITH DISABILITIES
FORM 990 – PART III – LINE 4
STATEMENT OF PROGRAM SERVICE ACCOMPLISHMENTS

AAPD Interfaith Initiative - The mission of the AAPD Interfaith Initiative is to support people with disabilities and their families as they seek spiritual and religious access, and to bring the powerful and prophetic voice of the faith community to the 21st Century disability age. One of the accomplishments of the program is the founding of the Interfaith Disability Advocacy Initiative (IDAC) which mobilizes the religious community to speak out and take action on disability policy issues with Congress, the President and Administration, and society at large. IDAC has 15 members from the Christian, Jewish, Muslim and Hindu communities

2009 Federal Book Depreciation Schedule

AMERICAN ASSOCIATION OF PEOPLE WITH DISABILITIES

Client AAPD1 — 52-1930174

11/15/10 — 11 07AM

No.	Description	Date Acquired	Date Sold	Cost/ Basis	Bus Pct.	Cur 179 Bonus	Special Depr Allow.	Prior 179/ Bonus/ Sp. Depr.	Prior Dec Bal Depr.	Salvage /Basis Reductn.	Depr Basis	Prior Depr.	Method	Life	Rate	Current Depr.
	Form 990/990-PF															
	Furniture and Fixtures															
1	OFFICE FURNITURE & EQUIP	6/30/98		1,469							1,469	1,241	200DB HY	7		0
2	TELEPHONE EQUIPMENT	10/31/98		1,893							1,893	1,463	200DB HY	7		0
3	COPIER EQUIPMENT	12/03/98		9,970							9,970	7,029	200DB HY	5		0
4	OFFICE FURNITURE	5/25/01		1,560							1,560	1,560	200DB HY	7		0
6	OFFICE FURNITURE	7/03/02		721							721	681	200DB MQ	7	05530	40
10	FURNITURE & FIXTURES	2/28/03		3,500							3,500	3,031	200DB HY	7	08930	313
16	FURNITURE	4/19/05		1,427							1,427	981	200DB HY	7	08930	127
	Total Furniture and Fixtures			20,540		0	0	0	0	0	20,540	15,986				480
	Machinery and Equipment															
5	OFFICE EQUIPMENT	6/30/01		26,565							26,565	26,565	200DB HY	7		0
7	OFFICE EQUIPMENT	10/17/02		6,357							6,357	5,871	200DB MQ	7	07640	486
8	OFFICE EQUIPMENT	11/13/02		4,498							4,498	4,155	200DB MQ	7	07640	343
9	OFFICE EQUIPMENT	6/02/02		2,089							2,089	2,018	200DB MQ	7	03330	71
11	OFFICE EQUIPMENT	6/10/03		8,601							8,601	7,448	200DB HY	7	08930	768
12	OFFICE EQUIPMENT	11/30/03		684							684	593	200DB HY	7	08930	61
13	COMPUTER EQUIPMENT	1/02/04		3,999							3,999	3,256	200DB MQ	7	08750	350
14	COMPUTER EQUIPMENT	11/09/04		6,449							6,449	4,830	200DB MQ	7	08730	563
15	TELEPHONE EQUIPMENT	2/04/05		10,000							10,000	6,876	200DB HY	7	08930	893
	Total Machinery and Equipment			69,242		0	0	0	0	0	69,242	61,612				3,535
	Total Depreciation			89,782		0	0	0	0	0	89,782	77,598				4,015

2009 Federal Book Depreciation Schedule

AMERICAN ASSOCIATION OF PEOPLE
WITH DISABILITIES

Client AAPD1 52-1930174

11/15/10 11 07AM

No.	Description	Date Acquired	Date Sold	Cost/ Basis	Bus Pct.	Cur 179 Bonus	Special Depr Allow.	Prior 179/ Bonus/ Sp. Depr.	Prior Dec Bal Depr.	Salvage /Basis Reductn	Depr Basis	Prior Depr.	Method	Life	Rate	Current Depr.
	Grand Total Depreciation			89,782		0	0	0	0	0	89,782	77,598				4,015

Part III, Line 12 - Other Income

Nature and Source	2009	2008	2007	2006	2005
MISCELLANEOUS	688.	6,583.	10,832.	15,734.	52,850.
Total	$ 688.	$ 6,583.	$ 10,832.	$ 15,734.	$ 52,850.