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DLN: 93493307002250

Department of the Treasury

## **Return of Organization Exempt From Income Tax**

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

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

OMB No 1545-0047 2009

Open to Public

	revenue.							Inspection			
			lendar yea	r, or tax year beginning 01-01-200 C Name of organization	9 and ending 12-31-200	9	D Employer ic	dentification number			
_	•	oplicable	Please use IRS	GREATER EVERETT COMMUNITY FOUN	DATION						
_	iress cha	-	label or	Doing Business As			94-3188703 E Telephone number				
_	me char	-	print or type. See				(425) 212	-4056			
_	ial retur		Specific Instruc-	Number and street (or P O box if mail PO BOX 5549	I is not delivered to street addre	ss) Room/suite	<b>G</b> Gross receipt				
_	minated		tions.					· ·			
Am	ended r	eturn		City or town, state or country, and ZIP EVERETT, WA 98206	2 + 4						
App	olication	pending		212.12.11, III. 30200							
				ne and address of principal officer		<b>H(a)</b> Is the	• ıs a group retu				
			ROSS F	RETTENMIER X 5549		affilia	ites?	ΓYes <b>Γ</b> Nο			
				TT,WA 98206		H(b) Are al	l affiliates inclu	ded?			
								t (see instructions)			
[ Ta:	x-exem	pt status	<b>✓</b> 501(c)	(3) ◀ (Insert no )	527	H(c) Grou	ıp exemption n	umber 🟲			
J W	ebsit e	: ► ww	W GREATE	REVERETTCFORG							
<b>K</b> Forn	n of org	anızatıon	✓ Corporat	ion		L Year of fo	rmation 1993	M State of legal domicile			
			· · · · · · · · · · · · · · · · · · ·	,,		1		WA			
Pa	rt I										
				e organization's mission or most s THE GREATER EVERETT COMM		STO WORK IN	N PARTNERSH	LIP WITH DONORS AND			
w				TO STRENGTHEN SNOHOMISH			VI AKTNEKSII	III WITH BONORS AND			
ဋ											
≅											
Governance	2	Chack t	his hov 🍽	if the organization discontinued i	its operations or disposed	of more than	25% of its not	20040			
			,					3 17			
ණ ග				nembers of the governing body (Pa dent voting members of the gover							
<u>₽</u>			•			),					
ACTIVITIES				nployees (Part V, line 2a) lunteers (estimate if necessary)				5			
ă											
		_		ted business revenue from Part VI ness taxable income from Form 99		•		7a			
	В	Net unit	erateu busi	Thess taxable income nom Form 95	90-1, lille 34	Deia					
		Control		d grants (Dart VIII line 1 h)		Prio	or Year	Current Year			
<u>o</u>	8			d grants (Part VIII, line 1h)			517,755	380,992			
Revenue	9	-		revenue (Part VIII, line 2g)			111 180	0			
Ž.	10 11			ne (Part VIII, column (A), lines 3, art VIII, column (A), lines 5, 6d, 8	,		111,180	33,954			
	12		-	dd lines 8 through 11 (must equal			10,848	-905			
	12					e	645,783	413,961			
	13			ır amounts paıd (Part IX, column (			511,778	250,015			
	14	Benefit	s paid to o	r for members (Part IX, column (A	), line 4)			0			
.A	15	Salarıe	s, other co	ompensation, employee benefits (P	art IX, column (A), lines 5	5-					
Expenses		10)					124,874	114,111			
₹	16a	Profes	sional fund	raising fees (Part IX, column (A),	line 11e)			0			
蓋	b	Total fu	ndraising expe	enses (Part IX, column (D), line 25) 🕒 5,6							
	17			Part IX, column (A), lines 11a-11			125,461	121,159			
	18	Totale	xpenses A	Add lines 13–17 (must equal Part	IX, column (A), line 25)		762,113	485,285			
	19	Reveni	ue less exp	enses Subtract line 18 from line	12		-116,330	-71,324			
Net Assets or Fund Balances							g of Current 'ear	End of Year			
Sets Sess	20	Totala	scate /Dar	t X, line 16)		T	6,634,264	7 720 220			
A B	21			Part X, line 16)			269,666	7,729,329			
2 E	21		•	d balances Subtract line 21 from			6,364,598	7,370,419			
	t III		ature Blo				0,304,390	7,370,419			
	T			rjury, I declare that I have examined this	return, includina accompanying	schedules and st	tatements, and to	the best of mv knowledge			
				correct, and complete Declaration of prep							
cian		<u> </u>									
Sign Here		**** Signa	** ature of office	<u>.</u> :r		2010- Date	11-02				
·											
			or print nam	R PRESIDENT e and title							
		Drons '	- <b>k</b>		Date	Check If	Preparer's iden	tifving number			
Paid		Preparer' signature		ne Eisenman		self-	(see instruction				
	arer's	F /	r	h McCoopty Fystanian manage		empolyed 🕨 🦵					
Prepa Use (		ıf self-en		MCGOORTY EISENMAN INC PS			EIN 🕨				
J 36 (	Jilly		and ZIP + 4	10410 - 19TH AVE SE STE 102				(435) 205 2125			
				EVERETT, WA 98208			Phone no 🕨 (	(425) 385-3483			

May the IRS discuss this return with the preparer shown above? (see instructions)  $\,$  .  $\,$  .

#### Part III Statement of Program Service Accomplishments

Briefly describe the organization's mission

THE MISSION OF THE GREATER EVERETT COMMUNITY FOUNDATION IS TO WORK IN PARTNERSHIP WITH DONORS AND ORGANIZATIONS TO STRENGTHEN SNOHOMISH COUNTY COMMUNITIES

4e	Total program service expenses►\$	451,95			
	(Expenses \$	ıncludıng grants of	· \$	) (Revenue \$	)
4d	Other program services (Describe i	n Schedule O )			
4c	(Code ) (Expenses \$	,	including grants of \$	) (Revenue \$	)
	WITH THE ORGANIZATION'S EXEMPT PURPO				
40	OTHER EXPENDITURES INCURRED TO ENHA	•	,		/OLVEMENT IN KEEPING
4b	(Code ) (Expenses \$	201,941	including grants of \$	) (Revenue \$	<u> </u>
	GRANTS PROVIDED TO SUPPORT FIELDS OF	EDUCATION, ARTS AND (	CULTURE, ENVIRONMENT, HE	EALTH AND WELLNESS AND HUMAN SER	VICES
4a	(Code ) (Expenses \$	•	including grants of \$	250,015 ) (Revenue \$	)
	allocations to others, the total expens	ses, and revenue, if a	any, for each program se	ervice reported	
4	Describe the exempt purpose achieve Section 501(c)(3) and 501(c)(4) orga	anizations and sectio	on 4947(a)(1) trusts are	e required to report the amount	
	If "Yes," describe these changes on S	chedule O			
3	Did the organization cease conducting services?	g, or make significan • • • • • •	t changes in now it cond		'es  No
_	If "Yes," describe these new services				
	the prior Form 990 or 990-EZ? .				es 🔽 No
	Did the organization undertake any si			which were not listed on	

Part TV	Checklis	st of De	auired 9	Schedules
	CHECKII	SL UI KE	uuneu s	cneuules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors? 🕏	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		Νο
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II	4		Νο
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	Yes	
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If "Yes," complete Schedule D, Part II	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		No
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9		No
10	Did the organization, directly or through a related organization, hold assets in term, permanent,or quasi- endowments? If "Yes," complete Schedule D, Part V	10	Yes	
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	Yes	
	◆ Did the organization report an amount for land, buildings, and equipment in Part X, line10? 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 organization's liability for uncertain tax positions under FIN 48? If "Yes," complete Schedule D, Part X.			
12	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII	12		No
12A	Was the organization included in consolidated, independent audited financial statements for the tax year? Yes No			
	If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional 12A No	ļ	ļ	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? If "Yes," complete Schedule F, Part I	14b		Νο
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 U S? <i>If "Yes," complete Schedule F, Part II</i>	15		No
16	Did the organization report on Part IX, column (A), line 3, more than $$5,000$ of aggregate grants or assistance to individuals located outside the U S ? If "Yes," complete Schedule F, Part III	16		No
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? <i>If "Yes," complete Schedule G, Part I</i>	17		Νο
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If</i> "Yes," complete Schedule G, Part II	18	Yes	
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		N o
20	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20		No

Par	t IV Checklist of Required Schedules (continued)			
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	Yes	
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	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, questions 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		Νo
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer questions 24b-24d and complete Schedule K. If "No," go to line 25	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part $I$	25a		Νο
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		Νo
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		Νo
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? If "Yes," complete Schedule L, Part III	27		Νo
28	Was the organization a party to a business transaction with one of the following parties? (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part			
		28a		Νo
	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		Νο
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 owner? <i>If</i> " <i>Yes,"</i> complete Schedule L, Part IV	28c		Νο
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		Νo
30	conservation contributions? If "Yes," complete Schedule M	30		Νο
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		Νo
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		Νο
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		No
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1	34		No
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35		Νo
36	<b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		Νo
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		Νο
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	Yes	

Form	990 (2009)			Page !
Pa	rt 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			
	or U.S. Information Returns. Enter -U- if not applicable			
h	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable			
D	1b 0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable			l
-	gaming (gambling) winnings to prize winners?	1c		No
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			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?			
	<b>Note:</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return (see instructions)	2b	Yes	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this	3a		No.
h	return?	3a 3b		NO
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority	- 55		
	over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		No
b	If "Yes," enter the name of the foreign country 🕨			
	See the instructions for exceptions and filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		No
c	If "Yes" to 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		No
	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).	_		l
	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		No
	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		No
d	If "Yes," indicate the number of Forms 8282 filed during the year 7d			
е	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		No
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?	7g		Νo
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?	7h		No
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		No
9	Sponsoring organizations maintaining donor advised funds.	-		NO
a	Did the organization make any taxable distributions under section 4966?	9a		l No
ь	Did the organization make a distribution to a donor, donor advisor, or related person?	9b		No
10	Section 501(c)(7) organizations. Enter			
а	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			
11	Section 501(c)(12) organizations. Enter			
а	Gross income from members or shareholders			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them )			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		

 $\boldsymbol{b}$  . If "Yes," enter the amount of tax-exempt interest received or accrued during the

year

2823 Rockefeller Ave EVERETT, WA 98206 (425) 212-4056

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

Sa	ection A. Governing Body and Management			
36	ction A. Governing body and Management		Yes	No
			165	140
1a	Enter the number of voting members of the governing body   1a   12			
ь	Enter the number of voting members that are independent 1b 12	1		
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	Yes	
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		N o
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was			
5	filed?	5		No
5 6	Did the organization become aware during the year of a material diversion of the organization's assets?	6		No No
0 7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the			NO
	governing body?	7a		Νο
Ь	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
а	The governing body?	8a	Yes	
b	Each committee with authority to act on behalf of the governing body?	8b	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		Νo
Se	ection B. Policies (This Section B requests information about policies not required by the Internal			
Re	evenue Code.)			
			Yes	No
	Does the organization have local chapters, branches, or affiliates?	10a		Νo
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	Yes	
11A	Describe in Schedule O the process, if any, used by the organization to review the Form 990			
12a	Does the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	Yes	
13	Does the organization have a written whistleblower policy?	13	Yes	
14	Does the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by		1 00	
_	Independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?  The organization's CEO, Executive Director, or top management official	15a	Yes	
	Other officers or key employees of the organization	15a	Yes	
	If "Yes" to line a or b, describe the process in Schedule O (See instructions )	130	163	
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		Νο
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?			
- C -		16b		
<u>5e</u> 17	List the States with which a copy of this Form 990 is required to be filed.			
18	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)			
10	(3)s only) available for public inspection. Indicate how you make these available. Check all that apply own website. Another's website. Upon request			
19	Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public. See Additional Data Table			
20	State the name, physical address, and telephone number of the person who possesses the books and records of the	ne orga	ınızatıor	n 🕨
	The Organization			

# Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

#### Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year. Use Schedule J-2 if additional space is needed.

- List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and current key employees Enter -0- in columns (D), (E), and (F) if no compensation was paid
- List all of the organization's current key employees. See instructions for definition of "key employee."
- ♦ List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations
- ◆ List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations

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

Check this box if the organization did not compensate any current or former officer, director, trustee or key employee										
<b>(A)</b> Name and Title	(B) Average hours		tion ( that a			l <b>I</b>		(D) Reportable compensation	(E) Reportable compensation	<b>(F)</b> Estimated amount of other
	per week	Highest compensated employee Key employee Officer Institutional Trustee or clirector		Former	from the organization (W- 2/1099-MISC)	from related organizations (W- 2/1099- MISC)	compensation from the organization and related organizations			
ROSS RETTENMIER PRESIDENT	1 00	х		Х				0	0	0
MARY HALE VICE PRESIDENT	1 00	х		Х				0	0	0
CATHY REINES TREASURER	1 00	х		х				0	0	0
MELINDA GROUT SECRETARY	1 00	х		х				0	0	0
RICH ANDERSON DIRECTOR	1 00	х						0	0	0
JUDY BAKER DIRECTOR	1 00	х						0	0	0
GIGI BURKE DIRECTOR	1 00	х						0	0	0
JO METZGER-LEVIN DIRECTOR	1 00	х						0	0	0
MARK NESSE DIRECTOR	1 00	х						0	0	0
HENRY NEWTON DIRECTOR	1 00	х						0	0	0
HAP WERTHEIMER DIRECTOR	1 00	х						0	0	0
STEVE WINTER DIRECTOR	1 00	х						0	0	0

Forn	n 990 (2009)			Page <b>8</b>
1b	Total	0		0
2	Total number of individuals (including but not limited to those listed above) who received more than \$100,000 in reportable compensation from the organization •0			
			Yes	No
3	Did the organization list any <b>former</b> officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If</i> " <i>Yes,"</i> complete Schedule <i>J</i> for such individual	3		Νο
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		No
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? <i>If</i> " <i>Yes,"</i> complete Schedule J for such person	5		Νο
S	ection 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 Comper	
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 >0			
		F	orm <b>99</b> 0	2009

Form 99	•							Page <b>9</b>
Part V	<b>/</b>	Statement o	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
nts St	1a	Federated cam	paigns 1a					
Contributions, gifts, grants and other similar amounts	b	Membership du	es <b>1b</b>					
ુંદ	С	Fundraising eve	ents <b>1c</b>	84,258				
無無	d	Related organiz	zations <b>1d</b>					
હું 🗷	e	Government grants	s (contributions) <b>1e</b>					
- F	f	All other contribution	ons, gifts, grants, and 1f	296,734				
き	g		butions included in					
듍								
ပည	h	Total. Add lines	s 1a-1f	· · · •	380,992			
<u> </u>				Business Code				
Program Serwce Revenue	2a							
<del>-</del> 8	ь							
<u> </u>	С							
Ser.	d							
5	e							
Ž G	f	All other progra	am service revenue					
δ	g	Total. Add lines	s 2a-2f					
	3		ome (including dividen					
			aramounts)	•	162,514			162,514
	4	Income from inves	stment of tax-exempt bond	proceeds 🕨				
	5	Royalties						
			(ı) Real	(II) Personal				
	6a	Gross Rents						
	b	Less rental expenses						
	С	Rental income or (loss)						
	d	Net rental inco	me or (loss)					
			(ı) Securities	(II) O ther				
	7a	Gross amount from sales of	836,804					
		assets other than inventory						
	b	Less cost or other basis and	965,364					
		sales expenses Gain or (loss)	-128,560					
	c d		(ss)	▶	-128,560			-128,560
	8a	Gross income f			,			,
Other Revenue		events (not inc \$84	luding ,258 s reported on line 1c) ne 18					
ā.	<sub> </sub>		a	0				
₹	b   с		penses <b>b</b> (loss) from fundraising	9,347	-9,347			-9,347
	9a		rom gamıng actıvıtıes					
	b c		penses b  (loss) from gaming active	vitios •				
		Gross sales of returns and allo	ınventory, less	Vicies I I				
	ь		a oods sold b					
	С		(loss) from sales of inve					
	44-	Miscellaneous		Business Code 561,000	8,362	8,362		
	11a   b	ADMINISTRAT	IIVE FEES	301,000	0,302	0,302		
	C	Λ II -+- · · · ·						
	d	All other revenue						
	12	Total. Add lines  Total revenue.	See Instructions .	· · · · •	8,362			
					413,961	8,362	0	24,607

#### 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 arrespond on lines (b).								
	ot include amounts reported on lines 6b, o, 9b, and 10b of Part VIII.	( <b>A</b> ) Total expenses	Program service expenses	Management and general expenses	Fundraising expenses			
1	Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21	216,045	216,045					
2	Grants and other assistance to individuals in the U.S. See Part IV, line 22	33,970	33,970					
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							
6	Compensation not included above, to disqualified persons (as defined under section $4958(f)(1)$ ) and persons described in section $4958(c)(3)(B)$							
7	Other salaries and wages	100,250	87,744	8,193	4,313			
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	2,929	2,564	239	126			
9	Other employee benefits							
10	Payroll taxes	10,932	9,569	893	470			
11	Fees for services (non-employees)							
а	Management							
b	Legal							
c	Accounting	13,800	8,280	5,520				
d	Lobbying							
е	Professional fundraising See Part IV, line 17							
f	Investment management fees	36,219	36,219					
g	Other	7,401	7,031	370				
12	Advertising and promotion							
13	Office expenses	4,565	3,996	373	196			
14	Information technology							
15	Royalties							
16	Occupancy	31,789	23,841	7,948				
17	Travel							
18	Payments of travel or entertainment expenses for any federal, state, or local public officials							
19	Conferences, conventions, and meetings	539	539					
20	Interest							
21	Payments to affiliates							
22	Depreciation, depletion, and amortization	4,109	3,082	1,027				
23	Insurance	1,480	1,110	370				
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)							
а	OTHER	7,113	5,335	1,778				
ь	TELEPHONE & INTERNET	4,146	3,939	207				
c	PRINTING	3,420	2,907		513			
d	DEVELOPMENT	1,929	1,833	96				
e	graphics	1,769	1,504	265				
f	All other expenses	2,880	2,448	432				
25	Total functional expenses. Add lines 1 through 24f	485,285	451,956	27,711	5,618			
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							

Pa	rt X	Balance Sheet			
			(A) Beginning of year		(B) End of year
	1	Cash—non-interest-bearing	106,159	1	210,457
	2	Savings and temporary cash investments	337,750	2	317,367
	3	Pledges and grants receivable, net	1,155,986	3	985,293
	4	Accounts receivable, net		4	
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of			
		Schedule L		5	
	6	Receivables from other disqualified persons (as defined under section $4958(f)(1)$ ) and persons described in section $4958(c)(3)(B)$ Complete Part II of			
		Schedule L		6	
Assets	7	Notes and loans receivable, net		7	
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges		9	
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D 23,797			
	ь	Less accumulated depreciation 10b 18,342	9,564	10c	5,455
	11	Investments—publicly traded securities	3,178,723	11	4,475,613
	12	Investments—other securities See Part IV, line 11	1,803,138	12	1,657,001
	13	Investments—program-related See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets See Part IV, line 11	42,944	15	78,143
	16	Total assets. Add lines 1 through 15 (must equal line 34)	6,634,264	16	7,729,329
	17	Accounts payable and accrued expenses .	1,837	17	15,283
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
<u>ē</u> ,	21	Escrow or custodial account liability Complete Part IV of Schedule D		21	
Liabilities	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified			
ŢŢ		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	267,829	25	343,627
	26	Total liabilities. Add lines 17 through 25	269,666	26	358,910
S.		Organizations that follow SFAS 117, check here ► 🔽 and complete lines 27			
Fund Balance	l	through 29, and lines 33 and 34.			222.442
<u> </u>	27	Unrestricted net assets	209,479	27	226,446
ă	28	Temporarily restricted net assets	932,498		1,095,093
Ē	29	Permanently restricted net assets	5,222,621	29	6,048,880
Fu		Organizations that do not follow SFAS 117, check here ► and complete			
or	20	lines 30 through 34.  Capital stock or trust principal, or current funds		30	
Assets	30 31	Paid-in or capital surplus, or land, building or equipment fund		31	
551	32	Retained earnings, endowment, accumulated income, or other funds		32	
	33	Total net assets or fund balances	6,364,598	33	7,370,419
Net					
ı	34	Total liabilities and net assets/fund balances	6,634,264	34	7,729,329

			Yes	No	
1	Accounting method used to prepare the Form 990 Cash Accrual Other				
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a	Yes		
b	Were the organization's financial statements audited by an independent accountant?	2b		Νo	
C	If "Yes," to 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? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O	2c		No	
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 separated 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		Νο	
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			

Form **990** (2009)

#### OMB No 1545-0047

OMB No 1545-004

2009

2009

Inspection

## **SCHEDULE A**

(Form 990 or 990EZ)

Department of the Treasury Internal Revenue Service

Name of the organization

GREATER EVERETT COMMUNITY FOUNDATION

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

**Public Charity Status and Public Support** 

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

Employer identification number

04 21 88 70 2

									94-318870	0.3		
Pa	rt I	Reaso	n for Pul	blic Charity Stat	<b>us</b> (All org	anızatıons	must comp	olete this p	art.) See ins	structions		
he o	organiz	zation is	not a private	e foundation because	ıtıs (Forlı	nes 1 throu	gh 11, check	only one bo	x )			
1	Γ	A churc	h, conventio	on of churches, or as:	sociation of	churches s	ection 170(b	)(1)(A)(i).				
2	Γ	A schoo	l described	ın <b>section 170(b)(1)</b>	(A)(ii). (Att	ach Sched	ule E)					
3	$\Gamma$	A hospi	tal or a coop	perative hospital serv	/ice organiza	atıon descr	bed in <b>sectio</b>	n 170(b)(1)	(A)(iii).			
4	Γ		A medical research organization operated in conjunction with a hospital described in <b>section 170(b)(1)(A)(iii).</b> Er hospital's name, city, and state									
5	Γ	An orga	nızatıon ope	erated for the benefit	of a college	or universi	ty owned or o	perated by a	governmenta	al unit describ	— ed ın	
		section	170(b)(1)( <i>i</i>	<b>A)(iv).</b> (Complete Pa	rt II )							
6	Г	A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v).										
7		describe	ed in	it normally receives a <b>A)(vi)</b> (Complete Pa		l part of its	support from	a governme	ntal unit or fro	om the genera	l public	:
8	Г			described in <b>section</b>		<b>(vi)</b> (Cor	nplete Part II	. )				
9				it normally receives					outions, memb	pership fees. a	nd aro	SS
	·			ities related to its ex								
		-		oss investment incom	•	_		•				
		• • •	_	anization after June 3				•		ax,		
10	$\vdash$	•		anized and operated	•			•	•			
11	<u>'</u>	-	_	janized and operated	•		•			carry out the	nurnos	sas of
e	Г	one or not the box  a  By chec	nore public <sup>l</sup> that describ Type I king this bo	y supported organiza bes the type of suppo b Type II ox, I certify that the o	tions descri erting organi: <b>c</b> erganization	bed in sect zation and o Type III is not conti	on 509(a)(1) complete line - Functional colled directly	) or section ! s 11e throug ly integrated or indirectly	509(a)(2) Se gh 11h I <b>d</b> y by one or mo	e <b>section 509</b> Type II  ore disqualifie	( <b>a)(3).</b> I - Oth d pers	Check her ons
f		section If the or check tl	509(a)(2) ganızatıon ı nıs box	on managers and other or on managers and other or	termination i	from the IR	S that it is a <sup>.</sup>	Туре I, Туре	lI or Type II			
g			ugust 17, 2 g persons?	.000, has the organiz	ation accept	ted any gnt	or contributi	on nom any	or the			
				rectly or indirectly co	ntrols, eithe	r alone or t	ogether with	persons des	crıbed ın (ıı)		Yes	No
		and (III)	below, the	governing body of the	the support	ed organiza	ation?			11g(i)		
		(ii) a fai	mily membe	r of a person describ	ed ın (ı) abo	ve?				11g(ii)		
		(iii) a 3	5% controll	led entity of a person	described in	n (ı) or (ıı) a	bove?			11g(iii		
h				ıg ınformatıon about t								
						-	. ,					
(i) Name of supported organization		of rted	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above or IRC section (see	Type of ganization escribed on s 1- 9 above RC section  Is the organization in col (i) listed in your governing document?		Old you no organiza col (1) c	otify the ation in of your	(vi Is th organiza col (i) ord in the U	re tion in ganized	zed A mo	
				instructions))	Yes	No	Yes	No	Yes	No	]	
				"								
							1					
							1					
-						1	+				+	

# Part II Support Schedule for Organizations Described in IRC 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi) (Complete only if you checked the box on line 5, 7, or 8 of Part I.)

	(Complete only if yo	u checked the	box on line 5, 7	7, or 8 of Part I.	.)		
	ection A. Public Support	T		1 1			
Cale	endar year (or fiscal year beginning	(a) 2005	<b>(b)</b> 2006	(c) 2007	( <b>d)</b> 2008	<b>(e)</b> 2009	(f) Total
	In) Gifts, grants, contributions, and membership fees received (Do not include any "unusual"	1,086,574	1,944,596	2,912,293	517,755	380,99	2 6,842,210
2	grants ") Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3	The value of services or facilities furnished by a governmental unit to the organization without charge						
4	<b>Total.</b> Add lines 1 through 3	1,086,574	1,944,596	2,912,293	517,755	380,99	2 6,842,210
5	The portion of total contributions by each person (other than a governmental unit or publicly						2,613,429
	supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						2,013,123
6	Public Support. Subtract line 5						4,228,781
	from line 4						<u> </u>
	ection B. Total Support endar year (or fiscal year						
Cuic	beginning in)	(a) 2005	<b>(b)</b> 2006	(c) 2007	( <b>d)</b> 2008	<b>(e)</b> 2009	(f) Total
7	A mounts from line 4	1,086,574	359,048	2,912,293	517,755	380,992	6,842,210
8	Gross income from interest,						
	dividends, payments received on securities loans, rents, royalties and income from similar sources	75,395	359,048	248,215	111,180	33,954	827,792
9	Net income from unrelated business activities, whether or not the business is regularly carried on						
10	Other income (Explain in Part IV ) Do not include gain or loss from the sale of capital assets						
	Total support (Add lines 7 through 10)						7,670,002
12	Gross receipts from related activition					12	180,300
13	First Five Years If the Form 990 is to check this box and stop here			, thırd, fourth, or fil	fth tax year as a !	501(c)(3) orga	nization, ▶┌
<u> </u>	ection C. Computation of Pub Public Support Percentage for 2009			11 column (f))		14	EE 120 0/
15	Public Support Percentage for 2008			= = = = = = = = = = = = = = = = = =			55 130 %
	-	•	·		14 22 4/22/	15	56 470 %
b	33 1/3% support test—2009. If the and stop here. The organization qua 33 1/3% support test—2008. If the box and stop here. The organization 10%-facts-and-circumstances test-is 10% or more, and if the organization	ilifies as a public organization did n qualifies as a pu <b>–2009.</b> If the orga	y supported orga not check the box iblicly supported anization did not o	nization k on line 13 or 16a organization theck a box on line	a, and line 15 is 3 e 13, 16a, or 16b	33 1/3% or mor	e, check this
b	In Part IV how the organization mee organization 10%-facts-and-circumstances test-	ts the "facts and	cırcumstances"	test The organiza	tion qualifies as a	a publicly supp	
18	15 is 10% or more, and if the organization Explain in Part IV how the organization private Foundation If the organization	nization meets the tion meets the "fa	e "facts and circu acts and circums	mstances" test, c ances" test The	heck this box and organization qual	d <b>stop here.</b> Ifies as a public	:ly ▶┌
10	instructions	ion ala not check	a box on time 13,	100, 100, 1/00	I/D, CHECK THIS I	DOX allu See	<b>▶</b> □

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

	(Complete only if you	cnecked the	box on line 9 o	r Part I.)			
	ction A. Public Support				1	T	ı
Cale	ndar year (or fiscal year beginning in)	(a) 2005	<b>(b)</b> 2006	(c) 2007	( <b>d)</b> 2008	(e) 2009	<b>(f)</b> Total
1	Gifts, grants, contributions, and						
	membership fees received (Do not						
_	include any "unusual grants ")						
2	Gross receipts from admissions, merchandise sold or services						
	performed, or facilities furnished in						
	any activity that is related to the						
	organization's tax-exempt						
3	purpose Gross receipts from activities that				+		
3	are not an unrelated trade or						
	business under section 513						
4	Tax revenues levied for the						
	organization's benefit and either						
	paid to or expended on its behalf						
5	The value of services or facilities						
_	furnished by a governmental unit to						
	the organization without charge						
6	Total. Add lines 1 through 5				-		
7a	A mounts included on lines 1, 2, and 3 received from disqualified						
	persons				1		
ь	Amounts included on lines 2 and 3						
	received from other than						
	disqualified persons that exceed						
	the greater of \$5,000 or 1% of the amount on line 13 for the year						
с	Add lines 7a and 7b						
8	Public Support (Subtract line 7c						
	from line 6 )						
	ction B. Total Support		1			1	Γ
Cale	ndar year (or fiscal year beginning in)	(a) 2005	<b>(b)</b> 2006	<b>(c)</b> 2007	( <b>d)</b> 2008	(e) 2009	(f) Total
9	A mounts from line 6						
10a	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties						
	and income from similar sources						
ь	Unrelated business taxable						
	ıncome (less section 511 taxes)						
	from businesses acquired after						
_	June 30, 1975 Add lines 10a and 10b						
c 11	Net income from unrelated						
11	business activities not included						
	ın lıne 10b, whether or not the						
	business is regularly carried on						
12	Other income Do not include gain or loss from the sale of						
	capital assets (Explain in Part						
	IV)						
13	Total support (Add lines 9, 10c,						
14	11 and 12 ) First Five Years If the Form 990 is for	or the organizat	lon's first, second	L third fourth or	l fifth tax vear as a	1 a 501(c)(3) organ	l uzation
	check this box and <b>stop here</b>	or the organizat		., 4,	men tax your as t	(c)(c) c.gu.	<b>▶</b> ┌
	ction C. Computation of Publ						
15	Public Support Percentage for 2009	(line 8 column	(f) divided by line	13 column (f))		15	
16	Public support percentage from 200	8 Schedule A , F	art III, line 15			16	
Se	ction D. Computation of Inve	stment Inco	ome Percenta	ge			
17	Investment income percentage for 2	<b>009</b> (line 10c c	olumn (f) dıvıded	by line 13 columi	n (f))	17	
18	Investment income percentage from	<b>2008</b> Schedule	A, Part III, line 1	L 7		18	
19a	33 1/3% support tests—2009. If the	organization di	d not check the b	ox on line 14, and	d line 15 is more	than 33 1/3% and	d line 17 is not
	more than 33 1/3%, check this box a	ind <b>stop here.</b> T					
L	organization 33 1/3% support tests—2008. If the	► C	d not chastes here	on line 14 amilion	100 and line 4	5 ic mara +ha= 22	1/20/2 and line
b	שר בו בע suppoit tests—zouo. If the	organization (I	и посепеска вох	OILLINE TH OLINE	= ⊥⊃a, anu nne 1(	us more man 33	1/370 and ine

18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization **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.** Supplemental Information. Complete this part to provide the explanation required by Part II, line 10; Part II, line 17a or 17b; or Part III, line 12. Provide any other additional information. See instructions

Schedule A (Form 990 or 990-EZ) 2009

#### **Additional Data**

Software ID:

**Software Version:** 

**EIN:** 94-3188703

Name: GREATER EVERETT COMMUNITY FOUNDATION

#### Form 990, Part IX - Statement of Functional Expenses - 24a - 24e Other Expenses

Do not include amounts reported on line 6b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
OTHER	7,113	5,335	1,778	
TELEPHONE & INTERNET	4,146	3,939	207	
PRINTING	3,420	2,907		513
DEVELOPMENT	1,929	1,833	96	
graphics	1,769	1,504	265	

efile GRAPHIC print - DO NOT PROCESS | As Filed Data -

DLN: 93493307002250

OMB No 1545-0047

**Supplemental Financial Statements** 

Department of the Treasury Internal Revenue Service

**SCHEDULE D** (Form 990)

> ► Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12. ► Attach to Form 990. ► See separate instructions.

Open to Public Inspection

	me of the organization FATER EVERETT COMMUNITY FOUNDATION		Emplo	yer identification number					
GKL	ATER EVERETT COMMONITY TOUNDATION		94-31	188703					
Pa	rt I Organizations Maintaining Donor A organization answered "Yes" to Form 9		ınds o	r <b>Accounts.</b> Complete	e if the				
	<u> </u>	(a) Donor advised funds	(b	) Funds and other accoun	ts				
1	Total number at end of year	52			60				
2	Aggregate contributions to (during year)	490,956		-	57,113				
3	Aggregate grants from (during year)	178,770		1.	24,096				
4	Aggregate value at end of year	2,813,818		4,5	56,601				
5	Did the organization inform all donors and donor adv funds are the organization's property, subject to the		or advis	ed <b>v</b> Yes	┌ No				
6 Dat	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  Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7.								
1	·		7 1 01 111	550, raic 1v, line 7.					
2	Preservation of land for public use (e.g., recreation or pleasure) Protection of natural habitat Preservation of a certified historic structure Preservation of open space								
	, ,	Γ		Held at the End of the \	⁄ear				
а	Total number of conservation easements		2a						
ь	Total acreage restricted by conservation easement	s	2b						
c	Number of conservation easements on a certified hi	storic structure included in (a)	2c						
d	Number of conservation easements included in (c) a	acquired after 8/17/06	2d						
3	Number of conservation easements modified, transf the taxable year 🛌	erred, released, extinguished, or terminated	d by the	organization during					
4	Number of states where property subject to conserv								
5	Does the organization have a written policy regarding enforcement of the conservation easements it holds		lling of v	iolations, and <b>Yes</b>	∏ No				
6	Staff and volunteer hours devoted to monitoring, ins								
7	A mount of expenses incurred in monitoring, inspect			the year ► \$					
8	Does each conservation easement reported on line 170(h)(4)(B)(i) and 170(h)(4)(B)(ii)?	2(d) above satisfy the requirements of sect	tion	☐ Yes	┌ No				
9	In Part XIV, describe how the organization reports of balance sheet, and include, if applicable, the text of the organization's accounting for conservation ease	the footnote to the organization's financial							
Par	Complete if the organization answered		or Oth	er Similar Assets.					
1a	If the organization elected, as permitted under SFA art, historical treasures, or other similar assets helprovide, in Part XIV, the text of the footnote to its fi	d for public exhibition, education or researc	h in furt						
b	If the organization elected, as permitted under SFA: historical treasures, or other similar assets held for provide the following amounts relating to these item	public exhibition, education, or research in							
	(i) Revenues included in Form 990, Part VIII, line	1		<b>►</b> \$					
	(ii) Assets included in Form 990, Part X			<b>►</b> \$					
2	If the organization received or held works of art, his following amounts required to be reported under SFA		r financı	al gain, provide the					
а	Revenues included in Form 990, Part VIII, line 1			<b>▶</b> \$					

Assets included in Form 990, Part X

Par	Organizations Maintaining Co	illections of Art	, His	torical Tr	easur	es, or O	ther	· Similar As	set	<b>S</b> (co.	ntınued)
3	Using the organization's accession and othe items (check all that apply)	r records, check an	y of th	ie following t	hat are	a sıgnıfıca	nt us	e of its collect	ıon		
а	Public exhibition		d	┌ Loan d	orexcha	ange progra	ams				
b	Scholarly research		e	┌ Other							
c	Preservation for future generations										
4	Provide a description of the organization's content XIV	ollections and expla	ın hov	v they furthe	r the or	ganızatıon	sexe	empt purpose ı	n		
5	During the year, did the organization solicit assets to be sold to raise funds rather than			,					- <sub>Y</sub>	es	Г No
Pai	t IV Escrow and Custodial Arrang					answered	1 "Ye	es" to Form 9	90,		
	Part IV, line 9, or reported an ar		•								
1a	Is the organization an agent, trustee, custoo included on Form 990, Part X?		-		tions or	other ass	ets n	ot J	_ <sub>Y</sub>	es	Г No
Ь	If "Yes," explain the arrangement in Part XI	√ and complete the	follow	ring table							
_							4 -	Am	oun		
C	Beginning balance						1c				
d	Additions during the year					<b>—</b>	1d				
e	Distributions during the year					<u> </u>	1e				
f	Ending balance						1f				
2a	Did the organization include an amount on F		e 21?					J	Y	es	No
	If "Yes," explain the arrangement in Part XI\			wared IIVe	-!! to E	OOO	Dowl	TV line 10			
Рa	rt V Endowment Funds. Complete	(a)Current Year		Nered Yes Prior Year					(e)F	our Ye	ars Back
1a	Beginning of year balance	5,446,585		6,688,269	<u> </u>		<del>                                     </del>		. ,		
b	Contributions	279,837		74,487	,						
c	Investment earnings or losses	923,066		-1,133,717	7						
d	Grants or scholarships										
e	Other expenditures for facilities	266,633		182,454	l l						
_	and programs						+				
f	Administrative expenses	6,382,855		5,446,585	:		-				
g	End of year balance			3,440,36.	<u>'</u>						
2	Provide the estimated percentage of the year	24 222 24	35								
а	Board designated or quasi-endowment	70									
b	Permanent endowment - 61 000 % %	)									
c	Term endowment ► 5000 % %										
3a	Are there endowment funds not in the posse organization by	ssion of the organiza	ation	that are held	and ad	ministered	tor t	ne	Г	Yes	No
	(i) unrelated organizations							3a(	_		No
	(ii) related organizations							3a(i	ii)		Νο
Ь	If "Yes" to 3a(II), are the related organization							Зы			
4	Describe in Part XIV the intended uses of th										
Pa	t VI Investments—Land, Building	s, and Equipme	nt. S					<b>I</b>			
	Description of investment			(a) Cost o basis (inve		(b)Cost or basis (oth		(c) Accumulate depreciation	d	( <b>d</b> ) Bo	ok value
	Land								_		
	Buildings		•								
С	Leasehold improvements		•			1	,292	7,0	647		1,645
d	Equipment		•			14	,505	10,6	595		3,810
е	Other										

5,455

Part VII Investments—Other Securities. See  (a) Description of security or category		2. (c) Method of valuation
(including name of security)	(b)Book value	Cost or end-of-year market value
Financial derivatives  Closely-held equity interests		
Other		
CASH AND MONEY FUNDS	100,694	
FIXED INCOME FUNDS	1,556,307	
Total. (Column (b) should equal Form 990, Part X, col (B) line 12)	1,657,001	
Part VIII Investments—Program Related. See		13.
(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
		cost of end of year market value
Total. (Column (b) should equal Form 990, Part X, col (B) line 13)		
Part IX Other Assets. See Form 990, Part X, lin		
(a) Descrip	tion	( <b>b)</b> Book value
	tion	(b) Book value
	tion	(b) Book value
	tion	(b) Book value
	tion	(b) Book value
	tion	(b) Book value
	tion	(b) Book value
	tion	(b) Book value
	tion	(b) Book value
	tion	(b) Book value
	tion	(b) Book value
	tion	(b) Book value
	tion	(b) Book value
(a) Descrip		
Total. (Column (b) should equal Form 990, Part X, col.(B) line 1	5.)	(b) Book value
(a) Descrip	5.)	
Total. (Column (b) should equal Form 990, Part X, col.(B) line 1  Part X Other Liabilities. See Form 990, Part X	<i>5.</i> ) , line 25.	
Total. (Column (b) should equal Form 990, Part X, col.(B) line 1  Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability	<i>5.</i> ) , line 25.	
Total. (Column (b) should equal Form 990, Part X, col.(B) line 1  Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes	5.)	
Total. (Column (b) should equal Form 990, Part X, col.(B) line 1  Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes	5.)	
Total. (Column (b) should equal Form 990, Part X, col.(B) line 1  Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes	5.)	
Total. (Column (b) should equal Form 990, Part X, col.(B) line 1  Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes	5.)	
Total. (Column (b) should equal Form 990, Part X, col.(B) line 1  Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes	5.)	
Total. (Column (b) should equal Form 990, Part X, col.(B) line 1  Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes	5.)	
Total. (Column (b) should equal Form 990, Part X, col.(B) line 1  Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes	5.)	
Total. (Column (b) should equal Form 990, Part X, col.(B) line 1  Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes	5.)	
Total. (Column (b) should equal Form 990, Part X, col.(B) line 1  Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes	5.)	
Total. (Column (b) should equal Form 990, Part X, col.(B) line 1  Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes	5.)	
Total. (Column (b) should equal Form 990, Part X, col.(B) line 1  Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes	5.)	
Total. (Column (b) should equal Form 990, Part X, col.(B) line 1  Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability  Federal Income Taxes	5.)	

Par	Reconciliation of Change in Net Assets from Form 990 to Financial Statemen	ITS
1	Total revenue (Form 990, Part VIII, column (A), line 12)	1
2	Total expenses (Form 990, Part IX, column (A), line 25)	2
3	Excess or (deficit) for the year Subtract line 2 from line 1	3
4	Net unrealized gains (losses) on investments	4
5	Donated services and use of facilities	5
6	Investment expenses	6
7	Prior period adjustments	7
8	Other (Describe in Part XIV)	8
9	Total adjustments (net) Add lines 4 - 8	9
10	Excess or (deficit) for the year per financial statements. Combine lines 3 and 9	10
	XII Reconciliation of Revenue per Audited Financial Statements With Revenue p	
1	Total revenue, gains, and other support per audited financial statements	1
2	A mounts included on line 1 but not on Form 990, Part VIII, line 12	
а	Net unrealized gains on investments	
ь	Donated services and use of facilities	
c	Recoveries of prior year grants	
d	Other (Describe in Part XIV) 2d	
e	Add lines <b>2a</b> through <b>2d</b>	2e
3	Subtract line <b>2e</b> from line <b>1</b>	3
4	A mounts included on Form 990, Part VIII, line 12, but not on line <b>1</b>	
а	Investment expenses not included on Form 990, Part VIII, line 7b . 4a	
b	Other (Describe in Part XIV) 4b	
c	Add lines <b>4a</b> and <b>4b</b>	4c
5	Total Revenue Add lines <b>3</b> and <b>4c.</b> (This should equal Form 990, Part I, line 12)	5
Part	XIII Reconciliation of Expenses per Audited Financial Statements With Expenses	per Return
1	Total expenses and losses per audited financial statements	1
2	Amounts included on line 1 but not on Form 990, Part IX, line 25	
а	Donated services and use of facilities	
ь	Prior year adjustments	1
c	Other losses	1
d	Other (Describe in Part XIV) 2d	1
e	Add lines <b>2a</b> through <b>2d</b>	2e
3	Subtract line <b>2e</b> from line <b>1</b>	3
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:	
а	Investment expenses not included on Form 990, Part VIII, line 7b 4a	
b	Other (Describe in Part XIV)	]
c	Add lines <b>4a</b> and <b>4b</b>	4c
5	Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)	5
Par	t XIV Supplemental Information	
	nplete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Pa V, line 4, Part X, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b  Also complete t	

Identifier Return Reference Explanation

additional information

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DLN: 93493307002250

OMB No. 1545-0047

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

Department of the Treasury

Internal Revenue Service

## **Supplemental Information Regarding Fundraising or Gaming Activities**

Complete if the organization answered "Yes" to Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a. ► Attach to Form 990 or Form 990-EZ. ► See separate instructions.

	ne of the organization EATER EVERETT COMMUN	ITY FOUNDATION						Employer ider	ntification number
								94-3188703	
Pa		<b>tivities.</b> Complet rs are not require					to Form	n 990, Part IV	, line 17.
1	Indicate whether the orga	nızatıon raısed funds	through a	any of the	follov	ving activities Ch	eck all th	nat apply	
а	Mail solicitations			e	Г	Solicitation of noi	n-govern	ment grants	
ь	Internet and e-mail so	olicitations				Solicitation of gov	_	_	
c	Phone solicitations			g	Γ	Special fundraisir	ng events	5	
d	In-person solicitations	s							
	Did the organization have or key employees listed in If "Yes," list the ten higher to be compensated at leas	n Form 990, Part VII st paid individuals o	) or entity r entities	/ in conne (fundraise	ction ers) pi	with professional irsuant to agreem	fundraisi ents und	ng activities? er which the fur	
	(i) Name of individual or entity (fundraiser)	(ii) Activity	(iii) fundrais custo contribu yes	er have dy or rol of		Gross receipts rom activity	(or r fundra	nount paid to etained by) iiser listed in col <b>(i)</b>	(vi) A mount paid to (or retained by) organization
			res	NO					
Tota	al			<b>.</b>					

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

Pa	rt II	Fundraising Events. Com more than \$15,000 on Form	plete if the organizati 990-EZ, line 6a. List	on answered "Yes" to events with gross rece	Form 990, Part IV, lin eipts greater than \$5,	ne 18, or 000.	report	ed
			(a) Event #1  POSSIBILITIES BREAKFAST (event type)	(b) Event #2  HUMAN SERVICES BREAKFAST (event type)	(c) O ther Events (total number)	( <b>d)</b> To		
Ð	1	Gross receipts	54,15				84	4,258
Revenue	2	Less Charitable contributions	54,15	30,107			84	4,258
	3	Gross income (line 1 minus line 2)						
	4	Cash prizes						
ရှ	5	Non-cash prizes						
Expenses	6	Rent/facility costs	450					450
	7	Food and beverages	3,106	4,557			•	7,663
DIRect D	8	Entertainment						
Δ	9	Other direct expenses .	839	395			:	1,234
	10	Direct expense summary Add line	es 4 through 9 ın column	(d)	🛌		9	9,347
	11	Net income summary Combine li	nes 3, column d, and line	10			- 9	9,347
Par	t III	Gaming. Complete if the or \$15,000 on Form 990-EZ, lir		"Yes" to Form 990, Pa	rt IV, line 19, or repo	rted mor	e thar	1
Revenue			(a) Bingo	( <b>b)</b> Pull tabs/Instant bingo/progressive bingo	(c) O ther gaming	(d) Tot (Add col co		
	1	Gross revenue						
see	2	Cash prizes						
penses	3	Non-cash prizes						
<u>й</u>	4	Rent/facility costs						
Direct	5	Other direct expenses						
	6	Volunteer labor	∀es		∇ Yes%     No	_		
		Direct expense summary Add lines						
	8	Net gaming income summary Com	bine lines 1, column d, a	nd line /	· · · · · · ·		Yes	No
9 a	Is th	er the state(s) in which the organiza he organization licensed to operate				. 9a		
b		No," Explain						
10a b		e any of the organization's gaming l 'es," Explain	icenses revoked, susper	nded or terminated during	the tax year?	10a		
11 12	Is th	s the organization operate gaming a he organization a grantor, beneficial	ry or trustee of a trust or			11		

		Yes	No
13	Indicate the percentage of gaming activity operated in		
а	The organization's facility		
b	An outside facility		
14	Enter the name and address of the person who prepares the organization's gaming/special events books and records		
	Name 🟲		
	Address -		
15a	Does the organization have a contract with a third party from whom the organization receives gaming		
	revenue?	,	
b	If "Yes," enter the amount of gaming revenue received by the organization 🕨 \$ and the	+	
	amount of gaming revenue retained by the third party 🟲 \$		
c	If "Yes," enter name and address		
	Name 🟲		
	Address •		
16	Gaming manager information		
	Name 🟲		
	Name F		
	Gaming manager compensation 🕨 \$		
	Description of services provided -		
	Director/officer Employee Independent contractor		
	I Director/officer I Employee I Independent contractor		
<b>.7</b>	Mandatory distributions		
а	Is the organization required under state law to make charitable distributions from the gaming proceeds to		
	retain the state gaming license?	<u> </u>	
b	Enter the amount of distributions required under state law distributed to other exempt organizations or spent		
	in the organization's own exempt activities during the tax year ▶ \$	1	

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910987880

680522325

911710210

916001924

501(c)(3)

501(c)(3)

501(c)(3)

n/a

Schedule I (Form 990)

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

OMB No 1545-0047

2009

DLN: 93493307002250

Open to Public

Department of the Treasury Internal Revenue Service Name of the organization

EVERETT, WA 98206
QUILCEDA COMMUNITY

SERVICESPO BOX 425

STREET

DRIVE

**BOND ST** 

MARYSVILLE, WA 98270
TULEYO ME607 NORTH

WOODLAND, CA 95695

CENTER20800 MARINE

STANWOOD, WA 98292 PORT OF EVERETT2911

EVERETT, WA 98201

WARM BEACH CHRISTIAN

CAMPS AND CONFERENCE

GREATER EVERETT COMMUNITY FOUNDATION

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

Attach to Form 990

Inspection
Employer identification number

FOR GENERAL

OPERATIONS

FOR GENERAL OPERATIONS

FOR A SPECIAL

ACCESSIBILITY

NEED

FISHERMENS

TRIBUTE ART

SCULPTURE

PROJECT

COMMUNITY

ENHANCEMENT

94-3188703

						34-3100703	
Part I General Inform	nation on Grants	and Assistance				•	
<ul><li>Does the organization ma the selection criteria used</li><li>Describe in Part IV the or</li></ul>	d to award the grants o	rassistance?				•	▽ Yes ┌ N
Form 990, Part I	V, line 21 for any re	ecipient that received	d more than \$5,000	. Check this box if n	io one recipient rec	rganization answered eived more than \$5,0	000. Use
(a) Name and address of organization or government	<b>(b)</b> EIN	(c) IRC Code section if applicable		(e) A mount of non- cash assistance	( <b>f)</b> Method of valuation (book, FMV, appraisal,	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
					other)		
EVERETT SYMPHONY ASSOCIATIONPO BOX	911204042	501(c)(3)	6,500				FOR OPERATING SUPPORT

5,000

5,000

5,000

25,000 COST

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 Schedule I-1 (Form 990) if additional space is needed.

(a)Type of grant or assistance	( <b>b)</b> Number of recipients	(c)A mount of cash grant	(d)A mount of non-cash assistance	(e)Method of valuation (book, FMV, appraisal, other)	(f)Description of non-cash assistance
SCHOLARSHIPS	22	33,970			
See Additional Data Table					

Part IV Supplemental Information. Complete this part to provide the information required in Part I, line 2, and any other additional information.						
Return Reference	Explanation					
Part I, Line 2	Schedule I, Part I, Line 2 Grant Monitoring Procedure Greater Everett Community Foundation disburses grant and scholarship funds to organizations and individuals based on eligibility. The Board is responsible for approving the disbursement of funds and monitoring the use of the funds to ensure they are used for their intended purpose.					
	Return Reference					

OMB No 1545-0047

**SCHEDULE 0** (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.

Open to Public Inspection

Name of the organization GREATER EVERETT COMMUNITY FOUNDATION **Employer identification number** 

94-3188703

ldentifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 2		JO METZGER-LEVIN (DIRECTOR) IS THE SISTER OF MADDY METZGER-UTT (EXECUTIVE DIRECTOR)
Form 990, Part VI, Section B, line 11		FORM 990 IS REVIEWED BY THE FINANCE COMMITTEE PRIOR TO FILING
Form 990, line 12	Conflict of interest policy	ONE OF THE BOARD MEMBERS FOR THE GREATER EVERETT COMMUNITY FOUNDATION, JO METZGER-LEVIN, IS THE SISTER OF THE EXECUTIVE DIRECTOR, MADDY METZGER-UTT THIS CONFLICT OF INTEREST HAS BEEN NOTED AND JO ABSTAINS FROM ALL CONVERSATIONS AND VOTES THAT INVOLVE MADDY'S PERFORMANCE REVIEW OR SALARY ADJUSTMENT BELOW IS OUR CONFLICT OF INTEREST POLICY CONFLICT OF INTEREST OCCURS IN TWO WAYS 1) WHEN A BOARD MEMBER MAKES A DECISION OUT OF SELF-INTEREST OR IN THE INTEREST OF ONLY PART OF THE INSTITUTION INSTEAD OF FOR THE COMMON GOOD OF THE WHOLE ORGANIZATION, AND 2) WHEN AN INSTITUTION HAS A TRANSACTION WITH A BUSINESS OR ORGANIZATION THAT HAS A FINANCIAL CONNECTION WITH A BOARD MEMBER OR A BOARD MEMBER'S FAMILY CONFLICTS OF INTEREST CAN BE REAL OR PERCEIVED WHEN FINANCIAL CONNECTIONS EXIST, IT IS INCUMBENT UPON THE BOARD MEMBER TO REFRAIN FROM INVOLVEMENT IN ANY DECISION-MAKING THAT IS RELATED TO THE CONNECTION THE GREATER EVERETT COMMUNITY FOUNDATION WISHES TO AVOID ACTUAL CONFLICTS OF INTEREST AND ANY SITUATIONS WHERE THERE APPEARS TO BE A CONFLICT OF INTEREST NO MEMBER OF THE ORGANIZATION'S BOARD OF DIRECTORS, ITS STAFF, OR ANY OF ITS COMMITTEES, SHALL DERIVE ANY PERSONAL PROFIT OR GAIN, DRECTLY OR INDIRECTLY, BY REASON OF HIS OR HER PARTICIPATION WITH THE FOUNDATION EACH INDIVIDUAL SHALL DISCLOSE TO THE FOUNDATION AND SHALL NOT VOTE, BUT MAY PARTICIPATE IN DISCUSSION, ON SUCH MATTER AT THE DISCRETION OF THE BAORD OR COMMITTEE CHAIR ANY MEMBER OF THE FOUNDATION BOARD, ANY COMMITTEE, OR STAFF OF THE FOUNDATION SHALL REFRAIN FROM OBTAINING ANY LIST OF FOUNDATION CLIENTS FOR PERSONAL OR PRIVATE SOLICITATION PURPOSES AT ANY TIME DURING THE TERM OF THEIR AFFILIATION
Form 990, Part VI, Section B, line 12c		ANY CONFLICTS OF INTEREST ARE TRACKED BY STAFF MEMBERS AND MONITORED WHEN THE BOARD VOTES
Form 990, Part VI, Section B, line 15		THE ORGANIZATION'S EXECUTIVE DIRECTOR HAS ANNUAL PERFORMANCE STANDARDS THAT ARE AGREED UPON BY THE BOARD MEMBERS BASED ON THE STATED PERFORMANCE STANDARDS, THE EXECUTIVE DIRECTOR IS GIVEN AN ANNUAL PERFORMANCE REVIEW BY THE EXECUTIVE COMMITTEE ANY RAISE GIVEN TO THE EXECUTIVE DIRECTOR IS BASED UPON THE PERFORMANCE REVIEW AND COMPLETION OF THE PERFORMANCE STANDARDS ALL OTHER EMPLOYEES ARE GIVEN AN ANNUAL PERFORMANCE REVIEW BY THE EXECUTIVE DIRECTOR ANY RAISE IS BASED UPON THE PERFORMANCE REVIEW
Form 990, Part VI, Section C, line 19		ALL GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS ARE MADE AVAILABLE TO THE PULIC UPON REQUEST  Cat. No. 51.056K Schedule Q (Form 990) 2009