

See a Social Security Number? Say Something! Report Privacy Problems to https://public.resource.org/privacy Or call the IRS Identity Theft Hotline at 1-800-908-4490



, 990 Form

Return of Organization Exempt From Income Tax

OMB No 1545-0047

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

Open to Public Inspection

Department of the Treasury internal Revenue Service

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

	THE 2009	calendar	year, or tax year beginning	, 2009, a	nd ending			, 20	
B Check	of applicable	Please	C Name of organization CREATE NOW,	INC.			D Employ	er identification num	nber
Addr	ess change	use IRS label or	Doing Business As				95	4590574	
☐ Name		print or type.	Number and street (or PO box if mail is not delive	ered to street address)	Room/suite		E Telepho	ne number	-
☐ Initial		See	2007 WILSHIRE BLVD		8 [.]	18	(213)	484-8500	
Term		Specific Instruc-	City or town, state or country, and ZIP + 4						
_	ded return	tions.	LOS ANGELES, CA 90057-3588				G Gross red	espts \$ 1345	<u> 358</u>
	ation pending	F Nar	me and address of principal officer: JIII Gu	rr		H(a) is th	15 a group return	for affiliates? Yes	ZNo
			Wilshire Blvd # 919 Los Angeles, C	a90057-3588				_	ZINo
I Tax-	exempt sta	us: 🔽	501(c) (3) ◄ (insert no.)	527		1		ist. (see instructions)	
J Wel	site: ▶					H(c) Group	exemption num	ber ▶	
K Form	of organizati	n: 🗸 Corp	oration ☐ Trust ☐ Association ☐ Other ►	L Year	of formation			legal domicile: CA	
Part	Sum	mary							
1	Briefly	describe	the organization's mission or most	significant activities	Creative	arts m	entoring fo	r high-risk	
	and at	risk you	ıth.						
Activities & Governance									
8 2	Check th	is box ►	if the organization discontinued its operati	ions or disposed of more	than 25% of	its net as	sets.		
ğ 3			ng members of the governing body (•			1 - 1		11
8 4			pendent voting members of the government						11
到 [f employees (Part V, line 2a)				5		1
\$ 6			f volunteers (estimate if necessary)				6		68
7 -			elated business revenue from Part VI	I column (C) line 1			7a		0
"i	n Net unr	elated h	usiness taxable income from Form 9	n, column (c), inte 1 90-T. line 34	-		7b		0
				1, mio o-i	-:' 	Prior Y		Current Year	
8	Contrib	utione o	nd grants (Part VIII, line 1h)	$\overline{}$			81207	1124	434
3 0	Droces	n sonda	revenue (Part VIII, line In)	D :/	· ·		430	112	0
9 10	Investor	ont inc	e revenue (Part VIII, line 2g)		· ·		430		-
	mvestn	ent inco	me (Part VIII, Collumn (4)) ines 3, 4	ano /o) \ ;\\	· ·		33200		0
11	Total re	/ADUA (Part VIII, column (A), lines 5, 6d, 8c, dd lines 8 through 11 must equal Patt	SUN COUNTRY (1)	12) -			1104	
					141		114837	1124	
13			lar amounts paid (Palt IX, Column (A		· ·		0		_0
9 14	Benefits	paid to	or for members (Rart X, column (A)	The An	· · -		51368	800	0
15 16i	Salaries	other co	ompensation, employee benefits (Pan I)	cotumn (A), lines 5	-10)		51368	400	000
품 164			draising fees (Part IX, column A), line			-,,,	0	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	Ü
_ •			expenses (Part IX, column (D), line 25)			ميا ساختناه .			
17			(Part IX, column (A), lines 11a-11d,				75465	969	
18	Total ex	penses.	Add lines 13-17 (must equal Part IX	I, column (A), line 2	5)		126823	1369	
19	Hevenue	less exp	penses. Subtract line 18 from line 12				-12086	-244	195
2 8					Beg	inning of C	urrent Year	End of Year	
Belances 0			rt X, line 16)				45738	166	58
21 22 22			Part X, line 26)				4911		326
22			nd balances. Subtract line 21 from li	<u>ne 20</u>			45738	163	132
Part II		nature I	·					·	
	Under p	enalties of	perjury, I declare that I have examined this return of complete. Declaration of creater	m, including accompany	ng schedules	and state	ments, and to	the best of my knowled	edge
		n ka uUt	e, correct, and complete Declaration of prepar	er (outer utal) officer) IS (A CONTRACTOR IN THE CONTRACTOR	оппаиоп	or writer prep	/ Ally KINOWIEK	-Aa
Sign			ull sous				911	7/10	
lere	▼ Sig	nature of o	fficer 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		<u>.</u>	Dat	е		_
	L _		11-11-4 GURR F	XECUTIVE	Di	REC	TOR		
	Тур	e or print r	name and title	7					
	Prepare	's		Date	Check	ıf		ntifying number	_
loid	signatur			İ	self- employ	/ed ▶ 🔲	(see instruction	ns)	
aid	.1			ļ		-			
reparer's	rumsn	ame (or yo	urs L			EIN	-		—
Jse Only		nployed), and ZIP +				Phone n			_
			return with the preparer shown above			Teuous u	v \	☐ Yes ☐ N	No
fay the	JRS died	IISS This			>1				

_Pa	rt III Statement of Program Service Accomplishments
1	Briefly describe the organization's mission: Create Now helps transform the lives of high-risk and at-risk youth through creative arts mentoring, education, resources and opportunities. We use art, music, writing, dance, theatre and cultural excursions to help vulnerable youth ages 2-25 to heal, while they build their self-esteem, confidence and learn new skills that can lead to careers.
2	Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?
3	Did the organization cease conducting, or make significant changes in how it conducts, any program services?
4	Describe the exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.
4a	(Code:) (Expenses \$ 31675 including grants of \$) (Revenue \$ 31675) Literacy Program:Students learn to use different forms of writing such as screenwriting, journalism, poetry and playwriting to expfress themselves in a healing manner. 53 youth served.
	Music Program: At-risk youth learn to play instruments like guitars, keyboards and percussion, while developing an appreciation for different types of music, such as classical and world music. 59 youth served.
4b	(Code:) (Expenses \$
4c	(Code:) (Expenses \$ 8871 including grants of \$) (Revenue \$ 8871) Theatre and Dance program. Students have fun learning improvisational theatre techniques, which often evolve into theatrical performances for facility staff, family and friends. Dance is incorporated into theatre productions or held as separate workshops, using hip hop, modern and classical dance. 45 youth served.
44	Other program services. (Describe in Schedule O.)
	(Expenses \$ including grants of \$) (Revenue \$) Total program service expenses \$ 0.560

Pa	rt 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	1					
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2		✓				
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		1				
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II							
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							
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							
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		1				
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		1				
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		1				
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							
11	Is the organization's answer to any of the following questions "Yes"? If so, complete Schedule D, Parts VI, VIII, VIII, IX, or X as applicable	11		1				
•	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 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		<u> </u>				
	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional	40		ļ				
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13 14a		√				
14a b	Did the organization maintain an office, employees, or agents outside of the United States?	140						
	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		✓_				
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	_	✓_				
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							
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	\dashv	✓_				
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		✓_				
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	\bot	√				
20	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20		<u>*</u>				

Pa	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		1
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		1
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		1
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25	248		1
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		1
	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		1
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		7
	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		1
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		1
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		1
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		1
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):		3	: الروا الروا
a b	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV. A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV.	28a 28b		√
С	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		✓
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		✓
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		1
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		√
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		√
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		✓
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		✓
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		√
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		✓
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	1	1
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	\exists	
				▼

ra	Statements Regarding Other IRS Fillings and Tax Compliance			_
_			Yes	No
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of			
_	O.S. Information Neturns. Enter 90 in not applicable			i,
	Enter the humber of Forms W-2G included in line 1a. Enter -0- in not applicable			
	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	/	
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?	2b	✓	<u> </u>
	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	3a		✓
h	this return?	3b	├──	┿
	At any time during the calendar year, did the organization have an interest in, or a signature or other authority	<u> </u>		\vdash
	over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		1
ь	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	<u> </u>	✓
b		5b		1
C	If "Yes" to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding			l
	Prohibited Tax Shelter Transaction?	5c	<u> </u>	
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		1
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).			
а	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 7b		✓
þ	If "Yes," did the organization notify the donor of the value of the goods or services provided?	/6		
C	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7с		1
đ	If "Yes," indicate the number of Forms 8282 filed during the year	,		
0	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7е		1
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	71		1
9	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.		بنسنا	
a	Did the organization make any taxable distributions under section 4966?	9a		√
ь	Did the organization make a distribution to a donor, donor advisor, or related person?	9b		<u> </u>
10	Section 501(c)(7) organizations. Enter: Initiation fees and capital contributions included on Part VIII, line 12			
	The state of the s			
11	Section 501(c)(12) organizations. Enter: Gross income from members or shareholders			
	The second state of the state o			
	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		
ь	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.

Sec	ction A. Governing Body and Management			
			Yes	No
1a	Enter the number of voting members of the governing body			
b	Enter the number of voting members that are independent	2 .		
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		/
3	Did the organization delegate control over management duties customarily performed by or under the direct		ļ	
	supervision of officers, directors or trustees, or key employees to a management company or other person? .	3		1
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4		✓
5	Did the organization become aware during the year of a material diversion of the organization's assets?	5	<u> </u>	✓
6	Does the organization have members or stockholders?	6	<u> </u>	1
7a	Does the organization have members, stockholders, or other persons who may elect one or more members	1		1
	of the governing body?	7a	L	✓
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b		✓
8	Did the organization contemporaneously document the meetings held or written actions undertaken during			
	the year by the following:			
а	The governing body?	8a		/
b	Each committee with authority to act on behalf of the governing body?	8b		✓
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached			1
	at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9a		✓
	tion B. Policies (This Section B requests information about policies not required by the Int	ernal		
Rev	enue Code.)			
		لسبب	Yes	No
10a	Does the organization have local chapters, branches, or affiliates?	10a		✓
þ	If "Yes," does the organization have written policies and procedures governing the activities of such chapters,	l '		
	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	' مد ا		İ
	form?	11	√	
	Describe in Schedule O the process, if any, used by the organization to review this Form 990.		<u> </u>	
	Does the organization have a written conflict of interest policy? If "No," go to line 13	12a		✓.
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give			1
	rise to conflicts?	12b		
C	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes,"	40-		1
	describe in Schedule O how this is done	12c		
13	Does the organization have a written whistleblower policy?	13	-+	
14	Does the organization have a written document retention and destruction policy?	14		Š
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?	4E-	1	الكسر
	The organization's CEO, Executive Director, or top management official	15a	-	
D	Other officers or key employees of the organization	15b	¥ .	
40-	If "Yes" to line 15a or 15b, describe the process in Schedule O. (See instructions.)	Ç		
108	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement	16a		
	with a taxable entity during the year?	10a		
D	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	100	1	4
	the organization's exempt status with respect to such arrangements?	16b		
Sec	tion C. Disclosure	100		
555 17	List the states with which a copy of this Form 990 is required to be filed ▶ California			
18	Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c	·/(3/0 ·		
	available for public inspection. Indicate how you make these available. Check all that apply.)(J)S (orny)	
	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 inta	roct	
10	policy, and financial statements available to the public.	שוווו וכ	n es t	
20	·		4 L -	
20	State the name, physical address, and telephone number of the person who possesses the books and reco organization: ► Frank Overand 3201 Westfield Drive Lancaster, CA 93536 (213) 359-3537	us of	ıne	

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

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

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year. Use Schedule J-2 if additional space is needed.
- List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's current key employees. See instructions for definition of "key employee."
- List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's former officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

(A)	(B)			(6	C)			(D)	(E)	(F)
Name and Title	Average hours per week	Individual trustee or director	6 Institutional trustee	Officer	त्र Key employee	Highest compensated memployee	Former	Reportable compensation from the organization (W-2/1099-MISC)	Reportable compensation from related organizations (W-2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
Jill Gurr, Executive Director	40			_	_	8	ļ	40000	0	0
Karina Speicher, Chairperson	15	<i>y</i>		1	V	*				
Richard Chow	10	1		/						
Jaime Herrera	8	1		1						
Kerri Feazell	8	1		1						
Michelle Boyer	5	1								
Leticia Buckley	5	1								
Kelly Flint	7	1								
David Kang	5	1								
Jennifer Provencher	7	1								
Toni Thomas	5	1								

	Section A. Officers, Directors, Tru (A)	(B)		,		C)			(D)	(E)	(F)
	Name and title	Average	Positi	on (c	•	•	that ap	olv)	Reportable	Reportable	Estimated
		hours per week	Individual trustee or director		Officer	Key employee	Highest compensated employee	Former	compensation from the organization (W-2/1099-MISC)	compensation from related organizations (W-2/1099-MISC)	amount of other compensation from the organization and related organizations
1b	Total	l	L	L	Ь		l	<u> </u>	40000	0	0
2	Total number of individuals (including but reportable compensation from the organization)	not limited ation ▶ 0	to th	ose	liste	ed a	above) wt	no received mo	ore than \$100,0	00 in
3	Did the organization list any former office employee on line 1a? If "Yes," complete S For any individual listed on line 1a, is the sthe organization and related organizations individual.	chedule J sum of repo	<i>for su</i> ortabl	ich le c	<i>indi</i> omp	<i>vidu</i> sens	<i>ial</i> sation	ano	d other compe	nsation from	3
5	Did any person listed on line 1a receive services rendered to the organization? If "	or accrue Yes," comp	com _i	pens Sch	satio edu	on i	from <i>I for s</i>	any auch	unrelated org	anization for	5 ✓
Se	ction B. Independent Contractors								·		
1	Complete this table for your five highest compensation from the organization.	ompensate	d ind	epe	nde	nt d	contra	cto	rs that received	d more than \$10	00,000 of
	(A) Name and business add	fress				- 1			(B) Description of s	ervices	(C) Compensation
nor	ne										
_									·		
								-			
2	Total number of independent contractors (ill more than \$100,000 in compensation from					to	those	liste	ed above) who	received	

Pa	t VI	Statement of Re	evenue						
						(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
# E	18	Federated campaigns		1a					
grants	t	Membership dues		1b					
के ख				1c	35387				
gifts, ilar an	d	Related organizations		1d					
Contributions, giff and other similar	l e	Government grants (contr	nbutions)	10					
Contributions, and other sim	1	All other contributions, gifts,							
草草		and similar amounts not inclu	yrano, ided shove	1f :	77047				
들	ہ ا	Noncash contributions includ							
ರ ಕ	i i	Total. Add lines 1a-1f				112434			•
					Business Code		I continue con considera		·
2	2a	•							
چ	b								
8	"	***************************************							
3	ہ ا	;					<u> </u>		
<i>₽</i>	"						 		
Ĕ	-	All other program servi	ce revenue			0			
Program Service Revenue	١	Total. Add lines 2a-2f				0		-	
									<u> </u>
	3	Investment income (inc			_	o			
	١.	other similar amounts)			🏲	0			
	5	Income from investment of				0			
	3	Royalties	(i) Real	• •	(iii) Personal	U			a contract of
	_		(i) near		(N) Personal				
		Gross Rents	<u> </u>						
	I	Less: rental expenses							
	C								
	a	Net rental income or (lo		•	· · · · · ·	0			
	7a	Gross amount from sales of	(i) Securitie)S	(ii) Other				
		assets other than inventory							
	b	Less: cost or other basis			•				
		and sales expenses .							
		Gain or (loss)	L	1					
	d	Net gain or (loss)		٠,	>	0			
욧	8a	Gross income from	fundraisin						
Revenue		events (not including \$							
é		of contributions reported	d on line 1d	;).					
<u></u>		See Part IV, line 18							
ŧ	þ	Less: direct expenses		ьĮ					
0	C	Net income or (loss) fro	m fundrais	ing ey	/ents ▶	0			
	9a	Gross income from gam	ing activities	s.					
		See Part IV, line 19		а					
		Less: direct expenses,		ьl		· · · · · · · · · · · · · · · · · · ·			
	С	Net income or (loss) fro	m gaming	activit	ties ►	0			
	10a	Gross sales of inve	ntorv. les	s					
		returns and allowances		a					
	b	Less: cost of goods sol							
		Net income or (loss) from	sales of in		ry ►	0			
		Miscellaneous Reve	nue		Business Code			. :	
	11a								
ļ	ь								
	c			тт Г					
	ų	All other revenue				0	····		· · · · · · · · · · · · · · · · · · ·
		Total. Add lines 11a-11			•	0			
}		Total revenue. See inst				112434	A CONTRACTOR OF THE PARTY OF TH		

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.

All other organizations must complete columns (A) but are not required to complete columns (B). (C), and (D)

	All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).									
D: 71	o not include amounts reported on lines 6b, o, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundralsing expenses					
1	Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21	0	0		and the state of t					
2	Grants and other assistance to individuals in the U.S. See Part IV, line 22	0	0	ام الد محمد ال	Nama nama ya kana nama					
3	Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16	o	0		-					
4	Benefits paid to or for members	0	0							
5	Compensation of current officers, directors, trustees, and key employees	40000	38000	2000	0					
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	o	0	0	0					
7	Other salaries and wages	0	0	0	0					
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions).	0	0	0	0					
9	Other employee benefits	6247	5445	802	0					
10	Payroll taxes	3174	3015	159	0					
11	Fees for services (non-employees):									
а	Management	0	0	0	0					
þ	Legal	0	0	0	0					
	Accounting	2216	1507	709	0					
	Lobbying	0	0	0	0					
	Professional fundraising services. See Part IV, line 17	0			0					
f	Investment management fees	36986	26307	8666	0					
	Other	411	26307	411	2013					
12	Advertising and promotion	7244	6444	800	0					
13	Office expenses	655	622	33	0					
14 15	Information technology	0.55	0	0	- 0					
16	Royalties	11313	10725	588						
17	Travel	1887	1516	80	291					
18	Payments of travel or entertainment expenses									
	for any federal, state, or local public officials	0	ol	oÌ	0					
19	Conferences, conventions, and meetings	557	239	318	0					
20	Interest	90	0	90	0					
21	Payments to affiliates	0	0	0	0					
22	Depreciation, depletion, and amortization.	2415	0	2415	0					
23	Insurance	2345	2228	117	0					
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.)									
	Equipment	291	277	14						
a b	Bank charges	608	0	608	0					
C	Fundraising expenses	13587	o	0	13587					
ď	Misc	5602	ō	5602	0					
•	Printing	1206	260	499	447					
f	All other expenses Dues	95	95	0	0					
25	Total functional expenses. Add lines 1 through 24f	136929	96680	23911	16338					
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	0	0	0	0					

Part X **Balance Sheet** (A) Beginning of year (B) End of year 43323 1 16658 Cash-non-interest-bearing 1 2 2 Savings and temporary cash investments 3 Pledges and grants receivable, net 3 4 Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of 5 Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete 6 7 Notes and loans receivable, net 8 Inventories for sale or use 9 Prepaid expenses and deferred charges . Land, buildings, and equipment: cost or 10a 10a other basis. Complete Part VI of Schedule D 2415 10c Less: accumulated depreciation . . . 10b 11 11 Investments—publicly traded securities . . . 12 12 Investments-other securities. See Part IV, line 11 13 13 Investments - program-related. See Part IV, line 11 14 Intangible assets 14 15 15 Other assets. See Part IV, line 11 45738 16658 16 16 Total assets. Add lines 1 through 15 (must equal line 34) 4911 17 326 17 Accounts payable and accrued expenses . . . 18 18 19 19 Deferred revenue 20 20 21 21 Escrow or custodial account liability. Complete Part IV of Schedule D 22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L 23 23 Secured mortgages and notes payable to unrelated third parties . . . 24 Unsecured notes and loans payable to unrelated third parties . . . 24 Other liabilities. Complete Part X of Schedule D 25 25 Total liabilities. Add lines 17 through 25 26 4911 326 26 Organizations that follow SFAS 117, check here ▶ □ and Balances complete lines 27 through 29, and lines 33 and 34. 40828 27 16332 Unrestricted net assets 27 28 Temporarily restricted net assets 28 Fund 29 Permanently restricted net assets 29 Organizations that do not follow SFAS 117, check here ▶ □ ò and complete lines 30 through 34. 30 Assets 30 Capital stock or trust principal, or current funds . . . 31 31 Paid-in or capital surplus, or land, building, or equipment fund . . . 32 32 Retained earnings, endowment, accumulated income, or other funds 16332 40828 33 33 16658 Total liabilities and net assets/fund balances 45738 34

Pai	t XI Financial Statements and Reporting			
			Yes	No
1	Accounting method used to prepare the Form 990:		· · ·	
	Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a	✓	L
	Were the organization's financial statements audited by an independent accountant?	2b		1
	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		
	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		1
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)