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Form **990**Department of the Treasury  
Internal Revenue Service**Return of Organization Exempt From Income Tax**

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

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

OMB No 1545-0047

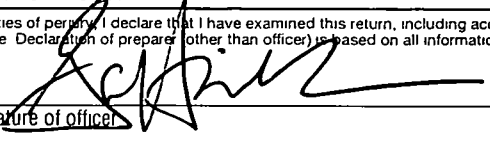
**2009**Open to Public  
Inspection**A** For the 2009 calendar year, or tax year beginning **OCT 1, 2009** and ending **SEP 30, 2010**

<b>B</b> Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	<b>C</b> Name of organization <b>INSTITUTE FOR SUSTAINABLE COMMUNITIES</b> Doing Business As Number and street (or P.O. box if mail is not delivered to street address) Room/suite <b>535 STONE CUTTERS WAY</b> City or town, state or country, and ZIP + 4 <b>MONTPELIER, VT 05602</b>	<b>D</b> Employer identification number <b>22-3098727</b>
	<b>E</b> Telephone number <b>802-229-2900</b>	<b>G</b> Gross receipts \$ <b>15,055,162.</b>
	<b>F</b> Name and address of principal officer <b>GEORGE HAMILTON</b> <b>SAME AS C ABOVE</b>	<b>H(a)</b> Is this a group return for affiliates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <b>H(b)</b> Are all affiliates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list (see instructions) <b>H(c)</b> Group exemption number ▶
	<b>I</b> Tax-exempt status <input checked="" type="checkbox"/> 501(c) ( 3 ) ◀ (insert no ) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527	<b>J</b> Website: ▶ <b>WWW.ISCVT.ORG</b>
<b>K</b> Form of organization <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		<b>L</b> Year of formation: <b>1991</b> <b>M</b> State of legal domicile: <b>VT</b>

**Part I Summary**

Activities & Governance	1	Briefly describe the organization's mission or most significant activities	<b>SEE PART III, LINE 1.</b>	
	2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets		
	3	Number of voting members of the governing body (Part VI, line 1a)	3	14
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	14
	5	Total number of employees (Part V, line 2a)	5	38
	6	Total number of volunteers (estimate if necessary)	6	30
	7a	Total gross unrelated business revenue from Part VIII, column (C), line 12	7a	0.
7b	Net unrelated business taxable income from Form 990-T, line 34	7b	0.	
Revenue	8	Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9	Program service revenue (Part VIII, line 2g)	8,785,925.	13,787,270.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	360,893.	232,485.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	18,545.	15,180.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	1,288.	-3,954.
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	9,166,651.	14,030,981.
	14	Benefits paid to or for members (Part IX, column (A), line 4)	2,719,180.	5,360,395.
Expenses	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	3,579,523.	4,784,470.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)		
	16b	Total fundraising expenses (Part IX, column (D), line 25)		
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	169,341.	
	18	Total expenses - Add lines 13-17 (must equal Part IX, column (A), line 25)	2,068,762.	3,361,012.
	19	Revenue less expenses - Subtract line 18 from line 12	8,367,465.	13,505,877.
	20	Total assets (Part X, line 16)	799,186.	525,104.
Net Assets or Fund Balances	21	Total liabilities (Part X, line 26)	Beginning of Current Year	End of Year
	22	Net assets or fund balances - Subtract line 21 from line 20	3,657,777.	4,730,016.
			505,901.	1,055,687.
		3,151,876.	3,674,329.	

**Part II Signature Block**

Sign Here	Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.			
	Signature of officer  <b>GEORGE HAMILTON, PRESIDENT</b> Type or print name and title		Date	
Paid Preparer's Use Only	Preparer's signature	Date	Check if self-employed <input type="checkbox"/>	Preparer's identifying number (see instructions)
	Firm's name (or yours if self-employed), address, and ZIP + 4 <b>GELMAN, ROSENBERG &amp; FREEDMAN</b> <b>4550 MONTGOMERY AVE., SUITE 650 NORTH</b> <b>BETHESDA, MD 20814-2930</b>	<b>3-1-11</b>		<b>(301) 951-9090</b>

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

☒ Yes ☐ No

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**Part III Statement of Program Service Accomplishments**

- 1 Briefly describe the organization's mission SEE SCHEDULE O FOR CONTINUATION  
ISC'S MISSION IS TO HELP COMMUNITIES AROUND THE WORLD ADDRESS  
ENVIRONMENTAL, ECONOMIC, AND SOCIAL CHALLENGES TO BUILD A BETTER  
FUTURE SHAPED AND SHARED BY ALL. THROUGH VARIOUS PROGRAMS WE GIVE  
PASSIONATE, COMMITTED PEOPLE THE TOOLS AND SKILLS THEY NEED TO INSPIRE
- 2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No  
 If "Yes," describe these new services on Schedule O
- 3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No  
 If "Yes," describe these changes on Schedule O
- 4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported  
SEE SCHEDULE O FOR CONTINUATION(S)
- 4a (Code ) (Expenses \$ 6,882,735. including grants of \$ 4,196,272. ) (Revenue \$ )  
CENTRAL AND EASTERN EUROPE  
SERBIA CIVIL SOCIETY ADVOCACY INITIATIVE (CSAI) - CSAI'S MISSION IS TO  
SUPPORT TARGETED CITIZEN ADVOCACY PROGRAMS TO ENHANCE THE ABILITY OF  
CITIZENS OF SERBIA TO TAKE RESPONSIBILITY FOR DEFINING THEIR OWN  
FUTURE, AND TO IMPROVE THE LEGAL AND REGULATORY ENVIRONMENT FOR THE NGO  
SECTOR TO ACT AS TRUSTED PARTNERS IN THAT EFFORT.
- MACEDONIA CIVIL SOCIETY STRENGTHENING PROGRAM (CSSP) - CSSP'S MISSION  
IS TO INCREASE CITIZEN PARTICIPATION IN POLITICAL AND SOCIAL  
DECISION-MAKING THROUGH BROADENING AND DEEPENING THE IMPACT OF CIVIL  
SOCIETY IN MACEDONIA. CSSP'S GOAL IS TO MAKE MACEDONIA'S CIVIL SOCIETY  
A MORE EFFECTIVE, INFLUENTIAL, AND PERMANENT PARTNER ALONGSIDE
- 4b (Code ) (Expenses \$ 3,176,950. including grants of \$ 1,048,773. ) (Revenue \$ 30,466. )  
CHINA  
ISC HAS UNDERTAKEN A MULTIYEAR PROGRAM IN SEVERAL PROVINCES IN CHINA  
WORKING WITH BUSINESSES, GOVERNMENT, COMMUNITIES AND SCHOOLS TO BUILD  
COMMITMENT AND SUPPORT AROUND ENVIRONMENTAL MANAGEMENT, ENVIRONMENTAL  
HEALTH AND SAFETY AND ENERGY EFFICIENCY. WITH FUNDING FROM USAID AND  
CORPORATE AND FOUNDATION SOURCES, ISC IS LAUNCHING AN ENVIRONMENT,  
HEALTH AND SAFETY ACADEMY TO TRAIN FACTORY MANAGERS TO REDUCE HARMFUL  
EMISSIONS AND IMPROVE WORKER HEALTH AND SAFETY, WORKING WITH  
COMMUNITIES TO IMPLEMENT ENERGY EFFICIENCY PROJECTS IN FACTORIES AND  
PUBLIC BUILDINGS, DEVELOPING ENVIRONMENTALLY FOCUSED CURRICULUM FOR  
LOCAL SCHOOLS AND ALSO WORKING WITH GOVERNMENT TO IMPROVE ENVIRONMENTAL  
ENFORCEMENT TOOLS.
- 4c (Code ) (Expenses \$ 792,352. including grants of \$ ) (Revenue \$ 38,225. )  
SPECIAL PROJECTS  
GULF COAST RENEWAL PROJECT - THE CITY OF MOSS POINT, MISSISSIPPI  
EMERGED FROM HURRICANE KATRINA FACING TREMENDOUS DEVASTATION - BUT  
DETERMINED TO REBUILD A STRONGER AND MORE JUST COMMUNITY. SINCE THEN,  
ISC HAS WORKED WITH THE MOSS POINT COMMUNITY TO HELP THEM NOT JUST  
RECOVER, BUT THRIVE IN THE AFTERMATH OF KATRINA. A CITY OF 15,000  
PEOPLE-70 PERCENT OF WHOM ARE AFRICAN-AMERICAN-MOSS POINT IS ONE OF THE  
POOREST COMMUNITIES ON THE COAST. ISC'S WORK IN MOSS POINT HAS ALSO  
RESULTED IN THE CREATION OF A NEW ORGANIZATION, FOCUS, A GROUP OF  
COMMUNITY VOLUNTEERS WHO JOINED TOGETHER TO SEEK INPUT FROM RESIDENTS  
IN THE REDEVELOPMENT OF THE CITY.
- 4d Other program services (Describe in Schedule O)  
 (Expenses \$ 613,353. including grants of \$ 115,350. ) (Revenue \$ 163,794. )
- 4e Total program service expenses \$ 11,465,390.

**Part IV Checklist of Required Schedules**

	Yes	No
<b>1</b> Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	<b>X</b>	
<b>2</b> Is the organization required to complete Schedule B, Schedule of Contributors?	<b>X</b>	
<b>3</b> Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		<b>X</b>
<b>4</b> <b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities? <i>If "Yes," complete Schedule C, Part II</i>		<b>X</b>
<b>5</b> <b>Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations.</b> Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? <i>If "Yes," complete Schedule C, Part III</i>	<b>N/A</b>	
<b>6</b> 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? <i>If "Yes," complete Schedule D, Part I</i>		<b>X</b>
<b>7</b> Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		<b>X</b>
<b>8</b> Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		<b>X</b>
<b>9</b> Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		<b>X</b>
<b>10</b> Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		<b>X</b>
<b>11</b> Is the organization's answer to any of the following questions "Yes"? <i>If so, complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable</i>	<b>X</b>	
• Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>		
• 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? <i>If "Yes," complete Schedule D, Part VII</i>		
• 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? <i>If "Yes," complete Schedule D, Part VIII</i>		
• 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? <i>If "Yes," complete Schedule D, Part IX</i>		
• Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>		
• 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? <i>If "Yes," complete Schedule D, Part X</i>		
<b>12</b> Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII</i>		<b>X</b>
<b>12A</b> Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional</i>	<b>X</b>	
<b>13</b> Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		<b>X</b>
<b>14a</b> Did the organization maintain an office, employees, or agents outside of the United States?	<b>X</b>	
<b>b</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? <i>If "Yes," complete Schedule F, Part I</i>	<b>X</b>	
<b>15</b> Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? <i>If "Yes," complete Schedule F, Part II</i>	<b>X</b>	
<b>16</b> Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If "Yes," complete Schedule F, Part III</i>		<b>X</b>
<b>17</b> 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>		<b>X</b>
<b>18</b> 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 "Yes," complete Schedule G, Part II</i>		<b>X</b>
<b>19</b> Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		<b>X</b>
<b>20</b> Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H</i>		<b>X</b>

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**Part IV** Checklist of Required Schedules (continued)

	Yes	No
<b>21</b> 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? <i>If "Yes," complete Schedule I, Parts I and II</i>	<b>21</b> X	
<b>22</b> 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? <i>If "Yes," complete Schedule I, Parts I and III</i>	<b>22</b>	X
<b>23</b> 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? <i>If "Yes," complete Schedule J</i>	<b>23</b> X	
<b>24a</b> Did the organization have a tax exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25</i>	<b>24a</b>	X
<b>b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	<b>24b</b>	
<b>c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	<b>24c</b>	
<b>d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	<b>24d</b>	
<b>25a</b> <b>Section 501(c)(3) and 501(c)(4) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	<b>25a</b>	X
<b>b</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? <i>If "Yes," complete Schedule L, Part I</i>	<b>25b</b>	X
<b>26</b> Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>	<b>26</b>	X
<b>27</b> 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? <i>If "Yes," complete Schedule L, Part III</i>	<b>27</b>	X
<b>28</b> 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)		
<b>a</b> A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	<b>28a</b> X	
<b>b</b> A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	<b>28b</b>	X
<b>c</b> 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? <i>If "Yes," complete Schedule L, Part IV</i>	<b>28c</b>	X
<b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	<b>29</b>	X
<b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	<b>30</b>	X
<b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	<b>31</b>	X
<b>32</b> Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	<b>32</b>	X
<b>33</b> Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	<b>33</b> X	
<b>34</b> Was the organization related to any tax exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i>	<b>34</b>	X
<b>35</b> Is any related organization a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	<b>35</b>	X
<b>36</b> <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	<b>36</b>	X
<b>37</b> Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	<b>37</b>	X
<b>38</b> Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19?	<b>38</b> X	

Note. All Form 990 filers are required to complete Schedule O

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

		Yes	No
<b>1a</b>	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable.		
<b>1b</b>	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.		
<b>c</b>	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	
<b>2a</b>	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>b</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).	X	
<b>3a</b>	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?		X
<b>b</b>	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O.		
<b>4a</b>	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	X	
<b>b</b>	If "Yes," enter the name of the foreign country <b>SEE SCHEDULE O</b> See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
<b>5a</b>	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
<b>b</b>	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
<b>c</b>	If "Yes," to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?		
<b>6a</b>	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?		X
<b>b</b>	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
<b>7</b>	<b>Organizations that may receive deductible contributions under section 170(c).</b>		
<b>a</b>	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?	X	
<b>b</b>	If "Yes," did the organization notify the donor of the value of the goods or services provided?	X	
<b>c</b>	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
<b>d</b>	If "Yes," indicate the number of Forms 8282 filed during the year.		
<b>e</b>	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
<b>f</b>	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
<b>g</b>	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?		
<b>h</b>	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?		
<b>8</b>	<b>Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.</b> Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year? <b>N/A</b>		
<b>9</b>	<b>Sponsoring organizations maintaining donor advised funds.</b>		
<b>a</b>	Did the organization make any taxable distributions under section 4966? <b>N/A</b>		
<b>b</b>	Did the organization make a distribution to a donor, donor advisor, or related person? <b>N/A</b>		
<b>10</b>	<b>Section 501(c)(7) organizations.</b> Enter		
<b>a</b>	Initiation fees and capital contributions included on Part VIII, line 12. <b>N/A</b>		
<b>b</b>	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.		
<b>11</b>	<b>Section 501(c)(12) organizations.</b> Enter		
<b>a</b>	Gross income from members or shareholders. <b>N/A</b>		
<b>b</b>	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them).		
<b>12a</b>	<b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?		
<b>b</b>	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.		

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

**Section A. Governing Body and Management**

	Yes	No
1a Enter the number of voting members of the governing body	14	
b Enter the number of voting members that are independent	14	
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		X
4 Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?		X
5 Did the organization become aware during the year of a material diversion of the organization's assets?		X
6 Does the organization have members or stockholders?		X
7a Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?		X
b Are any decisions of the governing body subject to approval by members, stockholders, or other persons?		X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body?	X	
b Each committee with authority to act on behalf of the governing body?	X	
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		X

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

	Yes	No
10a Does the organization have local chapters, branches, or affiliates?		X
b If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?		
11 Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	X	
11A Describe in Schedule O the process, if any, used by the organization to review this Form 990		
12a Does the organization have a written conflict of interest policy? If "No," go to line 13	X	
b Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	X	
13 Does the organization have a written whistleblower policy?	X	
14 Does the organization have a written document retention and destruction policy?	X	
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a The organization's CEO, Executive Director, or top management official	X	
b Other officers or key employees of the organization		X
If "Yes" to line 15a or 15b, describe the process in Schedule O (See instructions.)		
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
b If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?		

**Section C. Disclosure**

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

18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply.  
☒ Own website ☐ Another's website ☒ Upon request

19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public.

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization: **BRENDAN S. KELEHER - (802) 229-2900**  
**535 STONE CUTTERS WAY, MONTPELIER, VT 05602**

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

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

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

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

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

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

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

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

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
STEPHEN D. RAMSEY CHAIR	1.00	X		X				0.	0.	0.
JOHN A. DOOLEY SECRETARY	1.00	X		X				0.	0.	0.
JERRY GREENFIELD TREASURER	1.00	X		X				0.	0.	0.
JANET BALLANTYNE VICE CHAIR	1.00	X		X				0.	0.	0.
JAN BLITTERSDORF BOARD MEMBER	1.00	X						0.	0.	0.
MADELEINE KUNIN BOARD MEMBER	1.00	X						0.	0.	0.
PEREZ EHRICH BOARD MEMBER	1.00	X						0.	0.	0.
RAMSEY LUHR BOARD MEMBER	1.00	X						0.	0.	0.
SANDY STASH BOARD MEMBER	1.00	X						0.	0.	0.
LAUREL COLLESS BOARD MEMBER	1.00	X						0.	0.	0.
RICHARD PAISNER BOARD MEMBER	1.00	X						0.	0.	0.
ANN VAN DUSEN BOARD MEMBER	1.00	X						0.	0.	0.
GUS SPETH BOARD MEMBER	1.00	X						0.	0.	0.
ELIZABETH KNUP BOARD MEMBER	1.00	X						0.	0.	0.
GEORGE HAMILTON PRESIDENT	40.00			X				144,174.	0.	19,885.
BRENDAN KELEHER VP FINANCE & ADM.	40.00			X				103,894.	0.	8,512.
ALBERT CEVALLOS CHIEF OF PARTY	40.00					X		111,094.	0.	34,220.

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

(A) Name and title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
STEPHEN NICHOLAS VP CLIMATE & ENVIRON.	40.00					X		103,758.	0.	17,652.
<b>1b Total</b>								<b>462,920.</b>	<b>0.</b>	<b>80,269.</b>

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 in reportable compensation from the organization **4**

- 3 Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual
- 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
- 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? If "Yes," complete Schedule J for such person

	Yes	No
3		X
4	X	
5		X

**Section B. Independent Contractors**

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization **NONE**

(A) Name and business address	(B) Description of services	(C) Compensation

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

**Part VIII Statement of Revenue**

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	10,931,006.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	2856264.				
	g Noncash contributions included in lines 1a-1f \$						
	h <b>Total.</b> Add lines 1a-1f			13,787,270.			
Program Service Revenue	2 a <b>GOVERNMENT CONTRACTS</b>	Business Code	900099	232,485.	232,485.		
	b						
	c						
	d						
	e						
	f All other program service revenue						
	g <b>Total.</b> Add lines 2a-2f			232,485.			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			1,689.			1,689.
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross Rents	(i) Real	(ii) Personal				
	b Less rental expenses						
	c Rental income or (loss)						
	d Net rental income or (loss)						
	7 a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
	b Less cost or other basis and sales expenses						
	c Gain or (loss)						
	d Net gain or (loss)			13,491.			13,491.
	8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18	a					
	b Less direct expenses	b					
	c Net income or (loss) from fundraising events						
	9 a Gross income from gaming activities See Part IV, line 19	a					
	b Less direct expenses	b					
	c Net income or (loss) from gaming activities						
10 a Gross sales of inventory, less returns and allowances	a						
b Less cost of goods sold	b						
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue			Business Code				
11 a <b>MISCELLANEOUS</b>		900099	-3,954.			-3,954.	
b							
c							
d All other revenue							
e <b>Total.</b> Add lines 11a-11d			-3,954.				
12 <b>Total revenue.</b> See instructions.			14,030,981.	232,485.	0.	11,226.	

**Part IX Statement of Functional Expenses**

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21	674,445.	674,445.		
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22				
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16	4,685,950.	4,685,950.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	292,886.	35,185.	205,212.	52,489.
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	3,433,090.	2,571,788.	789,245.	72,057.
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	121,400.	94,061.	25,258.	2,081.
9 Other employee benefits	750,387.	534,375.	192,975.	23,037.
10 Payroll taxes	186,707.	130,828.	49,377.	6,502.
11 Fees for services (non-employees)				
a Management				
b Legal	14,836.	13,094.	1,571.	171.
c Accounting	51,597.	45,539.	5,463.	595.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other	1,454,068.	1,303,944.	149,538.	586.
12 Advertising and promotion				
13 Office expenses	287,501.	204,265.	82,270.	966.
14 Information technology	15,810.	5,942.	9,868.	
15 Royalties				
16 Occupancy	425,745.	253,323.	172,422.	
17 Travel	430,984.	360,644.	69,497.	843.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	422,366.	418,337.	4,001.	28.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	30,588.		30,588.	
23 Insurance	19,134.	867.	18,267.	
24 Other expenses. Itemize expenses not covered above. (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below.)				
a <b>STAFF DEVELOPMENT</b>	117,290.	71,580.	45,710.	
b <b>OTHER OFFICE OPERATIONS</b>	64,915.	49,640.	5,467.	9,808.
c <b>SUBS. &amp; PUBS.</b>	12,178.	4,583.	7,417.	178.
d <b>SUB-GRANTS ADMIN.</b>	7,000.		7,000.	
e <b>BAD DEBT EXPENSE</b>	7,000.	7,000.		
f All other expenses				
25 <b>Total functional expenses</b> Add lines 1 through 24f	13,505,877.	11,465,390.	1,871,146.	169,341.
26 <b>Joint costs</b> Check here <input type="checkbox"/> if following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

**Part X Balance Sheet**

		(A) Beginning of year		(B) End of year
<b>Assets</b>	1 Cash - non-interest-bearing	814,847.	1	68,946.
	2 Savings and temporary cash investments	826,273.	2	1,425,962.
	3 Pledges and grants receivable, net	1,403,812.	3	2,223,336.
	4 Accounts receivable, net	92,142.	4	188,423.
	5 Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L		5	
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	320,493.	9	507,921.
	10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a 541,570.		
	b Less accumulated depreciation	10b 442,786.	10c	98,784.
	11 Investments - publicly traded securities	136,711.	11	161,163.
	12 Investments - other securities See Part IV, line 11		12	
	13 Investments - program-related See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets See Part IV, line 11	13,002.	15	55,481.
16 <b>Total assets.</b> Add lines 1 through 15 (must equal line 34)	3,657,777.	16	4,730,016.	
<b>Liabilities</b>	17 Accounts payable and accrued expenses	503,401.	17	1,049,962.
	18 Grants payable		18	
	19 Deferred revenue		19	3,225.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability Complete Part IV of Schedule D		21	
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities Complete Part X of Schedule D	2,500.	25	2,500.
	26 <b>Total liabilities.</b> Add lines 17 through 25	505,901.	26	1,055,687.
	<b>Net Assets or Fund Balances</b>	<b>Organizations that follow SFAS 117, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27 through 29, and lines 33 and 34.</b>		
27 Unrestricted net assets		622,289.	27	533,487.
28 Temporarily restricted net assets		2,529,587.	28	3,140,842.
29 Permanently restricted net assets			29	
<b>Organizations that do not follow SFAS 117, check here</b> <input type="checkbox"/> <b>and complete lines 30 through 34.</b>				
30 Capital stock or trust principal, or current funds			30	
31 Paid in or capital surplus, or land, building, or equipment fund			31	
32 Retained earnings, endowment, accumulated income, or other funds			32	
33 <b>Total net assets or fund balances</b>		3,151,876.	33	3,674,329.
34 <b>Total liabilities and net assets/fund balances</b>		3,657,777.	34	4,730,016.

Form 990 (2009)

**Part XI Financial Statements and Reporting**

- 1 Accounting method used to prepare the Form 990 ☐ Cash ☒ Accrual ☐ Other \_\_\_\_\_  
If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant?
- b Were the organization's financial statements audited by an independent accountant?
- c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?  
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?
- 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

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

Form 990 (2009)

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

Department of the Treasury  
Internal Revenue Service

**Public Charity Status and Public Support**

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

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

OMB No 1545-0047

**2009**

Open to Public  
Inspection

Name of the organization

**INSTITUTE FOR SUSTAINABLE COMMUNITIES**

Employer identification number

**22-3098727**

**Part I Reason for Public Charity Status** (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 11, check only one box.)

- 1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E)
- 3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state \_\_\_\_\_
- 5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II)
- 6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II)
- 8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II)
- 9 ☐ An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III)
- 10 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 11 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h.
- a ☐ Type I      b ☐ Type II      c ☐ Type III - Functionally integrated      d ☐ Type III - Other
- e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).**
- f If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box ☐
- g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?
- (i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization? 

	Yes	No
<b>11g(i)</b>		
<b>11g(ii)</b>		
<b>11g(iii)</b>		
- (ii) A family member of a person described in (i) above?
- (iii) A 35% controlled entity of a person described in (i) or (ii) above?
- h Provide the following information about the supported organization(s)

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

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

Schedule A (Form 990 or 990-EZ) 2009

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

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

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ►	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	9,694,627.	9,324,989.	8,812,137.	8,785,925.	13,787,270.	50,404,948.
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>4 Total.</b> Add lines 1 through 3	9,694,627.	9,324,989.	8,812,137.	8,785,925.	13,787,270.	50,404,948.
<b>5</b> The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						3,095,737.
<b>6 Public support.</b> Subtract line 5 from line 4						47,309,211.

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ►	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
<b>7</b> Amounts from line 4	9,694,627.	9,324,989.	8,812,137.	8,785,925.	13,787,270.	50,404,948.
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	13,687.	74,534.	22,781.	18,545.	1,688.	131,235.
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on						
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV)	758.	5,334.	1,345.	1,288.	-3,954.	4,771.
<b>11 Total support.</b> Add lines 7 through 10						50,540,954.
<b>12</b> Gross receipts from related activities, etc. (see instructions)					12	1,235,900.

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

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

<b>14</b> Public support percentage for 2009 (line 6, column (f) divided by line 11, column (f))	14	93.61 %
<b>15</b> Public support percentage from 2008 Schedule A, Part II, line 14	15	95.50 %
<b>16a 33 1/3% support test - 2009.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input checked="" type="checkbox"/>		
<b>b 33 1/3% support test - 2008.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
<b>17a 10% -facts-and-circumstances test - 2009.</b> If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
<b>b 10% -facts-and-circumstances test - 2008.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
<b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions <input type="checkbox"/>		

Schedule A (Form 990 or 990-EZ) 2009

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

Calendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
<b>2</b> Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>6</b> Total. Add lines 1 through 5						
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons						
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
<b>c</b> Add lines 7a and 7b						
<b>8</b> Public support (Subtract line 7c from line 6)						

**Section B. Total Support**

Calendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
<b>9</b> Amounts from line 6						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
<b>c</b> Add lines 10a and 10b						
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
<b>13</b> Total support (Add lines 9, 10c, 11, and 12)						

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

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

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

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for 2009 (line 10c, column (f) divided by line 13, column (f))	<b>17</b>	%
<b>18</b> Investment income percentage from 2008 Schedule A, Part III, line 17	<b>18</b>	%

**19a 33 1/3% support tests - 2009.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ☐

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

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

**Schedule D**  
(Form 990)

Department of the Treasury  
Internal Revenue Service

**Supplemental Financial Statements**

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

► Attach to Form 990. ► See separate instructions.

OMB No 1545-0047

**2009**

Open to Public  
Inspection

Name of the organization

INSTITUTE FOR SUSTAINABLE COMMUNITIES

Employer identification number

22-3098727

**Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete if the

organization answered "Yes" to Form 990, Part IV, line 6

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate contributions to (during year)		
3 Aggregate grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		<input type="checkbox"/> Yes <input type="checkbox"/> No

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

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

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

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ► \_\_\_\_\_

4 Number of states where property subject to conservation easement is located ► \_\_\_\_\_

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

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

7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ► \$ \_\_\_\_\_

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.**

Complete if the organization answered "Yes" to Form 990, Part IV, line 8

1a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenues included in Form 990, Part VIII, line 1	► \$ _____
(ii) Assets included in Form 990, Part X	► \$ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items

a Revenues included in Form 990, Part VIII, line 1	► \$ _____
b Assets included in Form 990, Part X	► \$ _____

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets** (continued)

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)

- a ☐ Public exhibition  
 b ☐ Scholarly research  
 c ☐ Preservation for future generations

- d ☐ Loan or exchange programs  
 e ☐ Other \_\_\_\_\_

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets

to be sold to raise funds rather than to be maintained as part of the organization's collection?

☐ Yes

☐ No

**Part IV Escrow and Custodial Arrangements.** Complete if organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21

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

☐ Yes

☐ No

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

	Amount
1c	
1d	
1e	
1f	

c Beginning balance

d Additions during the year

e Distributions during the year

f Ending balance

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

☐ Yes

☐ No

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

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

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

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

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

b Permanent endowment ► \_\_\_\_\_ %

c Term endowment ► \_\_\_\_\_ %

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

(i) unrelated organizations

(ii) related organizations

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

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

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

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

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		46,015.	29,994.	16,021.
d Equipment		205,536.	188,117.	17,419.
e Other		290,019.	224,675.	65,344.
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c))				98,784.

Schedule D (Form 990) 2009



**Part XI Reconciliation of Change in Net Assets from Form 990 to Audited Financial Statements**

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	14,030,981.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	13,505,877.
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	525,104.
4	Net unrealized gains (losses) on investments	4	-2,651.
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net) Add lines 4 through 8	9	-2,651.
10	Excess or (deficit) for the year per audited financial statements Combine lines 3 and 9	10	522,453.

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

1	Total revenue, gains, and other support per audited financial statements	1	15,214,861.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12.		
a	Net unrealized gains on investments	2a	-2,651.
b	Donated services and use of facilities	2b	1,186,531.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	1,183,880.
3	Subtract line 2e from line 1	3	14,030,981.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)	5	14,030,981.

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

1	Total expenses and losses per audited financial statements	1	14,692,408.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	1,186,531.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	1,186,531.
3	Subtract line 2e from line 1	3	13,505,877.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)	5	13,505,877.

**Part XIV Supplemental Information**

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.

**PART X: IN JUNE 2006, THE FINANCIAL ACCOUNTING STANDARDS BOARD**

**(FASB) RELEASED FASB ASC 740-10, INCOME TAXES, THAT PROVIDES GUIDANCE FOR**

**REPORTING UNCERTAINTY IN INCOME TAXES. FOR THE YEAR ENDED SEPTEMBER 30,**

**2010, ISC HAS DOCUMENTED ITS CONSIDERATION OF FASB ASC 740-10 AND**

**DETERMINED THAT NO MATERIAL UNCERTAIN TAX POSITIONS QUALIFY FOR EITHER**

**RECOGNITION OR DISCLOSURE IN THE CONSOLIDATED FINANCIAL STATEMENTS.**

**Schedule F  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Statement of Activities Outside the United States**

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

OMB No 1545-0047

**2009**

Open to Public  
Inspection

Name of the organization

Employer identification number

**INSTITUTE FOR SUSTAINABLE COMMUNITIES**

**22-3098727**

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

**1** For grantmakers. Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ Yes ☐ No

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

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

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
EUROPE	3	38	PROGRAM SERVICES	TRAINING & CAPACITY BUILDING.	3,405,024.
EAST ASIA AND THE PACIFIC	3	15	PROGRAM SERVICES	TRAINING & CAPACITY BUILDING.	3,306,902.
CENTRAL AMERICA AND THE CARIBBEAN	1	2	PROGRAM SERVICES	CAPACITY BUILDING.	476,466.
EUROPE	0	0	GRANTS TO RECIPIENTS LOCATED IN THE REGION.		4,146,973.
CENTRAL AMERICA AND THE CARIBBEAN	0	0	GRANTS TO RECIPIENTS LOCATED IN THE REGION.		115,350.
EAST ASIA AND THE PACIFIC	0	0	GRANTS TO RECIPIENTS LOCATED IN THE REGION.		370,455.
<b>Totals</b>	<b>7</b>	<b>55</b>			<b>11,821,170.</b>

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

Schedule F (Form 990) 2009

**Part II** Grants and Other Assistance to Organizations or Entities Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Check this box if no one recipient received more than \$5,000 ☒ **X**  
Use Schedule F-1 (Form 990) if additional space is needed

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			EUROPE	CIVIL SOCIETY DEVELOPMENT	674040.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	153491.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	56,209.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	99,225.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	260000.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	86,685.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	98,050.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	106477.	CHECK/DRAFT	0.		
2	Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter								
3	Enter total number of other organizations or entities								
									0
									115

Schedule F (Form 990) 2009



**Part IV** Supplemental Information

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

SCHEDULE F, PART I, LINE 2: THE INSTITUTE FOR SUSTAINABLE COMMUNITIES  
HOLDS COMPETITIVE SUB GRANT APPLICATION SOLICITATIONS AND AWARDS. THE  
AWARDEES ARE REVIEWED FOR ELIGIBILITY AND CAPACITY TO PERFORM; IN MOST  
CASES THE POTENTIAL AWARDEES ARE ALSO REVIEWED BY USAID PRIOR TO THE  
AWARD. THE INSTITUTE FOR SUSTAINABLE COMMUNITIES MONITORS BOTH MATERIAL  
AND FINANCIAL PROGRESS ON THE AWARDS THROUGH ACCOUNTING RECORDS, PROGRESS  
REPORTS AND SITE VISITS.

Schedule F-1 (Form 990) 2009		INSTITUTE FOR SUSTAINABLE COMMUNITIES		22-3098727		Page 2			
Part II		Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)							
1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			EUROPE	CIVIL SOCIETY DEVELOPMENT	86,155.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	41,402.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	34,247.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	11,514.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	7,298.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	5,195.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	7,931.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	11,590.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	5,599.	CHECK/DRAFT	0.		

Schedule F-1 (Form 990) 2009

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)									
1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)	
		EUROPE	CIVIL SOCIETY DEVELOPMENT	9,996	CHECK/DRAFT	0.			
		EUROPE	CIVIL SOCIETY DEVELOPMENT	32,800	CHECK/DRAFT	0.			
		EUROPE	CIVIL SOCIETY DEVELOPMENT	36,485	CHECK/DRAFT	0.			
		EUROPE	CIVIL SOCIETY DEVELOPMENT	35,658	CHECK/DRAFT	0.			
		EUROPE	CIVIL SOCIETY DEVELOPMENT	24,879	CHECK/DRAFT	0.			
		EUROPE	CIVIL SOCIETY DEVELOPMENT	42,665	CHECK/DRAFT	0.			
		EUROPE	CIVIL SOCIETY DEVELOPMENT	43,709	CHECK/DRAFT	0.			
		EUROPE	CIVIL SOCIETY DEVELOPMENT	44,044	CHECK/DRAFT	0.			
		EUROPE	CIVIL SOCIETY DEVELOPMENT	22,129	CHECK/DRAFT	0.			

Schedule F-1 (Form 990) 2009

Part II	Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			EUROPE	CIVIL SOCIETY DEVELOPMENT	24,830.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	22,647.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	24,138.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	23,066.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	22,453.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	23,264.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	27,559.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	26,799.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	38,345.	CHECK/DRAFT	0.		

Schedule F-1 (Form 990) 2009

Part II	Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			EUROPE	CIVIL SOCIETY DEVELOPMENT	18,441	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	20,805	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	26,465	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	22,895	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	22,538	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	17,445	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	16,999	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	9,101	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	31,393	CHECK/DRAFT	0.		

Schedule F-1 (Form 990) 2009

**Part II** Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		EUROPE	CIVIL SOCIETY DEVELOPMENT	17,856	CHECK/DRAFT	0		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	14,450	CHECK/DRAFT	0		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	12,640	CHECK/DRAFT	0		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	5,082	CHECK/DRAFT	0		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	15,038	CHECK/DRAFT	0		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	39,998	CHECK/DRAFT	0		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	46,050	CHECK/DRAFT	0		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	11,276	CHECK/DRAFT	0		
		EUROPE	CIVIL SOCIETY DEVELOPMENT	6,440	CHECK/DRAFT	0		

Schedule F-1 (Form 990) 2009

Part II	Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			EUROPE	CIVIL SOCIETY DEVELOPMENT	6,732	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	30,175	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	41,448	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	45,630	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	10,322	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	28,616	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	14,800	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	10,940	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	14,031	CHECK/DRAFT	0.		

Schedule F-1 (Form 990) 2009

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)									
1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			EUROPE	CIVIL SOCIETY DEVELOPMENT	14,985	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	14,459	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	10,793	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	6,550	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	14,860	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	44,909	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	44,907	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	14,518	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	11,744	CHECK/DRAFT	0.		

Schedule F-1 (Form 990) 2009

Part II	Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)								
1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			EUROPE	CIVIL SOCIETY DEVELOPMENT	34,864	CHECK/DRAFT	0		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	36,142	CHECK/DRAFT	0		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	44,909	CHECK/DRAFT	0		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	54,378	CHECK/DRAFT	0		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	45,130	CHECK/DRAFT	0		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	44,436	CHECK/DRAFT	0		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	9,775	CHECK/DRAFT	0		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	12,983	CHECK/DRAFT	0		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	5,679	CHECK/DRAFT	0		

Schedule F-1 (Form 990) 2009

Part II		Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)							
1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			EUROPE	CIVIL SOCIETY DEVELOPMENT	7,060	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	12,070	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	10,420	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	141803	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	132606	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	32,584	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	44,225	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	27,460	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	45,238	CHECK/DRAFT	0.		

Schedule F-1 (Form 990) 2009

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)									
1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			EUROPE	CIVIL SOCIETY DEVELOPMENT	30,341.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	32,593.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	36,051.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	29,339.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	9,992.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	8,714.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	15,198.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	17,073.	CHECK/DRAFT	0.		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	12,079.	CHECK/DRAFT	0.		

Schedule F-1 (Form 990) 2009

Part II Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)									
1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			EUROPE	CIVIL SOCIETY DEVELOPMENT	23,819	CHECK/DRAFT	0		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	22,623	CHECK/DRAFT	0		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	19,954	CHECK/DRAFT	0		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	12,326	CHECK/DRAFT	0		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	16,900	CHECK/DRAFT	0		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	15,800	CHECK/DRAFT	0		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	21,513	CHECK/DRAFT	0		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	7,435	CHECK/DRAFT	0		
			EUROPE	CIVIL SOCIETY DEVELOPMENT	14,418	CHECK/DRAFT	0		

Schedule F-1 (Form 990) 2009

Schedule F-1 (Form 990) 2009										INSTITUTE FOR SUSTAINABLE COMMUNITIES										22-3098727										Page 2									
Part II		Continuation of Grants and Other Assistance to Organizations or Entities Outside the United States. (Schedule F (Form 990), Part II, line 1)																																					
1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)																														
			EUROPE	CIVIL SOCIETY DEVELOPMENT	20,867	CHECK/DRAFT	0.																																
			EUROPE	CIVIL SOCIETY DEVELOPMENT	32,268	CHECK/DRAFT	0.																																
			EAST ASIA AND THE PACIFIC	CLIMATE & ENVIRONMENT	69,500	CHECK/DRAFT	0.																																
			EAST ASIA AND THE PACIFIC	CLIMATE & ENVIRONMENT	16,969	CHECK/DRAFT	0.																																
			EAST ASIA AND THE PACIFIC	CLIMATE & ENVIRONMENT	21,986	CHECK/DRAFT	0.																																
			EAST ASIA AND THE PACIFIC	CLIMATE & ENVIRONMENT	257000	CHECK/DRAFT	0.																																
			EAST ASIA AND THE PACIFIC	CLIMATE & ENVIRONMENT	5,000	CHECK/DRAFT	0.																																
			CENTRAL AMERICA AND THE CARIBBEAN	CIVIL SOCIETY DEVELOPMENT	115350	CHECK/DRAFT	0.																																

Schedule F-1 (Form 990) 2009

Name of the organization

**Employer identification number**  
**22-3098727**

## INSTITUTE FOR SUSTAINABLE COMMUNITIES

Part I	General Information on Grants and Assistance
--------	--

**1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

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

## Part II

**Grants and Other Assistance to Governments and Organizations in the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Use Part IV and Schedule I-1 (Form 990) if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
WORLD RESOURCES INSTITUTE 10 G STREET, NE - SUITE 800 WASHINGTON, DC 20002	52-1257057	501(C) (3)	650,000.	0.			CLIMATE & ENVIRONMENT
SHELBURNE FARMS 1611 HARBOR ROAD SHELBURNE, VT 05482	03-0229347	501(C) (3)	24,445.	0.			CLIMATE & ENVIRONMENT

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

Enter total number of other organizations

2.0

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

Schedule I (Form 990) 2009



**SCHEDULE J  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Compensation Information**

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

▶ Complete if the organization answered "Yes" to Form 990,  
Part IV, line 23.

▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047

**2009**

Open to Public  
Inspection

Name of the organization

**INSTITUTE FOR SUSTAINABLE COMMUNITIES**

Employer identification number

**22-3098727**

**Part I Questions Regarding Compensation**

**1a** Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990,  
Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items

☐ First-class or charter travel

☐ Travel for companions

☐ Tax indemnification and gross-up payments

☐ Discretionary spending account

☒ Housing allowance or residence for personal use

☐ Payments for business use of personal residence

☐ Health or social club dues or initiation fees

☐ Personal services (e.g., maid, chauffeur, chef)

**b** If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or  
reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

**2** Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors,  
trustees, and the CEO/Executive Director, regarding the items checked in line 1a?

**3** Indicate which, if any, of the following the organization uses to establish the compensation of the organization's  
CEO/Executive Director. Check all that apply

☐ Compensation committee

☐ Independent compensation consultant

☐ Form 990 of other organizations

☐ Written employment contract

☒ Compensation survey or study

☒ Approval by the board or compensation committee

**4** During the year, did any person listed in Form 990, Part VII, Section A, line 1a, with respect to the filing  
organization or a related organization

**a** Receive a severance payment or change-of-control payment?

**b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?

**c** Participate in, or receive payment from, an equity-based compensation arrangement?

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III

**Only section 501(c)(3) and 501(c)(4) organizations must complete lines 5-9.**

**5** For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation  
contingent on the revenues of

**a** The organization?

**b** Any related organization?

If "Yes" to line 5a or 5b, describe in Part III

**6** For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation  
contingent on the net earnings of

**a** The organization?

**b** Any related organization?

If "Yes" to line 6a or 6b, describe in Part III

**7** For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non fixed payments  
not described in lines 5 and 6? If "Yes," describe in Part III

**8** Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the  
initial contract exception described in Regs. section 53.4958-4(a)(3)? If "Yes," describe in Part III

**9** If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in  
Regulations section 53.4958-6(c)?

Yes No

1b X

2 X

4a X

4b X

4c X

5a X

5b X

6a X

6b X

7 X

8 X

9

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

Schedule J (Form 990) 2009



Part III

Supplemental Information

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

PART I, LINE 4A: ELIZABETH COLEMAN WAS PAID \$9,552 IN SEVERANCE.

Department of the Treasury  
Internal Revenue Service

► Complete if the organization answered "Yes" on Form 990, Part IV, line 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.

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

# 2009

**Open To Public Inspection**

Employer identification number  
22-3098727

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b

[illegible]

► \$ \_\_\_\_\_

► \$ \_\_\_\_\_

Complete if the organization answered "Yes" on Form 990, Part IV, line 26, or Form 990-EZ, Part V, line 38a

(a) Name of interested person and purpose	(b) Loan to or from the organization?		(c) Original principal amount	(d) Balance due	(e) In default?		(f) Approved by board or committee?		(g) Written agreement?	
	To	From			Yes	No	Yes	No	Yes	No
Total				\$						

Complete if the organization answered "Yes" on Form 990, Part IV, line 27

[illegible]

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
MAPLE CAPITAL	BOARD MEMBER	33,934.	BOARD MEMBE		X

Schedule L (Form 990 or 990-EZ) 2009

45

**SCHEDULE O**

(Form 990)

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

OMB No 1545-0047

**2009**Open to Public  
Inspection

Name of the organization

INSTITUTE FOR SUSTAINABLE COMMUNITIES

Employer identification number

22-3098727

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

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

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

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

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

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

CLIMATE LEADERSHIP ACADEMY - IN 2009, ISC LAUNCHED THE CLIMATE LEADERSHIP ACADEMY TO HELP COMMUNITIES TRANSLATE THEIR COMMITMENT TO REDUCING CLIMATE POLLUTION INTO EFFECTIVE ACTION. THE ACADEMY IS DESIGNED TO ACCELERATE THE TRANSFER OF BEST PRACTICES AND PROVIDE CUSTOMIZED TRAINING AND MENTORING, INCLUDING TOOLS TAILORED TO THE

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

Schedule O (Form 990) 2009

932211  
02-03-10

**SCHEDULE O**

(Form 990)

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

OMB No 1545-0047

**2009**Open to Public  
Inspection

Name of the organization

INSTITUTE FOR SUSTAINABLE COMMUNITIES

Employer identification number

22-3098727

SPECIFIC NEEDS OF COMMUNITIES. INTENSIVE TWO-TO THREE-DAY WORKSHOPS  
BRING TOGETHER TEAMS OF SENIORCITY OFFICIALS AND EXPERT FACULTY AROUND  
PRESSING CLIMATE-RELATED TOPICS SUCH AS BUILDING ENERGY RETROFITS AND  
TRANSPORTATION. ISC THEN BUILDS ON THE MOMENTUM OF THESE WORKSHOPS BY  
COORDINATING A VIRTUAL PEER LEARNING NETWORK, WHICH CONNECTS ALL OF THE  
CITY TEAMS, THEIR CHALLENGES, AND THEIR SUCCESSES.

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

EURASIA

EXPENSES \$ 121824. INCLUDING GRANTS OF \$ 0. REVENUE \$ 163794.

CARIBBEAN

EXPENSES \$ 491529. INCLUDING GRANTS OF \$ 115350. REVENUE \$ 0.

FORM 990, PART V, LINE 4B, LIST OF FOREIGN COUNTRIES:

SERBIA, OTHER COUNTRY, MACEDONIA, CHINA,

DOMINICAN REPUBLIC

FORM 990, PART VI, SECTION B, LINE 11: THE 990 WAS PREPARED BY OUTSIDE  
ACCOUNTANTS AND THEN SENT TO THE ORGANIZATION FOR REVIEW. THE GOVERNING  
BODY RECEIVED A COPY OF THE FINAL 990 FOR REVIEW PRIOR TO FILING.

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

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

Schedule O (Form 990) 2009

932211  
02-03-10

**SCHEDULE O**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990**

Complete to provide information for responses to specific questions on  
Form 990 or to provide any additional information.  
▶ Attach to Form 990.

OMB No 1545-0047

**2009**

Open to Public  
Inspection

Name of the organization

INSTITUTE FOR SUSTAINABLE COMMUNITIES

Employer identification number

22-3098727

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

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

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

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

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

Schedule O (Form 990) 2009

932211  
02-03-10

**SCHEDULE O**

(Form 990)

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990**

Complete to provide information for responses to specific questions on  
Form 990 or to provide any additional information.  
▶ Attach to Form 990.

OMB No 1545-0047

**2009**

Open to Public  
Inspection

Name of the organization

INSTITUTE FOR SUSTAINABLE COMMUNITIES

Employer identification number

22-3098727

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

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

(A) NAME OF PERSON: MAPLE CAPITAL

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

BOARD MEMBER

(C) AMOUNT OF TRANSACTION \$ 33934.

(D) DESCRIPTION OF TRANSACTION: BOARD MEMBER RAMSEY LUHR IS A PRINCIPAL  
IN MAPLE CAPITAL. MAPLE CAPITAL OFFICE SUBLEASES 535 STONE CUTTERS WAY,  
MONTPELEIR, VT 05602. THE SUBLEASE WAS ORIGINALLY EXECUTED BEFORE MR.  
LUHR WAS A BOARD MEMBER. ADJUSTMENTS TO THE SUBLEASE HAVE BEEN LIMITED TO  
CHANGES RESULTING FROM MODIFICATIONS IN THE PRIMARY ISC LEASE. ALL  
TRANSACTIONS WERE COMPLETED AT ARMS LENGTH AND AT FAIR MARKET VALUE.

(E) SHARING OF ORGANIZATION REVENUES? = NO





**Part V Transactions With Related Organizations** (Complete if the organization answered "Yes" to Form 990, Part IV, line 34, 35, or 36.)**Note.** Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule**1** During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?**a** Receipt of (i) interest (ii) annuities (iii) royalties or (iv) rent from a controlled entity**b** Gift, grant, or capital contribution to other organization(s)**c** Gift, grant, or capital contribution from other organization(s)**d** Loans or loan guarantees to or for other organization(s)**e** Loans or loan guarantees by other organization(s)**f** Sale of assets to other organization(s)**g** Purchase of assets from other organization(s)**h** Exchange of assets**i** Lease of facilities, equipment, or other assets to other organization(s)**j** Lease of facilities, equipment, or other assets from other organization(s)**k** Performance of services or membership or fundraising solicitations for other organization(s)**l** Performance of services or membership or fundraising solicitations by other organization(s)**m** Sharing of facilities, equipment, mailing lists, or other assets**n** Sharing of paid employees**o** Reimbursement paid to other organization for expenses**p** Reimbursement paid by other organization for expenses**q** Other transfer of cash or property to other organization(s)**r** Other transfer of cash or property from other organization(s)**2** If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds

	(a) Name of other organization(s)	(b) Transaction type (a-r)	(c) Amount involved
(1)			
(2)			
(3)			
(4)			
(5)			
(6)			

