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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
2010
Open to Public Inspection

A For the 2010 calendar year, or tax year beginning 07-01-2010 and ending 06-30-2011

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	C Name of organization UNIVERSITY SETTLEMENT INC		D Employer identification number 34-0714776	
	Doing Business As		E Telephone number (216) 641-8948	
	Number and street (or P O box if mail is not delivered to street address) 4800 BROADWAY AVENUE	Room/suite	G Gross receipts \$ 2,730,728	
	City or town, state or country, and ZIP + 4 CLEVELAND, OH 44105			
F Name and address of principal officer DERRICK FULTON 4800 BROADWAY AVE CLEVELAND, OH 44105			H(a) Is this a group return for affiliates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all affiliates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list (see instructions) H(c) Group exemption number ▶	
I Tax-exempt status <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527				
J Website: ▶ UNIVERSITYSETTLEMENT NET				
K Form of organization <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶			L Year of formation 1926	M State of legal domicile OH

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities SEE SCHEDULE O FOR MISSION STATEMENT THE SETTLEMENT'S MISSION IS TO FOSTER STRONG AND INDEPENDENT INDIVIDUALS AND FAMILIES BY PROVIDING INNOVATIVE, VALUED AND COLLABORATIVE SERVICES THAT MEET THE EVOLVING NEEDS OF THE BROADWAY/SLAVIC VILLAGE COMMUNITY IN AN EFFORT TO FULFILL OUR MISSION, THE SETTLEMENT IS COMMITTED TO -EXCELLENCE IN ALL ASPECTS OF OUR WORK -SERVING OUR CLIENTS WITH RESPECT AND DIGNITY -A CUSTOMER-CENTRIC ORIENTATION TO OUR PROGRAMS AND SERVICES -HAVING OUR "FEET IN THE STREET" TO ENCOURAGE AUTHENTIC COMMUNITY ENGAGEMENT AND ONGOING COMMUNITY DIALOGUE -ALIGNING OUR PROGRAMS AND SERVICES TO ADDRESS CURRENT AND PRESSING COMMUNITY NEEDS AND BEING NIMBLE SO AS TO BE ABLE TO ADJUST OFFERINGS IN LINE WITH EVOLVING COMMUNITY NEEDS - BUILDING OUR VISIBILITY IN THE COMMUNITY TO BE AS ACCESSIBLE AS POSSIBLE TO THOSE WE STRIVE TO PARTNER WITH AND SERVE -OPERATING WITH A COLLABORATIVE SPIRIT THE SETTLEMENT IS A COMMUNITY CENTER THAT AIMS TO IMPROVE THE QUALITY OF LIFE FOR ALL PEO		
	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	26
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	26
	5 Total number of individuals employed in calendar year 2010 (Part V, line 2a)	5	68
	6 Total number of volunteers (estimate if necessary)	6	300
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b Net unrelated business taxable income from Form 990-T, line 34	7b		
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year 2,076,013	Current Year 2,558,853
	9 Program service revenue (Part VIII, line 2g)	21,591	14,002
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,301	-13,151
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	78,682	148,186
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	2,177,587	2,707,890
	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)		0
	14 Benefits paid to or for members (Part IX, column (A), line 4)		0
Expenses	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	1,202,625	1,586,877
	16a Professional fundraising fees (Part IX, column (A), line 11e)		0
	b Total fundraising expenses (Part IX, column (D), line 25) ▶107,315		
	17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f)	950,510	912,976
	18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	2,153,135	2,499,853
	19 Revenue less expenses Subtract line 18 from line 12	24,452	208,037
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year 1,613,668	End of Year 1,471,383
	21 Total liabilities (Part X, line 26)	686,958	621,627
	22 Net assets or fund balances Subtract line 21 from line 20	926,710	849,756

Part II Signature Block

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

Sign Here	Signature of officer *****	Date 2012-03-27			
	DEBORAH SABO BOARD TREASURER Type or print name and title				
Paid Preparer Use Only	Print/Type preparer's name ROLLAND B STANDISH	Preparer's signature ROLLAND B STANDISH	Date 2012-05-01	Check if self-employed <input type="checkbox"/>	PTIN
	Firm's name ▶ H & J CERTIFIED PUBLIC ACCOUNTANTS INC				Firm's EIN ▶
	Firm's address ▶ 37131 EUCLID AVENUE WILLOUGHBY, OH 44094				Phone no ▶ (440) 951-2997

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

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response to any question in this Part III

1 Briefly describe the organization's mission
 SEE SCHEDULE O FOR MISSION STATEMENT THE SETTLEMENT'S MISSION IS TO FOSTER STRONG AND INDEPENDENT INDIVIDUALS AND FAMILIES BY PROVIDING INNOVATIVE, VALUED AND COLLABORATIVE SERVICES THAT MEET THE EVOLVING NEEDS OF THE BROADWAY/SLAVIC VILLAGE COMMUNITY IN AN EFFORT TO FULFILL OUR MISSION, THE SETTLEMENT IS COMMITTED TO -EXCELLENCE IN ALL ASPECTS OF OUR WORK -SERVING OUR CLIENTS WITH RESPECT AND DIGNITY -A CUSTOMER-CENTRIC ORIENTATION TO OUR PROGRAMS AND SERVICES -HAVING OUR "FEET IN THE STREET" TO ENCOURAGE AUTHENTIC COMMUNITY ENGAGEMENT AND ONGOING COMMUNITY DIALOGUE -ALIGNING OUR PROGRAMS AND SERVICES TO ADDRESS CURRENT AND PRESSING COMMUNITY NEEDS AND BEING NIMBLE SO AS TO BE ABLE TO ADJUST OFFERINGS IN LINE WITH EVOLVING COMMUNITY NEEDS -BUILDING OUR VISIBILITY IN THE COMMUNITY TO BE AS ACCESSIBLE AS POSSIBLE TO THOSE WE STRIVE TO PARTNER WITH AND SERVE -OPERATING WITH A COLLABORATIVE SPIRIT THE SETTLEMENT IS A COMMUNITY CENTER THAT AIMS TO IMPROVE THE QUALITY OF LIFE FOR ALL PEO

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No
 If "Yes," describe these new services on Schedule O

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No
 If "Yes," describe these changes on Schedule O

4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a (Code) (Expenses \$ 1,608,367 including grants of \$) (Revenue \$)
 SOCIAL SERVICES TO FAMILIES AND INDIVIDUALS INCLUDING RENTAL OF HOUSING TO LOW INCOME FAMILIES SEE SCHEDULE O FOR ORGANIZATION-WIDE ACCOMPLISHMENTS ORGANIZATION-WIDE 2011 ACCOMPLISHMENTS UNIVERSITY SETTLEMENT IS A NONPROFIT SOCIAL SERVICE AGENCY LOCATED IN THE NORTH BROADWAY/SLAVIC VILLAGE NEIGHBORHOOD OF CLEVELAND FOUNDED IN 1926 BY WESTERN RESERVE UNIVERSITY (NOW CASE WESTERN RESERVE UNIVERSITY), THE SETTLEMENT ASSISTED EASTERN EUROPEANS COMING TO CLEVELAND TO WORK IN THE FACTORIES OVER THE DECADES, THE COMMUNITY'S NEEDS CHANGED AS MORE AND MORE CLEVELAND RESIDENTS MOVED TO THE SUBURBS, TODAY, THE MAJORITY OF NEIGHBORHOOD RESIDENTS ARE THE WORKING POOR AND THE ELDERLY IN 2011, WITH THE SUPPORT OF MANY COMMUNITY PARTNERS, UNIVERSITY SETTLEMENT HAS CONTINUED TO TAKE THE BOLD AND AGGRESSIVE STEPS NECESSARY TO REMAIN A VITAL, COMPETITIVE AND FORWARD-THINKING ORGANIZATION UNIVERSITY SETTLEMENT'S MISSION STATEMENT IS TO FOSTER STRONG AND INDEPENDENT INDIVIDUALS AND FAMILIES BY PROVIDING INNOVATIVE, VALUED AND COLLABORATIVE SERVICES THAT MEET THE EVOLVING NEEDS OF THE BROADWAY/SLAVIC VILLAGE COMMUNITY AS A NEIGHBORHOOD CENTER, UNIVERSITY SETTLEMENT AIMS TO IMPROVE THE QUALITY OF LIFE FOR ALL RESIDENTS OF THE BROADWAY / SLAVIC VILLAGE COMMUNITY WE PROVIDE A FULL RANGE OF BASIC NEEDS SERVICES FOR PEOPLE OF ALL AGES WE ARE COMMITTED TO ENCOURAGING PEOPLE TO REALIZE THEIR INDIVIDUAL POTENTIAL AS CONTRIBUTING MEMBERS OF SOCIETY IN 2011, NEARLY 1,000 VOLUNTEERS HELPED 35 STAFF SERVE 12,125 PEOPLE FIRST ACHIEVEMENT LAST YEAR WAS THE FIRST YEAR WE FORMALLY MEASURED THE IMPACT OF OUR VOLUNTEER PROGRAM WITH SUPPORT FROM AMERICORPS, UNIVERSITY SETTLEMENT WORKED WITH AN AMERICORPS MEMBER TO EVOLVE OUR VOLUNTEER PROGRAM BEYOND WHAT IT HAS TYPICALLY BEEN BY INTEGRATING LITERACY-FOCUSED ACTIVITIES AND SERVICE LEARNING PROJECTS INTO THE RANGE OF OPPORTUNITIES AT THE END OF OUR 2011 FISCAL YEAR, A TOTAL OF 953 VOLUNTEERS GAVE MORE THAN 10,000 HOURS OF THEIR TIME INCLUDED IN THESE TOTALS IS MORE THAN 6,000 HOURS DEDICATED TO LITERACY-FOCUSED OPPORTUNITIES FOR OUR CLIENTS, SUCH AS TUTORING, HEALTH AND NUTRITIONAL LITERACY, FINANCIAL LITERACY OR WORKPLACE LITERACY SECOND ACHIEVEMENT IN A YEAR OF UNCERTAIN FUNDING, UNIVERSITY SETTLEMENT SECURED CONTINUED AND INCREASED SUPPORT FROM THE UNITED WAY FOR OUR HOUSING, SENIOR AND YOUTH PROGRAMMING NOT ONLY DO THE SERVICES WE PROVIDE ALIGN WELL WITH THE PRIORITIES OF THE UNITED WAY, BUT OUR INTERNAL LOGIC MODELS AND OUTCOME MEASUREMENT TOOLS EXCEED THE PROGRAM EVALUATIONS REQUIRED FROM THE UNITED WAY AND FOR A SECOND YEAR IN A ROW, THE JOHN K MOTT YOUTH FUND DISTRIBUTION COMMITTEE (A PROGRAM OF THE UNITED WAY) FUNDED OUR BACK TO SCHOOL FAIR WE ARE PROUD OF OUR RELATIONSHIP WITH THE UNITED WAY AND THE IMPACT WE ARE ABLE TO HAVE ON THE COMMUNITY WITH ITS SUPPORT THIRD ACHIEVEMENT WHILE FUNDING DEDICATED TO MARKETING AND COMMUNICATION EFFORTS IS TYPICALLY UNCOMMON, UNIVERSITY SETTLEMENT'S STRATEGIC APPROACH HELPED IT SECURE A GENEROUS GRANT TO ENHANCE AGENCY MARKETING AND COMMUNICATION EFFORTS THE SETTLEMENT MADE A CLEAR CASE FOR SUPPORT BY DEVELOPING A MARKETING PLAN, INCLUDING COMMUNICATION AND MARKETING IN OUR STRATEGIC PLAN, AND BUILDING THE BOARD-LEVEL SUPPORT NECESSARY TO GUIDE OUR EFFORTS FUNDING ALLOWED US TO DISPLAY COLORFUL "UNIVERSITY SETTLEMENT" BANNERS AROUND OUR CAMPUS, AND WILL SUPPORT THE DEVELOPMENT OF AN AGENCY BROCHURE AND PROGRAM GUIDE A NEW CABINET SIGN IS NOW DISPLAYED ON UNIVERSITY SETTLEMENT'S PROPERTY, ALLOWING US TO COMMUNICATE IMPORTANT MESSAGES IN A TIMELY MANNER WITH NEIGHBORHOOD RESIDENTS FOURTH ACHIEVEMENT ANOTHER STRATEGIC GOAL FOR THE SETTLEMENT HAS BEEN TO SECURE THE ADMINISTRATIVE CORE OF THE ORGANIZATION TO SUPPORT CURRENT AND FUTURE OPERATIONS BY DEVELOPING AND IMPLEMENTING A DEBT RE-STRUCTURING AND DEBT ELIMINATION PLAN WORKING WITH PRIVATE INDIVIDUALS AND A VARIETY OF BANKS IN THE COMMUNITY (INCLUDING THIRD FEDERAL SAVINGS AND LOAN), UNIVERSITY SETTLEMENT SUCCESSFULLY NEGOTIATED LOAN SETTLEMENTS AND THE SALE OF SEVERAL PROPERTIES THESE EFFORTS RESULTED IN THE ELIMINATION OF MORE THAN 100,000 IN DEBT HELD BY THE AGENCY IN 2011 FIFTH ACHIEVEMENT THE SUMMER OF 2011 MARKED A NEW ERA IN YOUTH SERVICES AT UNIVERSITY SETTLEMENT WORKING WITH AMERI-SCORES, THE BOYS AND GIRLS CLUB AND JONES ROAD CHURCH, YOUTH FROM UNIVERSITY SETTLEMENT PARTICIPATED IN A COMMUNITY- WIDE SOCCER LEAGUE STUDENTS FROM HATHAWAY BROWN SCHOOL ARE IN THE MIDST OF CONDUCTING AN EQUIPMENT DRIVE, ENSURING OUR YOUTH WILL HAVE THE SUPPLIES NEEDED FOR A SECOND SUCCESSFUL YEAR OF PARTICIPATION IN THE COMMUNITY SOCCER LEAGUE IN PARTNERSHIP WITH THE CLEVELAND CLINIC AND NASA, UNIVERSITY SETTLEMENT OFFERED ITS FIRST 'THEMED' SUMMER CAMP DURING THE SUMMER OF 2011 LET'S MOVE THROUGH OUR CAMP AND THESE PARTNERSHIPS, WE PROVIDED A HEALTH, FITNESS AND WELLNESS CURRICULUM TO NEARLY 100 KIDS IN THE COMMUNITY, EXPOSING YOUTH TO CRITICAL ACTIVITIES AND INFORMATION RELATED TO THEIR OWN HEALTH AND WELL-BEING CLEVELAND CLINIC STAFF VISITED ONCE PER WEEK TO OFFER THEIR EXPERTISE ON ONE OF SIX WEEKLY TOPICS (I E NUTRITION) WHILE STAFF FROM NASA ALSO CAME ONCE PER WEEK TO BRING A STEM PERSPECTIVE TO THE SAME TOPICS (I E NUTRITION IN ZERO-GRAVITY) ADDITIONALLY, IN PARTNERSHIP WITH BEST BUY, UNIVERSITY SETTLEMENT HOSTED MORE THAN 200 YOUTH AT THE "GEEK SQUAD SUMMER ACADEMY" COMPONENT OF SUMMER CAMP, EXPOSING NEIGHBORHOOD YOUTH TO THE LATEST COMPUTER TECHNOLOGY FOR TWO FULL DAYS OUR SUMMER ENDED WITH OUR 10TH ANNUAL BACK TO SCHOOL FAIR, WHERE WE PROVIDED 2,300 YOUTH WITH A BACKPACK FILLED WITH SCHOOL SUPPLIES, AT NO COST TO THEM, TO PREPARE THEM FOR THE UPCOMING SCHOOL YEAR THIS YEAR'S FAIR WAS THE MOST SUCCESSFUL YET, SERVING MORE COMMUNITY-BASED STUDENTS THAN EVER BEFORE AND GARNERING MORE MEDIA COVERAGE THAN EVER BEFORE SIXTH ACHIEVEMENT GUIDED BY OUR STRATEGIC PLAN AND IN PARTNERSHIP WITH THE CENTER FOR NONPROFIT EXCELLENCE, WE RECENTLY IMPLEMENTED THE USE OF LOGIC MODELS AND A PLAN FOR EVALUATION AND OUTCOME MEASUREMENT FOR EACH PROGRAM WE RUN, CREATING PROGRAMMATIC CENTERS OF EXCELLENCE THAT PROVIDE EVIDENCE-BASED SERVICES THAT ARE MEASUREABLE AND THAT IMPROVE OUR CAPACITY TO MAKE INFORMED DECISIONS ABOUT AGENCY MANAGEMENT AND PROGRAMMING JUNE 30, 2011 ENDED THE FIRST FULL YEAR USING OUR LOGIC MODELS TO COMMUNICATE OUR PROGRAMMATIC EFFORTS TO OUR BOARD AND TO THE COMMUNITY, WE DEVELOPED A DASHBOARD REPORTING SYSTEM WE HAVE MADE GREAT PROGRESS DEVELOPING A NEW COMPUTER-BASED CLIENT-DATA MANAGEMENT SYSTEM TO TRACK ALL OF OUR CONSUMER- RELATED DATA

4b (Code) (Expenses \$ 449,503 including grants of \$) (Revenue \$)
 CHILD DEVELOPMENT AND DAY CARE SEE SCHEDULE O FOR ORGANIZATION-WIDE ACCOMPLISHMENTS

4c (Code) (Expenses \$ 188,076 including grants of \$) (Revenue \$)
 GENERAL NUTRITION AND GROUP DAY CARE SERVICES TO THE ELDERLY SEE SCHEDULE O FOR ORGANIZATION-WIDE ACCOMPLISHMENTS




4d Other program services (Describe in Schedule O)
 (Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses \$ 2,245,946

Part IV Checklist of Required Schedules

Table with 3 columns: Question number, Question text, Yes, No. Rows include questions 1 through 20b regarding organizational requirements and reporting.

Part IV Checklist of Required Schedules *(continued)*

21	Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21		No
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22		No
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	23		No
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b-24d and complete Schedule K. If "No," go to line 25</i>	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a		No
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>	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i>	27		No
28	Was the organization a party to a business transaction with one of the following parties? (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> 	29	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> 	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> 	31		No
32	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>	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33		No
34	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>	34		No
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)?	35		No
a	Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response to any question in this Part V

Table with columns for question ID, question text, and Yes/No response boxes. Includes questions 1a-1b, 2a-2b, 3a-3b, 4a-4b, 5a-5c, 6a-6b, 7a-7h, 8, 9a-9b, 10a-10b, 11a-11b, 12a-12b, 13a-13c, and 14a-14b.

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

Check if Schedule O contains a response to any question in this Part VI

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year		
1b	Enter the number of voting members included in line 1a, above, who are independent		
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?		No
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?		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		No
6	Does the organization have members or stockholders?		No
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?		No
7b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following		
8a	The governing body?	Yes	
8b	Each committee with authority to act on behalf of the governing body?	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O		No

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?		No
10b	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?		
11a	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	Yes	
11b	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	Yes	
12b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	Yes	
12c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	Yes	
13	Does the organization have a written whistleblower policy?	Yes	
14	Does the organization have a written document retention and destruction policy?	Yes	
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?		
15a	The organization's CEO, Executive Director, or top management official	Yes	
15b	Other officers or key employees of the organization	Yes	
	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?		No
16b	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 OH
- 18** Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply.
 Own website Another's website Upon request
- 19** Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public. See Additional Data Table.
- 20** State the name, physical address, and telephone number of the person who possesses the books and records of the organization
 DERRICK FULTON
 4800 BROADWAY AVE
 CLEVELAND, OH 44105
 (216) 641-8948

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

Check if Schedule O contains a response to any question in this Part VII

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees Enter -0- in columns (D), (E), and (F) if no compensation was paid
- List all of the organization's **current** key employees, if any 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 neither the organization nor any related organization compensated any current officer, director, or trustee

(A) Name and Title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(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			
(1) GREGORY STEFANI DIRECTOR	2 00	X					0	0	0	
(2) RYAN CROSS DIRECTOR	2 00	X					0	0	0	
(3) DANIEL BLAZAR DIRECTOR	2 00	X					0	0	0	
(4) DENNIS RUNYON PRESIDENT	5 00	X					0	0	0	
(5) GARY HOLLAND DIRECTOR	2 00	X					0	0	0	
(6) ERIC CLEMENS DIRECTOR	2 00	X					0	0	0	
(7) PAUL CORRADO DIRECTOR	2 00	X					0	0	0	
(8) ELIZABETH JONES DIRECTOR	2 00	X					0	0	0	
(9) JAMES MURACO DIRECTOR	2 00	X					0	0	0	
(10) EDWARD KUKAWKA DIRECTOR	2 00	X					0	0	0	
(11) CRYSTAL ROBINSON SECRETARY	5 00	X					0	0	0	
(12) DEBORAH SABO TREASURER	5 00	X					0	0	0	
(13) JENNIFER ALEXANDER DIRECTOR	2 00	X					0	0	0	
(14) MARILYN CHASE VICE PRES	5 00	X					0	0	0	
(15) JANE PLATTEN DIRECTOR	2 00	X					0	0	0	
(16) KRISTEN FRIEDT DIRECTOR	2 00	X					0	0	0	

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

(A) Name and Title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(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			
(17) HAROLD HARRISON DIRECTOR	2 00	X						0	0	0
(18) MARGARET BEDINGFIELD DIRECTOR	2 00	X						0	0	0
(19) WENDY ROSETT DIRECTOR	2 00	X						0	0	0
(20) JOSEPH TRIPI DIRECTOR	2 00	X						0	0	0
(21) GEOFFREY GOSS DIRECTOR	2 00	X						0	0	0
(22) JOHN MCCAULLEY DIRECTOR	2 00	X						0	0	0
(23) LANITA SMITH DIRECTOR	2 00	X						0	0	0
(24) JEFFERY PATTERSON DIRECTOR	2 00	X						0	0	0
(25) LISA DENT DIRECTOR	2 00	X						0	0	0
(26) DENISE MILNER DIRECTOR	2 00	X						0	0	0
(27) TRACEY MASON EXEC DIR	40 00			X				85,468	0	8,905
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								85,468		8,905

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

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		No
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? <i>If "Yes," complete Schedule J for such individual</i>		No
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization

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

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

Part VIII Statement of Revenue

		(A)	(B)	(C)	(D)	
		Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512, 513, or 514	
Contributions, gifts, grants and other similar amounts	1a Federated campaigns 1a	234,876				
	b Membership dues 1b					
	c Fundraising events 1c					
	d Related organizations 1d					
	e Government grants (contributions) 1e	1,721,572				
	f All other contributions, gifts, grants, and similar amounts not included above 1f	602,405				
	g Noncash contributions included in lines 1a-1f \$	191,609				
	h Total. Add lines 1a-1f		2,558,853			
	Program Service Revenue			Business Code		
2a PROGRAM SERVICE FEES			14,002	14,002		
b _____						
c _____						
d _____						
e _____						
f All other program service revenue						
g Total. Add lines 2a-2f			14,002			
Other Revenue	3 Investment income (including dividends, interest and other similar amounts)		507		507	
	4 Income from investment of tax-exempt bond proceeds					
	5 Royalties					
	6a Gross Rents	(i) Real	27,975			
		(ii) Personal				
		b Less rental expenses				
		c Rental income or (loss)	27,975			
	d Net rental income or (loss)		27,975	27,975		
	7a Gross amount from sales of assets other than inventory	(i) Securities		9,180		
		(ii) Other				
		b Less cost or other basis and sales expenses		22,838		
		c Gain or (loss)		-13,658		
d Net gain or (loss)		-13,658	-13,658			
8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18 a			33,935			
	b Less direct expenses b					
	c Net income or (loss) from fundraising events		33,935			
9a Gross income from gaming activities See Part IV, line 19 a						
	b Less direct expenses b					
	c Net income or (loss) from gaming activities					
10a Gross sales of inventory, less returns and allowances a						
	b Less cost of goods sold b					
	c Net income or (loss) from sales of inventory					
Miscellaneous Revenue		Business Code				
11a FORGIVENESS OF DEBT		62,533	62,533			
b MISCELLANEOUS		23,743	23,743			
c _____						
d All other revenue						
e Total. Add lines 11a-11d		86,276				
12 Total revenue. See Instructions		2,707,890	114,595		507	

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the U S See Part IV, line 21				
2	Grants and other assistance to individuals in the U S See Part IV, line 22				
3	Grants and other assistance to governments, organizations, and individuals outside the U S See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	85,468	76,584	4,792	4,092
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	1,235,180	1,106,792	69,248	59,140
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)				
9	Other employee benefits	79,067	65,865	5,262	7,940
10	Payroll taxes	187,162	169,412	9,502	8,248
a	Fees for services (non-employees)				
	Management				
b	Legal				
c	Accounting				
d	Lobbying				
e	Professional fundraising services See Part IV, line 17				
f	Investment management fees				
g	Other				
12	Advertising and promotion				
13	Office expenses	2,760	2,619	57	84
14	Information technology	31,596	30,007	882	707
15	Royalties				
16	Occupancy	142,489	132,379	8,036	2,074
17	Travel	35,672	30,841	4,603	228
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	16,715	14,990	1,270	455
20	Interest	26,646	22,056	4,580	10
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	45,460	14,455	31,005	
23	Insurance	30,166	28,578	650	938
24	Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24f If line 24f amount exceeds 10% of line 25, column (A) amount, list line 24f expenses on Schedule O)				
a	DIRECT PROGRAM	252,296	252,296		
b	PROFESSIONAL SERVICES	114,204	109,590	1,720	2,894
c	CONTRIBUTED FOOD	99,436	99,436		
d	SUPPLIES & FOOD	79,905	75,477	1,457	2,971
e	MISCELLANEOUS	15,898	7,308	3,528	5,062
f	All other expenses	19,733	7,261		12,472
25	Total functional expenses. Add lines 1 through 24f	2,499,853	2,245,946	146,592	107,315
26	Joint costs. Check here <input checked="" type="checkbox"/> if following SOP 98-2 (ASC 958-720) 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)		(B)
		Beginning of year		End of year
Assets	1 Cash—non-interest-bearing		1	
	2 Savings and temporary cash investments	235,095	2	170,338
	3 Pledges and grants receivable, net	191,500	3	258,769
	4 Accounts receivable, net	279,296	4	250,936
	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)), persons described in section 4958(c)(3)(B), and contributing employers, and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges		9	6,954
	10a Land, buildings, and equipment cost or other basis. Complete Part VI of Schedule D	1,448,053		
	b Less accumulated depreciation	700,392	783,723	10c 747,661
	11 Investments—publicly traded securities		11	
	12 Investments—other securities. See Part IV, line 11		12	
	13 Investments—program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	124,054	15	36,725
16 Total assets. Add lines 1 through 15 (must equal line 34)	1,613,668	16	1,471,383	
Liabilities	17 Accounts payable and accrued expenses	106,488	17	106,524
	18 Grants payable		18	
	19 Deferred revenue		19	
	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	547,809	23	439,776
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities. Complete Part X of Schedule D	32,661	25	75,327
	26 Total liabilities. Add lines 17 through 25	686,958	26	621,627
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	709,543	27	560,180
	28 Temporarily restricted net assets	217,167	28	289,576
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
33 Total net assets or fund balances	926,710	33	849,756	
34 Total liabilities and net assets/fund balances	1,613,668	34	1,471,383	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response to any question in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	2,707,890
2	Total expenses (must equal Part IX, column (A), line 25)	2	2,499,853
3	Revenue less expenses Subtract line 2 from line 1	3	208,037
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	926,710
5	Other changes in net assets or fund balances (explain in Schedule O)	5	-284,991
6	Net assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6	849,756

Part XII Financial Statements and Reporting

Check if Schedule O contains a response to any question in this Part XII

		Yes	No
1	Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> 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?		No
b	Were the organization's financial statements audited by an independent accountant?	Yes	
c	If "Yes," to 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O	Yes	
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 separate basis, consolidated basis, or both <input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separated basis		
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	Yes	
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	

SCHEDULE A
(Form 990 or 990EZ)

Public Charity Status and Public Support

OMB No 1545-0047

2010

Open to Public Inspection

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.

Department of the Treasury
Internal Revenue Service

Name of the organization
UNIVERSITY SETTLEMENT INC

Employer identification number

34-0714776

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 the supported organization?
- (ii) a family member of a person described in (i) above?
- (iii) a 35% controlled entity of a person described in (i) or (ii) above?

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

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

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

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

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	2,180,397	1,571,978	2,328,679	2,076,013	2,558,853	10,715,920
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	2,180,397	1,571,978	2,328,679	2,076,013	2,558,853	10,715,920
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						20,435
6 Public Support. Subtract line 5 from line 4						10,695,485

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
7 Amounts from line 4	2,180,397	1,571,978	2,328,679	2,076,013	2,558,853	10,715,920
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	5,406	1,797	1,517	1,301	507	10,528
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)	206		1,575			1,781
11 Total support (Add lines 7 through 10)						10,728,229
12 Gross receipts from related activities, etc (See instructions)					12	162,188

13 First Five Years If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and **stop here** **Section C. Computation of Public Support Percentage**

14 Public Support Percentage for 2010 (line 6 column (f) divided by line 11 column (f))	14	99.690%
15 Public Support Percentage for 2009 Schedule A, Part II, line 14	15	98.520%

16a 33 1/3% support test—2010. 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 **b 33 1/3% support test—2009.** If the organization did not check the box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization **17a 10%-facts-and-circumstances test—2010.** If the organization did not check a box on line 13, 16a, or 16b and line 14 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization **b 10%-facts-and-circumstances test—2009.** If the organization did not check a box on line 13, 16a, 16b, or 17a and line 15 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization **18 Private Foundation** If the organization did not check a box on line 13, 16a, 16b, 17a or 17b, check this box and see instructions

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

(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) 	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public Support (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal year beginning in) 	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
13 Total support (Add lines 9, 10c, 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


15 Public Support Percentage for 2010 (line 8 column (f) divided by line 13 column (f))	15	
16 Public support percentage from 2009 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2010 (line 10c column (f) divided by line 13 column (f))	17	
18 Investment income percentage from 2009 Schedule A, Part III, line 17	18	

19a 33 1/3% support tests—2010. 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—2009. 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 

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

Facts And Circumstances Test

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SCHEDULE D (Form 990)

OMB No 1545-0047

Supplemental Financial Statements

2010

Open to Public Inspection

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.

Department of the Treasury Internal Revenue Service

Name of the organization UNIVERSITY SETTLEMENT INC

Employer identification number

34-0714776

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.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows 1-4: Total number at end of year, Aggregate contributions to (during year), Aggregate grants from (during year), 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?
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?

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

- 1 Purpose(s) of conservation easements held by the organization (check all that apply): Preservation of land for public use, Protection of natural habitat, Preservation of open space, Preservation of an historically important land area, Preservation of a certified historic structure.

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

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

Table with 2 columns: Held at the End of the Year. Rows 2a, 2b, 2c, 2d.

- 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year
4 Number of states where property subject to conservation easement is located
5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?
6 Staff and volunteer hours devoted to monitoring, inspecting and enforcing conservation easements during the year
7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year
8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and 170(h)(4)(B)(ii)?
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 accession and other records, check any of the following that are a significant use of its collection items (check all that apply)

- a** Public exhibition
- b** Scholarly research
- c** Preservation for future generations
- d** Loan or exchange programs
- e** Other

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

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

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

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

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

	Amount
1c Beginning balance	
1d Additions during the year	
1e Distributions during the year	
1f 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 Investment earnings or losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

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

- a** Board designated or quasi-endowment
- b** Permanent endowment
- c** Term endowment

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

	Yes	No
(i) unrelated organizations	3a(i)	No
(ii) related organizations	3a(ii)	No
b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	3b	No

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		49,357		49,357
b Buildings		830,131	308,497	521,634
c Leasehold improvements		218,743	126,570	92,173
d Equipment		349,822	265,325	84,497
e Other				
Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).)				747,661

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

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	2,707,890
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	2,499,853
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	208,037
4	Net unrealized gains (losses) on investments	4	
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	-200,677
9	Total adjustments (net) Add lines 4 - 8	9	-200,677
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	7,360

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

1	Total revenue, gains, and other support per audited financial statements	1	2,707,890
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	2,707,890
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	
5	Total Revenue Add lines 3 and 4c . (This should equal Form 990, Part I, line 12)	5	2,707,890

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

1	Total expenses and losses per audited financial statements	1	2,700,530
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIV)	2d	200,677
e	Add lines 2a through 2d	2e	200,677
3	Subtract line 2e from line 1	3	2,499,853
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	
5	Total expenses Add lines 3 and 4c . (This should equal Form 990, Part I, line 18)	5	2,499,853

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, 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.

Identifier	Return Reference	Explanation
LIABILITY UNDER FIN 48 FOOTNOTE	SCHEDULE D, PAGE 3, PART X	THE SETTLEMENT'S POLICY IS TO RECORD A LIABILITY FOR ANY TAX POSITION TAKEN THAT IS BENEFICIAL TO THE SETTLEMENT, INCLUDING PENALTIES AND INTEREST, WHEN IT IS MORE LIKELY THAN NOT THE POSITION TAKEN WILL BE OVERTURNED BY A TAXING AUTHORITY UPON EXAMINATION. MANAGEMENT BELIEVES THERE ARE NO SUCH POSITIONS AS OF JUNE 30, 2011 AND, ACCORDINGLY, NO LIABILITY HAS BEEN ACCRUED.
RECONCILIATION OF CHANGES - OTHER	SCHEDULE D, PAGE 4, PART XI, LINE 8	IMPAIRMENT OF ASSETS HELD FOR SALE -200,677
EXPENSE AMOUNTS INCLUDED IN FINANCIALS - OTHER	SCHEDULE D, PAGE 4, PART XIII, LINE 2D	IMPAIRMENT OF ASSETS HELD FOR SALE 200,677

SCHEDULE G (Form 990 or 990-EZ)

Supplemental Information Regarding Fundraising or Gaming Activities

OMB No 1545-0047

2010

Open to Public Inspection

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

Department of the Treasury Internal Revenue Service

Name of the organization UNIVERSITY SETTLEMENT INC

Employer identification number 34-0714776

Part I Fundraising Activities. Complete if the organization answered "Yes" to Form 990, Part IV, line 17.

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

- a Mail solicitations, b Internet and e-mail solicitations, c Phone solicitations, d In-person solicitations, e Solicitation of non-government grants, f Solicitation of government grants, g Special fundraising events

2a Did the organization have a written or oral agreement with any individual... Yes No

b If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements...

Table with 6 columns: (i) Name and address of individual or entity (fundraiser), (ii) Activity, (iii) Did fundraiser have custody or control of contributions?, (iv) Gross receipts from activity, (v) Amount paid to (or retained by) fundraiser listed in col (i), (vi) Amount paid to (or retained by) organization.

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

Part II Fundraising Events. Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than \$15,000 on Form 990-EZ, line 6a. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other Events	(d) Total Events
		SPECIAL EVENTS (event type)	(event type)	(total number)	(Add col (a) through col (c))
Revenue	1 Gross receipts	33,935			33,935
	2 Less Charitable contributions				
	3 Gross income (line 1 minus line 2)	33,935			33,935
Direct Expenses	4 Cash prizes				
	5 Non-cash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses				
	10 Direct expense summary Add lines 4 through 9 in column (d) ▶				
11 Net income summary Combine lines 3 and 10 in column (d) ▶				33,935	

Part III Gaming. Complete if the organization answered "Yes" to Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming
					(Add col (a) through col (c))
Revenue	1 Gross revenue				
	2 Cash prizes				
Direct Expenses	3 Non-cash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
6	Volunteer labor	<input type="checkbox"/> Yes % <input type="checkbox"/> No	<input type="checkbox"/> Yes % <input type="checkbox"/> No	<input type="checkbox"/> Yes % <input type="checkbox"/> No	
	7 Direct expense summary Add lines 2 through 5 in column (d) ▶				
8 Net gaming income summary Combine lines 1 and 7 in column (d) ▶					

9 Enter the state(s) in which the organization operates gaming activities _____

a Is the organization licensed to operate gaming activities in each of these states? Yes No

b If "No," Explain _____

10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? Yes No

b If "Yes," Explain _____

- 11** Does the organization operate gaming activities with nonmembers? Yes No
- 12** Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? Yes No

13 Indicate the percentage of gaming activity operated in

a The organization's facility	13a
b An outside facility	13b

14 Provide the name and address of the person who prepares the organization's gaming/special events books and records

Name ▶

Address ▶

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? Yes No

b If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ _____ and the amount of gaming revenue retained by the third party ▶ \$ _____

c If "Yes," enter name and address

Name ▶

Address ▶

16 Gaming manager information

Name ▶

Gaming manager compensation ▶ \$

Description of services provided ▶

- Director/officer Employee Independent contractor

17 Mandatory distributions

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? Yes No

b Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$

Part IV Complete this part to provide additional information for responses to question on Schedule G (see instructions.)

Identifier	ReturnReference	Explanation
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SCHEDULE M (Form 990)

NonCash Contributions

OMB No 1545-0047

2010

Open to Public Inspection

Complete if the organization answered "Yes" on Form 990, Part IV, lines 29 or 30. Attach to Form 990.

Department of the Treasury Internal Revenue Service

Name of the organization UNIVERSITY SETTLEMENT INC

Employer identification number

34-0714776

Part I Types of Property

Table with 4 columns: (a) Check if applicable, (b) Number of Contributions or items contributed, (c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g, (d) Method of determining oncash contribution amounts. Rows include Art, Books, Cars, Securities, Real estate, etc.

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement

29

Table with 3 columns: Question (30a, 31, 32a, 33), Yes, No. Contains questions about property holding periods and gift acceptance policies.

Part II

Supplemental Information. Complete this part to provide the information required by Part I, lines 30b, 32b, and 33. Also complete this part for any additional information.

Identifier	Return Reference	Explanation
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SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No 1545-0047

2010

**Open to Public
Inspection**

Name of the organization
UNIVERSITY SETTLEMENT INC

Employer identification number

34-0714776

Identifier	Return Reference	Explanation
ORGANIZATION'S MISSION	FORM 990 - ORGANIZATION'S MISSION	SEE SCHEDULE O FOR MISSION STATEMENT THE SETTLEMENT'S MISSION IS TO FOSTER STRONG AND INDEPENDENT INDIVIDUALS AND FAMILIES BY PROVIDING INNOVATIVE, VALUED AND COLLABORATIVE SERVICES THAT MEET THE EVOLVING NEEDS OF THE BROADWAY/SLAVIC VILLAGE COMMUNITY IN AN EFFORT TO FULFILL OUR MISSION, THE SETTLEMENT IS COMMITTED TO -EXCELLENCE IN ALL ASPECTS OF OUR WORK -SERVING OUR CLIENTS WITH RESPECT AND DIGNITY -A CUSTOMER-CENTRIC ORIENTATION TO OUR PROGRAMS AND SERVICES -HAVING OUR "FEET IN THE STREET" TO ENCOURAGE AUTHENTIC COMMUNITY ENGAGEMENT AND ONGOING COMMUNITY DIALOGUE -ALIGNING OUR PROGRAMS AND SERVICES TO ADDRESS CURRENT AND PRESSING COMMUNITY NEEDS AND BEING NIMBLE SO AS TO BE ABLE TO ADJUST OFFERINGS IN LINE WITH EVOLVING COMMUNITY NEEDS -BUILDING OUR VISIBILITY IN THE COMMUNITY TO BE AS ACCESSIBLE AS POSSIBLE TO THOSE WE STRIVE TO PARTNER WITH AND SERVE -OPERATING WITH A COLLABORATIVE SPIRIT THE SETTLEMENT IS A COMMUNITY CENTER THAT AIMS TO IMPROVE THE QUALITY OF LIFE FOR ALL PEOPLE IN THE BROADWAY/SLAVIC VILLAGE NEIGHBORHOOD WE PROVIDE A FULL RANGE OF BASIC NEEDS SERVICES FOR PEOPLE OF ALL AGES WE ARE COMMITTED TO ENCOURAGING PEOPLE TO REALIZE THEIR INDIVIDUAL POTENTIAL AS CONTRIBUTING MEMBERS OF SOCIETY DRIVEN BY 500 VOLUNTEERS AND 32 EMPLOYEES, THE AGENCY SERVED 7,500 PEOPLE LAST YEAR

Identifier	Return Reference	Explanation
FIRST ACHIEVEMENT DESCRIPTION	FORM 990, PAGE 2, PART III, LINE 4A	<p>ORGANIZATION-WIDE 2011 ACCOMPLISHMENTS UNIVERSITY SETTLEMENT IS A NONPROFIT SOCIAL SERVICE AGENCY LOCATED IN THE NORTH BROADWAY/SLAVIC VILLAGE NEIGHBORHOOD OF CLEVELAND FOUNDED IN 1926 BY WESTERN RESERVE UNIVERSITY (NOW CASE WESTERN RESERVE UNIVERSITY), THE SETTLEMENT ASSISTED EASTERN EUROPEANS COMING TO CLEVELAND TO WORK IN THE FACTORIES OVER THE DECADES, THE COMMUNITY'S NEEDS CHANGED AS MORE AND MORE CLEVELAND RESIDENTS MOVED TO THE SUBURBS, TODAY, THE MAJORITY OF NEIGHBORHOOD RESIDENTS ARE THE WORKING POOR AND THE ELDERLY IN 2011, WITH THE SUPPORT OF MANY COMMUNITY PARTNERS, UNIVERSITY SETTLEMENT HAS CONTINUED TO TAKE THE BOLD AND AGGRESSIVE STEPS NECESSARY TO REMAIN A VITAL, COMPETITIVE AND FORWARD-THINKING ORGANIZATION UNIVERSITY SETTLEMENT'S MISSION STATEMENT IS TO FOSTER STRONG AND INDEPENDENT INDIVIDUALS AND FAMILIES BY PROVIDING INNOVATIVE, VALUED AND COLLABORATIVE SERVICES THAT MEET THE EVOLVING NEEDS OF THE BROADWAY/SLAVIC VILLAGE COMMUNITY AS A NEIGHBORHOOD CENTER, UNIVERSITY SETTLEMENT AIMS TO IMPROVE THE QUALITY OF LIFE FOR ALL RESIDENTS OF THE BROADWAY / SLAVIC VILLAGE COMMUNITY WE PROVIDE A FULL RANGE OF BASIC NEEDS SERVICES FOR PEOPLE OF ALL AGES WE ARE COMMITTED TO ENCOURAGING PEOPLE TO REALIZE THEIR INDIVIDUAL POTENTIAL AS CONTRIBUTING MEMBERS OF SOCIETY IN 2011, NEARLY 1,000 VOLUNTEERS HELPED 35 STAFF SERVE 12,125 PEOPLE FIRST ACHIEVEMENT LAST YEAR WAS THE FIRST YEAR WE FORMALLY MEASURED THE IMPACT OF OUR VOLUNTEER PROGRAM WITH SUPPORT FROM AMERICORPS, UNIVERSITY SETTLEMENT WORKED WITH AN AMERICORPS MEMBER TO EVOLVE OUR VOLUNTEER PROGRAM BEYOND WHAT IT HAS TYPICALLY BEEN BY INTEGRATING LITERACY-FOCUSED ACTIVITIES AND SERVICE LEARNING PROJECTS INTO THE RANGE OF OPPORTUNITIES AT THE END OF OUR 2011 FISCAL YEAR, A TOTAL OF 953 VOLUNTEERS GAVE MORE THAN 10,000 HOURS OF THEIR TIME INCLUDED IN THESE TOTALS IS MORE THAN 6,000 HOURS DEDICATED TO LITERACY-FOCUSED OPPORTUNITIES FOR OUR CLIENTS, SUCH AS TUTORING, HEALTH AND NUTRITIONAL LITERACY, FINANCIAL LITERACY OR WORKPLACE LITERACY SECOND ACHIEVEMENT IN A YEAR OF UNCERTAIN FUNDING, UNIVERSITY SETTLEMENT SECURED CONTINUED AND INCREASED SUPPORT FROM THE UNITED WAY FOR OUR HOUSING, SENIOR AND YOUTH PROGRAMMING NOT ONLY DO THE SERVICES WE PROVIDE ALIGN WELL WITH THE PRIORITIES OF THE UNITED WAY, BUT OUR INTERNAL LOGIC MODELS AND OUTCOME MEASUREMENT TOOLS EXCEED THE PROGRAM EVALUATIONS REQUIRED FROM THE UNITED WAY AND FOR A SECOND YEAR IN A ROW, THE JOHN K. MOTT YOUTH FUND DISTRIBUTION COMMITTEE (A PROGRAM OF THE UNITED WAY) FUNDED OUR BACK TO SCHOOL FAIR WE ARE PROUD OF OUR RELATIONSHIP WITH THE UNITED WAY AND THE IMPACT WE ARE ABLE TO HAVE ON THE COMMUNITY WITH ITS SUPPORT THIRD ACHIEVEMENT WHILE FUNDING DEDICATED TO MARKETING AND COMMUNICATION EFFORTS IS TYPICALLY UNCOMMON, UNIVERSITY SETTLEMENT'S STRATEGIC APPROACH HELPED IT SECURE A GENEROUS GRANT TO ENHANCE AGENCY MARKETING AND COMMUNICATION EFFORTS THE SETTLEMENT MADE A CLEAR CASE FOR SUPPORT BY DEVELOPING A MARKETING PLAN, INCLUDING COMMUNICATION AND MARKETING IN OUR STRATEGIC PLAN, AND BUILDING THE BOARD-LEVEL SUPPORT NECESSARY TO GUIDE OUR EFFORTS FUNDING ALLOWED US TO DISPLAY COLORFUL "UNIVERSITY SETTLEMENT" BANNERS AROUND OUR CAMPUS, AND WILL SUPPORT THE DEVELOPMENT OF AN AGENCY BROCHURE AND PROGRAM GUIDE A NEW CABINET SIGN IS NOW DISPLAYED ON UNIVERSITY SETTLEMENT'S PROPERTY, ALLOWING US TO COMMUNICATE IMPORTANT MESSAGES IN A TIMELY MANNER WITH NEIGHBORHOOD RESIDENTS FOURTH ACHIEVEMENT ANOTHER STRATEGIC GOAL FOR THE SETTLEMENT HAS BEEN TO SECURE THE ADMINISTRATIVE CORE OF THE ORGANIZATION TO SUPPORT CURRENT AND FUTURE OPERATIONS BY DEVELOPING AND IMPLEMENTING A DEBT RE-STRUCTURING AND DEBT ELIMINATION PLAN WORKING WITH PRIVATE INDIVIDUALS AND A VARIETY OF BANKS IN THE COMMUNITY (INCLUDING THIRD FEDERAL SAVINGS AND LOAN), UNIVERSITY SETTLEMENT SUCCESSFULLY NEGOTIATED LOAN SETTLEMENTS AND THE SALE OF SEVERAL PROPERTIES THESE EFFORTS RESULTED IN THE ELIMINATION OF MORE THAN 100,000 IN DEBT HELD BY THE AGENCY IN 2011 FIFTH ACHIEVEMENT THE SUMMER OF 2011 MARKED A NEW ERA IN YOUTH SERVICES AT UNIVERSITY SETTLEMENT WORKING WITH AMERISCORES, THE BOYS AND GIRLS CLUB AND JONES ROAD CHURCH, YOUTH FROM UNIVERSITY SETTLEMENT PARTICIPATED IN A COMMUNITY-WIDE SOCCER LEAGUE STUDENTS FROM HATHAWAY BROWN SCHOOL ARE IN THE MIDST OF CONDUCTING AN EQUIPMENT DRIVE, ENSURING OUR YOUTH WILL HAVE THE SUPPLIES NEEDED FOR A SECOND SUCCESSFUL YEAR OF PARTICIPATION IN THE COMMUNITY SOCCER LEAGUE IN PARTNERSHIP WITH THE CLEVELAND CLINIC AND NASA, UNIVERSITY SETTLEMENT OFFERED ITS FIRST 'THEMED' SUMMER CAMP DURING THE SUMMER OF 2011 LET'S MOVE THROUGH OUR CAMP AND THESE PARTNERSHIPS, WE PROVIDED A HEALTH, FITNESS AND WELLNESS CURRICULUM TO NEARLY 100 KIDS IN THE COMMUNITY, EXPOSING YOUTH TO CRITICAL ACTIVITIES AND INFORMATION RELATED TO THEIR OWN HEALTH AND WELL-BEING CLEVELAND CLINIC STAFF VISITED ONCE PER WEEK TO OFFER THEIR EXPERTISE ON ONE OF SIX WEEKLY TOPICS (IE NUTRITION) WHI</p>

Identifier	Return Reference	Explanation
FIRST ACHIEVEMENT DESCRIPTION	FORM 990, PAGE 2, PART III, LINE 4A	<p>LE STAFF FROM NASA ALSO CAME ONCE PER WEEK TO BRING A STEM PERSPECTIVE TO THE SAME TOPICS (I.E NUTRITION IN ZERO-GRAVITY) ADDITIONALLY, IN PARTNERSHIP WITH BEST BUY, UNIVERSITY SETTLEMENT HOSTED MORE THAN 200 YOUTH AT THE "GEEK SQUAD SUMMER ACADEMY" COMPONENT OF SUMMER CAMP, EXPOSING NEIGHBORHOOD YOUTH TO THE LATEST COMPUTER TECHNOLOGY FOR TWO FULL DAYS OUR SUMMER ENDED WITH OUR 10TH ANNUAL BACK TO SCHOOL FAIR, WHERE WE PROVIDED 2,300 YOUTH WITH A BACKPACK FILLED WITH SCHOOL SUPPLIES, AT NO COST TO THEM, TO PREPARE THEM FOR THE UPCOMING SCHOOL YEAR THIS YEAR'S FAIR WAS THE MOST SUCCESSFUL YET, SERVING MORE COMMUNITY-BASED STUDENTS THAN EVER BEFORE AND GARNERING MORE MEDIA COVERAGE THAN EVER BEFORE SIXTH ACHIEVEMENT GUIDED BY OUR STRATEGIC PLAN AND IN PARTNERSHIP WITH THE CENTER FOR NONPROFIT EXCELLENCE, WE RECENTLY IMPLEMENTED THE USE OF LOGIC MODELS AND A PLAN FOR EVALUATION AND OUTCOME MEASUREMENT FOR EACH PROGRAM WE RUN, CREATING PROGRAMMATIC CENTERS OF EXCELLENCE THAT PROVIDE EVIDENCE-BASED SERVICES THAT ARE MEASURABLE AND THAT IMPROVE OUR CAPACITY TO MAKE INFORMED DECISIONS ABOUT AGENCY MANAGEMENT AND PROGRAMMING JUNE 30, 2011 ENDED THE FIRST FULL YEAR USING OUR LOGIC MODELS TO COMMUNICATE OUR PROGRAMMATIC EFFORTS TO OUR BOARD AND TO THE COMMUNITY, WE DEVELOPED A DASHBOARD REPORTING SYSTEM WE HAVE MADE GREAT PROGRESS DEVELOPING A NEW COMPUTER-BASED CLIENT-DATA MANAGEMENT SYSTEM TO TRACK ALL OF OUR CONSUMER-RELATED DATA</p>

Identifier	Return Reference	Explanation
ORGANIZATION'S PROCESS USED TO REVIEW FORM 990	FORM 990, PAGE 6, PART VI, LINE 11B	PRIOR TO FILING, THE FORM 990 IS PRESENTED TO THE FINANCE COMMITTEE, FINANCE STAFF, AND THE EXECUTIVE DIRECTOR FOR REVIEW AND APPROVAL. AT THE NEXT REGULARLY SCHEDULED BOARD MEETING, THE 990 IS PRESENTED TO THE FULL BOARD OF DIRECTORS FOR REVIEW. THE FORM 990 IS DISTRIBUTED IN ADVANCE OF THE BOARD MEETING IN ORDER TO ENSURE THAT DIRECTORS HAVE AN OPPORTUNITY FOR MEANINGFUL REVIEW. A BOARD OFFICER SIGNS THE 990.

Identifier	Return Reference	Explanation
ENFORCEMENT OF CONFLICTS POLICY	FORM 990, PAGE 6, PART VI, LINE 12C	CONFLICT OF INTEREST STATEMENTS ARE SIGNED ANNUALLY BY OFFICERS AND DIRECTORS CONFLICTS OF INTEREST NOTED ARE CIRCULATED TO COMMITTEE CHAIRS IN ORDER TO REQUIRE A VOLUNTEER(S) RECUSAL ON MATTERS WHERE A CONFLICT OF INTEREST EXISTS, IF ANY

Identifier	Return Reference	Explanation
COMPENSATION PROCESS FOR TOP OFFICIAL	FORM 990, PAGE 6, PART VI, LINE 15A	THE EXECUTIVE COMMITTEE IS THE RESPONSIBLE BODY FOR THE ANNUAL COMPENSATION REVIEW OF THE EXECUTIVE DIRECTOR. COMPENSATION IS AWARDED COMMENSURATE WITH PERFORMANCE AND IS EVALUATED IN RELATIONSHIP TO OTHER NORTHEASTERN OHIO NONPROFITS OF SIMILAR MISSIONS AND FINANCIAL CAPACITIES.

Identifier	Return Reference	Explanation
COMPENSATION PROCESS FOR OFFICERS	FORM 990, PAGE 6, PART VI, LINE 15B	THE EXECUTIVE DIRECTOR IS RESPONSIBLE FOR THE ANNUAL PERFORMANCE REVIEWS OF OTHER KEY PERSONNEL SALARIES AND ANY ANNUAL ADJUSTMENTS ARE AWARDED BASED ON PERFORMANCE AND ARE ALSO MONITORED AND COMPARED TO OTHER NORTHEAST OHIO NONPROFITS OF SIMILAR MISSIONS AND FINANCIAL CAPACITIES

Identifier	Return Reference	Explanation
GOVERNING DOCUMENTS DISCLOSURE EXPLANATION	FORM 990, PAGE 6, PART VI, LINE 19	THE ORGANIZATION'S GOVERNING DOCUMENTS, FORM 990 CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS ARE MADE AVAILABLE TO THE PUBLIC UPON REQUEST THE FORM 990 CAN ALSO BE FOUND ON SEVERAL PUBLICALLY-ACCESSIBLE WEBSITES