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# Form **990**

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

roopt block lung

OMB No 1545-0047

Department of the Treasury Internal Revenue Service 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.

Open to Public Inspection

<u>A</u>	For the	2010 cale	ndar year, or tax year beginning July 1 , 2010, and ending			, 20 11
В	Check if	applicable	C Name of organization Christian Children's Home of Ohio, Inc.		) Emplo	yer identification number
	Address	change	Doing Business As			34-1056506
	Name ch	ange	Number and street (or P O box if mail is not delivered to street address)  Room/suite	9 E	Teleph	one number
	Initial ret	urn	P.O. Box 765	· · · · · · · · · · · · · · · · · · ·		330.345.7949
	Terminat	ed	City or town, state or country, and ZIP + 4		-	<del></del>
$\Box$	Amende		Wooster, OH 44691	la	Gross	receipts \$ 5,548,012
Ē		on pending	F Name and address of principal officer			n for affiliates?  Yes  No
_	тфриоци	on ponding	Gary D. Porter, P.O. Box 765, Wooster, OH 44691	1		included? Yes No
	Tay-eyer	npt status	√ 501(c)(3)			a list (see instructions)
<u>:</u>	•		w.ccho.org	⊣		on number
ĸ			✓ Corporation ☐ Trust ☐ Association ☐ Other ► L Year of format		_ <u>-</u>	e of legal domicile OH
_	art I	Summ		1505	W State	e or legal domicile On
	1		escribe the organization's mission or most significant activities: Provide	care for hur	ing and	troubled children and
	'	families.	some the organization's mission of most significant activities.	care for fluid	ing and	and cilidren and
9			·		<b></b>	
Governance						
Ven	2	Chook th	IS box ▶ ☐ if the organization discontinued its operations or disposed of more than 25% o	·		
ő	I				١٠	
త			of voting members of the governing body (Part VI, line 1a)		3	11
			of independent voting members of the governing body (Part VI, line 1b)		4	11
Z.Ž	l .		nber of individuals employed in calendar year 2010 (Part V, line 2a)		5	172
∠ ∠UI/∠ Activities	l .		nber of volunteers (estimate if necessary)		6	1,059
•	1		elated business revenue from Part VIII, column (C), line 12		7a	24,202
∌ <b>~</b> —	ь	Net unre	ated business taxable income from Form 990-T, line 34	<u> </u>	7b	(23,295)
MAR	l _			Pnor Yea	r	Current Year
≥ e	1		ions and grants (Part VIII, line 1h)	4,9	79,065	4,981,867
<b>⊉</b> [5	9	Program	service revenue (Part VIII, line 2g)	4	70,915	475,181
Revenue			nt income (Part VIII, line 2g)		36,186	15,876
Reven	11	Other rev	enue (Part VIII, column (A), lines 5, 6d, 800 c, 10c, and 11e)		43,875	61,439
	12	Total reve	renue (Part VIII, column (A), lines 5, 6d, 86 9c, 10c, and 11e)	5,5	30,041	5,534,363
) )	13	Grants a	nd similar amounts paid (Part IX, column 🐴 lines 1-3)		1,179	<b>-</b>
D .			paid to or for members (Part IX, column (A), the		-0-	-0-
S	15	Salaries,	other compensation, employee benefits (Part IX contum) (A) nes 5-10)	4,0	28,093	3,875,372
Š	16a	Profession	nal fundraising fees (Part IX, column (A), line 11e)			-0-
Expenses	b	Total fun	draising expenses (Part IX, column (D), line 25) ▶ 190,082			
Û	17	Other exp	penses (Part IX, column (A), lines 11a-11d, 11f-24f)	1,4	83,743	1,679,339
	18	Total exp	enses. Add lines 13-17 (must equal Part IX, column (A), line 25) .	5,5	13,015	5,554,711
	19	Revenue	less expenses. Subtract line 18 from line 12		17,026	(20,348)
- S				ginning of Curre	ent Year	End of Year
sets or Ilances	20	Total ass	ets (Part X, line 16)	2,6	83,674	2,622,954
A Ass	21		ılıtıes (Part X, line 26)		37,815	1,197,443
Net Asse Fund Bals	22		s or fund balances. Subtract line 21 from line 20		45,859	1,425,511
	art II	Signat	ure Block			
Un	der penal		y, I declare that I have examined this return, including accompanying schedules and statement	ents, and to the	best of n	ny knowledge and belief it is
tru	e, correct	and compl	ete Declaration of preparer (other than officer) is based on all information of which preparer h	as any knowled	ge	,,,,,,
		1	dans of Porter Culin		1/23	1/2
Sig	ın	Signa	ature of officer	Date	, , ,, -	7.0
He		4	ARY D. PORTER EXECUTIVE DIRECTOR			
			or print name and title	-		
_			pe preparer's name Preparer's signature Date	,		PTIN
Pa					Check [ self-emp	] #
	epare	I	ame <b>&gt;</b>	<u> </u>		
US	e Only				EIN ▶	
Ma	v the IR		ddress • this return with the preparer shown above? (see instructions)	Phone	no	
_						Yes No
ror	raperw	ork Reau	ction Act Notice, see the separate instructions. Cat No	11282Y		Form <b>990</b> (2010)

Form 99	0 (2010) Pa	age <b>2</b>
Part		-
1	Briefly describe the organization's mission:	
	Provide care for hurting and troubled children and families.	
	Did the organization undertake any significant program services during the year which were not listed on the	
	prior Form 990 or 990-EZ?	No
3	Did the organization cease conducting, or make significant changes in how it conducts, any program services?	No
4	If "Yes," describe these changes on Schedule O.  Describe the exempt purpose achievements for each of the organization's three largest program services by expenses. Sec	ction
	501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocation others, the total expenses, and revenue, if any, for each program service reported.	ıs to
4a	(Code: ) (Expenses \$ 4,375,008 including grants of \$ 4,176,960 ) (Revenue \$ 475,181 ) Provided care for 133 children in Foster Care and Residential Treatment, 1,568 clients in outpatient Mental Health Counseling, 1,015 Participants in Challenge Course and Equine Therapy, and completed 24 Child Adoptions.	
	······································	
4b	(Code) (Expenses \$including grants of \$) (Revenue \$)	
	·	
4c	(Code:) (Expenses \$ including grants of \$) (Revenue \$)	_
4d	Other program services. (Describe in Schedule O.)	
	(Expenses \$ including grants of \$ ) (Revenue \$ )	
4e	Total program service expenses ► 4,375,008	

Part	V Checklist of Required Schedules		-	uge
			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A			
•	Is the organization required to complete Schedule B, Schedule of Contributors? (see instructions)	1	<b>✓</b>	<b> </b>
2 3	Did the organization required to complete Schedule B, Schedule of Contributors? (see instructions)  Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	2		<b>√</b>
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	3		
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C,	4		<b>✓</b>
e	Part III	5		✓
6	Did the organization maintain any donor advised funds or any similar funds or accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6	:	1
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		1
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		1
9	Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9		1
10	Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi- endowments? If "Yes," complete Schedule D, Part V	10	1	
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VIII, IX, or X as applicable.		<b>1</b>	
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	11a	<b>✓</b>	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		1
	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		1
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		✓
	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X.	11e		<b>√</b>
12 a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII	12a	✓	Ť
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional	12b		✓
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		✓
14 a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		✓
	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? If "Yes," complete Schedule F, Parts I and IV	14b		✓
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If "Yes," complete Schedule F, Parts II and IV	15		1
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If "Yes," complete Schedule F, Parts III and IV</i>	16		✓.
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	17		✓
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	✓	
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a?  If "Yes," complete Schedule G, Part III	19		✓
	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20a		✓
b 	If "Yes" to line 20a, did the organization attach its audited financial statements to this return? <b>Note.</b> Some Form 990 filers that operate one or more hospitals must attach audited financial statements (see instructions)	20b		

Part	Checklist of Required Schedules (continued)			
			Yes	No
21	Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		1
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		1
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the			
	organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23		1
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25	24a		<b>√</b>
	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24b 24c		<b>√</b>
d 25a	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? <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>	24d 25a		1
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b		<b>√</b>
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	26		1
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? If "Yes," complete Schedule L, Part III	27		✓
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 b	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a 28b		<b>√</b>
С	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? If "Yes," complete Schedule L, Part IV	28c		<b>✓</b>
29 30	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30	✓	<b>-</b>
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		<b>✓</b>
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		<b>√</b>
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</i> "Yes," <i>complete Schedule R, Part I</i>	33		<b>√</b>
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1	34		<b>✓</b>
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)?	35		✓
а	Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2			
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		✓
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If</i> "Yes," <i>complete Schedule R</i> , <i>Part VI</i>	37		<b>√</b>
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O	38	<b>√</b>	
		Form	990	(2010)

Part	Statements Regarding Other IRS Filings and Tax Compliance Check if Schedule O contains a response to any question in this Part V			
	Official Confidence of Contains a response to any question in this rate v	<u> </u>	Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable   1a   17	,┌──┤		
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable 1b -0-	-{ √		
С	Did the organization comply with backup withholding rules for reportable payments to vendors and	1 !		
	reportable gaming (gambling) winnings to prize winners?	1c	1	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax			İ
	Statements, filed for the calendar year ending with or within the year covered by this return 2a 172			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? .	2b	✓	
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. (see instructions)			
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	✓	_
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	3b	✓	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial			
	account)?	4a		✓
b	If "Yes," enter the name of the foreign country: ▶			
	See instructions for filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts.	B- 686		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		✓
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		✓_
C	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the			
b	organization solicit any contributions that were not tax deductible?	6a		✓
D	gifts were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).	OD		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods	À .	de.	200
	and services provided to the payor?	7a	<b>1</b>	<u>~~</u>
ь	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	1	
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was			
	required to file Form 8282?	7c		✓
d	If "Yes," indicate the number of Forms 8282 filed during the year	. se 💥	) {k.	
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		✓
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? .	7f		✓
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g	N	A
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h	✓	
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting		*	
	organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring			•
•	organization, have excess business holdings at any time during the year?	8	NI	<u>r</u>
9	Sponsoring organizations maintaining donor advised funds.  Did the organization make any taxable distributions under section 4966?			
a b	Did the organization make a distribution to a donor, donor advisor, or related person?	9a 9b	NII	
10	Section 501(c)(7) organizations. Enter:	90	NA	ſ
a	Initiation fees and capital contributions included on Part VIII, line 12			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities . 10b	1		
11	Section 501(c)(12) organizations. Enter:	1 1		7
а	Gross income from members or shareholders			
b	Gross income from other sources (Do not net amounts due or paid to other sources	1		
	against amounts due or received from them.)			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
ь	If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b	<b>↓  </b>		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.			
а	Is the organization licensed to issue qualified health plans in more than one state?	13a		
b	<b>Note.</b> See the instructions for additional information the organization must report on Schedule O. Enter the amount of reserves the organization is required to maintain by the states in which			
D	Abo association in house of the court modified breath in land			
С	Enter the amount of reserves on hand			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		<b>✓</b>
	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.	14b		•

Form 99	90 (2010)		` 	Page 6
Part	VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b b	elow.		
	"No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or change			
	O. See instructions.			
	Check if Schedule O contains a response to any question in this Part VI			✓
Secti	on 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 . 11			14
b	Enter the number of voting members included in line 1a, above, who are independent . 1b 11	. 🤃 .		73
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with	278	· ·	
_	any other officer, director, trustee, or key employee?	2		✓
3	Did the organization delegate control over management duties customarily performed by or under the direct			
_	supervision of officers, directors or trustees, or key employees to a management company or other person?	3		✓
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		✓
5	Did the organization become aware during the year of a significant diversion of the organization's assets? .	5		<u> </u>
6 7-	Does the organization have members or stockholders?	6		<u>✓</u>
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?			
		7a	_	<del>-</del>
ь 8	Are any decisions of the governing body subject to approval by members, stockholders, or other persons? Did the organization contemporaneously document the meetings held or written actions undertaken during	7b		<b>√</b>
0	the year by the following:	<b>3</b> 3	- 🖫	
_				لنـــــــــــــــــــــــــــــــــــــ
a b	The governing body?	8a 8b	<del>-</del> /-	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at	QD	<b>*</b>	
	the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		./
Secti	on B. Policies (This Section B requests information about policies not required by the Internal Reven		nde l	
	on an energy (vine account a requeste information account policies not required by the internal rieven		Yes	No
10a	Does the organization have local chapters, branches, or affiliates?	10a		<u></u>
b	If "Yes," does the organization have written policies and procedures governing the activities of such	1.00		<u> </u>
	chapters, affiliates, and branches to ensure their operations are consistent with those of the organization? .	10ь		
11a	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the			
	form?	11a	✓	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.		7. (1)	
12a	Does the organization have a written conflict of interest policy? If "No," go to line 13	12a	✓	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give			
	rise to conflicts?	12b	1	
C	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes,"			
	describe in Schedule O how this is done	12c	✓	
13	Does the organization have a written whistleblower policy?	13	<b>✓</b>	
14	Does the organization have a written document retention and destruction policy?	14	<b>√</b>	
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?		**************************************	1,3
_				
a b	The organization's CEO, Executive Director, or top management official	15a	<b>✓</b>	
U	The state of the s	15b	<b>✓</b> .	
16a	If "Yes" to line 15a or 15b, describe the process in Schedule O. (See instructions.)	1335		*.
	with a taxable entity during the year?	16a	- 22:54	/
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its	<del>+</del>	<i>-</i>	
	participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the	13		
	organization's exempt status with respect to such arrangements?	16b		
Section	on C. Disclosure			
17	List the states with which a copy of this Form 990 is required to be filed ▶ OHIO			
18	Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)	s only	) avai	lable
	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 o	finter	est po	olicy,
	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: ► Gary D. Porter, 2685 Armstrong Rd., Wooster, OH 44691 330.345.7949			

_			
Carm	aan	(2010)	
	330	12010	,

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.

- 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, 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 noi	r any relate	d org	anız	atic	on c	ompe	ensa	ited any currer	nt officer, directo	r, or trustee.
(A)	(B)								(E)	(F)
Name and Title	Average hours per week (describe hours for related organizations in Schedule O)	Individual tr or director				Highest compensated employee	Former	Reportable compensation from the organization (W-2/1099-MISC)	Reportable compensation from related organizations (W-2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
(1) Trustees, see attached list								-0-	-0-	-0-
(2) Gary D. Porter	50			1				88,854	-0-	33,156
(3)										
(4)										
(5)								-		
(6)										
(7)									-	
(8)										
(9)										
(10)										
(11)										
(12)	1									
(13)										<del></del>
(14)										
(15)										
(16)										<del></del>

(A)	(B)			-	<b>C)</b>			(D)	(E) (F)			
Name and title	Average hours per week (describe hours for related organizations in Schedule O)	Individual tr	Institutional trustee	Officer	Rey employee	Highest compensated employee	1	- componention	Reportable compensation fron related organizations (W-2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations		
(17)												
(18)												
(19)												
(20)							_					
(21)												
(22)												
(23)	_						-					
(24)												
(25)												
(26)				_								
(27)				_								
(28)												
Sub-total	vil, Sectio	tor o	ose	list	ed a	i above				Yes No		
<ul> <li>For any individual listed on line 1a, is the organization and related organizations individual</li></ul>	sum of repartment of the sum of repartment of the sum o	oortab an \$1  omper	ole c 50,0 nsat	000 000 	per? <i>If</i>	isatio "Yes n any	s," · · · · un	complete School	edule J for suc	ch		
Section B. Independent Contractors												
Complete this table for your five highest of compensation from the organization.	compensate	ed ind	epe	ende	ent o	contra	acto	ors that receive	d more than \$1	00,000 of		
(A) Name and business addi	ress							(B) Description of se	rvices	(C) Compensation		
Jaishankar & Associates, Ltd., 20544 Kelsey Lane,	Strongsville	e, OH	441	49			Chi	ild Psychiatrist		145,600		
Total number of independent contractor received more than \$100,000 in compens							th	ose listed abo	ve) who	Form <b>990</b> (2010)		

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

Par	VIII	Statement of Rev	enue/					<del></del>		_
						(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514	
nts nts	1a	Federated campaigns	s	1a			3			
graf our	b	Membership dues .		1b						
£8, g am	С	Fundraising events .		1c	61,515					-
gif	d	Related organizations		1d						
ins,	е	Government grants (con		1e	4,176,960				,	ž
er s	f	All other contributions, g					*		]	*)
훈		and similar amounts not inc		1f	743,392					
Contributions, gifts, grants and other similar amounts	9	Noncash contributions includ			37,642	4.004.007				Į
	h	Total. Add lines 1a-1	Ι	• •	Business Code	4,981,867	*.			┩
Program Service Revenue	29	Mechanical Auto Rena	air		811000	12,204	<u> </u>	12,204		لنــ
æ	2a Mechanical Auto Repair b Paintball / Horseback Riding			713990	16,896	4,898	11,998		—	
3	C	Mental Health Service			624100	287,502	287,502	11,000	-	_
ē	d	Team Building Activity			900099	22,736	22,736			_
Ē	е	Private Pay - Resident		1	623990	135,843	135,843			_
ogra	f	All other program sen	vice revenu	e .						_
<u>_</u>	g	Total. Add lines 2a-2				475,181		<b>***</b>		77
	3	Investment income								
	_	and other similar amo	•		▶	2,539	l		2,53	39
	4	Income from investmen		•	· · · · · · · · · · · · · · · · · · ·					_
	5	Royalties	(i) Real		▶ (ii) Personal	8,988			8,98 **** ·*√	
	6a	Gross Rents	<del></del>	3,135	(ii) i ersonai	****	<u></u>			**
	b	Less rental expenses		3, 133			70	*		.
	c	Rental income or (loss)	2:	3,135			. Alika	2 1		
	d	Net rental income or (			•	23,135		Drad St.	23,13	=== }5
	7a	Gross amount from sales of	(i) Secunti		(ii) Other	V 1. Mark		` <b>,</b> ,		
		assets other than inventory			7,829		*	**	/	~
	b	Less: cost or other basis							į.	
		and sales expenses .					n Sin			,
	C	Gain or (loss)	:	5,508	7,829					لگا
	d	Net gain or (loss) .		١	▶	13,337			13,33	<u>''</u>
e Re	8a	Gross income from fu	ındraisina				»	_		
venue		events (not including \$	61,51	5		>				8
		of contributions reporte	ed on line 1	š).		5		***	i de	7
Other Re		See Part IV, line 18 .		а	6,240	^/%,		*		
ਰੋ		Less: direct expenses			13,650				>7	
		Net income or (loss) fi			events . >	(7,410)			(7,410	0)
	9a	Gross income from ga					* .	src.	*	
		See Part IV, line 19 .					<i>,</i> •	***.		
		Less: direct expenses Net income or (loss) fi			ution	<del></del>				┙
		Gross sales of in	•		illes				· · · · · · · · · · · · · · · · · · ·	$\neg$
	100	returns and allowance								
	b	Less. cost of goods s		·						-
		Net income or (loss) fi		_	entory ►					
Ì		Miscellaneous R	evenue		Business Code					7
	11a									_
	b			[						_
	C									_
	d	All other revenue .			900,099	36,726			36,72	6
		Total revenue See in				36,726	444	<u> </u>	<u> </u>	_
	12	Total revenue. See in	istructions.		<u> P</u>	5,534,363	450,979	24,202	77,31	5

# Part IX Statement of Functional Expenses

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

	All other organizations must complete col	umn (A) but are not	required to comple	te columns (B), (C), a	nd (D).
	not include amounts reported on lines 6b, 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				. 3
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 5	Benefits paid to or for members Compensation of current officers, directors, trustees, and key employees	116,602		116,602	*
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 8	Other salaries and wages Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	3,038,568	2,499,464	439,205	99,899
9	Other employee benefits	432,092	291,021	128,056	13,015
10	Payroll taxes	288,110	234,966	48,607	4,537
11	Fees for services (non-employees):				
а	Management				
b	Legal	703	120	583	
С	Accounting	27,277		27,277	
d	Lobbying				
е	Professional fundraising services. See Part IV, line 17		700	46	
f	Investment management fees				
g	Other	224,248	206,088	18,160	
12	Advertising and promotion	74,382	16,561	6,083	51,738
13	Office expenses	113,164	68,189	38,962	6,013
14	Information technology	10,733		10,733	- · - · · · · · · · · · · · · · · · · ·
15	Royalties				
16	Occupancy	205,513	155,034	47,770	2,709
17	Travel	101,641	64,912	34,380	2,349
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings .	9,641	8,916	623	102
20	Interest	26,026	21,381	4,201	444
21	Payments to affiliates				
22	Depreciation, depletion, and amortization .	153,287	121,982	26,077	5,228
23	Insurance	76,868	58,333	16,430	2,105
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.)			}	
а	Residential Household Expenses	178,419	174,912	3,507	
b	Foster Care Providers	390,735	390,735		
С	Bad Debt	55,275	55,275		<del></del>
d	Reference / Subscriptions / Dues	21,287	4,213	16,825	249
е	Misc	10,140	2,906	5,540	1,694
f	All other expenses				.,,,,,
25	Total functional expenses. Add lines 1 through 24f	5,554,711	4,375,008	989,621	190,082
26	Joint costs. Check here ▶☐ 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				5 <b>990</b> (2010)

P	art X	Balance Sheet			
	-		(A) Beginning of year		(B) End of year
	1	Cash—non-interest-bearing	. 15,29	91 1	15,635
	2	Savings and temporary cash investments	. 202,88	34 2	165,800
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net	. 639,0	9 4	674,357
	5	Receivables from current and former officers, directors, trustees, employees, and highest compensated employees. Complete Part Schedule L		5	
ts	6	Receivables from other disqualified persons (as defined under sec 4958(f)(1)), persons described in section 4958(c)(3)(B), and contribute employers and sponsoring organizations of section 501(c)(9) volunt employees' beneficiary organizations (see instructions)	iting itary	6	
Assets	7	Notes and loans receivable, net	. 72	25 7	
ĕ	8	Inventories for sale or use		8	<u> </u>
	9	Prepaid expenses and deferred charges	. 20,57	5 9	17,807
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D 4,16	7,538	7	
	ь	Less: accumulated depreciation 10b 2,51	3,746 1,724,01	9 10c	1,653,792
	11	Investments—publicly traded securities	. 81,16	1 11	95,563
	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		15	
	16	Total assets. Add lines 1 through 15 (must equal line 34)	2,683,67	4 16	2,622,954
	17	Accounts payable and accrued expenses	. 565,70	5 17	640,588
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
es	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
Liabilities	22	Payables to current and former officers, directors, trustees, employees, highest compensated employees, and disqualified personal Complete Part II of Schedule L	ons.	}	
_				22	
	23	Secured mortgages and notes payable to unrelated third parties .			556,855
	24 25	Unsecured notes and loans payable to unrelated third parties		24	
	25 26	Other liabilities. Complete Part X of Schedule D		5 26	1 107 142
	20	Total liabilities. Add lines 17 through 25	lete V		1,197,443
ĕ	27	Unrestricted net assets	. 1,327,95	1 27	1,302,626
<u>a</u>	28	Temporarily restricted net assets	45,07		50,050
8	29	Permanently restricted net assets			72,835
Net Assets or Fund Balance		Organizations that do not follow SFAS 117, check here ▶ □ and complete lines 30 through 34.		29	72,033
ts c	30	Capital stock or trust principal, or current funds	•	30	
Se	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
As	32	Retained earnings, endowment, accumulated income, or other funds		32	
Vet	33	Total net assets or fund balances	. 1,445,85	$\rightarrow$	1,425,511
_	34	Total liabilities and net assets/fund balances	. 2,683,67	4 34	2,622,954
					= 000

_		•
Page	- 1	2

	(== 1.0)				9° -—
Part					
	Check if Schedule O contains a response to any question in this Part XI	<u>· · ·</u>	• • •	• •	
_	Tabel assess (asset asset Dart VIII. aslesse (A) line 40)	انما		F 53	4 202
1	Total revenue (must equal Part VIII, column (A), line 12)	1			1,363
2	Total expenses (must equal Part IX, column (A), line 25)	3			4,711
3	Revenue less expenses. Subtract line 2 from line 1	4			,348)
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	5		1,443	5,859
5	Other changes in net assets or fund balances (explain in Schedule O)	5			
6	Net assets or fund balances at end of year. Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))			4 40	4 4
5 .		6		1,42	5,511
Part	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:  Cash Accrual Other If the organization changed its method of accounting from a prior year or checked "Other," ex Schedule O.	plain in		21 00 A	
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a		<b>√</b>
b	Were the organization's financial statements audited by an independent accountant?		2b	1	
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for over	ersight/			
	of the audit, review, or compilation of its financial statements and selection of an independent accou	ntant?	2c	1	
	If the organization changed either its oversight process or selection process during the tax year, ex Schedule O.	plaın ın			
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the yellissued on a separate basis, consolidated basis, or both:	ar were	4 %	7	
	☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis				, J. E.
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set the Single Audit Act and OMB Circular A-133?	forth in	За	/	
ь	If "Yes," did the organization undergo the required audit or audits? If the organization did not under	rgo the			
_	required audit or audits, explain why in Schedule O and describe any steps taken to undergo such a	_	3b	1	
			Form	n <b>990</b>	(2010)

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

# **Public Charity Status and Public Support**

OMB No 1545-0047

Department of the Treasury Internal Revenue Service

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

Open to Public Inspection

▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions. Name of the organization Christian Children's Home of Ohio, Inc.

Employer identification number 34-1056506

Par	t I	Reason f	or Public Cha	rity Status (All orga	anızatıon	s must c	complete	this pa	rt.) See i	nstructio	ons.
The c	rga	nization is not	a private founda	ation because it is: (Fo	or lines 1	through 1	11, check	only one	box)		
1		A church, con	vention of churc	hes, or association of	churche	s describ	ed in <b>sec</b>	tion 170	(b)(1)(A)(i	).	
2		A school desc	ribed in <b>section</b>	170(b)(1)(A)(ii). (Attac	ch Sched	ule E)					
3		A hospital or a	a cooperative ho	spital service organiza	ation des	cribed in	section	170(b)(1)	(A)(iii).		
4		A medical res		on operated in conjun						D(b)(1)(A)	(iii). Enter the
5			on operated for b)(1)(A)(iv). (Com	the benefit of a colle plete Part II.)	ge or uni	versity o	wned or	operated	by a go	vernmen	tal unit described in
6 7		An organizatio	on that normally	nment or government receives a substantia ( <b>A)(vi).</b> (Complete Pai	al part of					nit or fron	m the general public
8		A community	trust described i	n section 170(b)(1)(A	)(vi). (Cor	nplete Pa	art II.)				
9	<b>✓</b>	An organization receipts from support from acquired by the	on that normally activities related gross investment organization a	receives: (1) more that d to its exempt funct ent income and unre fter June 30, 1975. Se	an 331/3% nons—sul lated bus ee <b>sectio</b>	6 of its si bject to 6 siness ta n 509(a)(	upport fro certain e xable ind (2). (Com	xceptions come (les plete Par	s, and (2) ss sectio t III.)	no more n 511 ta	e than 331/3% of its
10		An organizatio	on organized and	operated exclusively	to test for	or public s	safety Se	e sectio	n 509(a)(	4).	
11		purposes of c	one or more pub	nd operated exclusive blicly supported organ describes the type of	nizations	describe	d in sect	ion 509(a	a)(1) or se	ection 50	9(a)(2). See section
		a 🗌 Type	l b □	Type II c	☐ Typ	e III-Fun	ctionally	integrate	d	d [	Type III-Other
е			ındatıon manage	that the organization ers and other than one	is not co	ntrolled o	irectly or	ndirectl	y by one	or more	disqualified persons
f		f the organiz		written determination	on from t	the IRS t	that it is	a Type	I, Type I	I, or Typ	be III supporting
g		Since August following pers		he organization accep	oted any	gift or co	ontributio	n from a	iny of the	•	
	(			ndirectly controls, eithody of the supported of						d in (ii) ar	nd Yes No
	(	(ii) A family m	ember of a perso	on described in (i) abo	ve?						11g(ii)
				a person described in							11g(iii)
h				on about the support							[******]
1 (i)	Vame	of supported anization	(ii) EIN	(iii) Type of organization (described on lines 1–9 above or IRC section (see instructions))	(iv) Is the o	rganization sted in your document?	(v) Did y the organ col (i)	ou notify nization in of your port?	organizat	s the ion in col zed in the S ?	(vii) Amount of support
				(	Yes	No	Yes	No	Yes	No	1
A)											
B)											-
C)											
D)											
E)											

Total

	(Complete only if you checked the Part III. If the organization fails to						alify under
Sect	ion A. Public Support	o quality arta	or the tests ii	sted belevi, p	neuse compi	oto i art iii.j	
	idar year (or fiscal year beginning in)	(a) 2006	<b>(b)</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	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						
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 shows on line 11 column (6)				23		
_	shown on line 11, column (f)	**		*	- A S		
6 Secti	Public support. Subtract line 5 from line 4 on B. Total Support	<b>*</b> 2 .	3 4.5; 6	L	44		
	dar year (or fiscal year beginning in)	(a) 2006	<b>(b)</b> 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
7	Amounts from line 4	(4) 2000	(2) 2001	(0, 2000	(4) 2000	(0, 2010	(1) 1014
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9	Net income from unrelated business activities, whether or not the business is regularly carried on						
10	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
11 12	Total support. Add lines 7 through 10 Gross receipts from related activities, etc					12	
13	First five years. If the Form 990 is for the						
Soot:	organization, check this box and stop he on C. Computation of Public Suppor	rt Dorcomton				· · · · · ·	🟲 📋
14	Public support percentage for 2010 (line 6			11 column (f)		14	0/
15 16a	Public support percentage for 2010 (interest) Public support percentage from 2009 Sct 331/3% support test—2010. If the organization qua	hedule A, Part zation did not	II, line 14 check the box	on line 13, and	 d line 14 is 33	15 1/3% or more, ch	% % neck this . ▶ □
b	331/3% support test—2009. If the organ check this box and stop here. The organ	nization did no	ot check a box	x on line 13 or	16a, and line		
17a	10%-facts-and-circumstances test—20 10% or more, and if the organization me Part IV how the organization meets the "f organization	<b>010.</b> If the orga ets the "facts- acts-and-circu	anization did n and-circumsta imstances" te	ot check a box inces" test, che st. The organiz	on line 13, 16 eck this box a ation qualifies	nd <b>stop here.</b> E as a publicly su	ine 14 is xplain in ipported
b	10%-facts-and-circumstances test—20 15 is 10% or more, and if the organization of Explain in Part IV how the organization of supported organization	tion meets the neets the "fact:	e "facts-and-c s-and-circums	ircumstances" tances" test. T	test, check the organization	his box and <b>sto</b> on qualifies as a	and line  op here.  publicly
18	Private foundation. If the organization di						

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

### 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.)

Socti	in the organization rails to quality	drider the te	sts listed bei	ow, piease co	implete Part	II.)	
	ion A. Public Support Idar year (or fiscal year beginning in)	(a) 2006	<b>(b)</b> 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
1	Gifts, grants, contributions, and membership fees						
_	received (Do not include any "unusual grants")	5,414,948	5,380,924	4,828,182	4,927,080	4,920,352	25,471,486
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	5,414,948	5,380,924	4,828,182	4,927,080	4,920,352	25,471,486
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	i					
•	or 1% of the amount on line 13 for the year Add lines 7a and 7b		·				
8	Public support (Subtract line 7c from	8.38	401.ce		a land king		<del></del>
_	line 6.)				1.00		25,471,486
Secti	on B. Total Support				**************************************	***************************************	
Calen	dar year (or fiscal year beginning in)	(a) 2006	<b>(b)</b> 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
9	Amounts from line 6	5,414,948	5,380,924	4,828,182	4,927,080	4,920,352	25,471,486
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	38,776	47,131	40,769	45,576	34,662	206,914
b	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975	7,287	(5,811)	(23,396)	(23,081)	(23,295)	(68,296)
С	Add lines 10a and 10b	46,063	41,320	17,373	22,495	11,367	138,618
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	<b>Total support.</b> (Add lines 9, 10c, 11, and 12)	5,461,011	5,422,244	4,845,555	4,949,575	4,931,719	25,610,104
14	First five years. If the Form 990 is for the	ne organization	's first, second	d, third, fourth,	or fifth tax ye	ar as a section	501(c)(3)
	organization, check this box and stop he			<u> </u>	· · · ·		▶ 🗆
	on C. Computation of Public Suppor						
15	Public support percentage for 2010 (line 8					15	99.46 %
16	Public support percentage from 2009 Sch			<u> </u>	<u> </u>	16	99.35 %
	on D. Computation of Investment Inc					· <del>                                    </del>	
17	Investment income percentage for 2010 (I					17	.54 %
18	Investment income percentage from 2009					18	.65 %
19a	331/3% support tests – 2010. If the organi 17 is not more than 331/3%, check this box a						
ь	33 <sup>1</sup> / <sub>3</sub> % support tests—2009. If the organiz						
	line 18 is not more than 331/3%, check this b						
20	Private foundation. If the organization did						

Part IV	Supplemental Information. Complete this part to provide the explanations required by Part II, line 10;	Page 4
	Part II, line 17a or 17b; and Part III, line 12. Also complete this part for any additional information. (See instructions).	
<u> </u>		
	,	
	······································	
	,	
		••••

#### SCHEDULE D (Form 990)

### **Supplemental Financial Statements**

OMB No 1545-0047

Department of the Treasury Internal Revenue Service

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

► Attach to Form 990. ► See separate instructions.

Open to Public Inspection

Name of the organization Employer identification number Christian Children's Home of Ohio, Inc 34-1056506 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 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 . . . . Did the organization inform all donors and donor advisors in writing that the assets held in donor advised 5 funds are the organization's property, subject to the organization's exclusive legal control? . . . . . . ☐ Yes ☐ No 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 Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7. Purpose(s) of conservation easements held by the organization (check all that apply). Preservation of land for public use (e.g., recreation or education) Preservation of an historically important land area ☐ Protection of natural habitat Preservation of a certified historic structure ☐ Preservation of open space 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 Total number of conservation easements . . . 2a Total acreage restricted by conservation easements . . . . . . . . 2b Number of conservation easements on a certified historic structure included in (a) . . . . Number of conservation easements included in (c) acquired after 8/17/06, and not on a 2d Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the Number of states where property subject to conservation easement is located ▶ Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? 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 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)? . . 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. Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Part III Complete if the organization answered "Yes" to Form 990, Part IV, line 8. 1a If the organization elected, as permitted under SFAS 116 (ASC 958), 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 (ASC 958), 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: If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the

Assets included in Form 990, Part X .

following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:

a Revenues included in Form 990, Part VIII, line 1 . . . . . . . . . . . . . . .

Part							
3	Using the organization's acquisition, collection items (check all that apply):		her records,	check any of	the follow	wing that are a s	significant use of its
а	Public exhibition		d□	Loan or excl	hange pro	ograms	
b	Scholarly research		е 🗌	Other			
С	☐ Preservation for future generation						
4	Provide a description of the organization XIV.	tion's collections a	and explain h	ow they furth	er the ore	ganization's exer	npt purpose in Part
5	During the year, did the organization assets to be sold to raise funds rather						
Parl							
ı uı	line 9, or reported an amoun				ii answe	ica ies to i	omi 550, i ait iv,
					outions o	r other assets no	ot
	included on Form 990, Part X?						☐ Yes ☐ No
b	If "Yes," explain the arrangement in Pa						
		•		3		A	mount
С	Beginning balance				. 10	;	
d	Additions during the year				. 10	1	
е	Distributions during the year				. 1e	,	
f	Ending balance				. 11		
2a	Did the organization include an amoun		art X, line 21?	'			☐ Yes ☐ No
	If "Yes," explain the arrangement in Pa						
Par	V Endowment Funds. Comple						
		(a) Current year	(b) Prior yea		ears back	(d) Three years back	
1a	Beginning of year balance	81,161	74	1,050	89,482	770	
b	Contributions					3.00	
С	Net investment earnings, gains, and		_			N.	
	losses	14,402	7	7,111	(15,432)		
d	Grants or scholarships Other expenditures for facilities and						
е	programs						
f	Administrative expenses					3 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	
g	End of year balance	95,563	Ω1	,161	74,050		\$2.2
2	Provide the estimated percentage of t			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	74,000	<u> </u>	
a	Board designated or quasi-endowmer		00 Heid d3. 0 %				
b		30 %	/ -				
C	Term endowment ▶ 0 %						
3a	Are there endowment funds not in the	e possession of th	ie organizatio	n that are hel	d and ad	ministered for th	е
	organization by:						Yes No
	(i) unrelated organizations						3a(i) ✓
	(ii) related organizations						3a(ii) ✓
b	If "Yes" to 3a(ii), are the related organi						3b
4	Describe in Part XIV the intended uses						
Part	VI Land, Buildings, and Equip	ment. See Form	1 990, Part X	(, line 10.			
	Description of investment	(a) Cost or ot (investm		Cost or other basi (other)		Accumulated epreciation	(d) Book value
1a	Land			70,77	9		70,779
b	Buildings	,		2,598,58	17	1,360,603	1,237,984
C	Leasehold improvements						
d	Equipment	·		1,156,96		846,450	310,519
<u>e</u>	Other	<u>:                                    </u>		341,20		306,693	34,510
rotal.	Add lines 1a through 1e. (Column (d) m	nust equal Form 99	∂∪, Part X, co	lumn (B), line	10(c))		1,653,792

Part VII	Investments-Other Securities	. See Form 990, Part >	(, line 12.	•
(8	Description of security or category     (including name of security)	(b) Book value	(c) Method (Cost or end-of-y	
(1) Financia	derivatives			
	held equity interests			
(3) Other				
(A)	•			
(B)		<del>-</del>		
(C)				
(D) (E)				
(F)				
(G)			<del>,</del>	
(H)		-		
<u>(I)</u>				
	(b) must equal Form 990, Part X, col. (B) line 12 ) ▶			<u> </u>
Part VIII	Investments-Program Related	. See Form 990, Part	X, line 13.	
	(a) Description of investment type	(b) Book value	(c) Method Cost or end-of-ye	
(1)				
(2)				
(3)				
(4)			-	
<u>(5)</u> (6)		<u> </u>		
(7)				· · · · · · · · · · · · · · · · · · ·
(8)				
(9)				<del></del>
(10)				
	b) must equal Form 990, Part X, col. (B) line 13)		i i i i i i i i i i i i i i i i i i i	All Andrews
Part IX	Other Assets. See Form 990, Pa	IT X, line 15. ) Description		(h) Dool out
/1)	(8	) Description		(b) Book value
(1)				
_(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				-
(10)	mn (b) must equal Form 990, Part X, co	ol (R) line 15 )		
Part X	Other Liabilities. See Form 990,		· · · · · · · · · · · · · · · · · · ·	<u> </u>
1.	(a) Description of liability	(b) Amount		······································
	income taxes			*
(2)	""		7	!
(3)				
(4)				
(5)			_	
(6)				
(7)			_	
(8)			-	
(10)			-	
(11)		<del></del>	-	
	b) must equal Form 990, Part X, col. (B) line 25 )		┥ .	
2. FIN 48 (A	SC 740) Footnote. In Part XIV, provide	the text of the footnote to	o the organization's financial sta	atements that reports the

organization's liability for uncertain tax positions under FIN 48 (ASC 740).

Schedu	e D (Form 990) 2010				Page 4
Part	XI Reconciliation of Change in Net Assets from Form 990 to A	udited Fina	ncial Stateme	ents	
1	Total revenue (Form 990, Part VIII, column (A), line 12)			1	5,534,363
2	Total expenses (Form 990, Part IX, column (A), line 25)		[	2	5,554,711
3	Excess or (deficit) for the year. Subtract line 2 from line 1		[	3	(20,348)
4	Net unrealized gains (losses) on investments		[	4	
5	Donated services and use of facilities		[	5	
6	Investment expenses		🗂	6	
7	Prior period adjustments		[	7	
8	Other (Describe in Part XIV.)			8	
9	Total adjustments (net). Add lines 4 through 8		_	9	
10	Excess or (deficit) for the year per audited financial statements. Combine	lines 3 and 9		10	(20,348)
Part	XII Reconciliation of Revenue per Audited Financial Stateme	ents With R	evenue per	Retu	rn
1	Total revenue, gains, and other support per audited financial statements			1	5,548,013
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
а	Net unrealized gains on investments	2a			
b	Donated services and use of facilities	2b		14	
С	Recoveries of prior year grants	2c		. 33	
d	Other (Describe in Part XIV.)	2d	13,650		
е	Add lines 2a through 2d			2e	13,650
3	Subtract line <b>2e</b> from line <b>1</b>			3	5,534,363
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			24	· · · · · ·
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIV.)	4b		200	
С	Add lines <b>4a</b> and <b>4b</b>			4c	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line	12.)		5	5,534,363
Part	· · · · · · · · · · · · · · · · · · ·		***	r Ret	turn
1	Total expenses and losses per audited financial statements			1	5,568,361
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			(A)	
а	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
С	Other losses	2c			
d	Other (Describe in Part XIV.)	2d	13,650	W 103	,
е	Add lines 2a through 2d			2e	13,650
3	Subtract line 2e from line 1			3	5,554,711
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			<b>YEAR</b>	
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a		***	
b	Other (Describe in Part XIV.)	4b	-	15344	
C	Add lines <b>4a</b> and <b>4b</b>			4c	
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line	e 18.) .   .   .		5	5,554,711
Part	XIV Supplemental Information	-			
Part V any ac Part V	ete this part to provide the descriptions required for Part II, lines 3, 5, and line 4; Part X, line 2; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, ditional information.  - line 4: Earnings are used for Equine Therapy Program & general support of or the discount of the second support of the discount of the second support of the discount of the second support of the second suppor	lines 2d and organization.	4b. Also comp	olete t	his part to provide
	I - (line 2d) & Part XIII - (Line 2d): On Form 990 Part VIII (line 8(b)): direct experevenue. On the Financial Statements, this expense was reported in expenses				was deducted from

Schedule D (Form 990) 2010

Schedule D (For	m 990) 2010	Page 5
Part XIV	Supplemental Information (continued)	<del></del>
•••••		
		•••••••••••••••••••••••••••••••••••••••
		•
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		······································

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

Supplemental Information Regarding Fundraising or Gaming Activities

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

OMB No 1545-0047 2010

Open to Public Inspection

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

Department of the Treasury Internal Revenue Service Name of the organization Employer identification number Christian Children's Home of Ohio, Inc. 34-1056506 Fundraising Activities. Complete if the organization answered "Yes" to Form 990, Part IV, line 17. Part I Form 990-EZ filers are not required to complete this part. Indicate whether the organization raised funds through any of the following activities. Check all that apply. ■ Mail solicitations e Solicitation of non-government grants ☐ Internet and email solicitations ☐ Solicitation of government grants ☐ Phone solicitations **d** In-person solicitations 2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☐ Yes ☐ No b If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization. (v) Amount paid to (iii) Did fundraiser have (vi) Amount paid to (or retained by) (i) Name and address of individual (iv) Gross receipts from activity (or retained by) fundraiser listed in (ii) Activity custody or control of contributions? or entity (fundraiser) organization col (i) Yes No 1 2 3 5 6 8 9 10 Total List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

	,	gross receipts greater that	11 45,000.			
			(a) Event #1 Golf Outing	(b) Event #2	(c) Other events	(d) Total events (add col (a) through
			(event type)	(event type)	(total number)	col (c))
Revenue						
eve	1	Gross receipts	67,755			
œ	2	Less: Charitable contributions	61,511			
	3	Gross income (line 1 minus	01,311		<del></del>	
		line 2)	6,240			
	4	Cash prizes	3,000			
	5	Noncash prizes	1,125			
Direct Expenses	6	Rent/facility costs				
ot Exp	7	Food and beverages	2,255			
Dire	8	Entertainment	7,270			
	9	Other direct expenses .				
	10 11	Direct expense summary. Ac Net income summary. Comb	ld lines 4 through 9 in c	olumn (d)	💺 📗	( 13,650 )
Pa	rt III	Gaming. Complete if the				(7,410) reported more
		than \$15,000 on Form 9			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
Ф						
eun			(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col (a) through col (c))
Revenu			(a) Bingo		(c) Other gaming	
Revenue	1	Gross revenue	(a) Bingo		(c) Other gaming	
	1 2	Gross revenue	(a) Bingo		(c) Other gaming	
			(a) Bingo		(c) Other gaming	
Direct Expenses   Revenu	2	Cash prizes	(a) Bingo		(c) Other gaming	
	2	Cash prizes	(a) Bingo		(c) Other gaming	
	2 3 4	Cash prizes	(a) Bingo		(c) Other gaming  Yes % No	
	2 3 4 5	Cash prizes	☐ Yes % ☐ No	bingo/progressive bingo  Yes % No	☐ Yes %	
	2 3 4 5	Cash prizes	☐ Yes%   ☐ No	bingo/progressive bingo  Yes % No  Olumn (d)	☐ Yes % ☐ No	
Direct Expenses	2 3 4 5 6 7 8	Cash prizes	Yes % No d lines 2 through 5 in co	bingo/progressive bingo  Yes%  No  olumn (d)	☐ Yes % ☐ No	
Direct Expenses	2 3 4 5 6 7 8	Cash prizes	Yes % No  Id lines 2 through 5 in coor. Combine line 1, colur	bingo/progressive bingo  Yes % No  No  olumn (d)	☐ Yes % ☐ No	col (a) through col (c))
<b>Direct Expenses</b>	2 3 4 5 6 7 8 Er	Cash prizes	Yes % No  Id lines 2 through 5 in coordinate gaming activities	bingo/progressive bingo  Yes % No  No  olumn (d)  nn d, and line 7  ming activities: in each of these states?	☐ Yes %	col (a) through col (c))
Direct Expenses	2 3 4 5 6 7 8 Er	Cash prizes	Yes % No Id lines 2 through 5 in cour. Combine line 1, colur. ganization operates gar. perate gaming activities	bingo/progressive bingo  Yes % No  No  olumn (d)	☐ Yes % ☐ No	col (a) through col (c))
Direct Expenses	2 3 4 5 6 7 8 Er a Is b If	Cash prizes	Yes % No  Id lines 2 through 5 in coordinate gaming activities aming licenses revoked	bingo/progressive bingo  Yes % No  Olumn (d)	☐ Yes % No	( )  Yes No

Part II Fundraising Events. Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more

Schedu	ule G (Form 990 or 990-EZ) 2010		Page <b>3</b>
11 12	Does the organization operate gaming activities with nonmembers?	☐ Yes	□ No
13	Indicate the percentage of gaming activity operated in:	_	
а	The organization's facility		%
b	An outside facility		%
14	Enter the name and address of the person who prepares the organization's gaming/special events books and records:		
	Name ►	•••••	
	Address ▶		
15a	Does the organization have a contract with a third party from whom the organization receives gaming revenue?	□Yes	□No
b			
С	If "Yes," enter name and address of the third party.		
	Name ►		
	Address ▶		
16	Gaming manager information:		
	Name ▶		
	Gaming manager compensation ▶ \$		
	Description of services provided ▶	·	
	☐ Director/officer ☐ Employee ☐ Independent contractor		
17 a	Mandatory distributions: 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 to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$		
Part	Supplemental Information. Complete this part to provide the explanations required by Part I, II columns (iii) and (v), and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also compart to provide any additional information (see instructions).	ine 2b, nplete th	nis
			·
			••••
			•
			••••
			•••••

#### **SCHEDULE M** (Form 990)

### **Noncash Contributions**

OMB No 1545-0047

2010

► Complete if the organizations answered "Yes" on Form Open To Public Inspection 990, Part IV, lines 29 or 30. ► Attach to Form 990.

Department of the Treasury Internal Revenue Service

Name of the organization Christian Children's Home of Ohio, Inc. Employer identification number 34-1056506

Part	Types of Property			<u> </u>		-		
		(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	Method noncash cor		•	_
1	Art—Works of art							
2	Art—Historical treasures							
3	Art-Fractional interests							
4	Books and publications		, w		<u> </u>			
5	Clothing and household	/	w., *,					
	goods		* 157		Garage Sale			
6	Cars and other vehicles	<b>✓</b>	3	6,150	Prvte Prty V	al/Edmui	nds.	com
7	Boats and planes							
8	Intellectual property				<u> </u>			
9	Securities—Publicly traded		<del></del>					
10 11	Securities—Closely held stock . Securities—Partnership, LLC,							
1.1	or trust interests							
10	Securities—Miscellaneous							
12 13	Qualified conservation			<del></del> -				
13	contribution—Historic							
	structures							
14	Qualified conservation							
	contribution—Other							
15	Real estate-Residential							
16	Real estate—Commercial .							
17	Real estate—Other							
18	Collectibles		_					
19	Food inventory	✓	Numerous	6,463	cost			
20	Drugs and medical supplies							
21	Taxidermy							
22 23	Historical artifacts		<del></del>	<del></del>				
23 24	Scientific specimens							
25	Archeological artifacts Other ► ( Horse )	<b></b>	1	7,300	EMM/			<del></del>
26	Other ► ( Office Furniture )	<b>V</b>	1	6,750				
27	Other ► ( Tools )		1		Garage Sale Value			
28	Other ► (Supplies )	1	1		Garage Sale			
29	Number of Forms 8283 received	by the ord	ganization during the tax y		Jurugo Juro	Value		
	which the organization completed	Form 8283	, Part IV, Donee Acknowled	dgement	29	-0-		
				'		Y	es	No
30a	During the year, did the organizat	ion receive	by contribution any prope	erty reported in Part I, lines	1-28 that			
	it must hold for at least three year							
	used for exempt purposes for the	entire holdi	ng period?			30a		1
	If "Yes," describe the arrangement						T	
31	Does the organization have a	gift accep	tance policy that require	s the review of any noi	n-standard			
						31		
32a	Does the organization hire or use					i T		
						32a	$\perp$	✓
	If "Yes," describe in Part II.						l	
33	If the organization did not report ar describe in Part II.	amount in	column (c) for a type of pro	perty for which column (a) i	s checked,		İ	

Schedule M (Form 990) (2010)				
Part II	<b>Supplemental Information.</b> Complete this part to provide the information required by Part I, lines 30b, 3 and 33. Also complete this part for any additional information.	2b,		
Part I colu	mn (b): used number of contributions method.			
	·			
	···			
	·			
	<del></del>			
•••••		, <b></b>		
		·		
		· <b>-</b>		
•••••				

#### SCHEDULE O (Form 990 or 990-EZ)

# Supplemental Information to Form 990 or 990-EZ

OMB No 1545-0047

2010

Open to Public

Department of the Treasury Internal Revenue Service

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

► Attach to Form 990 or 990-EZ.

Inspection

Name of the organization
Christian Children's Home of Ohio, Inc.

Employer identification number 34-1056506

Part VI (6 & 7) - Since the question refers to a person, we answered "no" to the question. But we do have "member" churches defined as
follows: "Members" are defined in our Code of Regulations. "Membership in the Christian Children's Home of Ohio, Inc. shall consist of
Christian Churches and Churches of Christ, which receive into fellowship only immersed believers in Jesus Christ, who voluntarily
co-operate with, and financially support the work and programs of Christian Children's Home of Ohio, Inc. Each member congregation
will be given the opportunity to affirm the election of the Trustees as selected by the Governance Committee of the Board of Trustees." The
only decisions that the member churches make are the affirmation of new or re-newing board members and changes or amendments to the
Code of Regulations.
Part VI (11)(A & B) - A copy of the completed 990 is provided electronically to all voting Members of the Board of Trustees prior to filing
The Board Members are asked to review the form 990 and respond with any questions within a 2 day period.
Part VI (12)(C) - Conflict of Interest questionnaires are provided to every Board Member at the end of the fiscal year. The questionnaire
covers all of the IRS Conflicts of Interest. The Board Members fill out, sign, and return them to the Executive Director.
Part VI (15)(A & B) - The process is as follows: a. The Governance Team reviews the most recent Child Welfare League of America Salary
Survey. The average base salary for an Executive Director and other officers and key employees in private agencies ranging from \$5 to \$10
million average annual budget in the Midwest is determined and adjusted for cost of living increase from the printing of the study. Both the
mean and the median are considered and compared to the CCHO Executive Director's current compensation package. b. Agency and
Executive Director performance and Ends achievement are evaluated and the compensation package [considering all compensation and
benefits] is adjusted based on a combination of the industry statistics and the perfomance. A recommendation for increase is prepared
in writing by the Governance Team and submitted to the Board for approval. c. An Executive Session of the Board is held to discuss and
modify the package adjustments. A Board motion and vote are then required for approval.
Part VI (19) - Copies of all referenced documents are available upon request.

Schedule O (Form 990 or 990-EZ) (2010)		Page 2
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Rev: 03/10/2011

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