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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 **JUL 1, 2010** and ending **JUN 30, 2011****B** Check if applicable

- ☐ Address change
☐ Name change
☐ Initial return
☐ Terminated
☐ Amended return
☐ Application pending

C Name of organization**HOME OF THE SPARROW, INC**

Doing Business As

Number and street (or P.O. box if mail is not delivered to street address)

5342 W. ELM ST

Room/suite

City or town, state or country, and ZIP + 4

MCHENRY, IL 60050**F** Name and address of principal officer: **NANCY HIATT****SAME AS C ABOVE****D** Employer identification number**36-3494491****E** Telephone number**815-271-5444****G** Gross receipts \$**2,609,564.****H(a)** Is this a group return for affiliates? ☐ Yes ☒ No**H(b)** Are all affiliates included? ☐ Yes ☐ No
If "No," attach a list. (see instructions)**H(c)** Group exemption number ▶**I** Tax-exempt status: ☒ 501(c)(3) ☐ 501(c)() (insert no.) ☐ 4947(a)(1) or ☐ 527**J** Website: **WWW.HOSPARROW.ORG****K** Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶**L** Year of formation: **1987****M** State of legal domicile: **IL****Part I Summary**

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: TO PROVIDE HOPE, OPPORTUNITY AND SUPPORT THAT EMPOWER WOMEN AND CHILDREN, AS THEY JOURNEY FROM		
	2 Check this box ☐ 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)	14
	4	Number of independent voting members of the governing body (Part VI, line 1b)	14
	5	Total number of individuals employed in calendar year 2010 (Part V, line 2a)	61
	6	Total number of volunteers (estimate if necessary)	744
	7a	Total unrelated business revenue from Part VIII, column (C), line 12	0.
7b	Net unrelated business taxable income from Form 990-T, line 34	0.	
Revenue	8	Contributions and grants (Part VIII, line 1h)	Prior Year 855,795. Current Year 1,118,676.
	9	Program service revenue (Part VIII, line 2g)	5,881. 8,162.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	309. 159.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	290,639. 181,991.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	1,152,624. 1,308,988.
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	60,707. 106,143.
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0. 0.
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	833,969. 835,230.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0. 0.
	16b	Total fundraising expenses (Part IX, column (D), line 25)	265,148.
Expenses	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f, 11g, 11h, 11i, 11j, 11k, 11l, 11m, 11n, 11o, 11p, 11q, 11r, 11s, 11t, 11u, 11v, 11w, 11x, 11y, 11z)	318,700. 317,091.
	18	Total expenses - Add lines 13-17 (must equal Part IX, column (A), line 25)	1,213,376. 1,258,464.
	19	Revenue less expenses. Subtract line 18 from line 12	-60,752. 50,524.
	20	Total assets (Part X, line 16)	Beginning of Current Year 1,302,828. End of Year 1,367,917.
	21	Total liabilities (Part X, line 26)	652,049. 666,614.
	22	Net assets or fund balances. Subtract line 21 from line 20	650,779. 701,303.

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
	NANCY HIATT, CEO/PRESIDENT		5/11/12
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date
	KIMBERLIE A CRULL	<i>Kimberlie Crull</i>	5/10/12
	Firm's name ▶ WIPFLI LLP	Firm's EIN ▶	Check if self-employed ☐ PTIN
	Firm's address ▶ PO BOX 5407	Phone no. (815) 399-7700	
	ROCKFORD, IL 61125-0407		

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

☒ Yes ☐ No

032001 02-22-11

LHA For Paperwork Reduction Act Notice, see the separate instructions.

Form **990** (2010)**SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION**

2 GLE

Part III Statement of Program Service Accomplishments

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

☒ X**1** Briefly describe the organization's mission:

THE AGENCY'S MISSION IS TO EMPOWER INDIVIDUALS AND FAMILIES TO
ELIMINATE HOMELESSNESS, JOBLESSNESS, AND HUNGER BY TEACHING
SELF-RELIANCE, INDEPENDENCE, AND SELF-DISCIPLINE.

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 \$ 385,935. including grants of \$) (Revenue \$ 3,353.)

MCHENRY SHELTER PROVIDES HOUSING AND SUPPORTIVE SERVICES TO HOMELESS
WOMEN (18 YEARS AND OLDER) WHO ARE SINGLE, PREGNANT, OR ACCOMPANIED BY
THEIR CHILDREN. RESIDENTS MUST BE CLEAN AND SOBER FOR AT LEAST TWELVE
MONTHS PRIOR TO COMING INTO THE PROGRAM (IF PREVIOUS ALCOHOL OR
SUBSTANCE ABUSE PROBLEMS EXISTED). RESIDENTS MUST MAINTAIN HEALTHY
CONTROL OF ANY PERSISTENT MENTAL HEALTH SYMPTOMS TO INCLUDE MEDICATION
COMPLIANCE AND ROUTINE PSYCHIATRIC CARE, BE WILLING TO VOLUNTARILY
ABIDE BY THE RULES AND REGULATIONS, AND BE FREE FROM THE THREAT OF
VIOLENCE AND/OR ANY PENDING CRIMINAL COMPLAINTS. WHILE SUPPLYING
SHELTER, EMERGENCY FOOD, CLOTHING, TRANSPORTATION AND SOME NECESSARY
FINANCIAL ASSISTANCE, HOS STAFF ALSO PROVIDE RESIDENTS WITH CASE
MANAGEMENT THAT HELPS THEM ACHIEVE SELF-RELIANCE. SERVICES ARE

4b (Code:) (Expenses \$ 264,299. including grants of \$) (Revenue \$ 3,353.)

CRYSTAL LAKE SHELTER PROVIDES HOUSING AND SUPPORTIVE SERVICES TO
HOMELESS WOMEN (18 YEARS AND OLDER) WHO ARE SINGLE, PREGNANT, OR
ACCOMPANIED BY THEIR CHILDREN. RESIDENTS MUST BE CLEAN AND SOBER FOR AT
LEAST TWELVE MONTHS PRIOR TO COMING INTO THE PROGRAM (IF PREVIOUS
ALCOHOL OR SUBSTANCE ABUSE PROBLEMS EXISTED). RESIDENTS MUST MAINTAIN
HEALTHY CONTROL OF ANY PERSISTENT MENTAL HEALTH SYMPTOMS TO INCLUDE
MEDICATION COMPLIANCE AND ROUTINE PSYCHIATRIC CARE, BE WILLING TO
VOLUNTARILY ABIDE BY THE RULES AND REGULATIONS, AND BE FREE FROM THE
THREAT OF VIOLENCE AND/OR ANY PENDING CRIMINAL COMPLAINTS. WHILE
SUPPLYING SHELTER, EMERGENCY FOOD, CLOTHING, TRANSPORTATION AND SOME
NECESSARY FINANCIAL ASSISTANCE, HOS STAFF ALSO PROVIDE RESIDENTS WITH
CASE MANAGEMENT THAT HELPS THEM ACHIEVE SELF-RELIANCE. SERVICES ARE

4c (Code:) (Expenses \$ 152,997. including grants of \$) (Revenue \$ 3,353.)

TRANSITIONAL APARTMENT PROGRAM RESIDENTS MAY STAY FOR UP TO TWO YEARS
(AVERAGE LENGTH OF STAY IS 9 MONTHS). UPON SUCCESSFUL COMPLETION OF
THE PROGRAM, RESIDENTS MAY RECEIVE UP TO 6 MONTHS OF AFTERCARE TO
SUPPORT THEM AS THEY TRANSITION INTO HEALTHY, INDEPENDENT LIVES. HOSS
GOAL IS TO EMPOWER RESIDENTS TO DEVELOP BASIC LIFE SKILLS, SECURE AND
MAINTAIN EMPLOYMENT THAT PAYS A LIVABLE WAGE, DEVELOP A CONTINUING
EDUCATIONAL PLAN, EVALUATE THEIR FINANCIAL STATUS, LEARN HOW AND WHY IT
IS IMPORTANT TO MAINTAIN A BUDGET, IDENTIFY ISSUES THAT IMPEDE
SELF-SUFFICIENCY, SECURE APPROPRIATE COMMUNITY ASSISTANCE, AND LEARN
AND APPLY HEALTHY PARENTING SKILLS TO ENHANCE THEIR LIVES AND THE LIVES
OF THEIR CHILDREN AND EVENTUALLY OBTAIN PERMANENT HOUSING.

4d Other program services (Describe in Schedule O.)(Expenses \$ 82,388. including grants of \$) (Revenue \$ 3,353.)**4e** Total program service expenses 885,619.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
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? <i>If "Yes," complete Schedule C, Part II</i>		X
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? <i>If "Yes," complete Schedule C, Part III</i>		
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? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
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? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
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? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
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? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>		X
f 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)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
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? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
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>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	X	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach its audited financial statements to this return? Note. Some Form 990 filers that operate one or more hospitals must attach audited financial statements (see instructions)		

Part IV 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		X
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 II	X	
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		X
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		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
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?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I		X
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		X
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		X
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		X
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? If "Yes," complete Schedule L, Part IV		X
b A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV		X
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? If "Yes," complete Schedule L, Part IV		X
29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I		X
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		X
35 Is any related organization a controlled entity within the meaning of section 512(b)(13)?		X
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)? If "Yes," complete Schedule R, Part V, line 2	☐ Yes ☒ No	
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		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI		X
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19?	X	

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

Form 990 (2010)

Part V Statements Regarding Other IRS Filings and Tax ComplianceCheck if Schedule O contains a response to any question in this Part V ☐

	Yes	No
1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1a 16	
b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b 0	
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a 61	
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. (see instructions)	2b X	
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	X
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	X
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		
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a	X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b	X
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 organization solicit any contributions that were not tax deductible?	6a	X
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b	
7 Organizations that may receive deductible contributions under section 170(c).		
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a	X
b If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c	X
d If "Yes," indicate the number of Forms 8282 filed during the year	7d	
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e	X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f	X
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g	
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	
9 Sponsoring organizations maintaining donor advised funds.		
a Did the organization make any taxable distributions under section 4966?	9a	
b Did the organization make a distribution to a donor, donor advisor, or related person?	9b	
10 Section 501(c)(7) organizations. Enter:		
a Initiation fees and capital contributions included on Part VIII, line 12	10a	
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b	
11 Section 501(c)(12) organizations. Enter:		
a Gross income from members or shareholders	11a	
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b	
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	
13 Section 501(c)(29) qualified nonprofit health insurance issuers.		
a Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.	13a	
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b	
c Enter the amount of reserves on hand	13c	
14a Did the organization receive any payments for indoor tanning services during the tax year?	14a	X
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	14b	

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

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	1a	14
b Enter the number of voting members included in line 1a, above, who are independent	1b	14
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3	X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	X
5 Did the organization become aware during the year of a significant diversion of the organization's assets?	5	X
6 Does the organization have members or stockholders?	6	X
7a Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a	X
b Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b	X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body?	8a	X
b Each committee with authority to act on behalf of the governing body?	8b	X
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9	X

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

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

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ► **IL**

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

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

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization: ►
NANCY HIATT - 815-271-5444
5342 W. ELM ST, MCHENRY, IL 60050

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent ContractorsCheck 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. 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			
MARY TARADASH PRESIDENT OF THE BOARD	3.00	X		X				0.	0.	0.
CHRIS HILLMAN VICE PRESIDENT	2.00	X		X				0.	0.	0.
JOHN E. JONES SECRETARY	2.00	X		X				0.	0.	0.
BOB SHARP TREASURER	2.00	X		X				0.	0.	0.
GINNY BECK DIRECTOR	1.00	X						0.	0.	0.
JOHN BEHRENS DIRECTOR	1.00	X						0.	0.	0.
MAUREEN BIEDERER DIRECTOR	1.00	X						0.	0.	0.
PATRICK COEN DIRECTOR	1.00	X						0.	0.	0.
NANCY ENGELS DIRECTOR	1.00	X						0.	0.	0.
BONA HEINSOHN DIRECTOR	1.00	X						0.	0.	0.
RANDY MEAD DIRECTOR	1.00	X						0.	0.	0.
SUE MORRISSEY DIRECTOR	1.00	X						0.	0.	0.
JAMES ROTH DIRECTOR	1.00	X						0.	0.	0.
HEIDI GREEN DIRECTOR	1.00	X						0.	0.	0.
BETH DLUTOWSKI- ROTATED OFF DIRECTOR	1.00	X						0.	0.	0.
DANEEN GORSKI-ADAMS - ROTATED OFF DIRECTOR	1.00	X						0.	0.	0.
BRAD STEWART- ROTATED OFF DIRECTOR	1.00	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			
NANCY HIATT CEO/PRESIDENT	60.00			X				82,390.	0.	4,920.
1b Sub-total								82,390.	0.	4,920.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								82,390.	0.	4,920.

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

- 3 Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual
- 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual
- 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person

	Yes	No
3		X
4		X
5		X

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 in compensation from the organization		0

Part VIII. Statement of Revenue

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1 a Federated campaigns	1a	19,038.				
	b Membership dues	1b					
	c Fundraising events	1c	146,898.				
	d Related organizations	1d					
	e Government grants (contributions)	1e	420,138.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	532,602.				
	g Noncash contributions included in lines 1a-1f \$		23,431.				
	h Total. Add lines 1a-1f			1,118,676.			
Program Service Revenue	2 a PROGRAM INCOME	Business Code	900099	8,162.	8,162.		
	b						
	c						
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f			8,162.			
	Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			159.		
4 Income from investment of tax-exempt bond proceeds							
5 Royalties							
6 a Gross Rents		(i) Real	(ii) Personal				
b Less: rental expenses							
c Rental income or (loss)				5,250.			
d Net rental income or (loss)				5,250.	5,250.		
7 a Gross amount from sales of assets other than inventory		(i) Securities	(ii) Other				
b Less: cost or other basis and sales expenses							
c Gain or (loss)							
d Net gain or (loss)							
8 a Gross income from fundraising events (not including \$ 146,898. of contributions reported on line 1c). See Part IV, line 18		a		60,464.			
b Less: direct expenses		b		30,199.			
c Net income or (loss) from fundraising events				30,265.			30,265.
9 a Gross income from gaming activities. See Part IV, line 19		a		12,904.			
b Less: direct expenses		b		2,448.			
c Net income or (loss) from gaming activities				10,456.			10,456.
10 a Gross sales of inventory, less returns and allowances		a		1403573.			
b Less: cost of goods sold	b		1267929.				
c Net income or (loss) from sales of inventory			135,644.			135,644.	
Miscellaneous Revenue	11 a MISCELLANEOUS INCOME	Business Code	900099	376.			376.
	b						
	c						
	d All other revenue						
	e Total. Add lines 11a-11d			376.			
	12 Total revenue. See instructions.			1,308,988.	13,412.	0.	176,900.

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	106,143.	106,143.		
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	87,310.		66,687.	20,623.
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	625,029.	456,043.		168,986.
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)				
9 Other employee benefits	63,516.	34,725.	6,844.	21,947.
10 Payroll taxes	59,375.	34,724.	7,307.	17,344.
11 Fees for services (non-employees):				
a Management				
b Legal				
c Accounting	37,655.	27,331.	2,065.	8,259.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other				
12 Advertising and promotion	2,509.	1,053.	246.	1,210.
13 Office expenses	26,054.	19,432.	2,085.	4,537.
14 Information technology	12,133.	7,976.	1,398.	2,759.
15 Royalties				
16 Occupancy	89,505.	79,770.	1,984.	7,751.
17 Travel	20,813.	16,047.	2,194.	2,572.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	13,035.	7,167.	4,142.	1,726.
20 Interest	30,802.	26,797.	2,866.	1,139.
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	53,196.	45,889.	7,307.	
23 Insurance	14,965.	12,297.	578.	2,090.
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 ADMIN	11,927.	7,888.	1,124.	2,915.
b EQUIPMENT LEASE	3,820.	2,091.	785.	944.
c VOLUNTEER	342.	232.	42.	68.
d DONOR RELATIONS	335.	14.	43.	278.
e				
f All other expenses				
25 Total functional expenses. Add lines 1 through 24f	1,258,464.	885,619.	107,697.	265,148.
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				

Part X Balance Sheet

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	1,000.	1	1,150.
	2 Savings and temporary cash investments	105,119.	2	70,351.
	3 Pledges and grants receivable, net		3	1,074.
	4 Accounts receivable, net		4	
	5 Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		5	
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)), 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)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use	114,000.	8	119,859.
	9 Prepaid expenses and deferred charges	13,228.	9	13,617.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 1,775,921.		
	b Less: accumulated depreciation	10b 658,087.		
		1,023,820.	10c	1,117,834.
	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	45,661.	15	44,032.	
16 Total assets. Add lines 1 through 15 (must equal line 34)	1,302,828.	16	1,367,917.	
Liabilities	17 Accounts payable and accrued expenses	96,946.	17	119,260.
	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	450,258.	23	424,054.
	24 Unsecured notes and loans payable to unrelated third parties	104,845.	24	123,300.
	25 Other liabilities. Complete Part X of Schedule D		25	
	26 Total liabilities. Add lines 17 through 25	652,049.	26	666,614.
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here ☒ and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	646,891.	27	688,779.
	28 Temporarily restricted net assets	3,888.	28	12,524.
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117, check here ☐ 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	650,779.	33	701,303.
	34 Total liabilities and net assets/fund balances	1,302,828.	34	1,367,917.

Part XI Reconciliation of Net AssetsCheck 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	1,308,988.
2	Total expenses (must equal Part IX, column (A), line 25)	2	1,258,464.
3	Revenue less expenses. Subtract line 2 from line 1	3	50,524.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	650,779.
5	Other changes in net assets or fund balances (explain in Schedule O)	5	0.
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	701,303.

Part XII Financial Statements and ReportingCheck if Schedule O contains a response to any question in this Part XII ☒1 Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other

If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.

2a Were the organization's financial statements compiled or reviewed by an independent accountant?

b Were the organization's financial statements audited by an independent accountant?

c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?

If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.

d If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a separate basis, consolidated basis, or both:

☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis

3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?

b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.

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

Form 990 (2010)

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 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 shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4						

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						
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 Total support. Add lines 7 through 10						
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ☐						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2010 (line 6, column (f) divided by line 11, column (f))	14	%
15 Public support percentage from 2009 Schedule A, Part II, line 14	15	%
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 a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ☐		
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 ☐		

Schedule A (Form 990 or 990-EZ) 2010

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.")	712,094.	858,611.	857,886.	855,795.	1118676.	4403062.
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	1150835.	1304225.	1536058.	5,881.	8,162.	4005161.
3 Gross receipts from activities that are not an unrelated trade or business under section 513				1397625.	1476941.	2874566.
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	1862929.	2162836.	2393944.	2259301.	2603779.	11282789.
7a Amounts included on lines 1, 2, and 3 received from disqualified persons			20,000.			20,000.
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						0.
c Add lines 7a and 7b			20,000.			20,000.
8 Public support. (Subtract line 7c from line 6)						11262789.

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	1862929.	2162836.	2393944.	2259301.	2603779.	11282789.
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	2,492.	1,098.	351.	309.	5,409.	9,659.
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b	2,492.	1,098.	351.	309.	5,409.	9,659.
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.)	3,932.	10,670.	2,942.	661.	376.	18,581.
13 Total support. (Add lines 9, 10c, 11, and 12)	1869353.	2174604.	2397237.	2260271.	2609564.	11311029.

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	99.57 %
16 Public support percentage from 2009 Schedule A, Part III, line 15	16	99.37 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2010 (line 10c, column (f) divided by line 13, column (f))	17	.09 %
18 Investment income percentage from 2009 Schedule A, Part III, line 17	18	.06 %

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 ☐

SCHEDULE D
(Form 990)Department of the Treasury
Internal Revenue Service**Supplemental Financial Statements**▶ Complete if the organization answered "Yes," to Form 990,
Part IV, line 6, 7, 8, 9, 10, 11, or 12.

▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047

2010Open to Public
Inspection

Name of the organization

HOME OF THE SPARROW, INC

Employer identification number

36-3494491

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

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

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

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

☐ 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	

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

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2d

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

4 Number of states where property subject to conservation easement is located ▶

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

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

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

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

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

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

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

1a If the organization elected, as permitted under SFAS 116 (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:

(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 (ASC 958) relating to these items:

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

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

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

(check all that apply):

a ☐ Public exhibitiond ☐ Loan or exchange programsb ☐ Scholarly researche ☐ Other _____c ☐ Preservation for future generations

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
c Beginning balance	1c
d Additions during the year	1d
e Distributions during the year	1e
f Ending balance	1f

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	3,887.	31,221.	42,199.		
b Contributions	51,960.	1,000.	7,300.		
c Net investment earnings, gains, and losses			1,091.		
d Grants or scholarships					
e Other expenditures for facilities and programs	43,323.	28,334.	19,369.		
f Administrative expenses					
g End of year balance	12,524.	3,887.	31,221.		

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

a Board designated or quasi-endowment ▶ _____ %

b Permanent endowment ▶ _____ %

c Term endowment ▶ 100.00 %

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

(i) unrelated organizations

(ii) related organizations

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

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

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

Part VI 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		90,939.		90,939.
b Buildings		1,367,503.	423,618.	943,885.
c Leasehold improvements				
d Equipment		203,845.	157,624.	46,221.
e Other		113,634.	76,845.	36,789.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				1,117,834.

Part VII Investments - Other Securities. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		

Total. (Col (b) must equal Form 990, Part X, col (B) line 12.) ▶

Part VIII Investments - Program Related. See Form 990, Part X, line 13.

(a) Description of investment type	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		

Total. (Col (b) must equal Form 990, Part X, col (B) line 13.) ▶

Part IX Other Assets. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	

Total. (Column (b) must equal Form 990, Part X, col (B) line 15.) ▶

Part X Other Liabilities. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Amount
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
(11)	

Total. (Column (b) must equal Form 990, Part X, col (B) line 25.) ▶

FIN 48 (ASC 740) Footnote In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under

2. FIN 48 (ASC 740)

032053
12-20-10

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

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	1,308,988.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	1,258,464.
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3	50,524.
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	0.
10	Excess or (deficit) for the year per audited financial statements. Combine lines 3 and 9	10	50,524.

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	1,387,550.
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	84,475.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV.)	2d	
e	Add lines 2a through 2d	2e	84,475.
3	Subtract line 2e from line 1	3	1,303,075.
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	5,913.
c	Add lines 4a and 4b	4c	5,913.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	1,308,988.

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

1	Total expenses and losses per audited financial statements	1	1,337,026.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	84,475.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIV.)	2d	
e	Add lines 2a through 2d	2e	84,475.
3	Subtract line 2e from line 1	3	1,252,551.
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	5,913.
c	Add lines 4a and 4b	4c	5,913.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	1,258,464.

Part XIV Supplemental Information

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

PART V, LINE 4: THE ORGANIZATION INTENDS TO USE THE 16 ENDOWMENT

FUNDS, AS DETERMINED BY THE CONTRIBUTORS, FOR CONTINUED SUPPORT.

PART X, LINE 2: THE ORGANIZATION RECORDED NO LIABILITIES FOR UNCERTAIN TAX POSITIONS OR UNRECOGNIZED TAX BENEFITS. FEDERAL RETURNS FOR 2008 THROUGH 2010 REMAIN SUBJECT TO EXAMINATION BY MAJOR JURISDICTIONS.

PART XII, LINE 4B - OTHER ADJUSTMENTS:

Part XIV Supplemental Information (continued)

RECLASS EXPENSES FROM DIRECT FUNDRAISING EXPENSES 5,913.

PART XIII, LINE 4B - OTHER ADJUSTMENTS:

RECLASS EXPENSES FROM DIRECT FUNDRAISING EXPENSES 5,913.

Department of the Treasury
Internal Revenue Service

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.

OMB No. 1545-0047

2010

Open To Public Inspection

Name of the organization

HOME OF THE SPARROW, INC

Employer identification number

36-3494491

Part I

Fundraising Activities. Complete if the organization answered "Yes" to Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

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

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

- 2 a** 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.

(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
		Yes	No			
Total						

3 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.

[illegible]

Part II Fundraising Events. Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

	(a) Event #1 FRIENDS OF HOME OF SPARROW	(b) Event #2 HOS GOLF SPROUTING	(c) Other events 3	(d) Total events (add col. (a) through col. (c))
	(event type)	(event type)	(total number)	
Revenue				
1 Gross receipts	103,873.	49,605.	46,269.	199,747.
2 Less: Charitable contributions	88,400.	31,886.	26,612.	146,898.
3 Gross income (line 1 minus line 2)	15,473.	17,719.	19,657.	52,849.
Direct Expenses				
4 Cash prizes				
5 Noncash prizes				
6 Rent/facility costs				
7 Food and beverages	3,000.	6,000.	4,399.	13,399.
8 Entertainment				
9 Other direct expenses	4,042.	4,315.	5,034.	13,391.
10 Direct expense summary. Add lines 4 through 9 in column (d)				26,790.
11 Net income summary. Combine line 3, column (d), and line 10				26,059.

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				
Direct Expenses				
2 Cash prizes				
3 Noncash prizes				
4 Rent/facility costs				
5 Other direct expenses				
6 Volunteer labor	☐ Yes _____ % ☐ No	☐ Yes _____ % ☐ No	☐ Yes _____ % ☐ No	
7 Direct expense summary. Add lines 2 through 5 in column (d)				
8 Net gaming income summary. Combine line 1, column d, and line 7				

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 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 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 of the third party:

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 to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ► \$ _____

Part IV **Supplemental Information.** Complete this part to provide the explanations required by Part I, line 2b, columns (iii) and (v), and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also complete this part to provide any additional information (see instructions)

OMB No 1545-0047

2010

**Open to Public
Inspection**

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

► Attach to Form 990.

Employer identification number
36-3494491

36-3494491

- ☒ Yes ☐ No

, for any

recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Part II can be duplicated if additional space is needed

[illegible]

- | | | | | |
|---|--|---|-----|---|
| 2 | Enter total number of section 501(c)(3) and government organizations | . | ... | ▲ |
| 3 | Enter total number of other organizations | . | | ▲ |

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

Part III Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
UTILITIES, FOOD, CLOTHING, TRANSPORTATION, AND SOME NECESSARY FINANCIAL ASSISTANCE	105	106,143.	0.		

Part IV Supplemental Information. Complete this part to provide the information required in Part I, line 2, and any other additional information.

SCHEDULE I, PART I, LINE 2: WHEN GRANT FUNDS ARRIVE, THE CHECK IS LOCKED IN THE ACCOUNTING OFFICE UNTIL DEPOSIT. A COPY OF THE CHECK IS GIVEN TO THE CEO/PRESIDENT AND THE GRANTS MANAGER. FOR FINANCIAL MONITORING PURPOSES, EACH GRANT IS SET UP AS ITS OWN CLASS IN QUICKBOOKS SO THAT ALL TRANSACTIONS (REVENUES AND EXPENSES) ARE TRACKED AND RECORDED. THE GRANTS MANAGER IS RESPONSIBLE FOR ENSURING THAT ALL EXPENSES ARE WITHIN THE PARAMETERS SET BY THE GRANT AWARD AND THAT ANY DEVIATIONS HAVE BEEN DULY APPROVED AND/OR REALLOCATED BY THE GRANT PROVIDER. THE GRANTS MANAGER IS ALSO RESPONSIBLE FOR ALL GRANT REPORTING. LASTLY, EACH GRANT IS

Part IV Supplemental Information

SCRUTINIZED DURING THE AGENCY'S ANNUAL AUDIT.

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 990-EZ 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

HOME OF THE SPARROW, INC

Employer identification number

36-3494491

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

HOMELESSNESS TO SELF SUFFICIENCY

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

RENDERED DIRECTLY OR THROUGH COLLABORATION WITH PARTNER AGENCIES.

WORKING TOGETHER, EACH AGENCY HELPS TO ASSURE A FULL SPECTRUM OF

SERVICES AS RESIDENTS STRIVE TO GAIN THE SELF-CONFIDENCE AND HOPE THAT

RESULTS IN SELF-SUFFICIENCY. PLEASE NOTE: RESIDENTS MAY STAY IN THE

SHELTER FOR UP TO TWO YEARS.

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

RENDERED DIRECTLY OR THROUGH COLLABORATION WITH PARTNER AGENCIES.

WORKING TOGETHER, EACH AGENCY HELPS TO ASSURE A FULL SPECTRUM OF

SERVICES AS RESIDENTS STRIVE TO GAIN THE SELF-CONFIDENCE AND HOPE THAT

RESULTS IN SELF-SUFFICIENCY. PLEASE NOTE: RESIDENTS MAY STAY IN THE

SHELTER FOR UP TO TWO YEARS.

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

DEPARTMENT OF JUSTICE (DOJ) FUNDS WERE AWARDED FOR THE SPARROWS POINT

PROGRAM, A COLLABORATION BETWEEN HOME OF THE SPARROW (HOS) AND TURNING

POINT (TP), WHICH IS LOCATED IN WOODSTOCK, IL. THE DOJ FUNDING HAS

ALLOWED FOR THE CREATION OF A SPECIALIZED TRANSITIONAL APARTMENT

PROGRAM FOR VICTIMS OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL

ASSAULT, OR STALKING. HOS AND TP STAFF PROVIDE RESIDENTS WITH CASE

MANAGEMENT AND A COMPREHENSIVE SPECTRUM OF OTHER SUPPORTIVE SERVICES

THAT HELPS THEM ACHIEVE SELF-RELIANCE. THERE ARE CURRENTLY FOUR (4)

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

Schedule O (Form 990 or 990-EZ) (2010)

Name of the organization

HOME OF THE SPARROW, INC

Employer identification number

36-3494491

SPARROWS POINT APARTMENTS FOR RESIDENT USE. PLEASE NOTE: RESIDENTS

MAY STAY IN THE SPARROWS POINT PROGRAM FOR UP TO TWO YEARS.

EXPENSES \$ 82,388. INCLUDING GRANTS OF \$ 0. REVENUE \$ 3,353.

FORM 990, PART VI, SECTION B, LINE 11: A COPY OF THE 990 IS SENT

ELECTRONICALLY TO THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS

(INCLUDES THE BOARD TREASURER) FOR REVIEW. THE RECOMMENDATIONS OF THE

EXECUTIVE COMMITTEE TO ACCEPT/DENY/CHANGE THE 990 ARE GIVEN TO THE ENTIRE

BOARD AT A BI-MONTHLY MEETING. THE BOARD VOTES TO ACCEPT THE 990 FOR

TRANSMITTAL TO THE IRS.

FORM 990, PART VI, SECTION B, LINE 12C: THE BY-LAWS OF THE ORGANIZATION

CONTAIN A CONFLICT OF INTEREST POLICY (ARTICLE VI) WHICH WAS WRITTEN TO

ENSURE THAT THE MEMBERS OF THE BOARD OF DIRECTORS, PERSONNEL AND/OR

CONSULTANTS DO NOT HAVE OR GIVE THE APPEARANCE OF CONFLICTS OF INTEREST AND

DO NOT USE THEIR RELATIONSHIP WITH THE AGENCY FOR PERSONAL GAIN.

COMPLIANCE AND ENFORCEMENT IS ONGOING AND CONDUCTED BY THE EXECUTIVE

COMMITTEE OF THE BOARD AND THE CEO/PRESIDENT. BOARD MEMBERS AND EMPLOYEES

ARE EXPECTED TO ADVISE THE EXECUTIVE COMMITTEE OR CEO/PRESIDENT OF ALL

OUTSIDE BUSINESS ACTIVITIES TO PREVENT MISUNDERSTANDINGS. TRAINING IS

CONDUCTED ANNUALLY AT A BOARD MEETING AND AT AN ALL-STAFF/VOLUNTEER

MEETING.

FORM 990, PART VI, SECTION B, LINE 15: THE BOARD OF DIRECTORS EVALUATES

THE PERFORMANCE AND PROVIDES THE CHIEF EXECUTIVE OFFICER WITH AN EMPLOYMENT

CONTRACT, WHICH WILL BE REVIEWED ANNUALLY AND MUST PASS BY A SIMPLE

MAJORITY VOTE. COMPENSATION AND PAY IS WITHIN THE LIMITS ESTABLISHED BY

THE BOARD OF DIRECTORS FOR THE DIFFERENT POSITIONS. SALARY LEVELS ARE

Name of the organization

HOME OF THE SPARROW, INC

Employer identification number

36-3494491

REVIEWED BY THE BOARD OF DIRECTORS ANNUALLY, OR AS DEEMED NECESSARY.

ELIGIBILITY FOR FUTURE PAY ADJUSTMENTS IS BASED UPON ON-THE-JOB PERFORMANCE AND THE PAY LIMITS ESTABLISHED FOR EACH POSITION. APPLICABLE PAY INCREASES, GENERALLY, TAKE EFFECT DURING THE FIRST WEEK OF JULY OR ON THE EMPLOYEES ANNIVERSARY DATE. ALL SUPERVISORS OR DIRECTORS ARE REQUIRED TO MEET WITH EACH EMPLOYEE AT A FACE-TO-FACE PERFORMANCE EVALUATION. THESE EVALUATIONS ARE CONDUCTED ANNUALLY PRIOR TO JUNE 30TH OR THE EMPLOYEES ANNIVERSARY DATE. THE PURPOSE OF THE EVALUATION IS TO REVIEW EMPLOYEES ON-THE-JOB PERFORMANCES, IDENTIFY AREAS NEEDING IMPROVEMENT, SET GOALS FOR THE NEXT EVALUATION PERIOD, AND REVIEW DUTIES TO ADJUST AND IMPROVE JOB DESCRIPTIONS. DURING THE REVIEW PROCESS, THE EMPLOYEE FILE WILL BE REVIEWED AND INFORMATION IN THE FILE WILL BE USED TO PREPARE THE PERFORMANCE EVALUATION. EMPLOYEES ARE ENCOURAGED TO PREPARE FOR THEIR PERFORMANCE EVALUATION BY IDENTIFYING ISSUES OF CONCERN (AND SOLUTIONS), THINKING ABOUT FUTURE GOALS, AND LOOKING FOR WAYS IN WHICH HOME OF THE SPARROW, INC. CAN ASSIST FOR THE NEXT PERIOD.

FORM 990, PART VI, SECTION C, LINE 19: COPIES OF THE GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS ALONG WITH THE 990 AND APPLICATION FOR TAX EXEMPTION ARE PROVIDED UPON REQUEST DURING NORMAL BUSINESS HOURS AT THE ORGANIZATIONS HEADQUARTERS.

FORM 990, PART XI, LINE 2C

THE ORGANIZATION USES A SYSTEMATIC APPROACH FOR THE OVERSIGHT OF THE FINANCIAL STATEMENT AUDIT AND SELECTION OF AN INDEPENDENT ACCOUNTANT. THIS PROCESS HAS NOT CHANGED FROM THE PREVIOUS YEAR.

- If you are filing for an **Additional (Not Automatic) 3-Month Extension**, complete only **Part II** and check this box ☒ **X**

Note. Only complete Part II if you have already been granted an automatic 3-month extension on a previously filed Form 8868.

- If you are filing for an **Automatic 3-Month Extension**, complete only **Part I** (on page 1).

Part II Additional (Not Automatic) 3-Month Extension of Time. Only file the original (no copies needed).

Type or print File by the extended due date for filing your return. See instructions.	Name of exempt organization	Employer identification number
	HOME OF THE SPARROW, INC	36-3494491
	Number, street, and room or suite no. If a P.O. box, see instructions.	
	5342 W. ELM ST	
	City, town or post office, state, and ZIP code. For a foreign address, see instructions.	
	MCHENRY, IL 60050	

Enter the Return code for the return that this application is for (file a separate application for each return)

01

Application Is For	Return Code	Application Is For	Return Code
Form 990	01		
Form 990-BL	02	Form 1041-A	08
Form 990-EZ	01	Form 4720	09
Form 990-PF	04	Form 5227	10
Form 990-T (sec. 401(a) or 408(a) trust)	05	Form 6069	11
Form 990-T (trust other than above)	06	Form 8870	12

STOP! Do not complete Part II if you were not already granted an automatic 3-month extension on a previously filed Form 8868.

NANCY HIATT

- The books are in the care of ☒ 5342 W. ELM ST - MCHENRY, IL 60050

Telephone No ☒ 815-271-5444

FAX No. ☒ (815) 271-5406

- If the organization does not have an office or place of business in the United States, check this box ☐

- If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) ☐. If this is for the whole group, check this box ☐. If it is for part of the group, check this box ☐ and attach a list with the names and EINs of all members the extension is for.

4 I request an additional 3-month extension of time until MAY 15, 2012

5 For calendar year 2011, or other tax year beginning JUL 1, 2010, and ending JUN 30, 2011

6 If the tax year entered in line 5 is for less than 12 months, check reason: ☐ Initial return ☐ Final return

☐ Change in accounting period

7 State in detail why you need the extension SEE STATEMENT 2

8a If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions	8a	\$	0.
b If this application is for Form 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit and any amount paid previously with Form 8868.	8b	\$	0.
c Balance due. Subtract line 8b from line 8a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	8c	\$	0.

Signature and Verification

Under penalties of perjury, I declare that I have examined this form, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete, and that I am authorized to prepare this form.

Signature ☒

Title ☒ CPA

Date ☒

FORM 8688

EXPLANATION FOR EXTENSION

STATEMENT

2

EXPLANATION

AN ATTEMPT TO OBTAIN INFORMATION NECESSARY FOR FILING A RETURN WAS REQUESTED IN A TIMELY FASHION, BUT THE INFORMATION WAS NOT FURNISHED IN SUFFICIENT TIME TO PERMIT THE TIMELY FILING OF THE RETURN, OR THE TAXPAYER PERSONALLY VISITED AN IRS OFFICE FOR THE PURPOSE OF SECURING INFORMATION OR ADVICE AND WAS UNABLE TO MEET WITH AN IRS REPRESENTATIVE