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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 2011 Open to Public Inspection

	For the 20	11 calendar year, or tax year beginning , and endi			3.00
	Check if applica			D Emplo	yer Identification number
	Address change				
\sqcap	Name change	Doing Business As		23-	-7076247
\exists	_	Number and street (or P O box if mail is not delivered to street address)	Room/suite	E Teleph	one number
\vdash	Initial return	147 EAST SECOND STREET			
Ш	Terminated	City or town, state or country, and ZIP + 4			
	Amended return			G Gross rec	eipts\$ 639,388
	Application pen	F Name and address of principal officer	H(a) Is this	a group return for	affiliates? Yes X No
_			''	•	
3				l affiliates include	- -
誓				NO, allacira iis	(see instructions)
	Tax-exempt st				
	Website-	WWW.COMMUNITYPROGRESSINC.COM		exemption numb	
	Form of organi		L Year of formation	1970	M State of legal domicile NY
	art I	Summary			
Activities & Governance	1	ly describe the organization's mission or most significant activities			
< 5	5	SE SCHEDULE O			
Σğ	ļ				
7 =		<u> </u>			
્ટ્રે	2 Che	ck this box $lacktriangle$ if the organization discontinued its operations or dispos	ed of more than 25% of its net	assets	
8	3 Num	ber of voting members of the governing body (Part VI, line 1a)		3	6
Se	1	ber of independent voting members of the governing body (Part VI, line 1	b)	4	6
ΞĘ	1	number of individuals employed in calendar year 2011 (Part V, line 2a)	•	5	2
Ę	1	number of volunteers (estimate if necessary)		6	0
⋖	1	unrelated business revenue from Part VIII, column (C), line 12		7a	0
		unrelated business taxable income from Form 990-T, line 34		7b	0
_	Divet	intelated business taxable income from 1 orn 300-1; file 04	Prior		Current Year
•	8 Con	ributions and grants (Part VIII, line 1h)	<u> 4</u>	06,639	639,144
Revenue	1	ributions and grants (Part VIII, line 1h) ram service revenue (Part VIII, line 2g)	;	0	0
ě	10 Inve	stment income (Part VIII, column (A), lines 3, 4, and 7d)		408	244
æ		r revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c/and[11e)2012	030	0	0
		I revenue – add lines 8 through 11 (must equal Part VIII, column (A), line		07,047	639,388
_		tts and similar amounts paid (Part IX, column (A), lines 1;3)[n 1 1 1		75,990	464,414
		efits paid to or for members (Part IX, column (A); line 4)	{`	0	101/111
	1		10)	94,236	96,078
enses	1	ries, other compensation, employee benefits (Part IX, column (A), lines 5	-10)	04,230	0
ë	1	essional fundraising fees (Part IX, column (A), line 11e)	0		<u> </u>
Exp	1	I fundraising expenses (Part IX, column (D), line 25) ►	•	60,796	50,846
_	1	er expenses (Part IX, column (A), lines 11a–11d, 11f–24e)		31,022	611,338
	1	I expenses Add lines 13–17 (must equal Part IX, column (A), line 25)		23,975	
(_ -	19 Rev	enue less expenses. Subtract line 18 from line 12		Current Year	28,050 End of Year
Net Assets of	20 Tata	I assets (Part X, line 16)		21,859	276,006
Asse.	20 Tota	I liabilities (Part X, line 26)		5,382	
<u> </u>	21 10to	assets or fund balances Subtract line 21 from line 20	2	16,477	244,527
	art II	Signature Block		<u> </u>	211/32/
		es of perjury, I declare that I have examined this return, including accompanying significant complete. Declaration of preparer (other than officer) is based on all information			lowledge and belief, it is
	<u> </u>	Alle & Jah	0	4/	124/2012
نار دادی		Signature of officer			27/2012
Sig	- 1 .		CHA TOUCHAR	9410	
He		CATHY WEIL	CHAIRWOMAN		<u> </u>
_	<u> </u>	Type or print name and title			TT . DTIN
D-1	ا س:	nt/Type preparer's name Preparer's signature	Date	Check	□
Pai	<u> </u>	CHARD MCNEILLY RICHARD MCNEILLY		22/12 self-er	
		mis name)	Firm's EIN	16-1424411
Us	e Only	124 W FRANKLIN ST			
_	Fir	m's address HORSEHEADS, NY 14845-2437		Phone no	607-739-6239
Ma	y the IRS d	scuss this return with the preparer shown above? (see instructions)			Yes No
Fo:		k Reduction Act Notice, see the separate instructions.			Form 990 (2011)
270					_

Form **990** (2011)

	(2011) COMMONITI PROG		23-10/024/	Page Z
Part II	•	Service Accomplishments ntains a response to any question in	this Part III	X
	fly describe the organization's mission		THO T CITY III	
SEE	SCHEDULE O			
			·	
	the organization undertake any signi Form 990 or 990-EZ?	ficant program services during the year whic	h were not listed on the	Yes X No
-	es," describe these new services on	Schedule O		res no
		or make significant changes in how it conduc	ts, any program	
	ices?	adula O		Yes X No
	es," describe these changes on Sch cribe the organization's program sen	equie O vice accomplishments for each of its three la	rgest program services, as measured	bv
		4) organizations and section 4947(a)(1) trus		-,
grar	ts and allocations to others, the tota	expenses, and revenue, if any, for each pro	gram service reported	
4a (Co	de·) (Expenses \$	477,565 including grants of \$	464,414) (Revenue	<u> </u>
	· • •	ION SERVICES TO HOMEO		
IN !	THE REGIONAL COMMU	NITIES.		
4b (Co	de) (Expenses \$	including grants of \$) (Revenue	\$
4c (Co	de) (Expenses \$	including grants of \$) (Revenue	\$
4d Oth	er program services. (Describe in Sc	hedule O)		
	penses \$	including grants of \$) (Revenue \$)_
	al program service expenses	477,565		
D4.4				Form QQ0 (2011

Form	1 990 (2011) COMMUNITY PROGRESS, INC. 23-7076247		Р	<u>age 3</u>
Pa	art IV Checklist of Required Schedules			
			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes,"			
	complete Schedule A	1	_ X	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	2	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to		:	
	candidates for public office? If "Yes," complete Schedule C, Part I	3		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? If "Yes," complete Schedule C, Part II	4		_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? If "Yes," complete Schedule C,			
	Part III	5		Х
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors			
	have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If		1	
	"Yes," complete Schedule D, Part I	6		х
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		x
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes,"	<u> </u>		
0	complete Schedule D, Part III	8	1	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? If "Yes,"	9		х
	complete Schedule D, Part IV	9		<u> </u>
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted	10		x
	endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	10		<u> </u>
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI,	1		
	VII, VIII, IX, or X as applicable	ł		
а		1	₩.	
	complete Schedule D, Part VI	11a	X	
b	·			
	of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		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? If "Yes," complete Schedule D, Part VIII	11c		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? If "Yes," complete Schedule D, Part IX	11d	<u> </u>	X
е	Did the organization report an amount for other liabilities in Part X, line 25° If "Yes," complete Schedule D, Part X	11e	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)? If "Yes," complete Schedule D, Part X	11f		X
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			
	Schedule D, Parts XI, XII, and XIII	12a	X	
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	ļ	X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	<u> </u>	X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a	ļ	X
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking,			
	fundraising, business, investment, and program service activities outside the United States, or aggregate			1
	foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b		X
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any		l	
	organization or entity located outside the United States? If "Yes," complete Schedule F, Parts II and IV	15	L	Х
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance			
	to individuals located outside the United States? If "Yes," complete Schedule F, Parts III and IV	16		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 ² If "Yes," complete Schedule G, Part I (see instructions)	17		x
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on		1	T -
	Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	1	x
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a?		1	T -
. 3	If "Yes," complete Schedule G, Part III	19	1	x
20-	- control of the cont	20a	†	X
20a	Did the organization operate one or more nospital facilities. If it es, complete ochequie in	200	+	+

b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?

20b

Form 990 (2011) COMMUNITY PROGRESS, INC.

Part IV Checklist of Required Schedules (continued)

In Did the organization report more than \$5.000 of grants and other assistance to any government or organization in the United States on Part IX, column (A), line 17 if "yes," complete Schedule I, Parts I and II 21 X X Did the organization or port more than \$5.000 of grants and other assistance to andwals in the United States on Part IX, column (A), line 27 if "Yes," complete Schedule I, Parts I and II 21 X Did the organization answer "Yes" to Part IV, Is colon, A line 3.4 or 43 bout compensation of the organization answer "Yes" to Part IV, Is colon, A line 3.4 or 43 bout compensation of the organization answer "Yes" to Part IV. Sciench, A line 3.4 or 43 bout compensation of the organization and former officers, directors, trustees, key employees, and highest compensated employees" If "Yes," complete Schedule J 22 X X 104 bout the organization and the way at tax we exempt bond seuse with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was used after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule X II" No." go to line 25 the 10 bit the organization maintain an estrow account other than a resturding escrive at any time during the year? 24b Did the organization and sea are on a benefit of its suer for bonds outstanding at any time during the year? 24c Did the organization and as a for the sharp and the sea of the organization with a disqualified person outstanding as of the end of the organization with a disqualified person outstanding as of the end of the organization with a disqualified person outstanding as of the end of the organization is an organization sea of the sea of the sea of the sea organization sea of the sea o			_		
in the United States on Part IX, Column (A), line 1 91 11 11 11 11 11 11 11 11 11 11 11 1		Did the constraint and the de constraint and the co		Yes	No
22 X on Part IX, coutmn (A), line 2" (Pres," complete Schedule Parts and III 22 X on Part IX, coutmn (A), line 2" (Pres," complete Schedule Parts and III 23 Dd the organization's current and former officers, directors, insistess, key employees, and highest compensation of the organization's current and former officers, directors, insistess, key employees, and highest compensated employees? If "Yes," complete Schedule Part II 24 Dd International Parts P	21			İ	v
on Part IX, column (A), line 2° If "Yes", complete Schedule I. Parts I and III 2	٠.	· · · · · · · · · · · · · · · · · · ·	21		
the organization answer "Yes" to Part VII, Section A, Ine 3, 4, or 5 about compensation of the organization surrent and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J. 23 X. X. A. D.	22			v l	
organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J. 23	10		22	^	
employees? If "Yes," complete Schedule J Ale 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 2dd and complete Schedule K. If "No," go to line 25 Did the organization invest any proceeds of tax exempt bonds beyond a temporary period exception? Did the organization invest any proceeds of tax exempt bonds beyond a temporary period exception? Did the organization invest any proceeds of tax exempt bonds beyond a temporary period exception? Did the organization invest any proceeds of tax exempt bonds beyond a temporary period exception? Did the organization and an asseroiv account other than a refunding escrow at any time during the year? Did the organization and as an "on behalf of issuer for bonds outstanding at any time during the year? Did the organization and as an "on behalf of issuer for bonds outstanding at any time during the year? Did the organization and the temps of the organizations negage 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 organizations prior Forms 990 or 990-E2? If "Yes," complete Schedule L, Part II Did the organization provide a grant or often assistance to an officer, director, trustee, key employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II Did the organization provide a grant or often assistance to an officer, director, director, level year, well assistance to a officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV A camely member of a current of former officer, director, trust	23	· · · · · · · · · · · · · · · · · · ·			
through 24d and complete Schedule K if*No,* go to line 25 b Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If Yes,* answer lines 24b through 24d and complete Schedule K if *No,* go to line 25 b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? Did the organization invest any an excess of the last of the search of bonds outstanding at any time during the year to defease any tax-exempt bonds? Did the organization and an an on behalf of issuer for bonds outstanding at any time during the year? 24d					v
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through 24d and complete Schedule K If "No," go to line 25 b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? b Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? d Did the organization maintain an escrow account other than a refunding escrow at any time during the year? 24d Did the organization and so an on behalf of "issuer for bonds outstanding at any time during the year? 24d Did the organization and so an on behalf of "issuer for bonds outstanding at any time during the year? 24d Did be organization and so an one behalf of "issuer for bonds outstanding at any time during the year? 24d Did be organization and so an one behalf of "issuer for bonds outstanding at any time during the year? 24d Did be organization and so an one behalf of "issuer for bonds outstanding at any time during the year? 24d Did be organization and so an one behalf of "issuer for bonds outstanding at any time during the year? 24d Did be 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 sprior Forms 990 or 992-72? If "Yes," complete Schedule L, Part II 25b X Did the organization or or ordiner officer, director, frustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization is at year? If "Yes," complete Schedule L, Part III 27	24a	• • • • • • • • • • • • • • • • • • • •			
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary peniod 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? 24c 24d		· · · · · · · · · · · · · · · · · · ·	04-		v
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to defease any tax-exempt bonds? Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? 24d			24D		
Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? 24d 258 Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage 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 890 or 990-EZ? If "Yes," complete Schedule L, Part I 25	C		04-		
Section 501(c)(3) and 501(c)(4) organizations. Dut the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I be the organization wave 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-E2? If "Yes," complete Schedule L, Part I 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 prior Forms 990 or 990-E2? If "Yes," complete Schedule L, Part II 26 X Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons'? If "Yes," complete Schedule L, Part III 27 X Was the organization a pray to a business transaction with one of the following parties (see Schedule L, Part IV A 1 A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV 28 X A 1 A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV 28 X A nentity of which a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule M 29 X X Did the organization receive more than \$25,000 in onn-cash contributions? If "Yes," complete Schedule M 29 X X Did the organization receive more than \$25,000 in onn-cash contributions? If "Yes," complete Schedule M 29 X X Did the organization receive more than \$25,000 in onn-cash contributions? If "Yes," complete Schedule M 29 X X Did the organization receive more than \$25,000 in onn-cash contributions? If "Yes," complete Schedule M 29 X X Did the organization sell, exchange, dispose of, or transfer more than \$25,00 if its net assets? I					
with a disqualified person during the year? If "Yes," complete Schedule L, Part I 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-E2? If "Yes," complete Schedule L, Part I 25b			240	-	
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-E27 if "Yes," complete Schedule L. Part II 25b	25a		05-		v
year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? Yes, "complete Schedule L, Part I 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 is tax year? If "Yes," complete Schedule L, Part II 26	_		25a		
16 "Yes," complete Schedule L, Part I 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 X 27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons' If "Yes," complete Schedule L, Part III 27 X 28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV 28 A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV 28 A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV 28 A nentity of which a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule M 29 Did the organization receive more than \$25,000 in non-cash contributions'? If "Yes," complete Schedule M 29 Did the organization receive more than \$25,000 in non-cash contributions'? If "Yes," complete Schedule M 29 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M 29 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part II 31 X 20 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II 31 X 32 Did the organization netlated to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II 18 34 X 35a	D				
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		· · · · · · · · · · · · · · · · · · ·	05h		v
disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II 26		•	250		
Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part III 27 X Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV nstructions 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 28a X A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV 28b 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 28c X 29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M 29 X 30 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M 29 X 31 Did the organization injuridate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part II 31 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 32 X 33 Uas 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 32 X 34 Was the organization have a controlled entity within the meaning of section 512(b)(13)? 35a X 35a Did the organization have a controlled entity within the meaning of section 512(b)(13) organizations. Did the organization make any transfers to an exempt non-charitable related organization organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedul	20		00		v
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entity or family member of any of these persons? If "Yes," complete Schedule L, Part III 27	21				
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 b A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV 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 undirect owner? If "Yes," complete Schedule L, Part IV 28c		· · ·	27		v
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 b A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV c An entity of which a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV 28c	20		21		
A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV 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	20				
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Schedule L, Part IV A nentity 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 By Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M Did the organization receive contributions of art, histonical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II 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 II 33	_		200		
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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 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II 31 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I 33 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 Was the organization have a controlled entity within the meaning of section 512(b)(13)? 35 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 35 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 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 July 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, lines 11 and 19? Note. All Form 990 filers are required to complete Schedule O for Part VI, lines 11 and 19? Note. All Form 990 filers are required to complete Schedule O	C		200	1	Y
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			38	$ \mathbf{x} $	
		10 Hester Air Commodo are required to complete dericadae o) (2011)

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Part V Statements Regarding Other IRS Filings and Tax Compliance Check if Schedule O contains a response to any question in this Part V Yes No 10 Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? 1 C 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 X 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) X Did the organization have unrelated business gross income of \$1,000 or more during the year? За If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O 3b 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 If "Yes," enter the name of the foreign country b See instructions for filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? 5a 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 Does the organization have annual gross receipts that are normally greater than \$100,000, and did the X organization solicit any contributions that were not tax deductible? 6a If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? 6b Organizations that may receive deductible contributions under section 170(c). 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 If "Yes," did the organization notify the donor of the value of the goods or services provided? 7b Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? 7c 7d If "Yes," indicate the number of Forms 8282 filed during the year d Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? 7e 7f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? 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 Sponsoring organizations maintaining donor advised funds. 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 Initiation fees and capital contributions included on Part VIII, line 12 10a 10b b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 11 Section 501(c)(12) organizations. Enter Gross income from members or shareholders 11a Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.) 11b 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. Is the organization licensed to issue qualified health plans in more than one state? 13a Note. 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 the organization is licensed to issue qualified health plans 13b Enter the amount of reserves on hand 13c Did the organization receive any payments for indoor tanning services during the tax year? 14a If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O 14b

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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?

Did the organization become aware during the year of a significant diversion of the organization's assets?

Did the organization have members, stockholders, or other persons who had the power to elect or appoint

Are any governance decisions of the organization reserved to (or subject to approval by) members.

Did the organization have members or stockholders?

stockholders, or persons other than the governing body?

List the states with which a copy of this Form 990 is required to be filed >

Own website Another's website X Upon request

organization: ▶ COMMUNITY PROGRESS, INC.

and financial statements available to the public during the tax year

available for public inspection. Indicate how you made these available. Check all that apply

one or more members of the governing body?

Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?

Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following X The governing body? 8a Each committee with authority to act on behalf of the governing body? 8b 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 Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.) Yes No 10a Did the organization have local chapters, branches, or affiliates? 10a X If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? 10b X 11a Has the organization provided a complete 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 X 12a Did the organization have a written conflict of interest policy? If "No," go to line 13 12a X b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? 12b c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes." describe in Schedule O how this was done 12c Did the organization have a written whistleblower policy? 13 13 X 14 Did the organization have a written document retention and destruction policy? 14 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? The organization's CEO, Executive Director, or top management official 15a X Other officers or key employees of the organization 15b 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 If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements? 16b Section C. Disclosure

Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only)

Describe in Schedule O whether (and if so, how), the organization made its governing documents, conflict of interest policy,

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EAST SECOND ST

NY 14830

State the name, physical address, and telephone number of the person who possesses the books and records of the

607-962-3506

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

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

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

- **1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.
- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation 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

(A) Name and Title	(B) Average hours per week (describe	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the	(E) Reportable compensation from related organizations	(F) Estimated amount of other compensation		
	hours for related organizations in Schedule O)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	organization (W-2/1099-MISC)	(W-2/1099-MISC)	from the organization and related organizations		
(1) BRUCE ADAMS			-									
DIRECTOR	2.00	X						0	0	0		
(2) ROBERT THOMPSON		1										
DIRECTOR	2.00	X			<u>L</u>			0	0	0		
(3) AMY TRYON												
DIRECTOR	2.00	X	<u> </u>			_		0	0	0		
(4) KAREN CHALK		}						_		_		
TREASURER/SECRETARY	4.00	 		X		-		0	0	0		
(5) DAVID HUBER	4 00									•		
VICE-CHAIR (6) CATHY WEIL	4.00	1	⊢	X	_	╁		0	0	O		
CHAIRWOMAN	5.00			x				o	o	O		
(7)	3.00	1		^		-	_		0	<u> </u>		
(7)												
(8)		ļ										
(9)												
(10)												
(11)			_			-						
(12)			-	<u> </u>	-							
(13)						ļ				····-		
(14)												

Pa	rt VII Section A. Officers	, Directors, Tru	stee	s, K	ey E	mpl	oyee	es, a	nd Highest Compensated	Employees (continued)			
	(A) Name and title	(B) Average hours per week (describe	(d	o not e x, unic	Pos check ess pe	C) sition more erson	than o	one nan	(D) Reportable compensation from the	(E) Reportable compensation from related organizations	сол	(F) stimated mount of other npensation	on
		hours for related organizations in Schedule O)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	organization (W-2/1099-MISC)	(W-2/1099-MISC)	org an	from the ganization nd related janization	i
(15)													- · · · · · · · · · · · · · · · · · · ·
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(18)	· · · · · · · · · · · · · · · · · · ·												
(19)					-	-							<u> </u>
(20)								_					
(21)			 						 				
(22)							<u> </u>	-					
(23)							-						
(24)						-							
(25)	 						\vdash						
1b	Sub-total			<u> </u>		<u> </u>	<u> </u>	>					
C	Total from continuation she	ets to Part VII,	Secti	ion /	4			>					
<u>d</u> _2	Total (add lines 1b and 1c) Total number of individuals (in	cluding but not i	imite	ed to	thos	e lis	ted a	abov	re) who received more than	\$100,000 in	<u> </u>		
	reportable compensation from	the organization	<u>1 🕨 </u>	0								— ,,	•
3	Did the organization list any for employee on line 1a? If "Yes,"								loyee, or highest compensa	ated		3	es No X
4	For any individual listed on line organization and related organ	e 1a, is the sum	of re	port	able	com	npen	satic					
5	individual Did any person listed on line 1	a receive or acc	rue (com	pens	atioi	n fror	n ar	iy unrelated organization or	· individual	-	4	X
Sec	for services rendered to the or		<u>'es,"</u>	com	plete	e Sc	hedu	ıle J	for such person			5	X
1	Complete this table for your five compensation from the organic	ve highest comp									ear		
		(A) business address					-			(B) tuon of services		Compe	C) ensation
												•	
	<u> </u>	"						_	· · · · · · · · · · · · · · · · · · ·				
		_											
								_					
		-								· · · · · · · · · · · · · · · · · · ·			
2	Total number of independent of received more than \$100,000		_						se listed above) who	0			
DAA										-		Form \$	990 (2011)

Form 990 (2011) COMMUNITY PROGRESS, INC.

Pa	rt VI	II Staten	nent of Reve	nue						
							(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
5 5	1a	Federated can	npaigns	1a						· · · · · · · · · · · · · · · · · · ·
필		Membership d	· -	1b						
آڠؿ		Fundraising ev		1c						
ar is		Related organ		1d						
S.E.		Government grants		1e		635,888				
Sign	_	All other contributor								
돌림	-	and similar amounts		1f		3,256				
	g	Noncash contributio	ns included in lines 1a-		\$					
a C	_	Total. Add line			•	•	639,144			
Program Service Revenue Contributions, Gifts, Grants and Other Similar Amounts						Busn. Code				
ē	2a									
8	b						, , , , , , , , , , , , , , , , , , , ,			
Şi	С							_		
Ser	d									
E E	е	e								
ogu	f	All other progr	am service reve	nue					<u></u> j	
ے	g	Total. Add line	es 2a-2f			•				· · · · · · · · · · · · · · · · · · ·
	3	Investment ind	come (including	dıvıder	nds, intere	est,				
		and other simi	lar amounts)			•	244	244		
	4				roceeds 🕨					
	5	Royalties				•		,,,,,		
			(i) Real		(iı) F	Personal				
	6a	Gross rents								
	b	Less rental exps			ļ					
	C	Rental inc or (loss)	L							
	d 7a	7a Gross amount from			<u> </u>					
	, a				Other					
		other than inventory								
	b	Less cost or other								
		basis & sales exps								
	C	Gain or (loss)								
	d	Net gain or (lo				P				
e	8a		om fundraising eve	ents						
Ven		(not including \$	roported on line 1e	۱						
Re		See Part IV, line	reported on line 1c	, a						
Other Reven	b	Less direct ex		b						
ŏ			(loss) from fund	_	n events	•				
			om gaming activitie		CVCING					
		See Part IV, line		a						
	ь	Less. direct ex		b						
			(loss) from gan	ning ad	tivities	•				
			f inventory, less		[·				
		returns and al		а						
	ь	Less: cost of		b						
			(loss) from sale	es of in	ventory	•				
			cellaneous Revenue			Busn. Code				,
	11a	· · · · · · · · · · · · · · · · · · ·								
	b									
	С									
	d	All other rever	nue							
	е	Total. Add line	es 11a–11d			>				
	12	Total revenue	e. See instructio	ns.		•	639,388	244	0	0

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)

requi	red to complete columns (B), (C), and (D)		IV.		·
	Check if Schedule O contains a response			(a)	75 3
	not include amounts reported on lines 6b,	(A) Total expenses	(B) Program service	(C) Management and	(D) Fundraising
_7b,	8b, 9b, and 10b of Part VIII.		expenses	general expenses	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	464,414	464,414		
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,	62 522		62 522	
	trustees, and key employees	63,533		63,533	
6	Compensation not included above, to disqualified				
	persons (as defined under section 4958(f)(1)) and				
	persons described in section 4958(c)(3)(B)			20 160	
7	Other salaries and wages	20,160		20,160	
8	Pension plan accruals and contributions (include	1 047		1 047	
_	section 401(k) and 403(b) employer contributions)	1,247		1,247	
9	Other employee benefits	4,432		4,432	
10	Payroll taxes	6,706		6,706	
11	Fees for services (non-employees).				
a	Management	7.0		7.0	
b	Legal	79		79	
C	Accounting	9,626		9,626	
d	Lobbying				
e	Professional fundraising services See Part IV, line 17				
f	Investment management fees			-	
g	Other	853		853	
12	Advertising and promotion	3,528		3,528	
13	Office expenses	3,526		3,326	
14	Information technology	-			
15	Royalties	1 671		1 671	
16	Occupancy	4,674		4,674	
17	Travel	4,14/		4,147	
18	Payments of travel or entertainment expenses				
10	for any federal, state, or local public officials	1,752		1,752	
19	Conferences, conventions, and meetings Interest	1,132		1,132	
20					
21 22	Payments to affiliates Depreciation, depletion, and amortization	5,178		5,178	· · · · · · · · · · · · · · · · · · ·
23	Insurance	4,802		4,802	_ · - ·
24	Other expenses Itemize expenses not covered	3,002		7,002	,.,,
24	above (List miscellaneous expenses in line 24e If				
	line 24e amount exceeds 10% of line 25, column				
	(A) amount, list line 24e expenses on Schedule O)				
а	CONSTRUCTION INSPECTION	11,000	11,000		
b	FILING FEES	2,151	2,151		
c	TELEPHONE	1,576	2,131	1,576	
d	DUES AND SUBSCRIPTIONS	1,439		1,439	···
_	All other expenses	41		41	
25	Total functional expenses Add lines 1 through 24e	611,338	477,565	133,773	0
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here following SOP 98-2 (ASC 958-720)	011,000	111,7363	2337.73	
DAA	1011041119 001 00-2 (1100 300-120)				Form 990 (0011)

Part		-1010241		Page II
		(A) Beginning of year		(B) End of year
1	Cash—non-interest bearing	154,245	1	196,068
2	Savings and temporary cash investments		2	·
3	Pledges and grants receivable, net	24,612	3	42,556
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			
<u>ت</u>	employees' beneficiary organizations (see instructions)		6	
Assets	Notes and loans receivable, net		7	
8 ۴	Inventories for sale or use		8	
9	Prepaid expenses and deferred charges	4,465	9	4,023
108	Land, buildings, and equipment cost or			
	other basis Complete Part VI of Schedule D 10a 115,662			
b	Less. accumulated depreciation 10b 82,303	38,537	10c	33,359
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		15	
16	Total assets. Add lines 1 through 15 (must equal line 34)	221,859	16	276,006
17	Accounts payable and accrued expenses	1,744	17	19,692
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	
ဖ္ 22	Payables to current and former officers, directors, trustees, key			
<u> </u>	employees, highest compensated employees, and disqualified persons.			
Liabilities	Complete Part II of Schedule L		22	
<u>ا</u> 23	Secured mortgages and notes payable to unrelated third parties		23	
24	Unsecured notes and loans payable to unrelated third parties		24	
25	Other liabilities (including federal income tax, payables to related third			
	parties, and other liabilities not included on lines 17-24). Complete Part X			
ŀ	of Schedule D	3,638		11,787
26		5,382	26	31,479
<u>"</u>	Organizations that follow SFAS 117, check here ▶X and complete			
Net Assets or Fund Balances 32 32 32 32 32 32 32 32 32 32 32 32 32	lines 27 through 29, and lines 33 and 34.			100 100
교 27	Unrestricted net assets	202,950		182,196 62,331
ന്ന് 28	Temporarily restricted net assets	13,527	28	62,331
S 29	, <u>, , , , , , , , , , , , , , , , , , </u>		29	
느	Organizations that do not follow SFAS 117, check here ▶ and			
ts c	complete lines 30 through 34.			
30 3e	Capital stock or trust principal, or current funds		30	
₹ 31			31	
		216 477	32	244 527
33		216,477	33	244,527
34	Total liabilities and net assets/fund balances	221,859	34	276,006

Form **990** (2011)

orm	1990 (2011) COMMUNITY PROGRESS, INC. 23-7076247			Pag	ge 12					
Pa	rt XI Reconciliation of Net Assets									
	Check if Schedule O contains a response to any question in this Part XI									
1	Total revenue (must equal Part VIII, column (A), line 12)	1			<u> 388</u>					
2	Total expenses (must equal Part IX, column (A), line 25)	2	61	11,3	<u> 338</u>					
3	Revenue less expenses. Subtract line 2 from line 1									
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))									
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	24	14,5	<u>527</u>					
Pa	rt XII Financial Statements and Reporting									
	Check if Schedule O contains a response to any question in this Part XII									
				Yes	No					
1	Accounting method used to prepare the Form 990 Cash X Accrual Other		_		ĺ					
	If the organization changed its method of accounting from a prior year or checked "Other," explain in				İ					
	Schedule O				İ					
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a		X					
b	Were the organization's financial statements audited by an independent accountant?		2b		_ X					
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?		2c							
	If the organization changed either its oversight process or selection process during the tax year, explain in				į					
	Schedule O.				ĺ					
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were				ĺ					
	issued on a separate basis, consolidated basis, or both									
	Separate basis Consolidated basis Both consolidated and separate basis									
За	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in									
	the Single Audit Act and OMB Circular A-133?		3a		L					
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the									
	required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits		3b		<u></u>					
		-	For	n 990	(2011)					

SCHEDULE A (Form 990 or 990-EZ)

Public Charity Status and Public Support

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

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

OMB No 1545-0047

2011

Open to Public Inspection

Department of the Treasury Internal Revenue Service Name of the organization

COMMUNITY PROGRESS, INC.

Employer Identification number

			COM	ONIII PA	OGRESS, INC.					23	- / 0 / (0271		_
Pi	art l	Reas	<u>on for Pu</u>	blic Charity	Status (All organizations	must co	omplete	this pa	art.) Se	e inst	ruction	ıs.		
The	orga	nization is not	a private for	undation becaus	e it is: (For lines 1 through 11,	check only	y one box)						
1		A church, cor	nvention of c	hurches, or ass	ociation of churches described	ın sectioi	n 170(b)(1	1)(A)(i).						
2		A school des	cribed in sec	ction 170(b)(1)(A)(ii). (Attach Schedule E)			,,,,,						
3	П				ce organization described in se	ction 170	(b)(1)(A)(iin.						
4	H		·-	•	d in conjunction with a hospital				\(1\(Δ \(i	ii) Ente	er the ho	ospital's nam	ie	
•	ليا	city, and state		mzanon oporato	a in conjunction with a neepital	000011000	5551.5	(5	,,,,,,,,,	,	31 4110 110	opharo nan	٠,	
5		-		for the benefit of	of a callogo or university sumes		ad bu a a		antal	t dance	had in			
3	ш	-	-		of a college or university owner	i or operat	eu by a g	ovenine	illai uni	i descri	Dea III			
	$\overline{}$			(Complete Part										
6			-		overnmental unit described in s									
7	X	An organizati	on that norm	nally receives a	substantial part of its support fi	rom a gove	ernmental	unit or	from the	genera	al public			
	_	described in	section 170	(b)(1)(A)(vi). (C	omplete Part II)									
8		A community	trust descri	bed in section 1	I 70(b)(1)(A)(vi) . (Complete Pai	rt II)								
9		An organizati	ion that norm	nally receives: (1	l) more than 33 1/3% of its sup	port from	contributi	ons, me	mbershi	p fees,	and gro	SS		
		receipts from	activities re	lated to its exem	npt functions—subject to certai	n exceptio	ns, and (2	2) no mo	re than	33 1/39	6 of its			
		support from	gross invest	ment income ar	nd unrelated business taxable i	ncome (le	ss section	1 511 tax	c) from b	usines	ses			
		acquired by t	he organizat	ion after June 3	0, 1975 See section 509(a)(2). (Comple	te Part III	l.)						
10		-	-		exclusively to test for public sa			•						
11	П	•	•	•	exclusively for the benefit of, to	•				out the	e			
•					ed organizations described in s									
					he type of supporting organizat					•				
		a Type		Type II	c Type III-Function		•	ا به		e III–Ot	her			
_					panization is not controlled direction	, ,		u				c		
E	Ш				er than one or more publicly su									
				nagers and othe	a man one of more publicly su	pported or	yanızandı	is desci	ibeu iii s	ection	509(a)(1	''		
_		or section 50					-	-						
f					ermination from the IRS that it is	sa Type I	, Type II,	or Type	III suppo	orting				
		organization,												
g		Since August	t 17, 2006, h	as the organiza	tion accepted any gift or contrib	oution fron	n any of th	ne						
		following per	rsons?											- ,
		(i) A persor	n who directl	y or indirectly co	ontrols, either alone or together	with perso	ons descr	ıbed in (ıı) and				Yes	No
		(III) belov	w, the gover	ning body of the	supported organization?							11g(ı	Ц	<u> </u>
		(ii) A family	member of	a person descrit	oed in (i) above?							11g(i	<u>يلان</u>	<u>. </u>
		(iii) A 35% c	ontrolled en	tity of a person o	described in (i) or (ii) above?							11g(i	ii)	
h		Provide the f	following info	ormation about t	he supported organization(s)									
(1) Nam	e of supported		ii) EIN	(iii) Type of organization	(IV) Is the	organization	(v) Did y	ou notify	(vi)	Is the	(vii) A	nount of	
		ganization	1		(described on lines 1–9	in col (i) li	sted in your	the organ	nization in	organizat			pport	
					above or IRC section	governing	document?		of your port?		zed in the			
					(see instructions))	Yes	No	Yes	No	Yes	No			
(A)							1							
(-7]			
(B)				-			 							
(0)														
<u></u>							 	 		 				
(C)														
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(D)														
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(E)									1					
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For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule A (Form 990 or 990-EZ) 2011

Page 2 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) 2007 (b) 2008 (c) 2009 (d) 2010 (e) 2011 (f) Total Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") 406,639 639,144 2,423,591 345,075 356,010 676,723 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf The value of services or facilities furnished by a governmental unit to the organization without charge Total. Add lines 1 through 3 345,075 356,010 676,723 406,639 639,144 2,423,591 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) 2,423,591 Public support. Subtract line 5 from line 4 Section B. Total Support Calendar year (or fiscal year beginning in) ▶ (a) 2007 (b) 2008 (c) 2009 (d) 2010 (e) 2011 (f) Total 639,144 Amounts from line 4 345,075 356,010 676,723 406,639 2,423,591 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar 738 678 585 408 2,409 sources Net income from unrelated business activities, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV.) 2,426,000 Total support. Add lines 7 through 10 11 12 Gross receipts from related activities, etc. (see instructions) 244 12 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) 13 organization, check this box and stop here Section C. Computation of Public Support Percentage Public support percentage for 2011 (line 6, column (f) divided by line 11, column (f)) 14 99.90% 15 99.87% Public support percentage from 2010 Schedule A, Part II, line 14 15 16a 33 1/3% support test-2011. 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 33 1/3% support test-2010. 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—2011. 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 10%-facts-and-circumstances test-2010. 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

Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see

instructions

Page 3

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.)

Sec	tion A. Public Support					7						
	ndar year (or fiscal year beginning in) ▶	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total					
1	Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants")	- "										
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose											
3	Gross receipts from activities that are not an unrelated trade or business under section 513											
4	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf											
5	The value of services or facilities furnished by a governmental unit to the organization without charge											
6	Total. Add lines 1 through 5											
7a	Amounts included on lines 1, 2, and 3 received from disqualified persons											
ъ	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											
С	Add lines 7a and 7b											
8	Public support (Subtract line 7c from line 6)											
Sec	tion B. Total Support											
Cale	ndar year (or fiscal year beginning in) ▶	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total					
9	Amounts from line 6						ļ					
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources											
b	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975											
С	Add lines 10a and 10b											
11	Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carned on											
12	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)											
13	Total support. (Add lines 9, 10c, 11, and 12)											
14	First five years. If the Form 990 is for the	organization's firs	st, second, third, fo	ourth, or fifth tax ye	ar as a section 50	1(c)(3)						
	organization, check this box and stop her	е					▶ _					
Sec	tion C. Computation of Public Su	upport Percer	itage									
15	Public support percentage for 2011 (line 8	= =	•	nn (f))		15	· † · · · · · · · · · · · · · · · · · ·					
16	Public support percentage from 2010 Sch					16	%					
	tion D. Computation of Investme			2! (0)		45	- I o					
17	Investment income percentage for 2011 (I		-	3, column (1))		17	<u> </u>					
18	Investment income percentage from 2010			e 14 and line 15 "	more than 22 1/2	18	76					
19a	33 1/3% support tests—2011. If the orga						▶ □					
b		-	_		· · · · · ·							
~	• •	33 1/3% support tests—2010. 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	line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions											

Schedule A (Form 990 or 990-EZ) 2011 COMMUNITY PROGRESS, INC.

23-7076247

Page 4

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

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, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
 ► Attach to Form 990.
 ► See separate instructions.

OMB No 1545-0047 Open to Public Inspection

lame of th	ne organization		Employer	identification number
СОМ	MUNITY PROGRESS, INC.		23-7	076247
Part I				
		(a) Donor advised funds	(t) Funds and other accounts
1 To	otal number at end of year			
2 Ag	ggregate contributions to (during year)			
3 Ag	ggregate grants from (during year)		_	
4 Ag	ggregate value at end of year			
5 Did	d the organization inform all donors and donor advisors in writing tha	t the assets held in donor advised		
fur	nds are the organization's property, subject to the organization's exc	lusive legal control?		Yes No
6 Did	d the organization inform all grantees, donors, and donor advisors in	writing that grant funds can be used		
on	ily for charitable purposes and not for the benefit of the donor or don	or advisor, or for any other purpose		
	inferring impermissible private benefit?			Yes No
Part I			990, Pai	rt IV, line 7.
1 Pu	urpose(s) of conservation easements held by the organization (check			
\Box	Preservation of land for public use (e.g., recreation or education)	Preservation of an historically im	•	
\Box	Protection of natural habitat	Preservation of a certified historic	c structure)
ليا	Preservation of open space			
	complete lines 2a through 2d if the organization held a qualified conse	ervation contribution in the form of a conse	ervation	
ea	sement on the last day of the tax year			Held at the End of the Tax Year
. T.				meiu at tile cilu oi tile Tax Tear
	otal number of conservation easements		2a	
	otal acreage restricted by conservation easements	luded in (a)	2b 2c	
	umber of conservation easements on a certified historic structure inc	• •	20	
	umber of conservation easements included in (c) acquired after 8/17, storic structure listed in the National Register	706, and not on a	2d	
	umber of conservation easements modified, transferred, released, ex	dinguished or terminated by the organiza		1 the
	x year	anguistics, or terminated by the organiza	anon ounny	, tilo
	umber of states where property subject to conservation easement is	located >		
	pes the organization have a written policy regarding the periodic mor			
	plations, and enforcement of the conservation easements it holds?	3, 1		Yes No
6 Sta	aff and volunteer hours devoted to monitoring, inspecting, and enfor	cing conservation easements during the y	/ear	
•				
7 An	mount of expenses incurred in monitoring, inspecting, and enforcing	conservation easements during the year		
>	\$			
8 Do	oes each conservation easement reported on line 2(d) above satisfy	the requirements of section 170(h)(4)(B)		
(1)	and section 170(h)(4)(B)(ii)?			∐ Yes ∐ No
	Part XIV, describe how the organization reports conservation easer	•		
	alance sheet, and include, if applicable, the text of the footnote to the	e organization's financial statements that o	describes t	he
	ganization's accounting for conservation easements	Historical Traceruses on Other	Cimilar	
Part	If Organizations Maintaining Collections of Art, Complete if the organization answered "Yes" to F		Similar	Assets.
40 164			halanaa al	hoot
	the organization elected, as permitted under SFAS 116 (ASC 958), r orks of art, historical treasures, or other similar assets held for public			
	ublic service, provide, in Part XIV, the text of the footnote to its finance			
•	the organization elected, as permitted under SFAS 116 (ASC 958), t			•
	orks of art, historical treasures, or other similar assets held for public	•		
	ublic service, provide the following amounts relating to these items:	oralisation, suddenist, or research in full	.5.4.100 01	
•	Revenues included in Form 990, Part VIII, line 1		•	\$
• • •	Assets included in Form 990, Part X		•	· \$
	the organization received or held works of art, historical treasures, or	r other similar assets for financial dain or	ovide the	-
	llowing amounts required to be reported under SFAS 116 (ASC 958)			
	evenues included in Form 990, Part VIII, line 1	3	•	· \$
	ssets included in Form 990. Part X		•	· \$

Schedule D (Form 990) 2011

31,204

c Leasehold improvements

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c))

d Equipmente Other

Total. (Column (b) must equal Form 990, Part X, col. (B) line 25) ▶ 111,787

2. 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 FIN 48 (ASC 740)

(8) (9) (10) (11)

Sche	dule D (Form 990) 2011 COMMUNITY PROGRESS, INC.	23	-7076 <u>247</u>	Page 4
Pa	rt XI Reconciliation of Change in Net Assets from Form 99	0 to Audited Finan	cial Statements	
1	Total revenue (Form 990, Part VIII, column (A), line 12)		1	639,388
2	Total expenses (Form 990, Part IX, column (A), line 25)		2	611,338
3	Excess or (deficit) for the year. Subtract line 2 from line 1		3	28,050
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	0
9	Total adjustments (net) Add lines 4 through 8		9	
10	Excess or (deficit) for the year per audited financial statements. Combine lines 3		10	28,050
₽ŧ	rt XII Reconciliation of Revenue per Audited Financial Stat	ements With Rever	nue per Return	
1	Total revenue, gains, and other support per audited financial statements		1	639,388
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		
С	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIV.)	2d		
е	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	639,388
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
а	investment expenses not included on Form 990, Part VIII, line 7b	4a		
ь	Other (Describe in Part XIV.)	4b		
C	Add lines 4a and 4b		4c	
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)		5	639,388
Pa	rt XIII Reconciliation of Expenses per Audited Financial Sta	tements With Expe	enses per Return	
1	Total expenses and losses per audited financial statements		1	611,338
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
а	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
C	Other losses	2c		
d	Other (Describe in Part XIV)	2d		
е	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	611,338
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIV)	4b	0	
С	Add lines 4a and 4b		4c	
5	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I. line 18.)		5	611.338

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 XIV

Supplemental Information

Schedule D (Form 990) 2011 COMMUNITY PROGRESS, INC.

23-7076247

Page 5

Part XIV Supplemental Information (continued)

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SCHEDULEI (Form 990)

Department of the Treasury Internal Revenue Service

Name of the organization

Governments, and Individuals in the United States Grants and Other Assistance to Organizations,

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

▶ Attach to Form 990.

Employer Identification number

Open to Public Inspection 201

OMB No 1545-0047

ş × (h) Purpose of grant or assistance Yes to Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered "Yes" non-cash assistance (g) Description of 23-7076247 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and (f) Method of valuation (book, FMV, appraisal, other) (e) Amount of noncash assistance Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States (d) Amount of cash grant Enter total number of section 501(c)(3) and government organizations listed in the line 1 table (c) IRC section f applicable Part II can be duplicated if additional space is needed General Information on Grants and Assistance (p) EIN COMMUNITY PROGRESS, INC Enter total number of other organizations listed in the line 1 table the selection criteria used to award the grants or assistance? (a) Name and address of organization or government Part # Part i $\widehat{\Xi}$ 8 ල € 6 3 9 ϵ 8

Schedule I (Form 990) (2011)

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

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 diminated if additional space is needed 23-7076247 Schedule I (Form 990) (2011) COMMUNITY PROGRESS, INC. Part III Grants and Other Assistance to Individuals in the

Page 2

	Part III can be duplicated if additional space is needed	nal space is needed.				
	(a) Type of grant or assistance	(b) Number of	(c) Amount of	(d) Amount of	(e) Method of valuation (book,	(e) Method of valuation (book, (f) Description of non-cash assistance
		recipients	cash grant	non-cash assistance	FMV, appraisal, other)	The state of the s
HOUS:	HOUSING REHAB		464,414			
4						
ري د						
9						
Part IV	Supplemental Information. Complete this part to provide the information required in Part I. line 2, and any other additional information.	plete this part to provi	de the information re	equired in Part I. line	2, and any other additional	information.

SCHEDULE O (Form 990 or 990-EZ)

Department of the Treasury

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.

2011
Open to Public Inspection

Internal Revenue Service
Name of the organization

COMMUNITY PROGRESS, INC.

Employer Identification number 23-7076247

FORM 990 - ORGANIZATION'S MISSION OR MOST SIGNIFICANT ACTIVITIES

THE ORGANIZATION IS A COMMUNITY BASED, NOT-FOR-PROFIT DEDICATED TO

ASSISTING LOW-MODERATE INCOME PEOPLE AND LOCAL MUNICIPALITIES WITH HOUSING

NEEDS WITHIN THE COUNTIES OF CHEMUNG, SCHUYLER, AND STEUBEN, IN PARTNERSHIP

WITH NATIONAL, REGIONAL AND LOCAL ORGANIZATIONS OFFERING UNIQUE

OPPORTUNTIES THROUGH: 1. OPERATION OF HOUSING REHABILITATION PROGRAMS TO

SINGLE MULTIPLE AND MIXED-USED DWELLINGS AND 2. OPERATION OF BUSINESS

REHABILITATION/DEVELOPMENT PROGRAMS.

FORM 990, PART VI, LINE 7A - ELECTION OF MEMBERS AND THEIR RIGHTS

MEMBERS ARE ELECTED BY THE CURRENT BOARD OF DIRECTORS. EACH MEMBER HAS A

SAY AND VOTE ON ALL ISSUES.

FORM 990, PART VI, LINE 7B - DECISIONS SUBJECT TO APPROVAL OF MEMBERS

ALL MATERIAL DECISIONS RELATED TO THE CORPORATION'S OPERATIONS ARE REVIEWED

AND APPROVED BY THE BOARD OF DIRECTORS.

FORM 990, PART VI, LINE 11B - ORGANIZATION'S PROCESS TO REVIEW FORM 990 THE BOARD REVIEWS AND APPROVES THE 990 BEFORE FILING.

FORM 990, PART VI, LINE 12C - ENFORCEMENT OF CONFLICTS POLICY

THE BOARD DOES HAVE A WRITTEN POLICY AND ANNUALLY REVIEWS ANY ACTUAL OR

POTENTIAL BOARD MEMBER CONFLICTS.

FORM 990, PART VI, LINE 15A - COMPENSATION PROCESS FOR TOP OFFICIAL

Schedule O (Form 990 or 990-EZ) (2011)

Name of the organization

COMMUNITY PROGRESS, INC.

Employer identification number 23-7076247

ANNUAL BUDGETING PROCESS INCLUDES APPROVAL OF SALARIES FOR BOTH EMPLOYEES.

FORM 990, PART VI, LINE 19 - GOVERNING DOCUMENTS DISCLOSURE EXPLANATION 990 AVAILABLE UPON REQUEST AT ORGANIZATION'S OFFICE.