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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

2011

Open to Public Inspection

A For the 2011 calendar year, or tax year beginning 07-01-2011 and ending 06-30-2012

B Check if applicable

☒ Address change

☐ Name change

☐ Initial return

☐ Terminated

☐ Amended return

☐ Application pending

C Name of organization

PEACE FIRST INC

Doing Business As

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

Room/suite

25 KINGSTON STREET 6TH FLOOR

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

BOSTON, MA 02111

F Name and address of principal officer

JON MANDLE

280 SUMMER STREET

BOSTON,MA 02210

I Tax-exempt status

☒ 501(c)(3)

☐ 501(c) ()

☐ (insert no)

☐ 4947(a)(1) or

☐ 527

J Website:

WWW.PEACEFIRST.ORG

D Employer identification number

04-3323467

E Telephone number

(617) 261-3833

G Gross receipts \$ 3,291,056

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

K Form of organization

☒ Corporation

☐ Trust

☐ Association

☐ Other

L Year of formation 1996

M State of legal domicile MA

Part I	Summary
Activities & Governance	1 Briefly describe the organization's mission or most significant activities OVERVIEW FOR 19 YEARS, PEACE FIRST HAS RUN TRANSFORMATIVE PROGRAMMING THAT HAS TAUGHT OVER 40,000 YOUNG PEOPLE CRITICAL PEACEMAKING SKILLS FOR THE SCHOOLS WORKING WITH PEACE FIRST, THEY HAVE SEEN A 60% AVERAGE REDUCTION IN INCIDENCES OF VIOLENCE, AND, MORE IMPORTANTLY, A 70-80% INCREASE IN INSTANCES OF PEACEMAKING - CHILDREN BREAKING UP FIGHTS, INCLUDING OTHERS, AND HELPING ONE ANOTHER PEACE FIRST STUDENTS ARE ABLE TO EMPATHIZE AND SHOW RESPECT FOR OTHERS, APPRECIATE DIVERSITY, AND MAKE POSITIVE CONTRIBUTIONS TO THEIR COMMUNITIES AS VOLUNTEERS AND CIVIC LEADERS PEACE FIRST HAS TRAINED EDUCATORS FROM 32 STATES AND 23 COUNTRIES TO TEACH PEACEMAKING SKILLS TO YOUNG PEOPLE AND CURRENTLY SERVES THOUSANDS OF STUDENTS IN BOSTON, LOS ANGELES, AND NEW YORK PROGRAM DESCRIPTION PEACE FIRST TEACHES CHILDREN HOW TO ACT PEACEFULLY BY PARTNERING WITH ELEMENTARY AND MIDDLE SCHOOLS TO PROVIDE A SOCIAL-EMOTIONAL LEARNING AND CIVIC ENGAGEMENT CURRICULUM AND COACHING PRINCIPALS AND TEACHERS TO UTILI
	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) 11
	4 Number of independent voting members of the governing body (Part VI, line 1b) 10
	5 Total number of individuals employed in calendar year 2011 (Part V, line 2a) 84
	6 Total number of volunteers (estimate if necessary) 700
	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
Revenue	8 Contributions and grants (Part VIII, line 1h)
	9 Program service revenue (Part VIII, line 2g) 0
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) 0
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 0
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12) 3,298,2443,291,056
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3) 0
	14 Benefits paid to or for members (Part IX, column (A), line 4) 0
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10) 2,345,6541,849,797
	16a Professional fundraising fees (Part IX, column (A), line 11e) 0
	b Total fundraising expenses (Part IX, column (D), line 25) 273,292
	17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e) 636,410728,817
	18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25) 2,982,0642,578,614
	19 Revenue less expenses Subtract line 18 from line 12 316,180712,442
Net Assets or Fund Balances	20 Total assets (Part X, line 16)
	21 Total liabilities (Part X, line 26)
	22 Net assets or fund balances Subtract line 21 from line 20

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

2013-02-11

Date

JON MANDLE TREASURER

Type or print name and title

Paid Preparer's Use Only

Preparer's signature

THERESA J CREEDEN

Date

2013-04-08

Check if self-employed

☐

Preparer's taxpayer identification number (see instructions)

Firm's name (or yours if self-employed), address, and ZIP + 4

SANDBERG & CREEDEN PC

331 PAGE ST STE 2

STOUGHTON, MA 020721172

EIN

Phone no

(781) 344-0850

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

☒ Yes

☐ No

For Paperwork Reduction Act Notice, see the separate instructions.

Cat No 11282Y

Form 990 (2011)

Part III

Statement of Program Service Accomplishments

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

1

Briefly describe the organization's mission

OVERVIEW FOR 19 YEARS, PEACE FIRST HAS RUN TRANSFORMATIVE PROGRAMMING THAT HAS TAUGHT OVER 40,000 YOUNG PEOPLE CRITICAL PEACEMAKING SKILLS FOR THE SCHOOLS WORKING WITH PEACE FIRST, THEY HAVE SEEN A 60% AVERAGE REDUCTION IN INCIDENCES OF VIOLENCE, AND, MORE IMPORTANTLY, A 70-80% INCREASE IN INSTANCES OF PEACEMAKING - CHILDREN BREAKING UP FIGHTS, INCLUDING OTHERS, AND HELPING ONE ANOTHER PEACE FIRST STUDENTS ARE ABLE TO EMPATHIZE AND SHOW RESPECT FOR OTHERS, APPRECIATE DIVERSITY, AND MAKE POSITIVE CONTRIBUTIONS TO THEIR COMMUNITIES AS VOLUNTEERS AND CIVIC LEADERS PEACE FIRST HAS TRAINED EDUCATORS FROM 32 STATES AND 23 COUNTRIES TO TEACH PEACEMAKING SKILLS TO YOUNG PEOPLE AND CURRENTLY SERVES THOUSANDS OF STUDENTS IN BOSTON, LOS ANGELES, AND NEW YORK PROGRAM DESCRIPTION PEACE FIRST TEACHES CHILDREN HOW TO ACT PEACEFULLY BY PARTNERING WITH ELEMENTARY AND MIDDLE SCHOOLS TO PROVIDE A SOCIAL-EMOTIONAL LEARNING AND CIVIC ENGAGEMENT CURRICULUM AND COACHING PRINCIPALS AND TEACHERS TO UTILI

2

Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

If "Yes," describe these new services on Schedule O

Yes

No

3

Did the organization cease conducting, or make significant changes in how it conducts, any program services?

If "Yes," describe these changes on Schedule O

Yes

No

4

Describe the organization's program service accomplishments for each of its three largest program services, as measured 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 \$ 278,944 including grants of \$) (Revenue \$)

PEACE FIRST INSTITUTE (FY2012 EXPENDITURES INCLUDING IN-KIND FACILITIES AND SERVICES 367,809) THE PEACE FIRST INSTITUTE LAUNCHED THE PEACE FIRST DIGITAL ACTIVITY CENTER AS PART OF A NATIONAL SCALE STRATEGY THIS ONLINE PLATFORM MAKES OUR CLASSROOM CURRICULUM AND RESOURCES AVAILABLE FREE TO EDUCATORS AND PARENTS NATIONWIDE, ALLOWING US TO DEVELOP PARTNERSHIP WITH OTHER NONPROFITS AND EDUCATIONAL INSTITUTIONS TO DELIVER OUR CONTENT AND INCREASE OUR REACH THIS WEBSITE LAUNCHED IN TANDEM WITH THE NEW PEACE FIRST PRIZE, A NATIONAL AWARD PROGRAM THAT WILL RISE UP EXAMPLES OF THE POWER OF YOUTH AS THE AGENTS OF POSITIVE CHANGE-HELPING TO ENCOURAGE OTHER SUCH ACTS AS WELL AS SHIFT PUBLIC PERCEPTION ABOUT THE VALUE AND CAPACITY OF YOUNG PEOPLE

4b

(Code) (Expenses \$ 162,333 including grants of \$) (Revenue \$)

PEACE FIRST PRIZE (FY2012 EXPENDITURES INCLUDING IN-KIND FACILITIES AND SERVICES 564,132) IN 2013, WE PLAN TO LAUNCH THE PEACE FIRST PRIZE, AN AWARD PROGRAM THAT WILL REWARD AND CELEBRATE PEACEMAKING ACTIVITIES OF YOUTH AGES 8-22 AND INSPIRE OTHER YOUNG PEOPLE TO PURSUE PEACE AND JUSTICE WITHIN THEIR OWN COMMUNITIES THE PRIZE WILL INTRODUCE YOUTH PEACEMAKING AS A POWERFUL CONCEPT TO MILLIONS OF AMERICANS, ENGAGING THEM AS NOMINEES, NOMINATORS, AND EDUCATORS OUR INTERACTIVE, ON-LINE PLATFORM WILL SERVE AS PORTAL FOR YOUNG PEOPLE, EDUCATORS, AND ORGANIZATIONS THAT WANT TO BRING THE IDEAS, CURRICULUM TOOLS, AND STRATEGIES OF PEACE FIRST INTO CLASSROOMS AND CAMPUS AROUND THE COUNTRY

4c

(Code) (Expenses \$ 1,148,388 including grants of \$) (Revenue \$)

DIRECT PROGRAM SERVICES(FY2012 TOTAL EXPENDITURES INCLUDING IN-KIND FACILITIES AND SERVICES 2,224,242) PEACE FIRST TEACHES CHILDREN HOW TO ACT PEACEFULLY BY PARTNERING WITH ELEMENTARY AND MIDDLE SCHOOLS TO PROVIDE A SOCIAL-EMOTIONAL LEARNING AND CIVIC ENGAGEMENT CURRICULUM AND COACHING PRINCIPALS AND TEACHERS TO UTILIZE IT PEACE FIRST'S WEEKLY CURRICULUM BEGINS BY TEACHING COOPERATION, COMMUNICATION, CONFLICT RESOLUTION, AND EMPATHY THROUGH HANDS-ON ACTIVITIES EVERY SPRING, STUDENTS PUT THEIR PEACEMAKING SKILLS INTO ACTION IN COMMUNITY SERVICE LEARNING PROJECTS THAT IMPLEMENT POSITIVE CHANGE IN THEIR SCHOOLS AND COMMUNITIES WE NOW OPERATE IN BOSTON, LOS ANGELES, AND NEW YORK, AND HAVE SERVED MORE THAN 40,000 STUDENTS PEACE FIRST HAS AMASSED A WAITING LIST OF OVER 248,000 SCHOOLS AROUND THE GLOBE AND HAS BEEN SEARCHING FOR A COST-EFFECTIVE WAY TO SCALE THE IDEA AND PRACTICES OF YOUTH PEACEMAKING TO REACH THIS INCREDIBLE DEMAND ADDITIONALLY, PEACE FIRST WILL PARTNER WITH OTHER YOUTH-SERVING NON-PROFIT ORGANIZATIONS THAT CAN INCORPORATE ELEMENTS OF OUR PROGRAM MODEL TO REACH YOUNG PEOPLE THROUGHOUT THE COUNTRY AND EXPAND OUR REACH PEACE FIRST IS PASSIONATE ABOUT CREATING A WORLD WHERE CHILDREN TURN AWAY FROM VIOLENCE AND LEARN CONCRETE SKILLS TO RESOLVE CONFLICTS PEACEFULLY, COMMUNICATE EFFECTIVELY, AND ENGAGE IN THEIR COMMUNITY PEACE FIRST BOSTON (FY2012 EXPENDITURES INCLUDING IN-KIND FACILITIES AND SERVICES 923,786) FOR OVER 19 YEARS, PEACE FIRST HAS ACHIEVED SUCCESSFUL RESULTS IN BOSTON TO DATE, OVER 35,000 BOSTON STUDENTS HAVE LEARNED CRITICAL CONFLICT RESOLUTION SKILLS DURING THIS FISCAL YEAR, WE PARTNERED WITH SIX SCHOOLS, SERVING NEARLY 2,400 STUDENTS - A 150% INCREASE FROM THE PREVIOUS YEAR THE STUDENTS AT OUR PARTNER SCHOOLS ARE 42% AFRICAN AMERICAN, 44% HISPANIC, 5% WHITE, 5% ASIAN, 4%, OTHER, AND 81% QUALIFY FOR FREE OR REDUCED LUNCH AT THE END OF LAST FISCAL YEAR, PEACE FIRST RECEIVED A GRANT THROUGH THE CORPORATION FOR NATIONAL AND COMMUNITY SERVICE FOR 15 AMERICORPS MEMBERS TO SERVE AS OUR LEAD TEACHERS IN BOSTON ADDITIONALLY, WE HAVE SEEN REMARKABLE RESULTS IN EACH OF OUR SCHOOLS STUDENTS REPORTED THAT AFTER A YEAR OF PEACE FIRST, THEY NEVER/SOMETIMES ARE HIT OR PUSHED AT SCHOOL (80%), ARE LEFT OUT OF GAMES OR GROUPS (84%), OR SAY THINGS TO HURT OTHER PEOPLE'S FEELINGS (92%) THEY ALSO REPORT MODERATELY HIGH LEVELS OF SOCIAL-EMOTIONAL SKILLS BY RESPONDING THAT THEY ALWAYS/OFTEN KNOW HOW TO DISAGREE WITHOUT STARTING A FIGHT OR ARGUMENT (62%), WANT TO HELP WHEN THEY SEE SOMEONE HAVING A PROBLEM (71%), AND LET OTHERS JOIN THEIR GROUP OF FRIENDS AT SCHOOL DURING LUNCH, RECESS, ETC (77%) PEACE FIRST NEW YORK (FY2012 EXPENDITURES INCLUDING IN-KIND FACILITIES AND SERVICES 665,472) PEACE FIRST NEW YORK CONTINUES TO MAKE A SIGNIFICANT IMPACT IN SCHOOLS ACROSS NEW YORK CITY TO DATE, OVER 4,000 NEW YORK STUDENTS HAVE LEARNED CRITICAL CONFLICT RESOLUTION AND CIVIC ENGAGEMENT SKILLS, AND OUR TRAINING WORK HAS REACHED OVER 350 STAFF FROM SCHOOLS, COMMUNITY CENTERS AND HUMAN SERVICES AGENCIES DURING THIS FISCAL YEAR, WE PARTNERED WITH FIVE SCHOOLS, SERVING NEARLY 1,900 STUDENTS WHO ARE 48% AFRICAN AMERICAN, 45% HISPANIC, 4% WHITE, 3% ASIAN, AND 83% QUALIFY FOR FREE OR REDUCED LUNCH AT THE END OF LAST FISCAL YEAR, PEACE FIRST RECEIVED A GRANT THROUGH THE CORPORATION FOR NATIONAL AND COMMUNITY SERVICE FOR 11 AMERICORPS MEMBERS TO SERVE AS OUR LEAD TEACHERS IN NEW YORK ADDITIONALLY, WE HAVE SEEN REMARKABLE RESULTS IN EACH OF OUR SCHOOLS STUDENTS REPORTED THAT AFTER A YEAR OF PEACE FIRST, THEY NEVER/SOMETIMES ARE HIT OR PUSHED AT SCHOOL (69%), ARE LEFT OUT OF GAMES OR GROUPS (79%), OR SAY THINGS TO HURT OTHER PEOPLE'S FEELINGS (93%) THEY ALSO REPORT MODERATELY HIGH LEVELS OF SOCIAL-EMOTIONAL SKILLS BY RESPONDING THAT THEY ALWAYS/OFTEN KNOW HOW TO DISAGREE WITHOUT STARTING A FIGHT OR ARGUMENT (66%), WANT TO HELP WHEN THEY SEE SOMEONE HAVING A PROBLEM (70%), AND LET OTHERS JOIN THEIR GROUP OF FRIENDS AT SCHOOL DURING LUNCH, RECESS, ETC (76%) PEACE FIRST LOS ANGELES (FY2012 EXPENDITURES INCLUDING IN-KIND FACILITIES AND SERVICES 634,984) PEACE FIRST NEW YORK CONTINUES TO MAKE A SIGNIFICANT IMPACT IN SCHOOLS ACROSS NEW YORK CITY TO DATE, OVER 4,000 NEW YORK STUDENTS HAVE LEARNED CRITICAL CONFLICT RESOLUTION AND CIVIC ENGAGEMENT SKILLS, AND OUR TRAINING WORK HAS REACHED OVER 350 STAFF FROM SCHOOLS, COMMUNITY CENTERS AND HUMAN SERVICES AGENCIES DURING THIS FISCAL YEAR, WE PARTNERED WITH FIVE SCHOOLS, SERVING NEARLY 1,900 STUDENTS WHO ARE 48% AFRICAN AMERICAN, 45% HISPANIC, 4% WHITE, 3% ASIAN, AND 83% QUALIFY FOR FREE OR REDUCED LUNCH AT THE END OF LAST FISCAL YEAR, PEACE FIRST RECEIVED A GRANT THROUGH THE CORPORATION FOR NATIONAL AND COMMUNITY SERVICE FOR 11 AMERICORPS MEMBERS TO SERVE AS OUR LEAD TEACHERS IN NEW YORK ADDITIONALLY, WE HAVE SEEN REMARKABLE RESULTS IN EACH OF OUR SCHOOLS STUDENTS REPORTED THAT AFTER A YEAR OF PEACE FIRST, THEY NEVER/SOMETIMES ARE HIT OR PUSHED AT SCHOOL (69%), ARE LEFT OUT OF GAMES OR GROUPS (79%), OR SAY THINGS TO HURT OTHER PEOPLE'S FEELINGS (93%) THEY ALSO REPORT MODERATELY HIGH LEVELS OF SOCIAL-EMOTIONAL SKILLS BY RESPONDING THAT THEY ALWAYS/OFTEN KNOW HOW TO DISAGREE WITHOUT STARTING A FIGHT OR ARGUMENT (66%), WANT TO HELP WHEN THEY SEE SOMEONE HAVING A PROBLEM (70%), AND LET OTHERS JOIN THEIR GROUP OF FRIENDS AT SCHOOL DURING LUNCH, RECESS, ETC (76%)

4d

Other program services (Describe in Schedule O)

(Expenses \$ including grants of \$) (Revenue \$)

4e

Total program service expenses

\$ 1,589,665

Form 990 (2011)

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)? If "Yes," complete Schedule A.	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	Yes	
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.		No
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.		No
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.		No
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 "Yes," complete Schedule D, Part I.		No
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.		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III.		No
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV.		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V.		No
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? If "Yes," complete Schedule D, Part VI.	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII.		No
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.		No
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.		No
e	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X.		No
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.		No
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII.	Yes	
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.		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E.		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?		No
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 foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Part I.		No
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 U.S.? If "Yes," complete Schedule F, Part II and IV.		No
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 U.S.? If "Yes," complete Schedule F, Part III and IV.		No
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I.		No
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II.		No
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III.		No
20a	Did the organization operate one or more hospitals? If "Yes," complete Schedule H.		No
b	If "Yes" to line 20a, did the organization attach its audited financial statement to this return? Note. All Form 990 filers that operated one or more hospitals must attach audited financial statements.		

Part IV

Checklist of Required Schedules (continued)

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

Part V Statements Regarding Other IRS Filings and Tax Compliance					
Check if Schedule O contains a response to any question in this Part V ☐					
				Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.	1a	12		
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	Yes		
2a	Enter the number of employees reported on Form W-3, <i>Transmittal of Wage and Tax Statements</i> filed for the calendar year ending with or within the year covered by this return	2a	84		
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	Yes		
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a			No
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 or securities account)?	4a			No
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			No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b			No
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	Yes		
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b	Yes		
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	Yes		
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	Yes		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c			No
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			No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . . .	7f			No
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g			No
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h			No
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. All 501(c)(29) organizations must list in Schedule O each state in which they are licensed to issue qualified health plans, the amount of reserves required by each state, and the amount of reserves the organization allocated to each state.	13a			
b	Enter the aggregate 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 aggregate amount of reserves on hand	13c			
14a Did the organization receive any payments for indoor tanning services during the tax year?				14a	No
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 lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.
Check if Schedule O contains a response to any question in this Part VI ☒

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year		
1a	11		
b	Enter the number of voting members included in line 1a, above, who are independent	1b	10
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	No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3	No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5	No
6	Did the organization have members or stockholders?	6	No
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	No
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b	No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following		
a	The governing body?	8a	Yes
b	Each committee with authority to act on behalf of the governing body?	8b	Yes
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9	No

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	No
b	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	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes
b	Describe in Schedule O the process, if any, used by the organization to review the Form 990		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes
b	Were officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes
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	Yes
13	Did the organization have a written whistleblower policy?	13	Yes
14	Did the organization have a written document retention and destruction policy?	14	Yes
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a	The organization's CEO, Executive Director, or top management official	15a	Yes
b	Other officers or key employees of the organization	15b	Yes
	If "Yes," to line 15a or 15b, describe the process in Schedule O (see instructions)		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	No
b	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

17	List the States with which a copy of this Form 990 is required to be filed ☒ MA , NY , CA
18	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made 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 made its governing documents, conflict of interest policy, and financial statements available to the public. See Additional Data Table.
20	State the name, physical address, and telephone number of the person who possesses the books and records of the organization ☒ THE CORPORATION 25 KINGSTON STREET 6TH FLOOR BOSTON, MA 02111 (617) 261-3833

Part VII

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

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

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

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees Enter -0- in columns (D), (E), and (F) if no compensation was paid
- List all of the organization's **current** key employees, if any See instructions for definition of "key employee "
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations
- List all of the organization's **former** officers, key employees, or 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 organizations compensated any current or former officer, director, or trustee

(A) Name and Title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) ERIC DAWSON PRESIDENT	40 00	X		X				153,057	0	0
(2) CRAIG MARTIN DIRECTOR	2 00	X						0	0	0
(3) JON MANDLE TREASURER	2 00	X		X				0	0	0
(4) DAN CARDINALI CHAIRMAN	2 00	X						0	0	0
(5) CHIKE IBEABUCHI DIRECTOR	2 00	X						0	0	0
(6) RASHIDA JONES DIRECTOR	2 00	X						0	0	0
(7) JESSE PERETZ DIRECTOR	2 00	X						0	0	0
(8) RAYMOND SOZZI DIRECTOR	2 00	X						0	0	0
(9) SHRUTI SEHRA DIRECTOR	2 00	X						0	0	0
(10) CAROLYN WEBB DE MACIAS DIRECTOR	2 00	X						0	0	0
(11) LAVERNE SRINIVASAN DIRECTOR	2 00	X						0	0	0
(12) JENNIFER CLAMMER CLERK/COO	40 00			X				119,077	0	6,692

Part VII

1b	Sub-Total	▼			
c	Total from continuation sheets to Part VII, Section A	▼			
d	Total (add lines 1b and 1c)	▼	272,134		6,692

2 Total number of individuals (including but not limited to those listed in Item 1) who received more than \$100,000 of reportable compensation from the organization. **3**

		Yes	No
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3	No
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	4	Yes
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>	5	No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(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 of compensation from the organization ►

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	1a	Federated campaigns . . .	1a		3,291,056			
	b	Membership dues	1b					
	c	Fundraising events	1c	2,375				
	d	Related organizations	1d					
	e	Government grants (contributions)	1e	443,700				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	2,844,981				
	g	Noncash contributions included in lines 1a-1f \$ 28,730						
	h	Total. Add lines 1a-1f						
Program Service Revenue	2a		Business Code					
	b							
	c							
	d							
	e							
	f	All other program service revenue						
	g	Total. Add lines 2a-2f						
	Other Revenue	3	Investment income (including dividends, interest and other similar amounts)					
4		Income from investment of tax-exempt bond proceeds . .						
5		Royalties						
6a		Gross rents	(i) Real (ii) Personal					
b		Less rental expenses						
c		Rental income or (loss)						
d		Net rental income or (loss)						
7a		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)						
8a		Gross income from fundraising events (not including \$ of contributions reported on line 1c) See Part IV, line 18						
b		Less direct expenses						
c		Net income or (loss) from fundraising events . .						
9a		Gross income from gaming activities See Part IV, line 19						
b		Less direct expenses						
c		Net income or (loss) from gaming activities . .						
10a		Gross sales of inventory, less returns and allowances . .						
b		Less cost of goods sold						
c		Net income or (loss) from sales of inventory . .						
		Miscellaneous Revenue		Business Code				
11a								
b								
c								
d	All other revenue							
e	Total. Add lines 11a-11d							
12	Total revenue. See Instructions			3,291,056				

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)

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

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 United States See Part IV, line 21				
2	Grants and other assistance to individuals in the United States See Part IV, line 22				
3	Grants and other assistance to governments, organizations, and individuals outside the United States See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	349,849		242,308	107,541
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	1,265,323	1,013,777	141,139	110,407
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)				
9	Other employee benefits	67,034	42,075	15,914	9,045
10	Payroll taxes	167,591	102,122	50,994	14,475
11	Fees for services (non-employees)				
a	Management				
b	Legal				
c	Accounting	33,548		33,548	
d	Lobbying				
e	Professional fundraising See Part IV, line 17				
f	Investment management fees				
g	Other	363,403	262,034	96,529	4,840
12	Advertising and promotion	2,293	650	1,043	600
13	Office expenses	141,713	66,695	58,131	16,887
14	Information technology	5,303	2,238	1,662	1,403
15	Royalties				
16	Occupancy	34,494	11,660	22,834	
17	Travel	90,899	78,575	4,592	7,732
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	1,909	1,377	432	100
20	Interest	12,731		12,731	
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	262			262
23	Insurance	42,262	8,462	33,800	
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					
b					
c					
d					
e					
f	All other expenses				
25	Total functional expenses. Add lines 1 through 24f	2,578,614	1,589,665	715,657	273,292
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)		(B)
					Beginning of year		End of year
Assets	1	Cash—non-interest-bearing			37,859	1	353,392
	2	Savings and temporary cash investments				2	
	3	Pledges and grants receivable, net			1,448,111	3	1,717,850
	4	Accounts receivable, net			39,683	4	83,390
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L				5	
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L				6	
	7	Notes and loans receivable, net				7	
	8	Inventories for sale or use				8	
	9	Prepaid expenses and deferred charges			233,650	9	116,013
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	21,115			
	b	Less: accumulated depreciation	10b	21,115	262	10c	
	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			4,604	15	4,604
	16	Total assets. Add lines 1 through 15 (must equal line 34)			1,764,169	16	2,275,249
Liabilities	17	Accounts payable and accrued expenses			358,943	17	230,581
	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			92,764	23	80,764
	24	Unsecured notes and loans payable to unrelated third parties			250,000	24	300,000
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D				25	
	26	Total liabilities. Add lines 17 through 25			701,707	26	611,345
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			-564,538	27	-109,596
	28	Temporarily restricted net assets			1,627,000	28	1,773,500
	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			1,062,462	33	1,663,904
	34	Total liabilities and net assets/fund balances			1,764,169	34	2,275,249

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	3,291,056
2	Total expenses (must equal Part IX, column (A), line 25)	2	2,578,614
3	Revenue less expenses Subtract line 2 from line 1	3	712,442
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	1,062,462
5	Other changes in net assets or fund balances (explain in Schedule O)	5	-111,000
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	1,663,904

Part XII Financial Statements and Reporting

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

		Yes	No
1	Accounting method used to prepare the Form 990 ☐ 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?		No
b	Were the organization's financial statements audited by an independent accountant?	Yes	
c	If "Yes," to 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O	Yes	
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a separate basis, consolidated basis, or both ☐ Separate basis ☒ Consolidated basis ☐ Both consolidated and separated basis		
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		No
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		

SCHEDULE A

(Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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

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

OMB No 1545-0047

2011

Open to Public
Inspection

Name of the organization PEACE FIRST INC	Employer identification number 04-3323467
---	--

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

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

1

☐

A church, convention of churches, or association of churches **section 170(b)(1)(A)(i).**

2

☐

A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E)

3

☐

A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

4

☐

A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state

5

☐

An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II)

6

☐

A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7

☐

An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)** (Complete Part II)

8

☐

A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II)

9

☒

An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III)

10

☐

An organization organized and operated exclusively to test for public safety See**section 509(a)(4).**

11

☐

An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h

a

☐

Type I

b

☐

Type II

c

☐

Type III - Functionally integrated

d

☐

Type III - Other

e

☐

By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)

f

☐

If the organization received a written determination from the IRS that it is a Type I, Type II or Type III supporting organization, check this box

g

☐

Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

(i)

a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the the supported organization?

(ii)

a family member of a person described in (i) above?

(iii)

a 35% controlled entity of a person described in (i) or (ii) above?

h

☐

Provide the following information about the supported organization(s)

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

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

Part II

Support Schedule for Organizations Described in IRC 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	(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 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	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(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 (Explain in Part IV) Do not include gain or loss from the sale of capital assets						
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 501(c)(3) organization, check this box and stop here						

Section C. Computation of Public Support Percentage						
14 Public Support Percentage for 2011 (line 6 column (f) divided by line 11 column (f))	14					
15 Public Support Percentage for 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						
b 33 1/3% support test—2010. If the organization did not check the box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization						
17a 10%-facts-and-circumstances test—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						
b 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						
18 Private Foundation If the organization did not check a box on line 13, 16a, 16b, 17a or 17b, check this box and see instructions						

Part III

Support Schedule for Organizations Described in IRC 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) 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.")	1,296,925	1,281,246	2,061,677	3,285,244	3,291,056	11,216,148
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	1,296,925	1,281,246	2,061,677	3,285,244	3,291,056	11,216,148
7a Amounts included on lines 1, 2, and 3 received from disqualified persons	409,479	280,000	245,200	224,790	324,859	1,484,328
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	482,532	472,504	1,278,564	1,286,480	1,762,818	5,282,898
c Add lines 7a and 7b	892,011	752,504	1,523,764	1,511,270	2,087,677	6,767,226
8 Public Support (Subtract line 7c from line 6)						4,448,922

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
9 Amounts from line 6	1,296,925	1,281,246	2,061,677	3,285,244	3,291,056	11,216,148
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
13 Total support (Add lines 9, 10c, 11 and 12.)	1,296,925	1,281,246	2,061,677	3,285,244	3,291,056	11,216,148
14 First Five Years If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here						

Section C. Computation of Public Support Percentage

15 Public Support Percentage for 2011 (line 8 column (f) divided by line 13 column (f))	15	39.670 %
16 Public support percentage from 2010 Schedule A, Part III, line 15	16	47.290 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2011 (line 10c column (f) divided by line 13 column (f))	17	0 %
18 Investment income percentage from 2010 Schedule A, Part III, line 17	18	
19a 33 1/3% support tests—2011. 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—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 Private Foundation If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions		

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

Facts And Circumstances Test

Explanation

SCHEDULE D
(Form 990)

Supplemental Financial Statements

OMB No 1545-0047

2011

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b
Attach to Form 990. See separate instructions.

Name of the organization PEACE FIRST INC	Employer identification number 04-3323467
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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?	
	YesNo	
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit	
	YesNo	

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 pleasure)

☐ Preservation of an historically importantly land area

☐ Protection of natural habitat

☐ Preservation of a certified historic structure

☐ Preservation of open space

2

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

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

3

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

4

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

5

Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

YesNo

6

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

7

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

8

Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and 170(h)(4)(B)(ii)?

YesNo

9

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

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a

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

b

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

(i)

Revenues included in Form 990, Part VIII, line 1

\$

(ii)

Assets included in Form 990, Part X

\$

2

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

a

Revenues included in Form 990, Part VIII, line 1

\$

b

Assets included in Form 990, Part X

\$

Part III

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

3

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

a

☐ Public exhibition

d

☐ Loan or exchange programs

b

☐ Scholarly research

e

☐ 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
1c	
1d	
1e	
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				
b	Contributions				
c	Investment earnings or losses				
d	Grants or scholarships				
e	Other expenditures for facilities and programs				
f	Administrative expenses				
g	End of year balance				

2

Provide the estimated percentage of the year end balance held as

a

Board designated or quasi-endowment ▶

b

Permanent endowment ▶

c

Term endowment ▶

3a

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

(i)

unrelated organizations

3a(i)

☐ Yes☐ No

(ii)

related organizations

3a(ii)

☐ Yes☐ No

b

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

3b

☐ Yes☐ No

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 property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		21,115	21,115	
e Other				
Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).)				

Part XI

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

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	3,291,056
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	2,578,614
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	712,442
4	Net unrealized gains (losses) on investments	4	
5	Donated services and use of facilities	5	-111,000
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net) Add lines 4 - 8	9	-111,000
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	601,442

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	4,798,502
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	1,507,446
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	1,507,446
3	Subtract line 2e from line 1	3	3,291,056
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	
5	Total Revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12)	5	3,291,056

Part XIII

Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements	1	4,197,060
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	1,618,446
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	1,618,446
3	Subtract line 2e from line 1	3	2,578,614
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	
5	Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)	5	2,578,614

Part XIV

Supplemental Information

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

Identifier	Return Reference	Explanation
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Schedule J
(Form 990)

Compensation Information

OMB No 1545-0047

2011

Open to Public Inspection

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

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

▶ Attach to Form 990. ▶ See separate instructions.

Name of the organization PEACE FIRST INC	Employer identification number 04-3323467
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Part I

Questions Regarding Compensation

	Yes	No
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items ☐ First-class or charter travel ☐ Housing allowance or residence for personal use ☐ Travel for companions ☐ Payments for business use of personal residence ☐ Tax idemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☐ Personal services (e g , maid, chauffeur, chef)		
1b If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all the expenses described above? If "No," complete Part III to explain		
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?		
3 Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director Check all that apply ☒ Compensation committee ☐ Written employment contract ☐ Independent compensation consultant ☐ Compensation survey or study ☒ Form 990 of other organizations ☒ Approval by the board or compensation committee		
4 During the year, did any person listed in Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization		
4a Receive a severance payment or change-of-control payment?		No
4b Participate in, or receive payment from, a supplemental nonqualified retirement plan?		No
4c Participate in, or receive payment from, an equity-based compensation arrangement?		No
If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III		
Only 501(c)(3) and 501(c)(4) organizations only must complete lines 5-9.		
5 For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of		
a The organization?		No
b Any related organization?		No
If "Yes," to line 5a or 5b, describe in Part III		
6 For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of		
a The organization?		No
b Any related organization?		No
If "Yes," to line 6a or 6b, describe in Part III		
7 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III		No
8 Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regs section 53 4958-4(a)(3)? If "Yes," describe in Part III		No
9 If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53 4958-6(c)?		

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, columns (D) and (E) for that individual.

[illegible]

Part III **Supplemental Information**

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

Identifier	Return Reference	Explanation
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SCHEDULE M
(Form 990)

NonCash Contributions

OMB No 1545-0047

2011

Open to Public Inspection

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

Name of the organization
PEACE FIRST INC

Employer identification number
04-3323467

Part I

Types of Property

	(a) Check if applicable	(b) Number of Contributions or items contributed	(c) Contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded				
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ► (<u>PROG SUPPLIES</u>)	X		28,730	FAIR MARKET VALUE
26 Other ► (<u> </u>)				
27 Other ► (<u> </u>)				
28 Other ► (<u> </u>)				

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

29

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1-28 that it must hold for at least three years from the date of the initial contribution, and which is not required to be used for exempt purposes for the entire holding period?

30a

Yes

No

31 If "Yes," describe the arrangement in Part II

31 Does the organization have a gift acceptance policy that requires the review of any non-standard contributions?

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell non-cash contributions?

32a

Yes

No

33 If "Yes," describe in Part II

33 If the organization did not report revenues in column (c) for a type of property for which column (a) is checked, describe in Part II

Part III

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

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

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No 1545-0047

2011

Open to Public Inspection

Name of the organization PEACE FIRST INC	Employer identification number 04-3323467
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Identifier	Return Reference	Explanation
ORGANIZATION'S MISSION	FORM 990 - ORGANIZATION'S MISSION	OVERVIEW FOR 19 YEARS, PEACE FIRST HAS RUN TRANSFORMATIVE PROGRAMMING THAT HAS TAUGHT OVER 40,000 YOUNG PEOPLE CRITICAL PEACEMAKING SKILLS FOR THE SCHOOLS WORKING WITH PEACE FIRST, THEY HAVE SEEN A 60% AVERAGE REDUCTION IN INCIDENCES OF VIOLENCE, AND, MORE IMPORTANTLY, A 70-80% INCREASE IN INSTANCES OF PEACEMAKING - CHILDREN BREAKING UP FIGHTS, INCLUDING OTHERS, AND HELPING ONE ANOTHER PEACE FIRST STUDENTS ARE ABLE TO EMPATHIZE AND SHOW RESPECT FOR OTHERS, APPRECIATE DIVERSITY, AND MAKE POSITIVE CONTRIBUTIONS TO THEIR COMMUNITIES AS VOLUNTEERS AND CIVIC LEADERS PEACE FIRST HAS TRAINED EDUCATORS FROM 32 STATES AND 23 COUNTRIES TO TEACH PEACEMAKING SKILLS TO YOUNG PEOPLE AND CURRENTLY SERVES THOUSANDS OF STUDENTS IN BOSTON, LOS ANGELES, AND NEW YORK PROGRAM DESCRIPTION PEACE FIRST TEACHES CHILDREN HOW TO ACT PEACEFULLY BY PARTNERING WITH ELEMENTARY AND MIDDLE SCHOOLS TO PROVIDE A SOCIAL-EMOTIONAL LEARNING AND CIVIC ENGAGEMENT CURRICULUM AND COACHING PRINCIPALS AND TEACHERS TO UTILIZE IT PEACE FIRST'S WEEKLY CURRICULUM BEGINS BY TEACHING COOPERATION, COMMUNICATION, CONFLICT RESOLUTION AND EMPATHY THROUGH HANDS-ON ACTIVITIES EVERY SPRING, STUDENTS PUT THEIR PEACEMAKING SKILLS INTO ACTION IN COMMUNITY SERVICE LEARNING PROJECTS THAT IMPLEMENT POSITIVE CHANGE IN THEIR SCHOOLS AND COMMUNITIES WE NOW OPERATE IN BOSTON, LOS ANGELES, AND NEW YORK, AND HAVE SERVED MORE THAN 40,000 STUDENTS INSTANCES OF BULLYING AND MORE ACUTE FORMS OF YOUTH VIOLENCE ARE NATION-WIDE EPIDEMICS EVERY DAY, 160,000 CHILDREN ARE AFRAID TO GO TO SCHOOL BECAUSE OF VIOLENCE MEANWHILE, STUDIES SHOW THAT SOCIAL-EMOTIONAL SKILLS, SUCH AS THE ONES PEACE FIRST TEACHES, PROMOTE YOUNG PEOPLE'S ACADEMIC SUCCESS, HEALTH AND WELL-BEING AND PREVENT A VARIETY OF PROBLEMS SUCH AS ALCOHOL AND DRUG USE, BULLYING AND VIOLENCE PEACE FIRST HAS AMASSED A WAITING LIST OF OVER 248,000 SCHOOLS AROUND THE GLOBE AND HAS BEEN SEARCHING FOR A COST-EFFECTIVE WAY TO SCALE THE IDEA AND PRACTICES OF YOUTH PEACEMAKING TO REACH THIS INCREDIBLE DEMAND WE PLAN TO LAUNCH THE PEACE FIRST PRIZE, AN AWARD PROGRAM THAT WILL REWARD AND CELEBRATE PEACEMAKING ACTIVITIES OF YOUTH AGES 8-22 AND INSPIRE OTHER YOUNG PEOPLE TO PURSUE PEACE AND JUSTICE WITHIN THEIR OWN COMMUNITIES THE PRIZE WILL INTRODUCE YOUTH PEACEMAKING AS A POWERFUL CONCEPT TO MILLIONS OF AMERICANS, ENGAGING THEM AS NOMINEES, NOMINATORS, AND EDUCATORS OUR INTERACTIVE, ON-LINE PLATFORM WILL SERVE AS PORTAL FOR YOUNG PEOPLE, EDUCATORS, AND ORGANIZATIONS THAT WANT TO BRING THE IDEAS, CURRICULUM TOOLS, AND STRATEGIES OF PEACE FIRST INTO CLASSROOMS AND CAMPUS AROUND THE COUNTRY ADDITIONALLY, PEACE FIRST WILL PARTNER WITH OTHER YOUTH-SERVING NON-PROFIT ORGANIZATIONS THAT CAN INCORPORATE ELEMENTS OF OUR PROGRAM MODEL TO REACH YOUNG PEOPLE THROUGHOUT THE COUNTRY AND EXPAND OUR REACH PEACE FIRST IS PASSIONATE ABOUT CREATING A WORLD WHERE CHILDREN TURN AWAY FROM VIOLENCE AND LEARN CONCRETE SKILLS TO RESOLVE CONFLICTS PEACEFULLY, COMMUNICATE EFFECTIVELY, AND ENGAGE IN THEIR COMMUNITY "
EXPLANATION ON VOLUNTEERS AND TYPES OF SERVICES OR BENEFITS	FORM 990, PAGE 1, PART I, LINE 6	YOUNG ADULT VOLUNTEERS WORK IN THE CLASSROOMS UNDER THE SUPERVISION OF A LEADERSHIP TEAM CONSISTING OF TEACHERS AND THE PRINCIPAL PROVIDING SUPPORT TO STUDENTS
FIRST ACCOMPLISHMENT DESCRIPTION	FORM 990, PAGE 2, PART III, LINE 4A	WELL AS SHIFT PUBLIC PERCEPTION ABOUT THE VALUE AND CAPACITY OF YOUNG PEOPLE
THIRD ACCOMPLISHMENT DESCRIPTION	FORM 990, PAGE 2, PART III, LINE 4C	PEACE FIRST HAS AMASSED A WAITING LIST OF OVER 248,000 SCHOOLS AROUND THE GLOBE AND HAS BEEN SEARCHING FOR A COST-EFFECTIVE WAY TO SCALE THE IDEA AND PRACTICES OF YOUTH PEACEMAKING TO REACH THIS INCREDIBLE DEMAND ADDITIONALLY, PEACE FIRST WILL PARTNER WITH OTHER YOUTH-SERVING NON-PROFIT ORGANIZATIONS THAT CAN INCORPORATE ELEMENTS OF OUR PROGRAM MODEL TO REACH YOUNG PEOPLE THROUGHOUT THE COUNTRY AND EXPAND OUR REACH PEACE FIRST IS PASSIONATE ABOUT CREATING A WORLD WHERE CHILDREN TURN AWAY FROM VIOLENCE AND LEARN CONCRETE SKILLS TO RESOLVE CONFLICTS PEACEFULLY, COMMUNICATE EFFECTIVELY, AND ENGAGE IN THEIR COMMUNITY PEACE FIRST BOSTON (FY2012 EXPENDITURES INCLUDING IN-KIND FACILITIES AND SERVICES 923,786) FOR OVER 19 YEARS, PEACE FIRST HAS ACHIEVED SUCCESSFUL RESULTS IN BOSTON TO DATE, OVER 35,000 BOSTON STUDENTS HAVE LEARNED CRITICAL CONFLICT RESOLUTION SKILLS DURING THIS FISCAL YEAR, WE PARTNERED WITH SIX SCHOOLS, SERVING NEARLY 2,400 STUDENTS - A 150% INCREASE FROM THE PREVIOUS YEAR THE STUDENTS AT OUR PARTNER SCHOOLS ARE 42% AFRICAN AMERICAN, 44% HISPANIC, 5% WHITE, 5% ASIAN, 4%, OTHER, AND 81% QUALIFY FOR FREE OR REDUCED LUNCH AT THE END OF LAST FISCAL YEAR, PEACE FIRST RECEIVED A GRANT THROUGH THE CORPORATION FOR NATIONAL AND COMMUNITY SERVICE FOR 15 AMERICORPS MEMBERS TO SERVE AS OUR LEAD TEACHERS IN BOSTON ADDITIONALLY, WE HAVE SEEN REMARKABLE RESULTS IN EACH OF OUR SCHOOLS STUDENTS REPORTED THAT AFTER A YEAR OF PEACE FIRST, THEY NEVER/SOMETIMES ARE HIT OR PUSHED AT SCHOOL (80%), ARE LEFT OUT OF GAMES OR GROUPS (84%), OR SAY THINGS TO HURT OTHER PEOPLE'S FEELINGS (92%) THEY ALSO REPORT MODERATELY HIGH LEVELS OF SOCIAL-EMOTIONAL SKILLS BY RESPONDING THAT THEY ALWAYS/OFTEN KNOW HOW TO DISAGREE WITHOUT STARTING A FIGHT OR ARGUMENT (62%), WANT TO HELP WHEN THEY SEE SOMEONE HAVING A PROBLEM (71%), AND LET OTHERS JOIN THEIR GROUP OF FRIENDS AT SCHOOL DURING LUNCH, RECESS, ETC (77%) PEACE FIRST NEW YORK (FY2012 EXPENDITURES INCLUDING IN-KIND FACILITIES AND SERVICES 665,472) PEACE FIRST NEW YORK CONTINUES TO MAKE A SIGNIFICANT IMPACT IN SCHOOLS ACROSS NEW YORK CITY TO DATE, OVER 4,000 NEW YORK STUDENTS HAVE LEARNED CRITICAL CONFLICT RESOLUTION AND CIVIC ENGAGEMENT SKILLS, AND OUR TRAINING WORK HAS REACHED OVER 350 STAFF FROM SCHOOLS, COMMUNITY CENTERS AND HUMAN SERVICES AGENCIES DURING THIS FISCAL YEAR, WE PARTNERED WITH FIVE SCHOOLS, SERVING NEARLY 1,900 STUDENTS WHO ARE 48% AFRICAN AMERICAN, 45% HISPANIC, 4% WHITE, 3% ASIAN, AND 83% QUALIFY FOR FREE OR REDUCED LUNCH AT THE END OF LAST FISCAL YEAR, PEACE FIRST RECEIVED A GRANT THROUGH THE CORPORATION FOR NATIONAL AND COMMUNITY SERVICE FOR 11 AMERICORPS MEMBERS TO SERVE AS OUR LEAD TEACHERS IN NEW YORK ADDITIONALLY, WE HAVE SEEN REMARKABLE RESULTS IN EACH OF OUR SCHOOLS STUDENTS REPORTED THAT AFTER A YEAR OF PEACE FIRST, THEY NEVER/SOMETIMES ARE HIT OR PUSHED AT SCHOOL (69%), ARE LEFT OUT OF GAMES OR GROUPS (79%), OR SAY THINGS TO HURT OTHER PEOPLE'S FEELINGS (93%) THEY ALSO REPORT MODERATELY HIGH LEVELS OF SOCIAL-EMOTIONAL SKILLS BY RESPONDING THAT THEY ALWAYS/OFTEN KNOW HOW TO DISAGREE WITHOUT STARTING A FIGHT OR ARGUMENT (66%), WANT TO HELP WHEN THEY SEE SOMEONE HAVING A PROBLEM (70%), AND LET OTHERS JOIN THEIR GROUP OF FRIENDS AT SCHOOL DURING LUNCH, RECESS, ETC (76%) PEACE FIRST LOS ANGELES (FY2012 EXPENDITURES INCLUDING IN-KIND FACILITIES AND SERVICES 634,984) PEACE FIRST NEW YORK CONTINUES TO MAKE A SIGNIFICANT IMPACT IN SCHOOLS ACROSS NEW YORK CITY TO DATE, OVER 4,000 NEW YORK STUDENTS HAVE LEARNED CRITICAL CONFLICT RESOLUTION AND CIVIC ENGAGEMENT SKILLS, AND OUR TRAINING WORK HAS REACHED OVER 350 STAFF FROM SCHOOLS, COMMUNITY CENTERS AND HUMAN SERVICES AGENCIES DURING THIS FISCAL YEAR, WE PARTNERED WITH FIVE SCHOOLS, SERVING NEARLY 1,900 STUDENTS WHO ARE 48% AFRICAN AMERICAN, 45% HISPANIC, 4% WHITE, 3% ASIAN, AND 83% QUALIFY FOR FREE OR REDUCED LUNCH AT THE END OF LAST FISCAL YEAR, PEACE FIRST RECEIVED A GRANT THROUGH THE CORPORATION FOR NATIONAL AND COMMUNITY SERVICE FOR 11 AMERICORPS MEMBERS TO SERVE AS OUR LEAD TEACHERS IN NEW YORK ADDITIONALLY, WE HAVE SEEN REMARKABLE RESULTS IN EACH OF OUR SCHOOLS STUDENTS REPORTED THAT AFTER A YEAR OF PEACE FIRST, THEY NEVER/SOMETIMES ARE HIT OR PUSHED AT SCHOOL (69%), ARE LEFT OUT OF GAMES OR GROUPS (79%), OR SAY THINGS TO HURT OTHER PEOPLE'S FEELINGS (93%) THEY ALSO REPORT MODERATELY HIGH LEVELS OF SOCIAL-EMOTIONAL SKILLS BY RESPONDING THAT THEY ALWAYS/OFTEN KNOW HOW TO DISAGREE WITHOUT STARTING A FIGHT OR ARGUMENT (66%), WANT TO HELP WHEN THEY SEE SOMEONE HAVING A PROBLEM (70%), AND LET OTHERS JOIN THEIR GROUP OF FRIENDS AT SCHOOL DURING LUNCH, RECESS, ETC (76%)
ORGANIZATION'S PROCESS USED TO REVIEW FORM 990	FORM 990, PAGE 6, PART VI, LINE 11B	THE IRS FORM 990 IS REVIEWED BY THE FOLLOWING PRIOR TO SUBMISSION - COO, - BOARD TREASURER, - BOARD UDIT COMMITTEE, - ELECTRONIC COPY MAILED/PROVIDED TO ALL BOARD MEMBERS
ENFORCEMENT OF CONFLICTS POLICY	FORM 990, PAGE 6, PART VI, LINE 12C	THE BOARD INVESTIGATES ANY POSSIBLE CONFLICT OF INTEREST DEPENDING ON THE OUTCOME FURTHER ACTIONS DISCIPLINARY AND CORRECTIVE ACTION IS CARRIED OUT
COMPENSATION PROCESS FOR TOP OFFICIAL	FORM 990, PAGE 6, PART VI, LINE 15A	PRESIDENT/ED'S SALARY IS REVIEWED ANNUALLY BY BOARD COMPENSATION COMMITTEE, WITH APPROPRIATE DOCUMENTATION
COMPENSATION PROCESS FOR OFFICERS	FORM 990, PAGE 6, PART VI, LINE 15B	OTHER SENIOR MANAGER SALARIES ARE REVIEWED ANNUALLY BY THE ED, WITH APPROPRIATE DOCUMENTATION AND SIGN-OFF BY THE CHIEF OPERATING OFFICER AND PLANNING THE OVERALL LEVEL OF SALARY INCREASES IS APPROVED BY THE BOARD AS PART OF APPROVING THE ANNUAL BUDGET
GOVERNING DOCUMENTS DISCLOSURE EXPLANATION	FORM 990, PAGE 6, PART VI, LINE 19	GOVERNING DOCUMENTS ARE PROVIDED UPON WRITTEN REQUEST
ADDITIONAL INFORMATION	FORM 990, PART XII	THE ORGANIZATION RECEIVED 171,949 OF INKIND SERVICES IN FY 11 TO DEVELOP A VIDEO TO BE USED IN FY 12 (111,000) AND FY 13 (60,949) THE ORGANIZATION RECEIVED AN ADDITIONAL 50,051 OF INKIND SERVICES IN FY 12 COMPLETE THE VIDEO WITH THE PRIOR BALANCE AND THIS BALANCE 111,000 WILL BE UTILIZED AND EXPENSED IN FY 13

Form

4562

Depreciation and Amortization
(Including Information on Listed Property)

OMB No 1545-0172

2011

Attachment
Sequence No 179

Department of the Treasury
Internal Revenue Service (99)

See separate instructions. Attach to your tax return.

Name(s) shown on return PEACE FIRST INC	Business or activity to which this form relates MISCELLANEOUS	Identifying number 04-3323467
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Part I

Election to Expense Certain Property Under Section 179

Note: If you have any listed property, complete Part V before you complete Part I.

1	Maximum amount (see instructions)	1	500,000
2	Total cost of section 179 property placed in service (see instructions)	2	
3	Threshold cost of section 179 property before reduction in limitation (see instructions)	3	2,000,000
4	Reduction in limitation Subtract line 3 from line 2 If zero or less, enter -0-	4	
5	Dollar limitation for tax year Subtract line 4 from line 1 If zero or less, enter -0- If married filing separately, see instructions	5	

6	(a) Description of property	(b) Cost (business use only)	(c) Elected cost	
7	Listed property Enter the amount from line 29	7		
8	Total elected cost of section 179 property Add amounts in column (c), lines 6 and 7	8		
9	Tentative deduction Enter the smaller of line 5 or line 8	9		
10	Carryover of disallowed deduction from line 13 of your 2010 Form 4562	10		
11	Business income limitation Enter the smaller of business income (not less than zero) or line 5 (see instructions)	11		
12	Section 179 expense deduction Add lines 9 and 10, but do not enter more than line 11	12		
13	Carryover of disallowed deduction to 2012 Add lines 9 and 10, less line 12	13		

Note: Do not use Part II or Part III below for listed property. Instead, use Part V.

Part II

Special Depreciation Allowance and Other Depreciation (Do not include listed property) (See instructions)

14	Special depreciation allowance for qualified property (other than listed property) placed in service during the tax year (see instructions)	14	
15	Property subject to section 168(f)(1) election	15	
16	Other depreciation (including ACRS)	16	

Part III

MACRS Depreciation (Do not include listed property.) (See instructions.)

Section A

17	MACRS deductions for assets placed in service in tax years beginning before 2011	17	264
18	If you are electing to group any assets placed in service during the tax year into one or more general asset accounts, check here		

Section B—Assets Placed in Service During 2011 Tax Year Using the General Depreciation System						
(a) Classification of property	(b) Month and year placed in service	(c) Basis for depreciation (business/investment use only—see instructions)	(d) Recovery period	(e) Convention	(f) Method	(g) Depreciation deduction
19a 3-year property						
b 5-year property						
c 7-year property						
d 10-year property						
e 15-year property						
f 20-year property						
g 25-year property			25 yrs		S/L	
h Residential rental property			27 5 yrs	MM	S/L	
			27 5 yrs	MM	S/L	
i Nonresidential real property			39 yrs	MM	S/L	
				MM	S/L	

Section C—Assets Placed in Service During 2011 Tax Year Using the Alternative Depreciation System						
20a Class life					S/L	
b 12-year			12 yrs		S/L	
c 40-year			40 yrs	MM	S/L	

Part IV

Summary (see instructions)

21	Listed property Enter amount from line 28	21	
22	Total. Add amounts from line 12, lines 14 through 17, lines 19 and 20 in column (g), and line 21 Enter here and on the appropriate lines of your return Partnerships and S corporations—see instructions	22	264
23	For assets shown above and placed in service during the current year, enter the portion of the basis attributable to section 263A costs	23	

Part V

Listed Property (Include automobiles, certain other vehicles, certain computers, and property used for entertainment, recreation, or amusement.)
Note: For any vehicle for which you are using the standard mileage rate or deducting lease expense, complete **only** 24a, 24b, columns (a) through (c) of Section A, all of Section B, and Section C if applicable.

Section A—Depreciation and Other Information (Caution: See the instructions for limits for passenger automobiles.)

24a Do you have evidence to support the business/investment use claimed? ☐ Yes ☐ No						24b If "Yes," is the evidence written? ☐ Yes ☐ No			
(a) Type of property (list vehicles first)	(b) Date placed in service	(c) Business/ investment use percentage	(d) Cost or other basis	(e) Basis for depreciation (business/investment use only)	(f) Recovery period	(g) Method/ Convention	(h) Depreciation/ deduction	(i) Elected section 179 cost	
25Special depreciation allowance for qualified listed property placed in service during the tax year and used more than 50% in a qualified business use (see instructions)							25		
26 Property used more than 50% in a qualified business use									
		%							
		%							
		%							
27 Property used 50% or less in a qualified business use									
		%			S/L -				
		%			S/L -				
		%			S/L -				
28 Add amounts in column (h), lines 25 through 27 Enter here and on line 21, page 1						28			
29 Add amounts in column (i), line 26 Enter here and on line 7, page 1							29		

Section B—Information on Use of Vehicles

Complete this section for vehicles used by a sole proprietor, partner, or other "more than 5% owner," or related person
If you provided vehicles to your employees, first answer the questions in Section C to see if you meet an exception to completing this section for those vehicles

30 Total business/investment miles driven during the year (do not include commuting miles)	(a) Vehicle 1		(b) Vehicle 2		(c) Vehicle 3		(d) Vehicle 4		(e) Vehicle 5		(f) Vehicle 6	
31 Total commuting miles driven during the year												
32 Total other personal(noncommuting) miles driven												
33 Total miles driven during the year Add lines 30 through 32												
34 Was the vehicle available for personal use during off-duty hours?	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
35 Was the vehicle used primarily by a more than 5% owner or related person?												
36 Is another vehicle available for personal use?												

Section C—Questions for Employers Who Provide Vehicles for Use by Their Employees

Answer these questions to determine if you meet an exception to completing Section B for vehicles used by employees who **are not** more than 5% owners or related persons (see instructions)

37 Do you maintain a written policy statement that prohibits all personal use of vehicles, including commuting, by your employees?	Yes	No
38 Do you maintain a written policy statement that prohibits personal use of vehicles, except commuting, by your employees? See the instructions for vehicles used by corporate officers, directors, or 1% or more owners		
39 Do you treat all use of vehicles by employees as personal use?		
40 Do you provide more than five vehicles to your employees, obtain information from your employees about the use of the vehicles, and retain the information received?		
41 Do you meet the requirements concerning qualified automobile demonstration use? (See instructions)		
Note: If your answer to 37, 38, 39, 40, or 41 is "Yes," do not complete Section B for the covered vehicles		

Part VI Amortization

(a) Description of costs	(b) Date amortization begins	(c) Amortizable amount	(d) Code section	(e) Amortization period or percentage	(f) Amortization for this year
42 Amortization of costs that begins during your 2011 tax year (see instructions)					
43 Amortization of costs that began before your 2011 tax year				43	
44 Total. Add amounts in column (f) See the instructions for where to report				44	