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Form **990**

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)

2012

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Inte	rnal Revei	nue Service	► The organization	on may have to use a copy of t	his return to satisfy s	state report	iud isdnitew	ents		Inspection	
A	For the	e 2012 calend	dar year, or tax year begir	nning	, 2012, ar	nd endin	<u> </u>		,		
В	Check if	applicable	C Name of organization C1	othes To Kids.	Inc.		-	D Empl	oyer Identi	fication Number	
	Aca	tress change	Doing Business As	,				14	-1849	798	
	\vdash	ne change		pox if mail is not delivered to str	eet addr)	Room/s	suite		hone numb		
	\vdash	al return	1050 - N Borgu	los Avenue							
	\vdash	minated	City town or country	res Avenue	State Z	IP code + 4			27) 44	41-5050	
	1-1							^			
	\vdash	ended return	Clearwater	· "	FL 3	33765	H(a) Is this a			1,385,987	
	∐ A⊃⊃	lication pencing									X No
.			Patti Hanks 1059 N			33765	H(b) Are all	amiliales ir attach a iis	nciuded <i>i</i> st (see inst	ructions) Yes	No
<u> </u>		xempt status	X 501(c)(3) 501(c) () (insert no)	4947(a)(1) or	527					
ī	Webs	site: ► ww	w.clothestokids.	org			H(c) Group e	exemption	number 🏲		
K	Form o	of organization	X Corporation Trust	Association Other	L Yea	r of Format	ют. 2002	2 M	State of le	gal domicile FL	
Pa	art I	Summar	V								
		Briefly describ	be the organization's miss	ion or most significant a	ctivities. The	miss	ion of	Clot	hes T	o Kids, I	nc.
ക		is to pr	ovide new and gu	ality used clo	thing to I	ow-in	come s	choo	laged	1	
ě	1	children	in Pinellas Cou	inty, free of c	harge.						- .
Ę	-										
Activities & Governance	2 0	Check this bo	x F if the organization	in discontinued its opera	tions or dispose	d of more	than 25%	6 of its i	net asset	 Is	
Ğ	3 1	Number of vol	ting members of the gover				1	-	. 3		14
S	4 1		iependent voting members						4		14
흘	5 1		of individuals employed in		art V, line 2a)				5		8
.≩	6 T		of volunteers (estimate if	• •	•				6		145
¥			d business revenue from I			7			7a		0.
	PV	Vet unrelated	business taxable income	from Form 990 In 1998 3		((ز. ا			7b		
							Pr	rior Year	r	Current Yea	er
æ	T .		and grants (Part VIII, line	•	- 4045		1	,293,	416.	1,376,	420.
Revenue	1	-	ice revenue (Part VIII, line	S. SIMI	7 3 2015	-					
ě			come (Part VIII, column (A		-0011				325.	2,	885.
<u>~</u>	11 C	Other revenue	e (Part VIII, column (A), Iir	nes 5, 6d, 8c, 9c, 10c, af		M .			407.		682.
	12 T	otal revenue	- add lines 8 through 11	(must equal Restaviling)	到回在(知),时间有	2) "	1	,310,	148.	1,385,	987.
	13 G	Grants and sir	milar amounts paid (Part I	X, column (A), lines 1-3)		I				
	14 B	Benefits paid	to or for members (Part I)	(, column (A), line 4)							
_	15 S	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)								252,	861.
Expenses	16a P	Professional fi	undraising fees (Part IX, o	020.							
ĕ	İ		ing expenses (Part IX, col	,						· ··· · · · · · · · · · · · · · · · ·	
X							1				
			es (Part IX, column (A), lir			حصا ∀ ∪		,067,		1,132,	
			s Add lines 13-17 (must e		-			,284,	994.	1,385,	
	19 R	Revenue less	expenses Subtract line 1	3 from line 12	MAR 2.5	5_2015		25,	154.		285.
te o							Beginning	of Curre	nt Year	End of Yea	r
Not Assots Fund Balanc	20 T	•	Part X, line 16)	. (FAS)		572,	652.	557,	745.
S E	21 T	otal habilities	(Part X, line 26)	\ IE	rs agde		TAH		922.		730.
Z	223 N	let assets or i	fund balances. Subtract lii	ne 21 from line 20			1	520,	730.	521,	
Pa	rtgP.	Signature	Block /					,			<u> </u>
	-		clary that I have examined this re- er other than blicery is based of	urr, including accompanying	necules and statemen	nts and to t	he best of my	v knowleda	ne and belie	I it is true, correct	and
come	oide Decl	laration of prepar	er other than blicers is based of	a information of which o cpare	necules and statementer has any knowledge			1.	1.	10	
	9								712	5/15	
Sig		Signature	escarate I I				Date	e	7	7 15	
Hei	res	Patt	ı Hanks				Execu	tive	Direc	tor	
	\bigcirc		orint name and title				Directu		DIICO		
	ш	Print/Type pre	eparer s name	Preparer sympature	D	ate	1	Check	ı, P	TIN	
0~;	Z	Ellen	Fontana	10 (m	enc.	11/21	G 115	self emplo	U" □	001227162	
	d∰ parer			- CDA TIC	- [· — (1	011-	ser emplo	,ec P	01327163	
	e Only				100		———I.				
	Ö	r mis addres		LEN BOOTH RD #2				Firms EIN			
		<u> </u>	Clearwater		FL 33759			Phone no		<u> </u>	
			return with the preparer				•		- 	X Yes	No
3A/	A For P	aperwork Re	duction Act Notice, see the	ne separate instructions	5.	TEE	0101 08/0	8/12		Form 990	(2012)

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Form 990 (2012) (Clothes To Kids, Inc		14-1	1849798 Pag
	nent of Program Service			
Check if	Schedule O contains a response	e to any question in this Part III		<u> </u>
 Briefly describe 	the organization's mission:			
	on of Clothes To Kie			
<u>is to pro</u>	vide new and guality	y used clothing to low	-income_school_age	<u>d</u>
<u>children</u>	<u>in Pinellas County,</u>	free of charge.		
2 Did the organiz	ation undertake any significant r	program services during the year wh	ich were not listed on the prior	
		· · · · · · · · · · · · · · · · · · ·		Yes X No
	e these new services on Schedu			🗆 🖭
		significant changes in how it condu	icte any program services?	. Yes X No
	e these changes on Schedule O.	_	ioto, any program services.	. 🗀
4 Describe the or Section 501(c)	ganization's program service acc 3) and 501(c)(4) organizations a	complishments for each of its three and section 4947(a)(1) trusts are rec for each program service reported.	largest program services, as muired to report the amount of g	easured by expenses. rants and allocations to
			·- <u> </u>	
4 a (Code:		.,875. including grants of \$		\$0
		K) <u>distributed a total</u>		- -
		r CTK to provide one w		
		re are at least 57,770		
		TK (number of children	receiving free or	
<u>reduced l</u>	unch in the 2012/201	13 school year)		
				
				
				
				
				- -
4b (Code:) (Expenses \$	including grants of \$) (Revenue	\$
			-	
- 		- <i></i>		
				
	- -	-	·	
	-			
				
4c (Code:) (Expenses \$	including grants of \$) (Revenue	\$
				
~	_			
				
				
4 d Other program	services. (Describe in Schedule (O.)		
(Expenses	ınclud	ing grants of \$) (Revenue \$)
	service expenses >	1,191,875.		Form 990 (20
BAA		TEEA0102 08/08/12		FUITH 930 (20

Part IV Checklist of Required Schedules Yes No Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If 'Yes,' complete Х 1 X 2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? . . . 2 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If 'Yes,' camplete Schedule C, Part I 3 X Х 4 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 Х 5 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, X 6 Part I . X 7 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If 'Yes,' X 8 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management credit repair, or debt negotiation services? If 'Yes,' complete Schedule D, Part IV 9 X Х 10 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 X 11 a 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 Х Х 11 c X 11 d e Did the organization report an amount for other liabilities in Part X, line 25? If 'Yes,' complete Schedule D, Part X ... 11e Х 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 11 f X 12a Did the organization obtain separate, independent audited financial statements for the tax year? If 'Yes,' complete 12a Х 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 and XII is optional ... 12b Х X 13 Is the organization a school described in section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule E . . . 13 Х 14a Х 14b 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If 'Yes,' complete Schedule F, Parts II and IV X 15 X 16 17 X 18 X 18 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If Yes, X 19 X

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

20 b

	1990 (2012) Clothes To Kids, Inc. 14-18497 TV Checklist of Required Schedules (continued)	98	F	Page
r ai	tiv, Checkist of Nequired Schedules (Commutato)	Т	Yes	No
21	Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), tine 1? If 'Yes,' complete Schedule I, Parts I and II	21		x
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? If 'Yes,' complete Schedule I, Parts I and III	. 22		х
23	Did the organization answer 'Yes' to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If 'Yes,' complete Schedule J</i>	23		х
24 a	a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the tast day of the year, and that was issued after December 31, 2002? If 'Yes,' answer lines 24b through 24d and complete Schedule K. If 'No, 'go to line 25	24a		х
Ŀ	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		<u> </u>
(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		
C	I Did the organization act as an 'on behalf of issuer for bonds outstanding at any time during the year?	24d	ļ	
5 a	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If 'Yes,' complete Schedule L, Part I	. 25a		х
k	that the transaction aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If 'Yes,' complete Schedule L, Part I	25b		х
6	Was a loan to or by a current or former officer, director, trustee, key employee, highest compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If 'Yes,' complete Schedule L, Part II	26		х
7	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If 'Yes,' complete Schedule L, Part III	27		х
В	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):	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Tankar.	7 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
2	A current or former officer, director, trustee, or key employee? If 'Yes,' complete Schedule L, Part IV	28a		X
b	A family member of a current or former officer, director, trustee, or key employee? If 'Yes,' complete Schedule L, Part IV	28b		х
	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If 'Yes,' complete Schedule L, Part IV			х
9	Did the organization receive more than \$25,000 in non-cash contributions? If 'Yes,' complete Schedule M	29	X	
	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If 'Yes,' complete Schedule M	30		x
	Did the organization liquidate, terminate, or dissolve and cease operations? If 'Yes,' complete Schedule N, Part I	31		X
?	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If 'Yes,' complete Schedule N, Part II	32		х
}	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If 'Yes,' complete Schedule R, Part I	33		х
	Was the organization related to any tax-exempt or taxable entity? If 'Yes,' complete Schedule R, Parts II, III, IV, and V, line 1	34		x
ā	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
b	olf 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If 'Yes,' complete Schedule R, Part V, line 2	35b		х
3	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If 'Yes,' complete Schedule R, Part V, line 2	36		х
7	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If 'Yes,' complete Schedule R, Part VI	37		х
В	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	38	х	
AΑ		Form	990	2012

Form 990 (2012) Clothes To Kids, Inc.	14-18497	98	i	Page
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
1 a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1a :	1	21 × 21 × 21 × 21 × 21 × 21 × 21 × 21 ×	".
b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1 b (0 3 3	1.5	
c Did the organization comply with backup withholding rules for reportable payments to vendors (gambling) winnings to prize winners?	and reportable gaming	. 1 c	X	-
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a 8	8 5 3	g 1 - 1 - 2 - 2 - 2 - 2 - 2 - 2 - 2 -	24.00 26.00 26.00
b If at least one is reported on line 2a, did the organization file all required federal employment	tax returns?	. 2b	X	-
Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. (see ins	structions)	1 4		124
3a Did the organization have unrelated business gross income of \$1,000 or more during the year	?	. 3a		X
b If 'Yes' has it filed a Form 990-T for this year? If 'No,' provide an explanation in Schedule O		. 3b		Π
4a At any time during the calendar year, did the organization have an interest in, or a signature financial account in a foreign country (such as a bank account, securities account, or other fin	or other authority over, a nancial account)?	. 4a		х
b if 'Yes,' enter the name of the foreign country: ▶		435	- :	12
See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Fi	nancial Accounts.		÷.	
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax	year?	. 5a		X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelte	r transaction?	. 5b		X
c If 'Yes,' to line 5a or 5b, did the organization file Form 8886-T? .		. 5c		
6a Does the organization have annual gross receipts that are normally greater than \$100,000, ar solicit any contributions that were not tax deductible as charitable contributions?	nd did the organization	6 a		х
b If 'Yes,' did the organization include with every solicitation an express statement that such coinot tax deductible?	ntributions or gifts were	6 b		
7 Organizations that may receive deductible contributions under section 170(c).		~		35
a Did the organization receive a payment in excess of \$75 made partly as a contribution and pa	atly for goods and	1.58	13.2	2
services provided to the payor?	aruy for goods and	7a	i same :	ž
b If 'Yes,' did the organization notify the donor of the value of the goods or services provided?		. 7b		
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for wh Form 8282?	ich it was required to file	7 c		х
d If 'Yes,' indicate the number of Forms 8282 filed during the year	7 d	ul die	() 6 Fid. 2	-
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal by	penefit contract?	7 e		X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal bene	efit contract?	. 7f		X
g If the organization received a contribution of qualified intellectual property, did the organization as required?	n file Form 8899	7 g		
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the Form 1098-C?	organization file a	7 h		
8 Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting supporting organization, or a donor advised fund maintained by a sponsoring organization, had holdings at any time during the year?	g organizations. Did the ve excess business	-015 -015 -015	200 M	0 III
9 Sponsoring organizations maintaining donor advised funds.	,	***********	Tra Dise	Ŋ.
a Did the organization make any taxable distributions under section 4966?		9a	1E-1-	تئت
b Did the organization make a distribution to a donor, donor advisor, or related person?		9 b		
Section 501(c)(7) organizations. Enter:		PEN.	a _ in a f	576
a Initiation fees and capital contributions included on Part VIII, line 12	10a		730	
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b		2007 2007	2.07
1 Section 501(c)(12) organizations. Enter:			9 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	77.41
a Gross income from members or shareholders	11 a	88 S	Tert.	,, ,
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11 b	12 AND		
2a Section 4947(a)(1) non - exempt charitable trusts. Is the organization filing Form 990 in lieu o		12a	شُدَسَاء	1
b If 'Yes,' enter the amount of tax-exempt interest received or accrued during the year	126	- 1 5 Fax	5	ED-\$
3 Section 501(c)(29) qualified nonprofit health insurance issuers.	1 1201			7
a is the organization licensed to issue qualified health plans in more than one state?		13a	آ. سُ د شت	- =-
Note. See the instructions for additional information the organization must report on Schedule	ο	77,45	<u>4,74</u>	:
	v .	KA	[[.e.	2000
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	136	33	<u> </u>	-
c Enter the amount of reserves on hand	13c	100 17	المالية المالية	544 5.19
4a Did the organization receive any payments for indoor tanning services during the tax year?		14a	<u> 141.</u>	X
b If 'Yes,' has it filed a Form 720 to report these payments? If 'No,' provide an explanation in So		146		
AA TEEA0105 08/08/12		Form	gan	201
·—				,

Form 990 (2012)

Part VI Governance, Management and Disclosure For each 'Yes' response to lines 2 through 7b below, and for a 'No' response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response to any question in this Part VI ... X Section A. Governing Body and Management Yes No 1 a Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O. **b** Enter the number of voting members included in line 1a, above, who are independent ... Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other 2 X 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 Х Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? 4 X X Did the organization become aware during the year of a significant diversion of the organization's assets? 5 X Did the organization have members or stockholders? 7 a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more X members of the governing body? 7 a b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or other persons other than the governing body? 7 b Х Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body?... 8 a Х X 8ь Is there any officer, director or 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 Х Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.) Yes No 10 a Did the organization have local chapters, branches, or affiliates? 10 a Х 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 11 a Х b Describe in Schedule O the process, if any, used by the organization to review this Form 990. 12a Did the organization have a written conflict of interest policy? If 'No,' go to line 13 12a X b Were officers, directors or trustees, and key employees required to disclose annually interests that could give rise 12b Х c Did the organization regularly and consistently monitor and enforce compliance with the policy? If 'Yes,' describe in Schedule O how this is done X 13 Did the organization have a written whistleblower policy? 13 Х 14 Did the organization have a written document retention and destruction policy? . . X 14 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 Х b Other officers of key employees of the organization 15b If 'Yes' to line 15a or 15b, describe the process in Schedule O (See instructions.) 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a 16a Х 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 taken steps to safeguard the organization's exempt status with respect to such arrangements? Section C. Disclosure List the states with which a copy of this Form 990 is required to be filed ▶ <u>Florida</u> Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection, indicate how you make these available. Check all that apply, Another's website X Upon request Other (explain in Schedule O) Describe in Schedule O whether (and if so, how) the organization makes its governing documents, conflict of interest policy, and financial statements available to 19 the public during the tax year. 20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization: 1059 N Hercules Ave Clearwater FL 33765 (727) 441-5050 RAA TEEA0106 08/08/12

Form 990 (2012) Clothes To Kids, Inc.	14-1849798	Page 7
Part: VII: Compensation of Officers, Directors, Trustees, Key Employees, Highe 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 Compens	sated Employees	

- 1 a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.
- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's current key employees, if any. See instructions for definition of 'key employee.'
- List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's former officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

				(0	•						
(A) Name and Title	(B) Average hours per	one bo	x, ùn! er an	ess p	erso	more ti n is both or/truster	an	(D) Reportable compensation from	(E) Reportable compensation from	(F) Estimated amount of other compensation	
	week (list any house for related organiza- tions below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compansated employee	Former	the organization (W-2/1099-MISC)	related organizations (W-2/1099-MISC)	from the organization and related organizations	
(1) Carol Cook	1.00										
Board Member		х						0.	0.	0.	
(2) Gary Bauler	1.00										
Board Member		Х						0.1	0.	0.	
(3) Noelle Gavaghan	1.00										
Board Member		Х						0.	o.	0.	
_(4) Lynne_McCaskill	1.00										
Board Member		х					.	0.	0.	0.	
(5) Howard Miller	1.00										
Board Member		Х						0.	0.	0.	
(6) Natarsha Nesbitt	1.00										
Board Member		X						0.	0.	0.	
	1.00										
Board Member		Х						0.	0.,	0.	
(8) Donna Mainguth	1.00									<u> </u>	
Board Member		Х						0.	0.	0.	
(9) Stacy Nethercoat	1.00										
Board Member		X						0.	0.	0.	
(10) Kipp Wall	1.00										
Board Member		Х						0.	0.	0.	
(11) Cheryl Abernathy	2.00	•									
President		X		X				0.	0.	0.	
(12) John Leanes	2_00						- [
Vice President		Х		X				0.	0.	0.	
(13) David Alvarez	2_00				1						
Treasurer		X		x			_	0.	0.	0.	
(14) Jim Nelson	2.00				1	-	- 1				
Secretary		Х		X				0.	0.	0.	

2	Total number of individuals (including but not limited to those listed above) who rece	eived more than \$100,000 of rep	ortable comp	ensat	ion
	from the organization > 0			Yes	No
3	Did the organization list any former officer, director or trustee, key employee, or hig on line 1a? If 'Yes,' complete Schedule J for such individual	hest compensated employee	3	- 1.03 - 1.75	X
4	For any individual listed on line 1a, is the sum of reportable compensation and other the organization and related organizations greater than \$150,000? If 'Yes' complete such individual		1-157 c		X
5	Did any person listed on line 1a receive or accrue compensation from any unrelated for services rendered to the organization? If 'Yes,' complete Schedule J for such per	organization or individual	5	14:	X
Sec	tion B. Independent Contractors				
1	Complete this table for your five highest compensated independent contractors that compensation from the organization. Report compensation for the calendar year end	received more than \$100,000 of ling with or within the organizati	on's tax year		
	(A) Name and business address	(B) Description of services		year. (C) compensation	
			<u> </u>		
2	Total number of independent contractors (including but not limited to those listed about	ove) who received more than		5.0	7.5(%)
	\$100,000 in compensation from the organization > 0		· 韓聖 生活	Primarilia Transfer	潛語
BAA	TEEA0108 01/24/13		Form	990	(2012

<u>ı al</u>		Check if Schedule O	contains a	respo	onse to any question	on in this Part VIII			Г
- 3 7	Re 15			- (Carl) (Car		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
불일	1 a	Federated campaigns .		1 a			THE CANAGE		Ta direction of the second of
爰高	ь	Membership dues		1 b				The state of the s	erialis opasidiska sav italija Literatura
<u>ج</u> جَ	c	Fundraising events	l	1 c				The state of the second second	and the second of the
등목		Related organizations		1 d			Carried Control States		
CONTRIBUTIONS, GIFTS, GRANTS AND OTHER SIMILAR AMOUNTS		Government grants (contribution		1 e				地位的	Dar Halling wer same
			ľ					20 12 40 1 47 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	
副国	f	All other contributions, gifts, g similar amounts not included	rants, and	1 f	1 276 420		7		
		Noncash contributions include			1,376,420.				
당 ₹	_	Total. Add lines 1a-1f.		" _~	822,231.	1 276 400		1 1 - E T	
#	:	Total. Add lines (a-1) .	• • • • • • • • • • • • • • • • • • • •	Т	Business Code	1,3/6,420.			
PROGRAM SERVICE REVENUE	2 a							AND THE PROPERTY OF THE PARTY CONTRACTOR	
岁	b								<u> </u>
	C								
S	d								
E	e			}					
ğ	f	All other program service		_			13		
~	g	Total. Add lines 2a-2f .	·· · · · · · · · · · · · · · · · · · ·	· · ·			and the state of t	のではいる。 では、 では、 では、 では、 では、 では、 では、 では、	The strength from the
	3	Investment income (incl other similar amounts)		dends		2,885.	0.	0.	2,885
	4	Income from investment	t of tax-ex	empt l	bond proceeds 🕞				
	5	Royalties		• •	▶				
			(i) Re	al	(ii) Personal	Late Charles and the second			
	6 a	Gross rents					Charles State of the Control of the	and and the land of the same o	
	b	Less: rental expenses				To the party of the same	adam i kanatha man aman a sa i	The second second second second second	เมื่อใช้เป็นได้ เพลิติสายเม เมิดตัวเล่าเลื่
	С	Rental income or (loss)					the control of the co	The state of the s	The second of the control of the
	d	d Net rental income or (loss) ▶							
	7 a Gross amount from sales of (i) Securities		(ii) Other	Salata - Eduard	a in a careto de				
-	, 4	assets other than inventory							[1] [1] [1] [1] [1] [1] [1] [1] [1] [1]
	L	Less: cost or other basis				Lichter wert and a second of the			
	Ų	and sales expenses							
ı	С	Gain or (loss)				AND THE STATE OF STAT		17.基础合格品产	
		Net gain or (loss)		-	·.,,,,, · · · · · · · ·	Agenta and the second of the second		are entired and a service	
- 1						the au in the se		7.57 - 31E 12 - 200 J. 1452	A Section of the second section of the second section of the second section se
빌	8 a	Gross income from fund (not including . \$	iraising ev	ents					
VENUE		of contributions reported	on line 1	c)	İ	and the second s	Letter - garage and bearings		Proceedings Line v. 1852
OTHER RE		See Part IV, line 18		(a		THE RELATED THE SERVICES		لا البداء والم الموالية الموالية المحالة
望	ь	Less: direct expenses						[1] 26.5 (m)	
6		Net income or (loss) fro	m fundrais	sina ev	vents ▶			ide in de la comitation	المحادة المحاددة المحادثة والمحادثة والمحاددة المحاددة المحاددة المحاددة المحادثة والمحادثة والم
		Gross income from gam	ing activit	ies				in entre et de decembre. Est main et de decembre.	
	L	See Part IV, line 19°			9	الأسلام الروائية والمسلم المسلم ا المسلم المسلم			
- [Less: direct expenses .			b[The second of th		range and the second se
		Net income or (loss) from			ties	Frequip grapher ave a visitaria	্রিয়ে তেওঁ হয় তাল বাল নাম এল বিল বিষয়ে তেওঁ হয় তাল বাল নাম এল বিল	o grania di totalate refrenta	
	10a	Gross sales of inventory and allowances .	, less retu						(1) (1) (1) (1) (1) (1) (1) (1) (1) (1)
	L	Less cost of goods sold		a					
		-					aminati kalabaha		البيسة المحتمدة ويقلون ومعط والمعاولة
ŀ		Net income or (loss) from Miscellaneous Revenue		iiivel	Business Code	lite a Bearly, fair in high	क्रमान्यकारक ज		ing windows to the term
ł	11 2				900099	f		_	
	b	Textile recycl	Frid		200023	6,682.	6,682.	0.	0.
							·		
- }	ن د	All other revenue				 			
		Total. Add lines 11a-11c		[<u> </u>		Pro August		aggant and engineer
						6,682.	<u>स्थितिकात्र केळी संबं</u>		
	12	Total revenue. See instr	ucuons .		•	1,385,987.	6,682.	l 0.	2,885.

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).

Sec	Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).											
	Check if Schedule O contains a response to any question in this Part IX											
Do 7b,	not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses							
1	Grants and other assistance to governments and organizations in the United States. See Part IV, line 21											
2	Grants and other assistance to individuals in the United States. See Part IV, line 22			in the second se								
3	Grants and other assistance to governments, organizations, and individuals outside the United States See Part IV, lines 15 and 16			a had urke he shadding								
4	Benefits paid to or for members			t a grafer the agent	ない でんぱん お味をはを							
5	Compensation of current officers, directors, trustees, and key employees											
_	Compensation not included above, to	61,215.	20,725.	20,725.	19,765.							
6	disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)											
7	Other salaries and wages	166,445.	104,930.	19,171.	42,344.							
8	Pension plan accruals and contributions (include section 401(k) and section 403(b) employer contributions)											
9	Other employee benefits	4,711.	1,822.	2,182.	707.							
10	Payroll taxes	20,490.	11,814.	3,335.	5,341.							
11	Fees for services (non-employees):											
	a Management											
ı	Legal											
	Accounting	19,868.	0.	19,868.	0.							
	Lobbying		, <u>,,</u>	2. 4 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	· • · · · · · · · · · · · · · · · · · ·							
	e Professional fundraising services. See Part IV, line 17			Frankling white								
	investment management fees											
9	umn (A) amt, list line 11g expenses on Sch O)	2,009.	1,109.	352.	548.							
12	Advertising and promotion	12.708.	0.	133.	12,575.							
13	Office expenses											
14	Information technology	11,955.	5,869.	1,107.	4,979.							
15	Royalties											
16	Occupancy	86,675.	78,007.	4,334.	4,334.							
17	Travel											
16	Payments of travel or entertainment expenses for any federal, state, or local public officials											
19												
20	Interest	780.	0.	780.	0.							
21	Payments to affiliates											
22	Depreciation, depletion, and amortization	5,700.	4,617.	1,083.	0.							
23 24	Insurance Other expenses. Itemize expenses not	5,974.	3,627.	2,145.	202.							
	covered above (List miscellaneous expenses	ب مرحد المسرعين التي ويصف المانسين التي المستدار الم التي التي التي المستداري ويسترك التي التي التي التي التي التي التي التي										
	in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e	e transporte de la completa de la completa de la completa de la completa de la completa de la completa de la c En la completa de la completa de la completa de la completa de la completa de la completa de la completa de la	kan Militarya ya milita da kilikati Tarif wa 111 Marana ya 1112 ni ka									
	expenses on Schedule O)	*	杜克拉克 医一种 网络	The state of the s	"特别到数量可,也是是							
	In-kind clothing	851,043.	851,043.	0.	0.							
	Inventory	74,437.	74,437.	0.	0.							
	<u>In-kind supplies & equipment</u>	3,624.	3,302.	78.	244.							
	Off site storage	4,800.	4,800.	0.	0.							
	All other expenses	53,268.	25,773.	20,689.	6,806.							
	Total functional expenses. Add lines 1 through 24e	1,385,702.	1,191,875.	95,982.	97,845.							
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here											
	SOP 98-2 (ASC 958-720)	0	0.	0.	0.							
BAA			10/10		Form 990 (2012)							

Part X Balance Sheet

		Check if Schedule O contains a response to any question in this Part X.			<u> </u>
			(A) Beginning of year		(B) End of year
	1	Cash - non-interest-bearing	90,705.	1	102,076.
	2	Savings and temporary cash investments		2	
	3	Pledges and grants receivable, net	115,840.	3	114,049.
	4	Accounts receivable, net	1,473.	4	2,495.
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L	a Transmit is to him to the first	5 5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L		6	
S	7	Notes and loans receivable, net		7	
SSETS	8	Inventories for sale or use	289,728.	8	257,298.
Š	9	Prepaid expenses and deferred charges	4,480.	9	4,424.
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	The state of the s	ALL STREET	المارية المارية المارية المارية المارية المارية المارية المارية المارية المارية المارية المارية المارية الماري المارية المارية
	ь	Less accumulated depreciation 10b 70,837.	8,664.	10 c	2,964.
	11	Investments – publicly traded securities	51,560.	11	65,237.
ı	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	10,202.	15	9,202.
	16	Total assets. Add lines 1 through 15 (must equal line 34)	572,652.	16	557,745.
	17	Accounts payable and accrued expenses	6,342.	17	4,823.
	18	Grants payable		18	
	19	Deferred revenue		19	
上	20	Tax-exempt bond liabilities		20	
A	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
ABILITIES	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
<u>i</u>	23	Secured mortgages and notes payable to unrelated third parties		23	
ร	24	Unsecured notes and loans payable to unrelated third parties	39,000.	24	24,000.
	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.	6,580.	25	7,907.
	26	Total liabilities. Add lines 17 through 25	51,922.	26	36,730.
NET		Organizations that follow SFAS 117 (ASC 958), check here ► and complete lines 27 through 29, and lines 33 and 34.		Specific South	
Ą	27	Unrestricted net assets	404,890.	27	406, 966.
Ē	28	Temporarily restricted net assets	115,840.	28	114,049.
SET'S	29	Permanently restricted net assets		29	
משטבאראש מבכה אס		Organizations that do not follow SFAS 117 (ASC 958), check here ► and complete lines 30 through 34.			
Ň	30	Capital stock or trust principal, or current funds		30	
ğΪ	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
۲	32	Retained earnings, endowment, accumulated income, or other funds		32	
Ñ	33	Total net assets or fund balances	520,730.	33	521,015.
Š	34	Total liabilities and net assets/fund balances	572,652.	34	557,745.
BA/					Form 990 (2012)

		-1849798	P	age 12
Par	t XI⊱ Reconciliation of Net Assets			
	Check if Schedule O contains a response to any question in this Part XI	<u></u>		[]
1	Total revenue (must equal Part VIII, column (A), line 12)	. 1	1,385,	987,
2	Total expenses (must equal Part IX, column (A), line 25)	. 2	1,385,	702.
3	Revenue less expenses. Subtract line 2 from line 1	. 3		285.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	520,	730.
5	Net unrealized gains (losses) on investments	. 5		
6	Donated services and use of facilities	. 6		
7	Investment expenses	. 7		
3	Prior period adjustments	. 8		
•	Other changes in net assets or fund balances (explain in Schedule O)	9		
l	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33,			
_	column (B))	10	<u>521,</u>	<u>015.</u>
ar	<u>t XII</u> 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 assessment of marked of accounting from a prior year or checked When I evalue			4 5 74
	If the organization changed its method of accounting from a prior year or checked 'Other,' explain in Schedule O.			
a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a	X
	If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed separate basis, consolidated basis, or both:	i on a		
	Separate basis Consolidated basis Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?		2b X	
	If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separati	е		
	basis, consolidated basis, or both:		新疆湖 中區	
	Separate basis			
C	of 'Yes' to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the review, or compilation of its financial statements and selection of an independent accountant?	e audit,	2c X	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.			
3 a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the S Audit Act and OMB Circular A-133?	Single	3 a	х
ь	olf 'Yes,' did the organization undergo the required audit or audits? If the organization did not undergo the required audits, explain why in Schedule O and describe any steps taken to undergo such audits	red audit	3 b	
AΑ			Form 990	(2012)

SCHEDULE A (Form 990 or 990-EZ)

Department of the Treasury internal Revenue Service

Name of the organization

Public Charity Status and Public Support

2012

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.

Open to Public Inspection

Employer identification number

Schedule A (Form 990 or 990-EZ) 2012

	thes To Kids, I		2011					14-1	84979	8
Part	I Reason for Pub	olic Charity Status	(All organizations	must	compl	ete thi	s part.) See	instruc	tions.
1 1	-		e it is thor lines it through	•		-				
2	—		(ii). (Attach Schedule E		section)(a)u\t	і даді).			
3			e organization describe	•	176	/L\/1\/A	V:::\			
4		•	in conjunction with a h					Δ-\/1\/A\	VIII Est	or the hospital's
7	name, city, and state		in conjunction with a n	uspitai u	62C1 106C	ili Seci	1011 170	(D)(T)(A)	KIII). Erik	er me nospitars
5		rated for the benefit of	a college or university	owned o	or opera	ted by a	govern	mental u	init desc	ribed in section
6			vernmental unit describ	ed in se	ection 17	70(b)(1)(A)(v).			
7	1 1		ubstantial part of its su t II)			/ernmen	tai unit	or from	the gene	ral public described
8	= '		0(b)(1)(A)(vi). (Complet		•					
9	related to its exempt unrelated business tar (Complete Part III.)	functions — subject to o xable income (less secti	ore than 33-1/3% of its suppertain exceptions, and (on 511 tax) from busines	2) no mo ses acqu	re than 3 ir ed by th	33-1/3% ne organi	of its su zation a	pport froi fter June	m aross i	investment income and
10			xclusively to test for put							
11	☐ supported organization	nized and operated exclions described in section from and complete lines	usively for the benefit of, n 509(a)(1) or section 50 s 11e through 11h	to perfori 09(a)(2).	n the fur See see	ctions of ction 50 9	i, or carr X(a)(3). (y out the Check th	purposes e box tha	of one or more publicly at describes the type of
	a Type! b	o ∏Type II c	Type III - Function	nally inte	grated		d 🗍 '	Type III	- Non-fi	unctionally integrated
e	By checking this box other than foundation section 509(a)(2).	i, I certify that the organism managers and other	inization is not controlle than one or more publi	ed direct cly supp	ly or ind orted or	irectly b ganizati	y one o ons des	r more d cribed in	iisqualifie r section	ed persons 509(a)(1) or
f	If the organization re	ceived a written deter	mination from the IRS t	hat is a	Type I,	Type II o	or Type	III suppo	ortina ord	anization.
	check this box	• • • • • • • • • • • • • • • • • • • •								<u> </u>
g	Since August 17, 200	06, has the organization	on accepted any gift or	contribu	ition froi	m any o	f the fol.	lowing p	ersons?	
	(i) A person who	disaathi as indisaathi aa	entrola author along or t	بمطفومه	ممم طفانین			(!!\	21.5	Yes No
		erning body of the sup	introls, either alone or t ported organization?	ogeniei · ·	with bei	SOIIS GE	Scribea	in (ii) ai	IG (ISI)	11 g (i)
	(ii) A family memb	er of a person describ	ed in (i) above?							11 g (ii)
		•	lescribed in (i) or (ii) at	mve?		•••				
h	• •	•	supported organization							11 g (iii)
	(i) Name of supported organization	(ii) E!N	(iii) Type of organization (described on lines 1-9 above or IRC section (see instructions))	your go	ation in) listed in	(v) Did yo the organi column (i supp	zation in		ation in nn (i) d in the	(vii) Amount of monetary support
				Yes	No	Yes	No	Yes	No	
(A)						<u> </u>				
				l						
<u>(B)</u>				ļ						
(C)				1	 	ļ		_		
(D)										
(E)									,	
				1 E 17 (17 E 17 E 17 E 17 E 17 E 17 E 17	1 17-5	1-3-20	s et gerigge Um er an	2 3/1 3/ H	3.EE	
Total		Digital of Marking	kan an anatio	1 7 7		医体系质		1	2 2 2	

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

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

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

<u>Se</u>	ction A. Public Support							
Cal beg	endar year (or fiscal year jinning in) ►	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total	
1	Gifts, grants, contributions, and membership fees received. (Do not include any 'unusual grants.')	882,065.	1,118,343.	1,106,731.	1,293,416.	1,376,420.	5,776,975.	
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	882,065.	1,118,343.	1,106,731.	1,293,416.	1,376,420.	5,776,975.	
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)							
	Public support. Subtract line 5 from line 4				ang gatawa dalah pengadah Manakatan dalah Manakata Manakatan dalah Manakatan		5,776,975.	
<u>Se</u>	ction B. Total Support							
Cale beg	endar year (or fiscal year innıng in) ►	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total	
7	Amounts from line 4	882,065.	1,118,343.	1,106,731.	1,293,416.	1,376,420.	5,776,975.	
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	3,938.	6,159.	5,541.	10,325.	2,885.	28,848.	
9	Net income from unrelated business activities, whether or not the business is regularly carried on						·	
10	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)	4,095.	5,672.	6,388.	6,407.		22,562.	
11	Total support. Add lines 7 through 10						5,828,385.	
12	Gross receipts from related activi			••		12		
13	First five years. If the Form 990 organization, check this box and	s for the organiza	tion's first, second	d, third, fourth, or t		section 501(c)(3)		
	tion C. Computation of Pul							
	Public support percentage for 201			: 11, column (f)) .		14	99.12%	
15	Public support percentage from 2	011 Schedule A, F	Part II, line 14			15	99.09%	
	16a 33-1/3% support test — 2012. If the organization did not check the box on line 13, and the line 14 is 33-1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization							
١	b 33-1/3% support test — 2011. If the organization did not check a box on line 13 or 16a, and line 15 is 33-1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization							
	a 10%-facts-and-circumstances te or more, and if the organization of the organization meets the 'facts-	neets the 'facts-ar and-circumstance	id-circumstances' s' test. The organ	test, check this bo ization qualifies as	ox and stop here. s a publicly suppo	Explain in Part IV rted organization	how ►	
	o 10%-facts-and-circumstances ter or more, and if the organization n organization meets the facts-and	neets the 'facts-ar -circumstances' te	id-circumstances' est. The organizati	test, check this bo on qualifies as a p	ox and stop here. publicly supported	Explain in Part IV organization	how the	
18	Private foundation. If the organiz	ation did not chec	k a box on line 13	, 16a, 16b, 17a, o	r 17b, check this	box and see instru	ctions . ►	
BAA	<u> </u>				Sch	edule A (Form 990	or 990-EZ) 2012	

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

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

<u>Sec</u>	tion A. Public Support						
	dar year (or fiscal yr beginning in) 🟲 👚	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
1	Gifts, grants, contributions and membership fees received. (Do not include						
2	any 'unusual grants.') Gross receipts from admis-				1		
_	sions, merchandise sold or						
	services performed, or facilities furnished in any activity that is					i	
	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					<u></u>	
	Total. Add lines 1 through 5						
7 a	Amounts included on lines 1, 2, and 3 received from						
	disqualified persons						
b	Amounts included on lines 2						
	and 3 received from other than disqualified persons that						
	exceed the greater of \$5,000 or						
	1% of the amount on line 13						
_	for the year				ļ	 	
	Add lines 7a and 7b	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			l ====================================	1 0 25 55 F	
۰	Public support (Subtract line 7c from line 6.)	Barry Linguistic and Bibliographic Color of the Color of	Translation of the last of the second of the last of t				(数) (数)
Sec	tion B. Total Support						
Calen	dar year (or fiscal yr beginning in) 🟲	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
	Amounts from line 6						
10a	Gross income from interest,						
	dividends, payments received on securities loans, rents,						
	royalties and income from		'				
	similar sources						
b	Unrelated business taxable income (less section 511						
	taxes) from businesses					İ	
	acquired after June 30, 1975.						
	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						
	čapital assets (Explain in						
12	Part IV.)					 	+
	Total support. (Add ins 9, 10c, 11, and 12.)		unn'e firet coorse	third fourth	fiffit toy was as a	Footion FO1(=)	1
	First five years. If the Form 990 i organization, check this box and	stop here		i, tilita, toattii, oi	ilitii tax year as a	Section 501(c	▶ 🗍
Sec	tion C. Computation of Pul	blic Support P	ercentage				
	Public support percentage for 201	•	• •				15
	Public support percentage from 2				· · · · · · · · · · · · · · · · · · ·	• • • • • • • • • • • • • • • • • • • •	16 %
_	tion D. Computation of Inv						
	Investment income percentage for			-	n (f))	· <u>L</u>	17 %
	Investment income percentage from						18 %
19 a	33-1/3% support tests $-$ 2012. If is not more than 33-1/3%, check	the organization of	id not check the t	oox on line 14, and	d line 15 is more	than 33-1/3%,	and line 17
h			_	·		•	1 1
IJ	33-1/3% support tests — 2011. If line 18 is not more than 33-1/3%,	, check this box ar	nd stop here. The	organization qual	ifies as a publicly	supported org	anization
20	Private foundation. If the organiz	ation did not chec	k a box on line 14	1, 19a, or 19b, che	eck this box and s	see instructions	<u>s</u> ► 🛅
							

٠	Schedule A (Form 990 or 990-EZ) 2012 C	Clothes To Kids, Inc.	14-1849798	Page 4
	Part IV Supplemental Information Part II, line 17a or 17b; an (See instructions).	 n. Complete this part to provide the nd Part III, line 12. Also complete thi 	explanations required by Part II, line s part for any additional information.	10;
	Other Income Part II, Line	10		. – – – .
	Description: Textile recycl	<u>.ing</u> .		
	2008: 4095.			
	2009: 5672.			
	2010: 6388.			
	2011: 6407.			
				
				
				
			·	
	~~~ <b>~~</b>			
				<u>-</u> .
			·	

### SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service Name of the organization

# **Supplemental Financial Statements**

► Complete if the organization answered 'Yes,' to Form 990, Part IV, lines 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. ► Attach to Form 990. ► See separate instructions. 0MB No 1545-0047

**ZUIZ** 

Open to Public and Inspection Communication Communication Communication number

Cl	othes To Kids, Inc.		14-1849798
Pa	Organizations Maintaining Donor the organization answered 'Yes' to	Advised Funds or Other Similar Fu	inds 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 are the organization's property, subject to the or		
6	for charitable purposes and not for the benefit of impermissible private benefit?		Yes No
Pai	tt II Conservation Easements. Comple	ete if the organization answered 'Yes	s' to Form 990, Part IV, line 7.
1	Purpose(s) of conservation easements held by t	he organization (check all that apply).	
	Preservation of land for public use (e.g , rec	·	of an historically important land area
	Protection of natural habitat	Preservation	of a certified historic structure
	Preservation of open space		
2	Complete lines 2a through 2d if the organization last day of the tax year.	held a qualified conservation contribution in t	he form of a conservation easement on the
	last day of the tax year.		Held at the End of the Tax Year
	a Total number of conservation easements .		
	b Total acreage restricted by conservation easeme		
	c Number of conservation easements on a certifie		<del></del>
	d Number of conservation easements included in		
	structure listed in the National Register		~   2d
3	Number of conservation easements modified, tratax year ►	ansferred, released, extinguished, or terminate	ed by the organization during the
4	Number of states where property subject to cons	ervation easement is located >	
5	Does the organization have a written policy rega and enforcement of the conservation easements	rding the periodic monitoring, inspection, hand it holds?	dling of violations,
6	Staff and volunteer hours devoted to monitoring,	inspecting, and enforcing conservation easen	ments during the year
7	Amount of expenses incurred in monitoring, insp	ecting, and enforcing conservation easements	s during the year
8	Does each conservation easement reported on li and section 170(h)(4)(B)(ii)?	ne 2(d) above satisfy the requirements of sec	tion 170(h)(4)(B)(i) Yes No
9	In Part XIII, describe how the organization report include, if applicable, the text of the footnote to to conservation easements.		
Par	Organizations Maintaining Collection Complete if the organization answ	tions of Art, Historical Treasures, or ered 'Yes' to Form 990, Part IV, line	r Other Similar Assets. 8.
1 6	alf the organization elected, as permitted under S art, historical treasures, or other similar assets f in Part XIII, the text of the footnote to its financia	ield for public exhibition, education, or research	ue statement and balance sheet works of th in furtherance of public service, provide,
ı	b If the organization elected, as permitted under S historical treasures, or other similar assets held following amounts relating to these items:		
	(i) Revenues included in Form 990, Part VIII, fir	ne 1	►\$
	(ii) Assets included in Form 990, Part X		▶\$
	If the organization received or held works of art, amounts required to be reported under SFAS 110	5 (ASC 958) relating to these items:	- '
ä	Revenues included in Form 990, Part VIII, line 1		►\$
	Assets included in Form 990. Part X		<b>⊳</b> ġ

Schedule D (Form 990) 2012 C10f	hes To Kids	, Inc.		14-18	19798	Page :
Part III Organizations Mainta	aining Collection	ons of Art, Histo	orical Treasures, o	or Other Similar As	sets (cont	inued)
3 Using the organization's acquisit items (check all that apply):	ion, accession, and	other records, che	ck any of the following	that are a significant us	e of its colle	ction
a Public exhibition		d Loan o	or exchange programs			
<b>b</b> Scholarly research		e Other				
c Preservation for future gener						
4 Provide a description of the orga Part XIII					: in	
5 During the year, did the organiza to be sold to raise funds rather th	ition solicit or recei han to be maintain	ve donations of art, ed as part of the org	historical treasures, o anization's collection?	r other similar assets	Yes	No
Part IV Escrow and Custodial reported an amount of	<b>Arrangements.</b> on Form 990, P	Complete if the o art X, line 21.	rganization answe	red 'Yes' to Form 990	ı, Part IV, lı	ne 9, or
1 a Is the organization an agent, trus on Form 990, Part X?	stee, custodian, or	other intermediary f	or contributions or oth	er assets not included	☐Yes	No
b If 'Yes,' explain the arrangement					☐ Ies	
			,		Amount	
c Beginning balance				1c		
				1 d		
e Distributions during the year				1 e		
f Ending balance						
2 a Did the organization include an a	mount on Form 99	0, Part X, line 21?			Yes	No
<b>b</b> If 'Yes,' explain the arrangement	in Part XIII Check	here if the explante	on has been provided	ın Part XIII		[]
Part V Endowment Funds. C	Complete if the	organization an	swered 'Yes' to F	orm 990. Part IV. lii	ne 10.	
	(a) Current	(b) Prior yea		(d) Three years	(e) Four	years
1 a Beginning of year balance				<del></del>		
<b>b</b> Contributions			· · · · · · · · · · · · · · · · · · ·		<del>                                     </del>	
c Net investment earnings, gains, and losses						
d Grants or scholarships					<del>                                     </del>	<del>~</del>
e Other expenditures for facilities and programs						
f Administrative expenses						
g End of year balance						
2 Provide the estimated percentage	e of the current year	r end balance (line	1g, column (a)) held a	ns:		
a Board designated or quasi-endow	vment 🟲	8				
b Permanent endowment >	8					
c Temporarily restricted endowmer	nt ►	<b>%</b>				
The percentages in lines 2a, 2b,	and 2c should equa	ai 100%.				
3a Are there endowment funds not us organization by:	n the possession of	the organization th	at are held and admin	istered for the	Ye	s No
(i) unrelated organizations					. 3a(i)	
(ii) related organizations		•		, , ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
b If 'Yes' to 3a(ii), are the related o	rganizations listed	as required on Sche	edule R?		3b	
4 Describe in Part XIII the intended	uses of the organi	zation's endowment	funds			
Part VI Land, Buildings, and	Equipment. Se	e Form 990, Pa	rt X, line 10.			
Description of property	(a) C	ost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book	value
1 a Land				<b>拉索尼罗斯斯尼尼斯</b>		
<b>b</b> Buildings	<b>}</b>					
c Leasehold improvements	<del></del>		46,112.	43,612.		2,500.
d Equipment			27,689.	27,225.		464.
e Other						
Total. Add lines 1a through 1e (Columi	n (d) must equal Fo	orm 990, Part X, col	umn (B), line 10(c).)			2,964.
BAA				Sched	lule D (Form	990) 2012

Schedule D (Form 990) 2012 Clothes To Kids, Part VII' Investments — Other Securities. See	Form 990 Part X	14-1849798 F
(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or
(including name or security)  1) Financial derivatives		end-of-year market value
2) Closely-held equity interests		
3) Other	<del></del>	<u> </u>
4)		
3)		
2		
<u>))                                   </u>		
<u></u> 5)		
<u> </u>	<del></del>	
<del></del>	<del> </del>	
	···	
tal. (Column (b) must equal Form 990, Part X, column (B) line 12.) . •		
Part VIII Investments - Program Related. See		
(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or
(a) Description of Investment type	(b) Book value	end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
10)		
otal. (Column (b) must equal Form 990, Part X, column (B) line 13.) .		चन्याँ है के दिन्दिक्षा के पश्च जोक्षीत जेलाकार प्रतिकृतिकारी की कार्यान है।
Part IX Other Assets. See Form 990, Part X,		
	scription	(b) Book valu
(1) Deposits		9,2
(2)		
(3)	<del></del>	
(4)		
(5)		
(6)	· · · · · · · · · · · · · · · · · · ·	
(7)		
(8)		
(9)	·	
10)		
otal. (Column (b) must equal Form 990, Part X, column (B)	) line 15.)	▶ 9,2
Part X: Other Liabilities. See Form 990, Part		
(a) Description of liability	(b) Book value	
(1) Federal income taxes	(A) COOK TO GO	
(2) Accrued payroll	7,90	
(3)	7,30	
(4)	<del></del>	
(5)		
(6)	<del></del>	
		The first control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of
(7) (8)		
(8)		
(9)	<del>-</del>	The state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the s
10)		
11)		7.
otal. (Column (b) must equal Form 990, Part X, column (B) line 25.) .	.▶ 7,90	<u>/ .   (의 뉴트리탈과 위한구 리바다 최근(회)닭깔환(관리 발) -</u>
FIN 48 (ASC 740) Footnote. In Part XIII, provide the text of the footnote to der FIN 48 (ASC 740). Check here if the text of the footnote has been prov	o tne organization's financial s	
IAA	TEEA3303 12/23/12	Schedule D (Form 990)

	14-184979	8 Page <b>4</b>
Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per	Return	
1 Total revenue, gains, and other support per audited financial statements	1	1,387,928.
2 Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a Net unrealized gains on investments	# 15 m	
b Donated services and use of facilities	1.	
c Recoveries of prior year grants	15.00 pt	
d Other (Describe in Part XIII.)	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
e Add lines 2a through 2d	2e	1,941.
3 Subtract line 2e from line 1	3	1,385,987.
4 Amounts included on Form 990, Part VIII, line 12, but not on line 1.	ng FA a	
a Investment expenses not included on Form 990, Part VIII, line 7b	139.554 12.55.55 13.55.55	
b Other (Describe in Part XIII.)	- 10.75	
c Add lines 4a and 4b	4c	
5 Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	1,385,987.
Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per	er Return	
1 Total expenses and losses per audited financial statements	1	1,387,643.
2 Amounts included on line 1 but not on Form 990, Part IX, line 25	V Egy a	
a Donated services and use of facilities	1.[출]	
<b>b</b> Prior year adjustments		
c Other losses		
d Other (Describe in Part XIII.)		
e Add lines 2a through 2d		1,941.
3 Subtract line 2e from line 1		1,385,702.
4 Amounts included on Form 990, Part IX, line 25, but not on line 1:	Total Control	
a Investment expenses not included on Form 990, Part VIII, line 7b		
b Other (Describe in Part XIII.) 4b		
c Add lines 4a and 4b	4c	
5 Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	1,385,702.
Part XIII 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 line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b Also complete this part to provide any  Pt_IV_line_llfThe Organization is exempt from Federal income taxes under Section	y additional info	rmation
Revenue Code and from state income taxes under similar provisions	of the Flori	da Income Tax
Code. Accordingly, no provision for income taxes has been inclu	ded in the a	rccompanying
financial statements. The Organization is subject to the accounting s	tandards on a	accounting for
uncertainty in income taxes. Management does not believe it has taken	any tax posi	tions that are
subject to a significant degree of uncertainty. The Organization's inco	ome tax filing	gs for periods
after_fiscal_year_ended_December_31, 2008_remain_sub	ject to ex	camination.
BAA	Schedule D (	Form 990) 2012

,	Schedule D (Form 990) 2012 Clothes To Kids, Inc.	14-1849798	Page 5
	Schedule D (Form 990) 2012 Clothes To Kids, Inc.  Part XIII   Supplemental Information (continued)		
			<b></b>
		<del></del>	
			·
•			
			_,
			. – – – .

### SCHEDULE M (Form 990)

#### **Noncash Contributions**

OMB No 1545-0047

Open To Public

Department of the Treasury Internal Revenue Service Name of the organization

► Complete if the organizations answered 'Yes' on Form 990, Part IV, lines 29 or 30.

► Attach to Form 990.

- C 1 -		no rei do Toro			114	-1849798
		lo Kids, Inc.  Des of Property			174-	-1849798
rar	ti jiyi	es of Property	(a) Check if applicable	(b)  Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1	Art – Wo	orks of art				
2	Art - His	storical treasures				
3	Art - Fra	actional interests				
4	Books ar	nd publications				
5	Clothing	and household goods	X	- 基金 学图 医针统 馬	818,613.	Salvation Army pricing
6	Cars and	l other vehicles				
7		d planes				
8	Intellectu	al property				
9	Securitie	s — Publicly traded				
10	Securitie	s - Closely held stock				
11	Securitie	s — Partnership, LLC, or trust interests	L			
12	Securitie	s - Miscellaneous				
13		conservation contribution –				
14	Qualified	conservation contribution - Other				
15	Real esta	ite – Residential				
16	Real esta	ate - Commercial				
17	Real esta	ate - Other				
18	Collectib	es				
19	Food inve	entory		,		
20	Drugs an	d medical supplies				
21	Taxiderm	y				
22		l artifacts				
23	Scientific	specimens				
24	Archeolo	gical artifacts				
25	Other 🏲	(Misc. supplies )	X	9	3,624.	estim. market value
26	Other >	()				
27	Other -	()				
28	Other ►	( )	<u> </u>		<u> </u>	
29	Number o organizat	of Forms 8283 received by the organization completed Form 8283, Part IV, Donee	n during the Acknowled	tax year for contribution gement	ns for which the	29
	hold for a purposes	e year, did the organization receive by co it least three years from the date of the in for the entire holding period?	ntribution an itial contribu	tion, and which is not re	Part I, lines 1-28 that it equired to be used for e	exempt 30a X
		escribe the arrangement in Part II				7 7 7 7 7 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
31	Does the	organization have a gift acceptance policy	y that requir	es the review of any nor	n-standard contribution	s? 31 X
	noncash		•	izations to solicit, proce	•	32a X
		escribe in Part II.				
33	-	anization did not report an amount in colu	ımn (c) for a	type of property for whi	ich column (a) is check	ed,
	describe	ın Part II.				[基于的]程程的[数]

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

Schedule M (Form 990) 2012

•	Schedule M (Form 990) 2012	Clothes To Kids, I	inc.	14-1849798	Page 2
	Part II Supplemental In and whether the received, or a control of the supplemental In and whether the received.	nformation. Complete this period or complete this period or complete this period or combination of both. Also	part to provide the information red n Part I, column (b), the number complete this part for any addi	quired by Part I, lines 30b, 32b r of contributions, the number itional Information.	o, and 33, r of items
	Pt I Line 32b	Minor non-usuable	clothing is sold for tex	ktile	
		recyclying.			
				. <b></b>	
				. <b></b>	
				. <b></b>	
					~~~~
			~		

TEEA4602 12/10/12

Schedule M (Form 990) 2012

BAA

SCHEDULE O (Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

OMB No 1545-0047 2012

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

Open to Public

Department of the Treasury Internal Revenue Service

► Attach to Form 990 or 990-EZ. Name of the organization Employer identification number 14-1849798 Clothes To Kids, Inc. Pt VI, Line 11b Form 990 Reviewed by Finance Manager, Executive Director, and Board Treasurer prior to filing. Pt_VI, Line 12c Board members required to sign and review conflict of interest annually. Pt VI, Line 19 Financial statements and governing documents available upon request. Pt_VI, Line 15a Executive Director compensation reviewed by personnel/governance ____committee. Pt VI, Line 15b Employees' compensation reviewed by Executive Director and approved by Board as part of annual budget process. Pt_VI, Line_14 __ In fiscal year 2012 the Organization approved ___ a written document retention and destruction policy.