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RETURN ON EXTENSION **Return of Private Foundation**

or Section 4947(a)(1) Nonexempt Charitable Trust

Treated as a Private Foundation

OMB No 1545-0052

Р **SCANNED NOV 1 5 2013** Operating and Administrative Expenses

	Note. The foundation ma	ay be able to use a copy of the	his return to satisfy s	tate reporting	requirements O	pen to Public Inspection
or ca	llendar year 2012 or tax year beginning			nd ending		. 20
	of foundation				A Employer identif	Ication number
CLI	FTON STRENGTHS INSTITUTE				40-000225	57
Numb	er and street (or P O. box number if mail is not delivere	d to street address)	1	Room/suite	B Telephone numb	er (see instructions)
					(40	2) 938-6220
100	1 GALLUP DRIVE					
City o	r town, state, and ZIP code					
					C If exemption applica	ation is
OMA	HA, NE 68102				pending, check here	
3 Che	eck all that apply: Initial return	Initial return	of a former pul	blic charity	 	
	Final return	Amended re		one enancy	D 1. Foreign organizat 2. Foreign organizat	
	Address change	Name chang			85% test, check h	ere and attach
1 Che	eck type of organization: X Section 501				computation .	
	section 4947(a)(1) nonexempt charitable trust	Other taxable pr		n	E If private foundation	
		ounting method: X C			1)(1)(A), check here .
	1 [other (specify)	asii Accid	iai		In a 60-month termination (1)(B), check here
•	• • • • • • • • • • • • • • • • • • • •	column (d) must be or	cash hasis)		dilder section sor(b)	ATABA, CHECK HEIG .
	Analysis of Revenue and Expenses (The	1	Cuon buois.)	- 1	<u> </u>	(d) Disbursements
	total of amounts in columns (b), (c), and (d)	(a) Revenue and expenses per	(b) Net invest	ment	(c) Adjusted net	for charitable
	may not necessarily equal the amounts in column (a) (see instructions))	books	Income		income	purposes
1				Enter a Record	Barrier Commercial	(cash basis only)
1	Contributions, gifts, grants, etc., received (attach schedule) . Check X if the foundation is not required to ettach Sch Sh	R to the same of the total				
2	attach Sch B	164	17 4 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	~: m.s.v.	5 - 5 - 5 - 5 - 5 - 5 - 5 - 5 - 5 -	
3	Interest on savings and temporary cash investments	25,767.	25	767.	25,767.	ATCH 1
1	Dividends and interest from securities	2377071	20,		23,707.	14 Stan & Ex-24 St
1	Gross rents			· · · · · · · · · · · · · · · · · · ·	() " 18" (Egg. 30" "HEEGE") "	
1	Net rental income or (loss)	227,681.	, , , , , , , , , , , , , , , , , , , ,	:	200 (2 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	
B B	Net gain or (loss) from sale of assets not on line 10 Gross sales price for all 544, 712.	MARTINE WALL	(3. 1.5 # T. T.			2 24 25 2 4 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
_	assets on line 6a					(4) (8) (8) (3) (4) (4) (4) (4) (4) (4) (4) (4) (4) (4
7	Capital gain net income (from Part IV, line 2) .				Section Company Conde to	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
8	Net short-term capital gain	1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	" "			は
10 a	Income modifications · · · · · · · · · · · · · · · · · · ·					
1	and allowances • • • •				A STATE OF THE STA	
	Less. Cost of goods sold	[Yang 18, 12]	·美文社通過		ering is a recipionistic in	
	Gross profit or (loss) (attach schedule)		1 30, 18 18 24 3 24 5 - 12 5 7	*****		图 路越深级 46 4 4
11	Other income (attach schedule)	253,448.	307	215.	25,767.	Marie Registration of the second
12	Total. Add lines 1 through 11	255,440.	307,	,213.	23,101.	" " ten is " " " " " " " " " " " " " " " " " "
13	Compensation of officers, directors, trustees, etc.	109 510				100 510
14	Other employee salaries and wages	108,510.				108,510.
15	Pension plans, employee benefits					
<i>4</i> l	Legal fees (attach schedule)	3,155.	··	789.	789.	2,366.
• 1	Accounting fees (attach schedule) ATCH 2	3,133.		, 0 9 .	109.	2,300.
:	Other professional fees (attach schedule).					
17	Interest Taxes (attach schedule) (see instructions) ATCH 3	21,134.				0 242
18		21,134.				8,343.
19	Depreciation (attach-schedule) and depletion					
20	Occupancy OGDEN. U.T					· · · · · · · · · · · · · · · · · · ·
21	Travel, conferences, and meetings					
22	Printing and publications	A 760				4 760
23	Other expenses (attach schedule) ATCH . 4 .	4,768.				4,768.
24	Total operating and administrative expenses.	137 567		700	700	100 000
5	Add lines 13 through 23	137,567.		789.	789.	123,987.
25	Contributions, gifts, grants paid	10,355.		700	`	10,355.
26	Total expenses and disbursements. Add lines 24 and 25	147,922.		789.	789.	134,342.
27	Subtract line 26 from line 12				·, ,	
	Excess of revenue over expenses and disbursements	105,526.			, ,	
b	Net investment income (if negative, enter -0-)		306,	426.		
	Adjusted net income (if negative, enter -0-)				24,978.	-
or Par	perwork Reduction Act Notice, see instructions	•	_			Form 990-PF (2012)

JSA For Paperwork Reduction 2E1410 1 000 35879V 2P1X

D.	ırt II	Balance Sheets description column should be for end-of-year	Beginning of year	End	of year
		amounts only. (See instructions)	(a) Book Value	(b) Book Value	(c) Fair Market Value
İ	1	Cash - non-interest-bearing	222 122		
	2	Savings and temporary cash investments	928,189.		
	3	Accounts receivable \triangleright 49,440.		عرش والمورة المحاطمة الأا	49,440
ļ		Less. allowance for doubtful accounts ▶ Pledges receivable ▶		49,440.	49,440.
	4	Pledges receivable	· · · · · · · · · · · · · · · · · · ·	. 1 , 4 	The same of the same of
ŀ		Less allowance for doubtful accounts			
		Grants receivable			
		Receivables due from officers, directors, trustees, and other			
		disqualified persons (attach schedule) (see instructions)		~ ~~	
	7	Other notes and loans receivable (attach schedule)	Later and the contract of the	i	1
		Less: allowance for doubtful accounts ▶			
SE	8	Inventories for sale or use			
Assets	9	Prepaid expenses and deferred charges			
⋖ 1	IO a	Investments - U.S. and state government obligations (attach schedule).			
	b	Investments - corporate stock (attach schedule) ATCH 5	1,337,244.	1,020,213.	1,824,336.
I.	C	Investments - cornorate bonds (attach schedule)	į į		
1	•	Investments - land, buildings, and equipment: basis Less. accumulated depreciation (attach schedule)		A TARREST HAND	AF & Man T & Sometime Man T and
	2	Investments - mortgage loans			
	3 4	Investments - other (attach schedule) Land, buildings, and	2, C Sect., Acc. 12a, 28 Cot. 5 St44	se, er serata a fami	Bartiere van de gebruik
- [equipment: basis Less: accumulated depreciation (attach schedule)	التمنية عُنْدُ اللَّهُ اللَّه		
1.		(attach schedule)		2 (00	2 600
- 1		Other assets (describe ATCH 6)		3,600.	3,600.
ין		Total assets (to be completed by all filers - see the instructions. Also, see page 1, item l)		2,373,833.	3,177,956.
1		Accounts payable and accrued expenses		2,874.	
1		Grants payable		· · · · · · · · · · · · · · · · · · ·	
- []		Deferred revenue			
≝		Loans from officers, directors, trustees, and other disqualified persons			
5 2		Mortgages and other notes payable (attach schedule)			
Ĭ,		Other liabilities (describe	· · · · · · · · · · · · · · · · · · ·		
-	-				Park A District
2	23	Total liabilities (add lines 17 through 22)	l	2,874.	
┪		Foundations that follow SFAS 117, check here			
اء		and complete lines 24 through 26 and lines 30 and 31.	ĺ		
Net Assets of Fund Datances		Unrestricted			
E 2					化心球类的 法经济
֓֞֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓		Temporarily restricted			
2 4		Foundations that do not follow SFAS 117.			
		check here and complete lines 27 through 31.			
5 2		Capital stock, trust principal, or current funds			
2 2		Paid-in or capital surplus, or land, bldg , and equipment fund			
		Retained earnings, accumulated income, endowment, or other funds	2,265,433.	2,370,959.	
3 3			2,265,433.	2,370,959.	三十,概(1)。(2)。十)
ž 3		Fotal net assets or fund balances (see instructions) Fotal liabilities and net assets/fund balances (see	2,200,433.	2,370,333.	
		·	2,265,433.	2,373,833.	water of the following
9 a	rt III	Analysis of Changes in Net Assets or Fund		2,373,033.	* * * * * * * * * * * * * * * * * * * *
		net assets or fund balances at beginning of year - Part		must saree with	
					2,265,433.
	ntor	f-year figure reported on prior year's return)		1 - 1	105,526.
					103,326.
		increases not included in line 2 (itemize)		3	2 270 050
		nes 1, 2, and 3			2,370,959.
L	ecre	eases not included in line 2 (itemize) net assets or fund balances at end of year (line 4 minus		5	0 270 050
	otal	riet assets or fund balances at end of year (line 4 minus	iine 5) - Part II, column (b)	, line 30 6	2,370,959.

P	art IV Capital Gains	and Losses for Tax on Inv	estment Income			
	•	d describe the kind(s) of property sold (• •	(b) How acquired P - Purchase	(c) Date acquired	(d) Date sold (mo., day, yr)
_		prick warehouse, or common stock, 200	shs MLC Co)	D - Donation	(mo., day, yr.)	(1110.1, 00.1)
<u>1a</u>		POOPE			· · · · ·	
						
_						
_	<u> </u>		(a) Cost or other basis	 		
_	(e) Gross sales price	(f) Depreciation allowed (or allowable)	(g) Cost or other basis plus expense of sale		(h) Gain or (lo (e) plus (f) minu	
_a	<u> </u>			ļ		
_ <u>k</u>)				· · · · · · · · · · · · · · · · · · ·	···
	<u> </u>					
		<u> </u>				
	Complete only for assets	showing gain in column (h) and owne			Gains (Col. (h) ga	
	(I) F M.V. as of 12/31/69	(J) Adjusted basis as of 12/31/69	(k) Excess of col. (i) over col. (j), if any	COI	(k), but not less t Losses (from co	
_		23 01 12/01/03	5761 661 (j); ii aliy			
8				-		
_ <u>k</u>						
_9						
_0					·	
			gain, also enter in Part I, line 7			
2	Capital gain net income or		(loss), enter -0- in Part I, line 7	2		281,448.
3	Net short-term capital gair	n or (loss) as defined in sections 12	• •	 		
_		rt I, line 8, column (c) (see insti				
		• • • • • • • • • • • • • • • • • • • •		3		0
E		Under Section 4940(e) for Rec		ncome		
w		leave this part blank. the section 4942 tax on the distrib not qualify under section 4940(e).	• •	ase period	1? [Yes X No
<u>-</u>		ount in each column for each year		any entri		
÷	(a)	(b)	(c)	, any ana	(d)	
(Base period years Calendar year (or tax year beginning in)	Adjusted qualifying distributions	Net value of noncharitable-use assets		Distribution ra (col (b) divided by	
_	2011	49,866.	2,786,985.		· · · · · · · · · · · · · · · · · · ·	0.017892
_	2010	523,802.	2,438,334.			0.214820
	2009	515,816.	2,559,173.			0.201556
	2008	240,039.	2,759,108.			0.086999
_	2007	263,259.	2,330,236.		-	0.112975
2	Total of line 1, column (d)		2		0.634242
3	Average distribution ratio	for the 5-year base period - divide	the total on line 2 by 5, or by the			
	number of years the foun	dation has been in existence if less	s than 5 years	3	·	0.126848
					_	
4	Enter the net value of no	ncharitable-use assets for 2012 fro	m Part X, line 5	4	3,	144,332.
5	Multiply line 4 by line 3			5		398,852.
6	Enter 1% of net investme	ent income (1% of Part I, line 27b)		6		3,064.
7	Add lines 5 and 6			7		401,916.
_	.					124 240
8	Enter qualifying distribution If line 8 is equal to or grant VI instructions.	eater than line 7, check the box i	n Part VI, line 1b, and complete t	hat part u	using a 1% tax	134,342. rate. See the

Par	t VI Excise Tax Based on Investment Income (Section 4940(a), 4940(b), 4940(e), or 4948 - see i	nstructions)
1a	Exempt operating foundations described in section 4940(d)(2), check here and enter "N/A" on line 1	, - , "
		minate in a torn
b	Domestic foundations that meet the section 4940(e) requirements in Part V, check	6,129.
	here ▶ and enter 1% of Part I, line 27b	
C	All other domestic foundations enter 2% of line 27b. Exempt foreign organizations enter 4% of	an de his one landa de estila a
	Part I, line 12, col. (b).	
2	Tax under section 511 (domestic section 4947(a)(1) trusts and taxable foundations only. Others enter -0-) 2	
3	Add lines 1 and 2	6,129.
4	Subtitle A (Income) tax (domestic section 4947(a)(1) trusts and taxable foundations only. Others enter -0-) 4	0
5	Tax based on Investment Income. Subtract line 4 from line 3. If zero or less, enter -0	6,129.
6	Credits/Payments:	
а	2012 estimated tax payments and 2011 overpayment credited to 2012 6a 4,295.	
þ	Exempt foreign organizations - tax withheld at source	
C	Tax paid with approach for extension of time to the transfer of the control of the control of time to the transfer of the control of time to the control of time	
d	Backup withholding erroneously withheld	13,295.
7	Total credits and payments. Add lines 6a through 6d	25.
8	Enter any penalty for underpayment of estimated tax. Check here if Form 2220 is attached	
9	Tax due. If the total of lines 5 and 8 is more than line 7, enter amount owed	7,141.
10	Overpayment. If line 7 is more than the total of lines 5 and 8, enter the amount overpaid Enter the amount of line 10 to be Credited to 2013 estimated tax 7,141. Refunded 11	,,,,,,,,,
11	Enter the amount of line 10 to be. Credited to 2013 estimated tax ▶ 7,141. Refunded ▶ 11 t VII-A Statements Regarding Activities	·
	During the tax year, did the foundation attempt to influence any national, state, or local legislation or did it participate	Yes No
1a	or intervene in any political campaign?	1a X
h	Did it spend more than \$100 during the year (either directly or indirectly) for political purposes (see Instructions for the	"
	definition)?	1b X
	If the answer is "Yes" to 1a or 1b, attach a detailed description of the activities and copies of any materials published or	
	distributed by the foundation in connection with the activities.	
С	Did the foundation file Form 1120-POL for this year?	1c X
d	Enter the amount (if any) of tax on political expenditures (section 4955) imposed during the year:	
	(1) On the foundation. ▶\$0 (2) On foundation managers. ▶\$0	
е	Enter the reimbursement (if any) paid by the foundation during the year for political expenditure tax imposed on	
	foundation managers. > \$0	
2	Has the foundation engaged in any activities that have not previously been reported to the IRS?	2 X
	If "Yes," attach a detailed description of the activities.	13.5 (3.5)
3	Has the foundation made any changes, not previously reported to the IRS, in its governing instrument, articles of incorporation,	1 1 7
	or bylaws, or other similar instruments? If "Yes," attach a conformed copy of the changes	3 X X
4 a	Did the foundation have unrelated business gross income of \$1,000 or more during the year?	Tu
b	If "Yes," has it filed a tax return on Form 990-T for this year?	4b X
5	Was there a liquidation, termination, dissolution, or substantial contraction during the year?	5 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
	If "Yes," attach the statement required by General Instruction T.	
6	Are the requirements of section 508(e) (relating to sections 4941 through 4945) satisfied either:	
	 By language in the governing instrument, or By state legislation that effectively amends the governing instrument so that no mandatory directions that conflict 	
	with the state law remain in the governing instrument?	8 X
7	Did the foundation have at least \$5,000 in assets at any time during the year? If "Yes," complete Part II, col. (c), and Part XV	7 X
, 8a	Enter the states to which the foundation reports or with which it is registered (see instructions)	
Ja	NE,	
b	If the answer is "Yes" to line 7, has the foundation furnished a copy of Form 990-PF to the Attorney General (or designate)	
-	of each state as required by General Instruction G? If "No," attach explanation	8b X
9	Is the foundation claiming status as a private operating foundation within the meaning of section 4942(j)(3) or	()
	4942(j)(5) for calendar year 2012 or the taxable year beginning in 2012 (see instructions for Part XIV)? If "Yes," complete	
	Part XIV	9 X
10	Did any persons become substantial contributors during the tax year? If "Yes," attach a schedule listing their names and	
	addresses	10 X
		Form 990-PF (2012)

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	rt VII-A Statements Regarding Activities (continued)			т
11	At any time during the year, did the foundation, directly or indirectly, own a controlled entity within the			١.,
	meaning of section 512(b)(13)? If "Yes," attach schedule (see instructions		1	X
12	a distribution to a donor advised faile over which the foundation of a disqualified			١
	person had advisory privileges? If "Yes," attach statement (see instructions)			X
13	Did the foundation comply with the public inspection requirements for its annual returns and exemption application? Website address N/A	13	X	<u>.l</u>
14	The books are in care of MARY C. RECKMEYER Tolophoro as 102-93	8-62	2Ö	
	Located at ▶1001 GALLUP DRIVE OMAHA, NE ZIP+4 ▶ 68102			
15	Section 4947(a)(1) nonexempt charitable trusts filing Form 990-PF in lieu of Form 1041 - Check here			T
	and enter the amount of tax-exempt interest received or accrued during the year	• • •		- L
16	At any time during calendar year 2012, did the foundation have an interest in or a signature or other authority		Yes	No
	over a bank, secunties, or other financial account in a foreign country?	140	103	X
	See the instructions for exceptions and filing requirements for Form TD F 90-22.1. If "Yes," enter the name of	16	<u>l</u>	
	the foreign country	, , , , ,		. 3
Par	rt VII-B Statements Regarding Activities for Which Form 4720 May Be Required	1	74 4 1	, ,
	File Form 4720 if any item is checked in the "Yes" column, unless an exception applies.	10 tu	Yes	No
10	During the year did the foundation (either directly or indirectly):	777	103	No
14	(1) Engage in the sale or exchange, or leasing of property with a disqualified person?	111	· (4.11)	
	(2) Borrow money from, lend money to, or otherwise extend credit to (or accept it from) a			
	· · · · · · · · · · · · · · · · · · ·	1134		* >1m
	(a) I shake greatly as the self-through the transfer and the self-through through the self-through the self-through the self-through the self-	14		7 · 4
	, , , , , , , , , , , , , , , , , , , ,		13	5 74 E
	(5) Transfer any income or assets to a disqualified person (or make any of either available for	1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1		
	the benefit or use of a disqualified person)?		3.0	121
	(6) Agree to pay money or property to a government official? (Exception. Check "No" if the			2.5
	foundation agreed to make a grant to or to employ the official for a period after	3272		1193
_	termination of government service, if terminating within 90 days.)		1,145,14	
D	off any answer is "Yes" to 1a(1)-(6), did any of the acts fail to qualify under the exceptions described in Regulations	7.5	~(4 .1 1.2	W.Z.
	section 53.4941(d)-3 or in a current notice regarding disaster assistance (see instructions)?	1b	,	ļ , .
	Organizations relying on a current notice regarding disaster assistance check here	12 4 14	ASIC.	
С	Did the foundation engage in a prior year in any of the acts described in 1a, other than excepted acts, that	3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Mais.	
_	were not corrected before the first day of the tax year beginning in 2012?	1c	V 4	X
2	Taxes on failure to distribute income (section 4942) (does not apply for years the foundation was a private		10 J.	
	operating foundation defined in section 4942(j)(3) or 4942(j)(5)).			
а	At the end of tax year 2012, did the foundation have any undistributed income (lines 6d and			12 1 3 1 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	6e, Part XIII) for tax year(s) beginning before 2012?			<u>}</u> , ₩
	If "Yes," list the years	Sandy Sandy	******* >*****	
b	Are there any years listed in 2a for which the foundation is not applying the provisions of section 4942(a)(2)			7, 3
	(relating to incorrect valuation of assets) to the year's undistributed income? (If applying section 4942(a)(2) to	2 in .		<u>.</u>
	all years listed, answer "No" and attach statement - see instructions)	2b		
С	If the provisions of section 4942(a)(2) are being applied to any of the years listed in 2a, list the years here.		ر ا	
	<u> </u>			.7 1 ^
3a	Did the foundation hold more than a 2% direct or indirect interest in any business enterprise	135	;·' .	1
	at any time during the year?	<i>.</i> .	· · · ,	
b	If "Yes," did it have excess business holdings in 2012 as a result of (1) any purchase by the foundation or	13 4	·	

disqualified persons after May 26, 1969; (2) the lapse of the 5-year period (or longer period approved by the Commissioner under section 4943(c)(7)) to dispose of holdings acquired by gift or bequest; or (3) the lapse of the 10-, 15-, or 20-year first phase holding period? (Use Schedule C, Form 4720, to determine if the

4a Did the foundation invest during the year any amount in a manner that would jeopardize its charitable purposes? b Did the foundation make any investment in a prior year (but after December 31, 1969) that could jeopardize its charitable purpose that had not been removed from jeopardy before the first day of the tax year beginning in 2012?

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"NONE." (a) Name and address of each employee paid more than \$50,000	(b) Title, and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans and deferred compensation	(e) Expense account, other allowances
ATCH 8		108,510.	q	4,768
Fotal number of other employees paid over \$50,000				1

Form 990-PF (2012)

Part VIII Information About Officers, Directors, Trustees, Foundation Managers, Highly Paid Emploand Contractors (continued)	oyees,
3 Five highest-paid independent contractors for professional services (see instructions). If none, enter "NO	NE."
(a) Name and address of each person paid more than \$50,000 (b) Type of service	(c) Compensation
NONE	
	
	
Total number of others receiving over \$50,000 for professional services	
	_ '
Part IX-A Summary of Direct Charitable Activities	
List the foundation's four largest direct charitable activities during the tax year. Include relevant statistical information such as the number of organizations and other beneficianes served, conferences convened, research papers produced, etc.	Expenses
1 PLEASE REFER TO ENCLOSED ATTACHMENT 11	
	·
2	1
•	•
3	

4	<u> </u>
#*	
Part IX-B Summary of Program-Related Investments (see instructions)	
Describe the two largest program-related investments made by the foundation during the tax year on lines 1 and 2.	Amount
1 NONE	
·	
2	
All other program-related investments. See instructions	
3 NONE	
Total. Add lines 1 through 3	

Pa	Minimum Investment Return (All domestic foundations must complete this part. Fore see instructions.)	ign foundat	tions,
1	Fair market value of assets not used (or held for use) directly in carrying out charitable, etc.,		
	purpose's:	1 1	
а	Average monthly fair market value of securities	1a	2,074,054.
b	Average of monthly cash balances	1b	1,114,081.
C	Fair market value of all other assets (see instructions)	1c	4,080.
d	Total (add lines 1a, b, and c) Reduction claimed for blockage or other factors reported on lines 1a and	1d	3,192,215.
е	Reduction claimed for blockage or other factors reported on lines 1a and		
	1c (attach detailed explanation)		
2	Acquisition indebtedness applicable to line 1 assets	7 2	
3		3	3,192,215.
4	Subtract line 2 from line 1d Cash deemed held for charitable activities. Enter 1 1/2 % of line 3 (for greater amount, see		
		4	47,883.
5	Net value of noncharitable-use assets. Subtract line 4 from line 3. Enter here and on Part V, line 4	5	3,144,332.
6	Minimum investment return. Enter 5% of line 5	6	157,217.
Pa	rt XI Distributable Amount (see instructions) (Section 4942(j)(3) and (j)(5) private operating foundations and certain foreign organizations check here ► X and do not complete this	part.)	
1	Minimum investment return from Part X, line 6	1	
2 a	Tax on investment income for 2012 from Part VI, line 5	j. kj. st	
b	Income tax for 2012. (This does not include the tax from Part VI.)		
C	Add lines 2a and 2b	2c	
3	Distributable amount before adjustments. Subtract line 2c from line 1	3	
4	Recoveries of amounts treated as qualifying distributions		
5	Add lines 3 and 4	5	
6	Deduction from distributable amount (see instructions) Distributable amount as adjusted. Subtract line 6 from line 5. Enter here and on Part XIII,	6	
7	Distributable amount as adjusted. Subtract line 6 from line 5. Enter here and on Part XIII,		· ·
	line 1	7	
Pa	rt XII Qualifying Distributions (see instructions)		
1	Amounts paid (including administrative expenses) to accomplish charitable, etc., purposes:	المثثثة	
а	Expenses, contributions, gifts, etc total from Part I, column (d), line 26	1a	134,342.
b	B 1 1 1 1 1 1 1 1 1 1 1 1 B 1 D 1 D 1 D	1b	
2	Amounts paid to acquire assets used (or held for use) directly in carrying out charitable, etc.,		
	purposes	2	
3	Amounts set aside for specific charitable projects that satisfy the:	19:57 19:57	•
а	Suitability test (prior IRS approval required)	3a	
b	Cash distribution test (attach the required schedule)	3b	
4	Qualifying distributions. Add lines 1a through 3b. Enter here and on Part V, line 8, and Part XIII, line 4	4	134,342.
5	Foundations that qualify under section 4940(e) for the reduced rate of tax on net investment income.		
	Enter 1% of Part I, line 27b (see instructions)	5	0
6	Adjusted qualifying distributions. Subtract line 5 from line 4	6	134,342.
	Note. The amount on line 6 will be used in Part V, column (b), in subsequent years when ca	culating wh	ether the foundation
	qualifies for the section 4940(e) reduction of tax in those years.	-	

Form 990-PF (2012)

1 Distributable amount for 2012 from Part XI, Inte 7 2 Undistributed income, if any, as of the end of 2012; a Einter amount for 2011 only b Total for proryean: 20	Рa	rt XIII Undistributed Income (see instru	ictions)			
Inne 7 2 Undistributed income, if any, as of the end of 2012 a Enter amount for 2011 only b Total for prov years. 20 20 20 3 Excess distributions carryover, if any, to 2012 a From 2008 b From 2008 c From 2010 f Total of lines 3a through e 4 Qualifying distributions for 2012 from Part XII line 4: b S a Applied to 2011, but not more than line 2a b Applied to 2011, but not more than line 2a b Applied to 2011, but not more than line 2a b Applied to undistributed income of pror years (Election required - see instructions) c Treated as distributions out of corpus (Election required - see instructions) d Appleed to 2012 distributable amount a Remaining amount distributed out of corpus 5 Excess distributions carryover applied to 2012 if an amount appears in column (a), the same d Enter the next total of each column as indicated below: a Corpus. Add lines 3f, 4c, and 4e. Subtract line 5 line 4b from line 2b Prior year undistributed income. Subtract line 5 line 4b from line 2b Enter the amount of prior years undistributed income for which a socition 4942(a) tax has been previously assessed. 3 Undistributed income for 2012. Subtract lines 4d and 5 from line 1. This amount must be distributed income for which an action of subtract lines 4d and 5 from line 1. This amount must be distributed income for which a socition of 942(a) tax has been previously assessed. 4 Undistributed income for 2012. Subtract lines 4d and 5 from line 1. This amount must be distributed income for which has secilion 170(b)(1)(F) or 942(a)(3) (see instructions) 5 Excess distributions carryover for 2007 not applied on line 5 or line 7 (see instructions) 6 Excess from 2009 6 Excess from 2009 6 Excess from 2009 6 Excess from 2010 6 Excess from 2011 6 Excess from 2012 7 Excess from 2010 8 Excess from 2010 9 Excess from 2012 1 Excess from 2011 1 Excess from 2012 1 Excess from 2012	1	Distributable amount for 2012 from Part XI				
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to satisfy requirements imposed by section 170(b)(1)(F) or 4942(g)(3) (see instructions) 8 Excess distributions carryover from 2007 not applied on line 5 or line 7 (see instructions) 9 Excess distributions carryover to 2013. Subtract lines 7 and 8 from line 6a 10 Analysis of line 9: a Excess from 2008	f	4d and 5 from line 1. This amount must be				
applied on line 5 or line 7 (see instructions) 9 Excess distributions carryover to 2013. Subtract lines 7 and 8 from line 6a 10 Analysis of line 9: a Excess from 2008 b Excess from 2010 d Excess from 2011 e Excess from 2012	7	to satisfy requirements imposed by section				
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10 Analysis of line 9: a Excess from 2008	9	Excess distributions carryover to 2013.		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	San	
a Excess from 2008		Subtract lines 7 and 8 from line 6a				
b Excess from 2009	10	Analysis of line 9:	1.00	17.	in the action	
c Excess from 2010	а	Excess from 2008	,	,		• • • • •
d Excess from 2011 e Excess from 2012	þ	Excess from 2009				
e Excess from 2012	C		\$ 12		· · ·	
	d			,		•
	_ е	Excess from 2012	<u> </u>		<u>'</u>	5 000 DE (22.12)

Pa	rt XIV Private Oper	rating Foundations	see instructions and	Part VII-A, question	9)	
1 a	If the foundation has					
	foundation, and the rulin					
b	Check box to indicate wh		private operating found		X 4942(j)	(3) or 4942(j)(5)
2 a	Enter the lesser of the ad-	Tax year	(h) 0044	Prior 3 years	(4) 2000	(e) Total
	justed net income from Part I or the minimum investment	(a) 2012	(b) 2011	(c) 2010	(d) 2009	
	return from Part X for each year listed	24,978.	21,163.	24,883.	26,152.	97,176.
		21,231.	17,989.	21,151.	22,229.	82,600.
	85% of line 2a		• * * * * * * * * * * * * * * * * * * *			······································
·	Qualifying distributions from Part XII, line 4 for each year listed	134,342.	49,866.	524,686.	516,685.	1,225,579.
d	Amounts included in line 2c not used directly for active conduct of exempt activities		·			
0	Qualifying distributions made directly for active conduct of					
	exempt activities Subtract line 2d from line 2c	134,342.	49,866.	524,686.	516,685.	1,225,579.
3 a	Complete 3a, b, or c for the alternative test relied upon: "Assets" alternative test - enter			·		
	(1) Value of all assets (2) Value of assets qualifying under section					
ь	4942(j)(3)(B)(l) "Endowment" alternative test-					
	enter 2/3 of minimum invest- ment return shown in Part X,					
	line 6 for each year listed	104,811.	92,899.	81,278.	85,306.	364,294.
С	"Support" alternative test - enter (1) Total support other than gross investment income (interest, dividends, rents, payments on securities					
	loans (section 512(a)(5)), or royalties)					.,
	(2) Support from general public and 5 or more exempt organizations as provided in section 4942 (j(3)(B)(iii)					
	(3) Largest amount of sup- port from an exempt organization					
_	(4) Gross investment income					
Pa				only if the founda	tion had \$5,000 d	or more in assets
_	Information Regardin	during the year - se		.		· · · · · · · · · · · · · · · · · · ·
a	List any managers of before the close of any	the foundation who h	ave contributed more	e than 2% of the total nore than \$5,000). (Se	contributions receive e section 507(d)(2).)	d by the foundation
	SHIRLEY M	CLIFTON				
b	List any managers of ownership of a partner					large portion of the
	NONE					
2	Information Regardin	g Contribution, Grant	, Gift, Loan, Scholarsh	ilp, etc., Programs:		
	unsolicited requests for their conditions, compared to the conditions of the conditi	or funds. If the foundablete items 2a, b, c, an	ation makes gifts, gra d d.		ons) to individuals or	
а	The name, address, a ATCH 9	nd telephone number	or e-mail of the perso	n to whom applications	should be addressed:	
b	The form in which app	lications should be su	bmitted and information	on and materials they s	should include:	
	APPLICATIO	N IN FORM REQUI	RED BY FOUNDAT	ION		
С	Any submission dead					
_	NONE					
d	Any restrictions or li factors:	mitations on awards,	such as by geogra	aphical areas, charitab	ole fields, kınds of ir	stitutions, or other
	NONE					
JSA						Form 990-PF (2012)

Part XV Supplementary Information	(continued)			
3 Grants and Contributions Paid Dur Recipient Name and address (home or business)	ing the Year or App	roved for F	uture Payment	γ
Recipient	show any relationship to	Foundation status of	Purpose of grant or contribution	Amount
Name and address (home or business)	or substantial contributor	recipient	contribution	
a Paid during the year				
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Tabel	<u> </u>	1	▶ 3a	10,355
Total	<u> </u>		<u>- 3a</u>	
b Approved for future payment				
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Total			▶ 3b	

Program service revenue: a Business code Amount Exclusion code Amount See instruct Amount See instruct Characteristics and contracts from government agencies Membership dues and assessments Interest on savings and temporary cash investments Dividends and interest from securities Net rental income or (loss) from real estate: a Debt-financed property b Not debt-financed property Chier investment income Gain or (loss) from sales of assets other than inventory Net income or (loss) from special events Gross profit or (loss) from sales of inventory Other revenue: a b C Sublotal. Add columns (b), (d), and (e) 253, 448.	gross amounts unless otherwise indicated.	Unrela	ated business income	Excluded by	section 512, 513, or 514	(e) Related or exem
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in ol ol ol ol ol ol ol ol ol ol ol ol ol	secting anizer reganizer ransfer (1) Cas (2) Oth (1) Sale (2) Pure (3) Ren (5) Loa (5) Per (5) the (a)	organization direct on 501(c) of the Coations? For from the reporting the coations: For assets	rly or indirectly ode (other than ag foundation to the control of	engage in any of the fo section 501(c)(3) organ a noncharitable exempt mpt organization assets	t organiz	ation of:	ction 527,	relating to	political		fair m	X X X X X X X X
				gement, show in column								
(a) Line	no.	(b) Amount involved	(c) Name of	noncharitable exempt organization	on		iption of transf	ers, transact	ions, and shar	ng ama	ngemer	nts
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d	escrib	-) of the Code (c	filiated with, or related the than section 501(c)(-	t organiza	ations	Ye	es X] No
		(a) Name of organizatio	n	(b) Type of organiz	ation			c) Descript	on of relations	hip		
Sign Here		ature of officer or trustee	'Redon	ined this return, including accompanion of the property of the	anying sche of which pre	dules and st parer has any	5704ns	o the best o	May the IRS with the pre (see instructions	discusi parer :	this	
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LINCOLN, NE				3		685	06	Phone no	402-43	37 - 8	383	

Form 8868

(Rev January 2013)

Application for Extension of Time To File an Exempt Organization Return

OMB No. 1545-1709

Form 8868 (Rev 1-2013)

Department of the Treasury File a separate application for each return. Internal Revenue Service If you are filing for an Automatic 3-Month Extension, complete only Part I and check this box If you are filing for an Additional (Not Automatic) 3-Month Extension, complete only Part II (on page 2 of this form). Do not complete Part II unless you have already been granted an automatic 3-month extension on a previously filed Form 8868. Electronic filing (e-file). You can electronically file Form 8868 if you need a 3-month automatic extension of time to file (6 months for a corporation required to file Form 990-T), or an additional (not automatic) 3-month extension of time. You can electronically file Form 8868 to request an extension of time to file any of the forms listed in Part I or Part II with the exception of Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts, which must be sent to the IRS in paper format (see instructions). For more details on the electronic filing of this form, visit www.irs.gov/efile and click on e-file for Charities & Nonprofits. Part I Automatic 3-Month Extension of Time. Only submit original (no copies needed). A corporation required to file Form 990-T and requesting an automatic 6-month extension - check this box and complete All other corporations (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time Enter filer's identifying number, see instructions Name of exempt organization or other filer, see instructions. Employer identification number (EIN) or Type or print CLIFTON STRENGTHS INSTITUTE 40-0002257 File by the Number, street, and room or suite no. If a P.O. box, see instructions. Social security number (SSN) due date for 1001 GALLUP DRIVE filing your return. See City, town or post office, state, and ZIP code. For a foreign address, see instructions. instructions. OMAHA, NE 68102 Enter the Return code for the return that this application is for (file a separate application for each return) **Application** Return Application Return ls For Code Code Form 990 or Form 990-EZ Form 990-T (corporation) 01 07 Form 990-BL 02 Form 1041-A 08 Form 4720- (individual) Form 4720 03 09 Form 990-PF 04 Form 5227 10 Form 990-T (sec. 401(a) or 408(a) trust) 05 Form 6069 11 Form 990-T (trust other than above) 06 Form 8870 The books are in the care of ► MARY C. RECKMEYER Telephone No. ▶ 402 938-6220 FAX No. ▶ If the organization does not have an office or place of business in the United States, check this box If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) and attach a list with the names and EINs of all members the extension is for. I request an automatic 3-month (6 months for a corporation required to file Form 990-T) extension of time 08/15 , 20 13 , to file the exempt organization return for the organization named above. The extension is for the organization's return for: ► X calendar year 2012 or _, 20 ____, and ending tax year beginning If the tax year entered in line 1 is for less than 12 months, check reason: Initial return Change in accounting period 3a If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits See instructions. 13,295. 3a |\$ b If this application is for Form 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit. 4,295. 3b | \$ c Balance due. Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions. 9,000. Caution. If you are going to make an electronic fund withdrawal with this Form 8868, see Form 8453-EO and Form 8879-EO for payment instructions.

For Privacy Act and Paperwork Reduction Act Notice, see Instructions.

Form 8868 (Re	v 1-2013) ·			•	Page 2
If you are	filing for an Additional (Not Automatic) 3-M	onth Exter	sion, complete only Part I	I and check this box	▶ X
	complete Part II if you have already been gra				
	filing for an Automatic 3-Month Extension,			•	
Part II	Additional (Not Automatic) 3-Month Ex			inal (no copies needed).	
				nter filer's identifying number, see	instructions
	Name of exempt organization or other filer, see in	structions.		Employer identification number (E	
Type or					
print	CLIFTON STRENGTHS INSTITUTE			40-0002257	
•	Number, street, and room or suite no. If a P O. bo	Social security number (SSN)			
File by the due date for	1001 GALLUP DRIVE	•			
filing your	City, town or post office, state, and ZIP code For	a foreign ad	dress, see instructions.		
return See	OMAHA, NE 68102	•			
Enter the Re	eturn code for the return that this application	is for (file a	separate application for ea	ach return)	. 04
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Is For		Code	Is For		Code
	r Form 990-EZ	01			200
Form 990-B		02	Form 1041-A	1 08x - 1.5X	08
		03	Form 4720		
Form 4720		03	Form 5227		10
Form 990-PI		05		· · · · · · · · · · · · · · · · · · ·	
	(sec 401(a) or 408(a) trust)	06	Form 6069 Form 8870		11
	(trust other than above) ot complete Part II if you were not already			poies on a servicush filed Form	
	s are in the care of MARY C. RECKME		automatic 3-month exter	ision on a previously med Form	1 0000.
If the orgaIf this is for the whole	e No. ► 402 938-6220 anization does not have an office or place of lor a Group Return, enter the organization's for e group, check this box ► .	business in ur digit Gro f it is for pa	oup Exemption Number (GEI	N) If thi	
	names and EINs of all members the extension				
•	est an additional 3-month extension of time ur			<u>1/15</u> , 20 <u>13</u>	
	lendar year 2012 , or other tax year beginni			_ 	20
	ax year entered in line 5 is for less than 12 m Change in accounting period				
	n detail why you need the extension TAXPA				
	RMATION NECESSARY TO FILE A CO		AND ACCURATE TAX F	RETURN,	
INCLU	DDING INFORMATION FROM GRANTEE	<u>s. </u>			
					
	application is for Form 990-BL, 990-PF, 99	30-1, 4720	, or 6069, enter the tent	i i	
	undable credits See instructions				13,295.
	application is for Form 990-PF, 990-T,		•	l. "f	
	ted tax payments made. Include any pri	or year o	verpayment allowed as	*	
	t paid previously with Form 8868				13,295.
	e Due. Subtract line 8b from line 8a. Include		ent with this form, if require	· · · · · · · · · · · · · · · · · · ·	
(Electr	onic Federal Tax Payment System). See Instru			8c \$	
	Signature and Verifica	ation mus	st be completed for P	art II only.	
•	s of perjury, I declare that I have examined this form, t, and complete, and that I am authonzed to prepare this for	-	ompanying schedules and statem	ents, and to the best of my knowledg	e and belief,
Signature >			Title ▶ CPA	Date ▶ 08/08/	2013
				Form 8868 ((Rev 1-2013)

FORM 990-PF - PART IV
CAPITAL GAINS AND LOSSES FOR TAX ON INVESTMENT INCOME

1		INS AND LO			INVEST	<u> V </u> P		
Kind of Property		Description				or D	Date acquired	Date sold
Gross sale price less expenses of sale	Depreciation allowed/ allowable	Cost or other basis	FMV as of 12/31/69	Adj basis as of 12/31/69	Excess of FMV over adj basis		Gain or (loss)	
00.750		148 SH GALL PROPERTY TY		ries		D	02, 02, 2000	01/01/2012
99,752.		56,633.				П	43,119.	
		60 SH GALLU PROPERTY TY		ries		D	02, 02, 2000	04/12/2012
49,440.		22,959.					26,481.	
		60 SH GALLU PROPERTY TY		ries		D	01/01/2008	05/01/2012
49,440.		22,959.					26,481.	
		60 SH GALLU PROPERTY TY		ries	:	D	01/01/2008	06/01/2012
49,440.		22,959.					26,481.	
		60 SH GALLU PROPERTY TY		TIES		D	01/01/2008	07/01/2012
49,440.		22,959.					26,481.	
		60 SH GALLU PROPERTY TY		PIES		D	01/01/2008	08/01/2012
49,440.		22,959.					26,481.	
40.440		60 SH GALLU PROPERTY TY		CIES		D	01/01/2008	09/01/2012
49,440.		22,959.					26,481.	
		60 SH GALLU PROPERTY TY		PIES		D	01/01/2008	10/01/2012
49,440.		22,959.					26,481.	
		60 SH GALLU PROPERTY TY		'IES		D	01/01/2008	11/01/2012
49,440.		22,959.					26,481.	
		60 SH GALLU PROPERTY TY		ries		D	01/01/2008	12/01/2012
49,440.		22,959.					26,481.	
TOTAL GAIN(LO	oss)		• • • • • • • • • • • • • • • • • • • •	•••••			281,448.	
JSA		L	·····	··				

ADJUSTED NET INCOME	25,767.	25,767.
NET INVESTMENT INCOME	25,767.	25,767.
REVENUE AND EXPENSES PER BOOKS	25,767.	25,767.
		TOTAL
DESCRIPTION	DIVIDENDS	

CHARITABLE PURPOSES	2,366.	2,366.
ADJUSTED NET INCOME	789.	789.
NET INVESTMENT INCOME	789.	789.
REVENUE AND EXPENSES PER BOOKS	3,155.	3,155.
		TOTALS
DESCRIPTION	ACCOUNTING FEES	

REVENUE AND EXPENSES PER BOOKS 12,500. 8,343. 291.

FORM 990-PF EXCISE TAXES
PAYROLL TAXES
PAYROLL TAX INTEREST & PENALTY

DESCRIPTION

CHARITABLE PURPOSES

ATTACHMENT

8,343.

8,343.

TOTALS

21,134.

35879V 2P1X

EXPENSES
ION REIMBURSED
DESCRIPTION EMPLOYEE RE

REVENUE AND	S	PER BOOKS	4,768.
----------------	---	-----------	--------

768.
4,

TOTALS

CHARITABLE PURPOSES

ATTACHMENT 4

4,768.

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CORPORATE
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ENDING BOOK VALUE

ENDING FMV

ATTACHMENT 5

GALLUP, INC

1,020,213.

1,824,336.

1,824,336.

TOTALS

1,020,213.

35879V 2P1X

ASSETS
OTHER
1
F
PART
990PF.
FORM

ENDING <u>FMV</u>	3,600.	3,600.
ENDING BOOK VALUE	3,600.	3,600.
		TOTALS
DESCRIPTION	PREPAID EXPENSES	

•	0	0	0	וסוו
EXPENSE ACCT AND OTHER ALLOWANCES	Š			
CONTRIBUTIONS TO EMPLOYEE BENEFIT PLANS	0	0	O	0
COMPENSATION	0	0	0	0
TITLE AND AVERAGE HOURS PER WEEK DEVOTED TO POSITION	PRESIDENT- TIME AS NEEDED	TREASURER -TIME AS NEEDED	SECRETARY- TIME AS NEEDED	GRAND TOTALS
NAME AND ADDRESS	MARY C. RECKMEYER 8441 FIRETHORN LANE LINCOLN, NE 68520	JANET M. LABENZ 4535 NORMAL BLVD., #195 LINCOLN, NE 68506	JANE E. MILLER 13401 NICHOLAS STREET OMAHA, NE 68354	

PAID EMPLOYEES
OF THE FIVE HIGHEST PA
I OF THE
COMPENSATION
H
VII
PART VIII -
990PF,

ATTACHMENT 8	EXPENSE ACCT AND OTHER ALLOWANCES	0 4,768.	4,768.
	COMPENSATION	108,510.	108,510.
21111 11111 11111 1111 1111	TITLE AND AVERAGE HOURS PER WEEK DEVOTED TO POSITION	RESEARCH DIRECTOR 40.00	TOTAL COMPENSATION
20011, IANI VIII COMBENORIION OLIMBIALI MICHELLA MICHAELLA NAME AND ADDRESS	SHANE J. LOPEZ 714 1/2 MASSACHUSETTS STREET LOFT C LAWRENCE, KS 66044		

A	Т	Т	A	C	HI	ME	N	Т	9

FORM 990PF, PART XV - NAME, ADDRESS AND PHONE FOR APPLICATIONS

MARY C. RECKMEYER 1001 GALLUP DRIVE OMAHA, NE 68102 402-938-6220

CONTRIBUTOR	
SUBSTANTIAL	
ဥ	
RELATIONSHIP	

FOUNDATION STATUS OF RECIPIENT

PURPOSE OF GRANT OR CONTRIBUTION

10,355.

AMOUNT

DC SUMMER STRENGTHS CAMP WASHINGTON, DC

RECIPIENT NAME AND ADDRESS

NONE N/A

TUITION, MEALS AND OTHER COSTS RELATED TO THE AITENDANCE OF A STRENGTHS-BASED CAMP FOR 10 LOW-INCOME STUDENTS. 10,355,

TOTAL CONTRIBUTIONS PAID

Clifton Strengths Institute Federal Footnotes Form 990-PF

Part IX-A, Summary of Direct Charitable Activities

The Clifton Strengths Institute (Institute) awards the Clifton Strengths Prize (Prize) periodically. The purpose of the Prize is to recognize the life's work of Donald O. Clifton, Ph.D. and his enduring influence on the field of psychology. The intent of the Prize is to promote further groundbreaking theory, research and practice in the area of strengths-based psychology. Recipients of the Prize must exemplify one or more of the following:

- 1. Taking the field of strengths psychology to new areas of inquiry;
- 2. Establishing a distinguished record of accomplishment in top scientific outlets;
- 3. Developing a stream of research that inspires new work by other scientists in the field; and/or
- 4. Leading an organization which supports the core attributes of strengths-based psychology and leadership.

No funds were distributed in 2012 for the Prize.

The Institute also supports programs designed to expand the knowledge of academicians/students about strengths-based psychology. Expenses often include continued online course development and maintenance to increase online activity and interaction between teachers and students.

The Institute employed Shane J. Lopez, Ph.D. in 2012. Dr. Lopez researches the links between hope, strengths development, academic success, and overall wellbeing and collaborates with scholars around the world on these issues. He specializes in hope and strengths enhancement for students from preschool through college graduation, advocating a whole-school strengths model that also builds the strengths expertise of educators, parents, and youth development organizations.