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Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

The organization may have to use a copy of this return to satisfy state reporting requirements.

OMB No 1545-0047

2012

Open to Public Inspection

A For the 2012 calendar year, or tax year beginning and ending

B Check if applicable:
 Address change
 Name change
 Initial return
 Terminated
 Amended return
 Application pending

C Name of organization
Be Present, Inc.
 Doing Business As
 Number and street (or P.O. box if mail is not delivered to street address) Room/suite
1264 Ginger Wood Dr
 City, town, or post office, state, and ZIP code
Stone Mountain, GA 30083-1817

D Employer identification number
58-1981535

E Telephone number
404-296-4000

F Name and address of principal officer: **Lillie P. Allen same as C above**

G Gross receipts \$ **405,848.**

H(a) Is this a group return for affiliates? Yes No
H(b) Are all affiliates included? Yes No
 If "No," attach a list. (see instructions)

I Tax-exempt status 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or 527

J Website: **www.bepresent.org**

K Form of organization: Corporation Trust Association Other

L Year of formation: **1992** **M State of legal domicile:** **GA**

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: Be Present, Inc. (BPI) is committed to participate in the creation of a fair and equitable		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	5
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	5
	5 Total number of individuals employed in calendar year 2012 (Part V, line 2a)	5	6
	6 Total number of volunteers (estimate if necessary)	6	0
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
7b Net unrelated business taxable income from Form 990-T, line 34	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	399,571.	348,416.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	37,567.	57,386.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	68.	46.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	437,206.	405,848.
	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	0.	0.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
Expenses	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	344,619.	216,575.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b Total fundraising expenses (Part IX, column (D), line 25) 43,439.		
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	124,407.	42,753.
	18 Total expenses - Add lines 13-17 (must equal Part IX, column (A), line 25)	469,026.	259,328.
19 Revenue less expenses - Subtract line 18 from line 12	<31,820.>	146,520.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21 Total liabilities (Part X, line 26)	108,390.	254,715.
	22 Net assets or fund balances - Subtract line 21 from line 20	8,313.	8,118.
		100,077.	246,597.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here
 Signature of officer: *Lillie P. Allen* Date: **5/15/13**
 Type or print name and title: **Lillie P. Allen, CEO/Creatrix of Play**

Paid Preparer Use Only
 Print/Type preparer's name: **Cynthia Tabb** Preparer's signature: *[Signature]* Date: **5/15/13** Check if self-employed: PTIN: **P01480106**
 Firm's name: **Tabb & Tabb** Firm's EIN: **[Redacted]**
 Firm's address: **50 Hurt Plaza, Suite 995 Atlanta 30303** Phone no.: **404-584-0870**

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

See Schedule O for Organization Mission Statement Continuation

SCANNED JUN 26 2013

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Part III Statement of Program Service Accomplishments

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

X

1 Briefly describe the organization's mission:

Be Present, Inc. is committed to creating a fair and equitable world using the Be Present Model(R) to teach individuals and NPOs how to work across differences and develop sustainable leadership skills for more effective communication and action. BPI conducts 18-months

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

Yes No X

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

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

Yes No X

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code) (Expenses \$ 48,178. including grants of \$) (Revenue \$ 4,852.)

RACE, GENDER, POWER, & CLASS (RGPC) INTRODUCTORY SESSIONS - RGPC Introductory Sessions are two and a half to three days training sessions in which participants gain insights and understanding of the dynamics and inter-connectedness of race, gender, power and class in our society - in terms of the impact on individuals, the families, the workplaces, organizations and communities. Sessions were held in Berkeley, CA (43 participants), Santa Cruz, CA (33 participants), New York, NY (26 participants), and Rock Tavern, NY (26 participants). The ages of the participants ranged from 2 years-old to 82 years-old. The racial make-up is very diverse, as is the class make-up. Through these training sessions, participants learn to deal more effectively and constructively with the issues of race, gender, power and class in

4b (Code) (Expenses \$ 77,338. including grants of \$) (Revenue \$ 42,871.)

TRAINING PROGRAMS - Be Present held Monthly Leadership Development meetings in Oakland, CA from January to March 2012 for the Be Present Family Camp participants. These trainings provided Family Camp participants with ongoing practice in the BPI model and assisted in the development of Peer-Led Support Groups. In addition, Be Present delivered a second Family Camp at Esalen Institute in Big Sur, CA, which was attended by 20 participants. Five of the children at the Camp participated in the BPI Children's Learning and Play activities, where children learn and practice the skills of the Be Present Empowerment Model(R). BPI conducted a Be Present Empowerment Model: Sustaining a Community of Practice for Engaged, Transformative Philanthropy training in Oakland, CA, where participants gained insight

4c (Code) (Expenses \$ 1,268. including grants of \$) (Revenue \$ 9,663.)

CONSULTING SERVICES - Be Present worked with 3 non-profit organizations to strengthen the leadership skills of the organization's members and improve their efforts of community activism. BPI provided Human Resources training and consultation to Harvest Time, Inc, to improve their HR systems and procedures. It also participated in the Mississippi Farm Land Partnership Circle. This partnership includes Harvest Time, BPI, and Community Wholeness Venture and other individuals who are working together to transform a farm in Mississippi into a regreat center and organic farm dedicated to social justice and healing of human beings and the Earth. The Be Present Empowerment Model(R) is utilized in all aspects of this activity. In addition, BPI provided training and consulting services to the leadership and members

4d Other program services (Describe in Schedule O.)

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

4e Total program service expenses 126,784.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, 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? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>		X
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>		X
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>		X
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b <i>If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?</i>		

Part IV Checklist of Required Schedules (continued)

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Table with columns for question ID, question text, and Yes/No response. Includes questions 1a-14b regarding IRS filings and tax compliance.

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

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

Section A. Governing Body and Management

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

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

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

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed **GA, CA**
- 18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply
 Own website Another's website Upon request Other (explain in Schedule O)
- 19 Describe in Schedule O whether (and if so, how), the organization made its governing documents, conflict of interest policy, and financial statements available to the public 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: **Kathleen Lillis, Asst. Treasurer - 404-297-8999**
1264 Ginger Wood Drive, Stone Mountain, GA 30083

Part VIII Statement of Revenue

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

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e					
	f All other contributions, gifts, grants, and similar amounts not included above	1f	348,416.				
	g Noncash contributions included in lines 1a-1f \$						
	h Total. Add lines 1a-1f		348,416.				
	Program Service Revenue	2 a <u>Workshop and Conferenc</u>	Business Code 611430	57,386.	57,386.		
b _____							
c _____							
d _____							
e _____							
f All other program service revenue							
g Total. Add lines 2a-2f			57,386.				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		46.			46.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	(i) Real	(ii) Personal				
		b Less rental expenses					
		c Rental income or (loss)					
		d Net rental income or (loss)					
	7 a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		b Less cost or other basis and sales expenses					
		c Gain or (loss)					
		d Net gain or (loss)					
	8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18	a					
		b Less direct expenses	b				
		c Net income or (loss) from fundraising events					
	9 a Gross income from gaming activities. See Part IV, line 19	a					
b Less direct expenses		b					
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	a						
	b Less: cost of goods sold	b					
	c Net income or (loss) from sales of inventory						
Miscellaneous Revenue		Business Code					
11 a _____	a						
	b _____						
	c _____						
	d All other revenue						
	e Total. Add lines 11a-11d						
12 Total revenue. See instructions.			405,848.	57,386.	0.	46.	

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)

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the United States. See Part IV, line 21				
2 Grants and other assistance to individuals in the United States. See Part IV, line 22				
3 Grants and other assistance to governments, organizations, and individuals outside the United States. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	111,344.	48,276.	32,979.	30,089.
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	63,006.	33,468.	24,161.	5,377.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	28,816.	17,855.	7,028.	3,933.
10 Payroll taxes	13,409.	6,253.	4,442.	2,714.
11 Fees for services (non-employees):				
a Management				
b Legal				
c Accounting	4,900.		4,900.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)	9,718.	7,461.	2,257.	
12 Advertising and promotion	540.		540.	
13 Office expenses	1,460.	320.	541.	599.
14 Information technology				
15 Royalties				
16 Occupancy	4,654.		4,654.	
17 Travel	8,732.	5,610.	3,090.	32.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest	146.		146.	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization				
23 Insurance	3,655.		3,655.	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a <u>Site Rentals</u>	8,948.	7,541.	712.	695.
b _____				
c _____				
d _____				
e All other expenses _____				
25 Total functional expenses. Add lines 1 through 24e	259,328.	126,784.	89,105.	43,439.
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 if following SOP 98-2 (ASC 958-720)

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	83,572.	1	34,212.
	2 Savings and temporary cash investments		2	180,061.
	3 Pledges and grants receivable, net	8,823.	3	30,050.
	4 Accounts receivable, net	15,995.	4	10,392.
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		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 instr). Complete Part II of Sch L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges		9	
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 6,790.		
	b Less: accumulated depreciation	10b 6,790.	10c 0.	0.
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15	
16 Total assets. Add lines 1 through 15 (must equal line 34)		16 108,390.	16 254,715.	
Liabilities	17 Accounts payable and accrued expenses		17	666.
	18 Grants payable		18	
	19 Deferred revenue	8,313.	19	7,452.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	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	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D		25	
	26 Total liabilities. Add lines 17 through 25		26 8,313.	26 8,118.
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	100,077.	27	246,597.
	28 Temporarily restricted net assets		28	
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances	33 100,077.	33	33 246,597.
34 Total liabilities and net assets/fund balances	34 108,390.	34	34 254,715.	

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	405,848.
2	Total expenses (must equal Part IX, column (A), line 25)	2	259,328.
3	Revenue less expenses. Subtract line 2 from line 1	3	146,520.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	100,077.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	246,597.

Part XII Financial Statements and Reporting

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

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both. <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
b Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	X	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		X
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits		

Form 990 (2012)

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 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.")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
11 Total support. Add lines 7 through 10						

12 Gross receipts from related activities, etc. (see instructions) 12

13 **First five years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here

Section C. Computation of Public Support Percentage

14 Public support percentage for 2012 (line 6, column (f) divided by line 11, column (f)) 14 %

15 Public support percentage from 2011 Schedule A, Part II, line 14 15 %

16a **33 1/3% support test - 2012.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization

b **33 1/3% support test - 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

17a **10% -facts-and-circumstances test - 2012.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization

b **10% -facts-and-circumstances test - 2011.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization

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

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 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.")	613,559.	406,491.	233,499.	399,571.	348,416.	2,001,536.
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	188,902.	98,527.	62,476.	37,567.	57,386.	444,858.
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5	802,461.	505,018.	295,975.	437,138.	405,802.	2,446,394.
7a Amounts included on lines 1, 2, and 3 received from disqualified persons	81,674.	56,691.	15,000.	113,875.	47,174.	314,414.
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						0.
c Add lines 7a and 7b	81,674.	56,691.	15,000.	113,875.	47,174.	314,414.
8 Public support. (Subtract line 7c from line 6)						2,131,980.

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
9 Amounts from line 6	802,461.	505,018.	295,975.	437,138.	405,802.	2,446,394.
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	717.	255.	150.	68.	46.	1,236.
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b	717.	255.	150.	68.	46.	1,236.
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
13 Total support. (Add lines 9, 10c, 11, and 12)	803,178.	505,273.	296,125.	437,206.	405,848.	2,447,630.

14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here

Section C. Computation of Public Support Percentage

15 Public support percentage for 2012 (line 8, column (f) divided by line 13, column (f))	15	87.10	%
16 Public support percentage from 2011 Schedule A, Part III, line 15	16	86.23	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2012 (line 10c, column (f) divided by line 13, column (f))	17	.05	%
18 Investment income percentage from 2011 Schedule A, Part III, line 17	18	.07	%

19a 33 1/3% support tests - 2012. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2011. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990. ▶ See separate instructions.

OMB No. 1545-0047

2012

Open to Public Inspection

Name of the organization

Be Present, Inc.

Employer identification number

58-1981535

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

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

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

- 1 Purpose(s) of conservation easements held by the organization (check all that apply).
- Preservation of land for public use (e.g., recreation or education) Preservation of an historically important land area
- Protection of natural habitat Preservation of a certified historic structure
- Preservation of open space
- 2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.
- | | Held at the End of the Tax Year |
|--|---------------------------------|
| a Total number of conservation easements | 2a |
| b Total acreage restricted by conservation easements | 2b |
| c Number of conservation easements on a certified historic structure included in (a) | 2c |
| d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register | 2d |
- 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____
- 4 Number of states where property subject to conservation easement is located ▶ _____
- 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Yes No
- 6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ▶ _____
- 7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶ \$ _____
- 8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? Yes No
- 9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

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

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

- 1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items
- b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:
- (i) Revenues included in Form 990, Part VIII, line 1 ▶ \$ _____
- (ii) Assets included in Form 990, Part X ▶ \$ _____
- 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items
- a Revenues included in Form 990, Part VIII, line 1 ▶ \$ _____
- b Assets included in Form 990, Part X ▶ \$ _____

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

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

- a Public exhibition
- b Scholarly research
- c Preservation for future generations
- d Loan or exchange programs
- e Other _____

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

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

	Amount
1c	
1d	
1e	
1f	

2a Did the organization include an amount on Form 990, Part X, line 21? Yes No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

Part V Endowment Funds. Complete if the organization answered "Yes" to Form 990, Part IV, line 10

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as

- a Board designated or quasi-endowment _____ %
- b Permanent endowment _____ %
- c Temporarily restricted endowment _____ %

The percentages in lines 2a, 2b, and 2c should equal 100%.

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

- (i) unrelated organizations
- (ii) related organizations

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

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

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

Part VI Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		6,790.	6,790.	0.
e Other				

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) 0.

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

Table with 3 columns: (a) Description of security or category, (b) Book value, (c) Method of valuation. Rows include (1) Financial derivatives, (2) Closely-held equity interests, (3) Other, (A) through (I), and Total.

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

Table with 3 columns: (a) Description of investment type, (b) Book value, (c) Method of valuation. Rows include (1) through (10) and Total.

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

Table with 2 columns: (a) Description, (b) Book value. Rows include (1) through (10) and Total.

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

Table with 2 columns: (a) Description of liability, (b) Book value. Rows include (1) Federal income taxes, (2) through (11), and Total.

2. FIN 48 (ASC 740) Footnote. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

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
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d		2e
3	Subtract line 2e from line 1		3
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII)	4b	
c	Add lines 4a and 4b		4c
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		5

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

1	Total expenses and losses per audited financial statements		1
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII)	2d	
e	Add lines 2a through 2d		2e
3	Subtract line 2e from line 1		3
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part 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

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, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information

Part IV Business Transactions Involving Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
R. Allen d/b/a Rachel's Ca	Daughter of CEO/Cre	750.	Provided ca		X
Andrew M. Allen	Grandson of CEO/Cre	300.	Provided ch		X
Eugene M. Allen	Son of CEO/Creatrix	980.	Provided tr		X
Rashaunda L. Allen	Daughter of CEO/Cre	18,445.	Employed as		X
Medea Pluim	Member of the Board	1,540.	Facilitator		X
Noa Mohlabane	Former Member of th	0.	Training an		X
LaVerne Robinson	Treasurer	17,713.	Salary and		X
Annie M. Tobias	Daughter in Law of	19,543.	Salary and		X
Kathleen Lillis	Assistant Treasurer	1,000.	Office Rent		X

Part V Supplemental Information

Complete this part to provide additional information for responses to questions on Schedule L (see instructions).

Sch L, Part IV, Business Transactions Involving Interested Persons:

(a) Name of Person: R. Allen d/b/a Rachel's Catering

(b) Relationship Between Interested Person and Organization:

Daughter of CEO/Creatrix of Play

(d) Description of Transaction: Provided catering services for the Be Present board of directors' board meetings.

(a) Name of Person: Andrew M. Allen

(b) Relationship Between Interested Person and Organization:

Grandson of CEO/Creatrix of Play

(d) Description of Transaction: Provided child care learning and youth facilitation at training event.

(a) Name of Person: Eugene M. Allen

(b) Relationship Between Interested Person and Organization:

Son of CEO/Creatrix of Play

(d) Description of Transaction: Provided training services for men and boys at Family Camp Training Project.

(a) Name of Person: Rashaunda L. Allen

Part V Supplemental Information

Complete this part to provide additional information for responses to questions on Schedule L (see instructions)

(b) Relationship Between Interested Person and Organization:

Daughter of CEO/Creatrix of Play

(d) Description of Transaction: Employed as Office/Technology Mgr for part of 2012 and then laid off.**(a) Name of Person:** Medea Pluim**(b) Relationship Between Interested Person and Organization:**

Member of the Board of Directors

(d) Description of Transaction: Facilitator and organizer for Family Camp Training Project.**(a) Name of Person:** Noa Mohlabane**(b) Relationship Between Interested Person and Organization:**

Former Member of the Board of Directors

(d) Description of Transaction: Training and evaluation for Family Camp Training Project.**(a) Name of Person:** LaVerne Robinson**(d) Description of Transaction:** Salary and Trainer.**(a) Name of Person:** Annie M. Tobias**(b) Relationship Between Interested Person and Organization:**

Daughter in Law of the CEO/Creatrix of Play

(d) Description of Transaction: Salary and Trainer.**(a) Name of Person:** Kathleen Lillis**(d) Description of Transaction:** Office Rent.

SCHEDULE O
(Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

OMB No 1545-0047

2012

Open to Public Inspection

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

Department of the Treasury
Internal Revenue Service

Name of the organization

Be Present, Inc.

Employer identification number
58-1981535

Form 990, Part I, Line 1, Description of Organization Mission:

world by teaching people to know themselves outside the distress of oppression, listen to others in a conscious/present state and build effective alliance across differences. BPI works with individuals and NPOs to create sustainable leadership through trainings, workshops, institutes and consultations using the Be Present Empowerment Model(R) to teach individuals and NPOs how to work across differences and develop sustainable leadership skills for more effective communication and action. BPI conducts 18-month training institutes on issues, such as race, gender, power, class and philanthropy; workshops; weekend retreats; and trainings and consultations for NPOs.

Form 990, Part III, Line 1, Description of Organization Mission:

training institutes on issues, such as race, gender, power, class, and philanthropy; workshops; weekend retreats; and trainings and consultations for NPOs.

Form 990, Part III, Line 4a, Program Service Accomplishments:

their own lives, their families, workplaces, organizations, and communities. Participants are encouraged to form peer-led support groups where they can continue to work on these and other issues using the Be Present Empowerment Model(R). Support is provided by BPI staff and facilitators by telephone and face-to-face meetings before and after each session.

Form 990, Part III, Line 4b, Program Service Accomplishments:

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

Schedule O (Form 990 or 990-EZ) (2012)

232211
01-04-13

Name of the organization

Be Present, Inc.

Employer identification number

58-1981535

and understanding of the intersection of class, race, gender and power in the world of philanthropy from the perspective of the grantor and of the grantee. Nineteen participants attended. BPI also initiated the Black & Female Leadership Initiative. Under this initiative, black women and girls from across the country come together to answer the question: What does it mean to be black and female in this culture? Many of the participants attended the BPI Black and Female workshops for over 20 years. Gatherings were held in New York (15 participants) and CA (10 participants).

Form 990, Part III, Line 4c, Program Service Accomplishments:

of Common Fire Foundation, a non-profit organization dedicated to affordable housing and green building.

Form 990, Part III, Line 4d, Other Program Services:

1. EDUCATION PROJECT - Be Present continued planning and organizing for the Education Project. Educators, Administrators, Parents and Students will participate in an 18-month Education Institute, which will begin in 2014. The purpose is to open up communications between educators, administrators, parents and students in targeted schools to being the process of building effective, working communities dedicated to building vibrant communities of learning. Be Present received a \$5,000 grant from the Southern Partners Fund to continue planning and organizing. 2. MONTHLY DEVELOPERS MEETINGS - Held in New York, Atlanta, and the Bay Area and Santa Cruz CA to provide support in organizing and sustaining Be Present support group networks in their areas. Between 10-20 people attend these free monthly meetings. 3.

PEER-LED SUPPORT GROUP NETWORKS - BPI formed and/or expanded membership

232212
01-04-13

Schedule O (Form 990 or 990-EZ) (2012)

Name of the organization

Be Present, Inc.

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in BPI peer-led support networks in GA, NY and CA by holding free leadership development programs in these areas. In addition, BPI hosted a Peer-Led Support Group Member Reunion in Oakland CA for current and past members to re-connect and celebrate individual and collective movement. 23 participants attended. 4. MONTHLY REGIONAL ORGANIZING COR GROUP MEETINGS - BPI held monthly organizing core group meetings in GA, NY and CA on a monthly basis to develop and implement action plans to organize communities in each region and to train and expand membership and develop the skills to host BPI events in their area. 5. CAPACITY BUILDING TEAM - Conference calls and meetings composed of women and men of financial wealth, BPI trainers and others to develop fundraising strategies, but most importantly to work on issues of gender, power, class and race and how those issues influence philanthropy. Approximately 8 women and 1 man are on this team.

Form 990, Part VI, Section A, line 2: Lillie P. Allen, CEO/Creatrix of Play and Kathleen Lillis, Assistant Treasurer, are domestic partners.

Form 990, Part VI, Section B, line 11: The accountant emails a draft copy of the Form 990 to the Assistant Treasurer, who reviews the draft copy and contacts the accountant for clarification of any questions or correction of any errors. After this review, the Assistant Treasurer forwards a newly revised draft to the Executive Director and Associate Director, who review it, contact the accountant with any questions or corrections, and approve it. Once this process is complete, the draft is sent to the full board, "board buddies" (board support), and staff for their review and approval. Once the draft is approved by the full board by unanimous consent, the Assistant Treasurer informs the accountant, who prepares a final, signed

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Form 990, which is then signed by the principal officer and mailed. An electronic copy of the final, signed Form 990 is sent to the full board, "board buddies," and staff for their records.

Form 990, Part VI, Section B, Line 12c: The Organization has a conflict of interest policy. The conflict of interest policy is distributed annually to board of directors, buddy board members, key employees and staff. Each individual is required to read the document and confirm that they understand the policy. At the November board meeting (or the following January meeting) all board and staff complete and sign a conflicts of interest questionnaire, which is filed in Be Present's records at the main office. At all board meetings, gatherings, conferences, and training events all board members, officers and staff present monitor the Organization's operations to insure compliance with all of its policies and procedures. There are monthly debriefing meetings to discuss the Organization's events and activities. The Organization's policies and procedures are made a part of these debriefing meetings.

Form 990, Part VI, Section B, Line 15: First, the salaries of the CEO/Creatrix of Play and the Associate Director are far below market value. Nonetheless, Be Present Inc.'s Associate Director is a Senior Professional in Human Resources, certified by the HR Certification Institute. She also has her global HR certification. In March, 2009, she conducted a compensation analysis using the following tools: Professionals for Nonprofits' "2008 Annual Salary Survey of Washington, DC Nonprofits" and "2008 Annual Salary Survey of New York Nonprofits." These tools were chosen because Be Present, Inc. is a national organization with program activities in New York, Atlanta, San Francisco Bay Area, Chicago and

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Washington, DC. The roles and responsibilities of Be Present, Inc. staff are to design, develop, implement, monitor and evaluate programs on local, regional, and national levels. Therefore, the analysis reviewed salary ranges in both New York and Washington, DC where salaries are comparable. In 2009, Be Present, Inc.'s salaries for all staff positions lagged the market by paying rates an average of 25% lower than those of the relative marketplaces. The results of the Associate Director's analysis was presented to the Board of Directors and approved. In 2010, the staff agreed to a 20% cut in their salaries. All Be Present, Inc. Board Members and Officers serve without compensation.

Form 990, Part VI, Section C, Line 18: All of Be Present, Inc.'s governing documents, conflict of interest policy, board of directors independence questionnaires, and financial statements are available to the public by request. The requested documents can be reviewed at the Be Present, Inc. office, sent electronically or by mail. When funds permit, many of the documents will be available on the Be Present website.

Form 990, Part VI, Section C, Line 19: All of Be Present, Inc.'s governing documents, conflict of interest policy, board of directors independence questionnaires, and financial statements are available to the public by request. The requested documents can be reviewed at the Be Present, Inc. office, sent electronically or by mail. When funds permit, many of the documents will be available on the Be Present website.

Form 990, Part VII Contact Addresses for Officers, Directors, Etc:

Robert S. Holzman, MD - 2155 34th Ave, Astoria, NY 11106

Carletta Joy Walker - 910 Riverside Dr, New York, NY 10032

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Nasrah Smith - 130 Sunset Ave, Atlanta, GA 30314

Esther Campos - PO Box 535, Boulder Creek, CA 95006

Medea Pluim - 3718 Magee Ave, Oakland, CA 09461

Form 990. Page 12. Part XII. Line 2c

Oversight of financial review

Be Present, Inc. has an ad hoc committee comprised of the CEO/Creatrix of Play, Associate Director, Chair of the Board, Treasurer, and Assistant Treasurer that is responsible for oversight of the review of its financial statements and selection of an independent accountant. The full Board of Directors is kept up-to-date on the progress of the review and receives a copy of the final report.