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. 990

Return of Organization Exempt From Income Tax Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung

OMB No 1545-0047

2012

benefit trust or private foundation)

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

Inspection

Department of the Treasury Internal Revenue Service

2012, and ending 20 For the 2012 calendar year, or tax year beginning D Employer identification number C Name of organization Southeast Utah Community Development Corporation В Check if applicable Doing Business As 870670575 Address change Room/suite E Telephone number Number and street (or P O box if mail is not delivered to street address) Name change 435 636 3295 Initial return 120 Fast Main Street City, town or post office, state, and ZIP code Terminated G Gross receipts \$ Amended return H(a) Is this a group return for affiliates? ☐ Yes ☑ No F Name and address of principal officer Application pending H(b) Are all affiliates included? Yes No Delynn Fielding Same address If "No," attach a list (see instructions)) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527 501(c)(3) 501(c) (Tax-exempt status H(c) Group exemption number ▶ Website: ▶ Form of organization 🗸 Corporation 🗌 Trust L Year of formation 2001 M State of legal domicile ☐ Association Ut Summary Briefly describe the organization's mission or most significant activities. Our purpose is community and economic development. We focus on local business expansion and retention. We also benefit the community with scholarships, drug addiction Activities & Governance prevention and education in the workforce and recycling effort support. Check this box ▶☐ If the organization discontinued its operations or disposed of more than 25% of its net assets Number of voting members of the governing body (Part VI, line 1a) 3 3 Number of independent voting members of the governing body (Part VI, line 1b) 4 Total number of individuals employed in calendar year 2012 (Part V, line 2a) 5 0 6 Total number of volunteers (estimate if necessary) . . 6 2 Total unrelated business revenue from Part VIII, column (C), line 7a 0 7a Net unrelated business taxable income from Form 990 R In 3 12 7b 0 Prior Year **Current Year** 217591 Contributions and grants (Part VIII, line 1h) . . . 374.597 Revenue 9 Program service revenue (Part VIII, line 2g) 0 Investment income (Part VIII, column (A), lines 3, 4, and 7d) 10 121 102 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 14th, U I Total revenue – add lines 8 through 11 (must equal Part VIII column (A), line 12) n 11 85 217713 12 374.785 13 Grants and similar amounts paid (Part IX, column (A), lines 1-3). 41845 244.446 Benefits paid to or for members (Part IX, column (A), line 4) . . 14 0 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 46166 75.375 16a Professional fundraising fees (Part IX, column (A), line 11e) O Total fundraising expenses (Part IX, column (D), line 25) ▶ þ Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 66991 17 52055 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 155003 18 371876 Revenue less expenses. Subtract line 18 from line 12 19 62709 2909 Beginning of Current Year **End of Year** 20 Total assets (Part X, line 16) 130713 140569 21 Total liabilities (Part X, line 26) . . . 108421 110817 22 Net assets or fund balances. Subtract line 21 from line 20 22292 29752 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 pesed on all information of which preparer has any knowledge Sign Here Date Preparer's signature Print/Type preparer's name Check | ıf Paid self-employed

Preparer

Use Only

Firm's name

Firm's address ▶

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

For Paperwork Reduction Act Notice, see the separate instructions.

Firm's EIN ▶

Phone no

🗌 Yes 🔲 No

Part	
	Check if Schedule O contains a response to any question in this Part III
1	Briefly describe the organization's mission: Our purpose is community and economic development. We focus on local business expansion and retention. We also benefit
	the community with scholarships, drug addiction prevention and education in the workforce, recycling effort support and other
	worthy community efforts.
	wording community errores.
2	Did the organization undertake any significant program services during the year which were not listed on the
	prior Form 990 or 990-EZ?
	If "Yes," describe these new services on Schedule O.
3	Did the organization cease conducting, or make significant changes in how it conducts, any program
	services?
	If "Yes," describe these changes on Schedule O.
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 \$ 128466.49 including grants of \$ 71187.50) (Revenue \$ 158997.48)
	During calendar year 2012, our Business Expansion and Retention Project visited 926 companies in our area, and provided help and
	referrals to assistance 285 times. This effort provided direct cash benefits to the businesses of \$246,090 with an increase of
	company revenues reported by the business of \$327,000. The companies leveraged \$1,527,000 in private investment in new plant and equipment with an additional \$13,300 of local revolving loan funds. Report cost savings to the companies is reported by them
	to be \$239,850 and \$135,000 increase in revenues. The companies reported 14 jobs created and 42 jobs retained.
4b	(Code:) (Expenses \$ 170301.50 including grants of \$ 170301.50) (Revenue \$ 170301.50)
	Carbon County Boys and Girls Club were able to find four major donors who contributed funds to buy a 'club house'. We were their
	funding conduit for this fund raising effort. Currently they are refurbishing the facility and hope to have it in service this summer.
4c	(Code:) (Expenses \$ 23,583 including grants of \$ 23,583) (Revenue \$ 23,583)
	Utah State University - Eastern raises scholarship funds from our outreach efforts and payroll deductions. All raised funds go
	directly to the scholarship fund with no overhead or expense.
	•
	Other program convece (Departs in Schedule O.)
4d	Other program services (Describe in Schedule O.) (Expenses \$ 49528 including grants of \$ 38995) (Revenue \$ 21903)
4e	(Expenses \$ 49528 including grants of \$ 38995) (Nevertue \$ 21903) Total program service expenses ▶ 374785

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

Form 99	0 (2012)		(Page 4
Part	Checklist of Required Schedules (continued)			16
21	Did the organization report more than \$5,000 of grants and other assistance to any government or organization		Yes	No
	in the United States on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21	✓	
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		✓
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? If "Yes," complete Schedule J	23		✓
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? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25	24a		1
	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24b 24c		
d 25a	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	24d 25a		✓
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? If "Yes," complete Schedule L, Part I	25b		
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? If "Yes," complete Schedule L, Part II	26		1
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		1
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 b	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		√
С	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28b 28c		√
29 30	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	29		1
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	30		✓
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		1
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? If "Yes," complete Schedule R, Part I	33		1
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34		1
35a b	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a 35b		1
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If</i> "Yes," complete Schedule R, Part V, line 2	36		✓
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</i> "Yes," <i>complete Schedule R</i> , <i>Part VI</i>	27		1
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	37	1	

Part				_
	Check if Schedule O contains a response to any question in this Part V		· ·	. L
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable 1a 0	\Box	163	140
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and	1 1		
•	reportable gaming (gambling) winnings to prize winners?	1c		ľ
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax			
	Statements, filed for the calendar year ending with or within the year covered by this return 2a 0			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? .	2b		<u> </u>
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)]
За	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		✓
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	3b		✓_
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority			l
	over, a financial account in a foreign country (such as a bank account, securities account, or other financial	١ . ا		
	account)?	4a		 •
ь	If "Yes," enter the name of the foreign country: ► See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		1
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		-
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the			
	organization solicit any contributions that were not tax deductible as charitable contributions?	6a		✓
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or			
	gifts were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).			
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?			
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7a 7b		✓
C	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was	' 		
	required to file Form 8282?	7c		1
d	If "Yes," indicate the number of Forms 8282 filed during the year			
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		✓
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? .	7f		✓
9	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		/
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		✓
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring			
	organization, have excess business holdings at any time during the year?	8		1
9	Sponsoring organizations maintaining donor advised funds.	H		
a	Did the organization make any taxable distributions under section 4966?	9a		1
b	Did the organization make a distribution to a donor, donor advisor, or related person?	9b		√
10	Section 501(c)(7) organizations. Enter:			
а	Initiation fees and capital contributions included on Part VIII, line 12	1 1		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities . 10b			
11	Section 501(c)(12) organizations. Enter: Gross income from members or shareholders			
a b	Gross income from members or shareholders	1		
_	against amounts due or received from them.)		!	
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		1
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b			Ė
13	Section 501(c)(29) qualified nonprofit health insurance issuers.			
а	Is the organization licensed to issue qualified health plans in more than one state?	13a		1
_	Note. See the instructions for additional information the organization must report on Schedule O.			
Ь	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans			
_	Enter the amount of reserves on hand			
с 14а	Did the organization receive any payments for indoor tanning services during the tax year?	14a		1
144	If "You " has it filed a Farm 700 to report those payments? If "No " provide an evaluation in School of O	148		+

	30 (2012)				rage U
Part	VI	Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. S.	ana See ini	tor a	"No"
		Check if Schedule O contains a response to any question in this Part VI			
Socti		Governing Body and Management	• •	<u> </u>	· <u>Ľ</u>
Secu	UII A.	doverning body and management		Yes	No
1a	Enter	the number of voting members of the governing body at the end of the tax year 1a 5			
		re are material differences in voting rights among members of the governing body, or	1		
		governing body delegated broad authority to an executive committee or similar			
	comn	nittee, explain in Schedule O.			
b	Enter	the number of voting members included in line 1a, above, who are independent . 1b 5	4		
2		ny officer, director, trustee, or key employee have a family relationship or a business relationship with		1	
_		ther officer, director, trustee, or key employee?	2		✓
3	Did t	the organization delegate control over management duties customarily performed by or under the direct		ŀ	
_	-	vision of officers, directors, or trustees, or key employees to a management company or other person? .	3	-	1
4		e organization make any significant changes to its governing documents since the prior Form 990 was filed?	5		√
5		ne organization become aware during the year of a significant diversion of the organization's assets?	6		y
6 7a		he organization have members, stockholders, or other persons who had the power to elect or appoint	۳		-
, .		or more members of the governing body?	7a		1
ь		any governance decisions of the organization reserved to (or subject to approval by) members,	<u> </u>		<u> </u>
_		cholders, or persons other than the governing body?	7b		✓
8	Did t	he organization contemporaneously document the meetings held or written actions undertaken during			
	the y	ear by the following:			
а		poverning body?	8a	✓	
b	Each	committee with authority to act on behalf of the governing body?	8b	✓	
9		ere any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at			١,
04		rganization's mailing address? If "Yes," provide the names and addresses in Schedule O Policies (This Section B requests information about policies not required by the Internal Rever	9	odo	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \
Secti	ion B.	Policies (This Section B requests information about policies not required by the internal never	iue C	Yes	No
10a	Did t	he organization have local chapters, branches, or affiliates?	10a		1
b	If "Ye	es," did the organization have written policies and procedures governing the activities of such chapters,	1.00		┢
_		tes, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
11a	Has th	ne organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	_	
b		ribe in Schedule O the process, if any, used by the organization to review this Form 990.			
12a		he organization have a written conflict of interest policy? If "No," go to line 13	12a		
b		officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	✓	
С		he organization regularly and consistently monitor and enforce compliance with the policy? If "Yes,"	_		
		ribe in Schedule O how this was done	12c		ļ
13		he organization have a written whistleblower policy?	13		
14 15		he organization have a written document retention and destruction policy? the process for determining compensation of the following persons include a review and approval by	14	✓	
15	inden	pendent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
а	•	organization's CEO, Executive Director, or top management official	15a		/
b		r officers or key employees of the organization	15b		1
		es" to line 15a or 15b, describe the process in Schedule O (see instructions).			
16a	Did t	he organization invest in, contribute assets to, or participate in a joint venture or similar arrangement		i.	
		a taxable entity during the year?	16a	ļ	✓
b		es," did the organization follow a written policy or procedure requiring the organization to evaluate its			
		cipation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the	405		
8004		nization's exempt status with respect to such arrangements?	16b		<u> </u>
		Disclosure he states with which a copy of this Form 990 is required to be filed ▶ Utah			
17 18	Secti	ion 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section	n 501	(c)(3)s	only
		able 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	Desc	cribe in Schedule O whether (and if so, how), the organization made its governing documents, conflict	of inte	rest p	oolicy,
		financial statements available to the public during the tax year.			
20		the name, physical address, and telephone number of the person who possesses the books and records	of the	е	
	orga	nization: ► Delynn Fielding, 120 East Main, Price, Utah 84501 435 636-3295			_

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

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

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

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

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

 Check this box if neither the organization noi 	any relate	d orga	aniz	atıo	n c	ompe	nsa	ted any curren	t officer, director	r, or trustee.
(A) Name and Title	(B) Average hours per week (list any				an ee)	(D) Reportable compensation from	(E) Reportable compensation from related	(F) Estimated amount of other		
	hours for related organizations below dotted line)		Institutional trustee	Officer	Key employee	Highest compensated employee	Former	the organization (W-2/1099-MISC)	organizations (W-2/1099-MISC)	compensation from the organization and related organizations
(1) Michael Milovich	0	1						0	0	
(2) Joe Piccolo	0	1						o	0	
(3) Debby Hatt	0	1						0	0	
(4) Jeremy Humes	0	1						0	0	
(5) Delynn Fielding	2	1						0	0	
(6)								J		
(7)										
(8)										
(9)										
(10)										
(11)										
(12)				<u> </u>						
(13)										
(14)										

Part	VII Section A. Officers, Directors, Trust	ees, Key E	mploy	/ees	s, ar	nd F	lighe	st C	ompensated E	mployees (contin	ued)		
	(A)	(B)	(do n	ot ch	Pos		e than o	one	(D)	(E)			(F)	
	Name and title	Average hours per week (list any hours for related organizations below dotted line)	office Individual				both is Highest compensated employee		Reportable compensation from the organization (W-2/1099-MISC)	Reportab compensation related organizatio (W-2/1099-M	n from ons	am comp fro orga and	imated ount of other oensatio om the inization related nizations	1
(15) NO	DNE													
(16)													-	
(17)					. —									
(18)														
(19)				-										
(20)														
(21)														
(22)														
(23)					_									
(24)														•
(25)								ļ						
1b c d	Sub-total . Total from continuation sheets to Part		n A		•			> > >	0		0			
2	Total (add lines 1b and 1c)	t not limited						e) w	<u> </u>			0 of		
3	Did the organization list any former of		tor c	or tr	ruet	00	kev i	emr	olovee or high	nest compe	nsate	а <u>Г</u>	Yes	No
	employee on line 1a? If "Yes," complete	Schedule J	for s	uch	ind	ıvıdı	ual					3	igspace	✓
4	For any individual listed on line 1a, is the organization and related organizations individual	greater th	an \$1	150,	,000)? /	f "Ye	s,"	complete Scl	nedule J fo	or suc	h		
5	Did any person listed on line 1a receive of for services rendered to the organization	or accrue co	ompe	nsa	tion	fro	m any	y un	related organi			al 5		/
Section	on B. Independent Contractors	. 11 100, 0	,0,1,0,	-					sacri perceri	· · · ·	<u>· ·</u>			
1	Complete this table for your five highest compensation from the organization. Rej year.													ax
	(A) Name and business add	tress							(B) Description of s	services		(C) Compen		
NONE														(
								<u>L</u>						
2	Total number of independent contractor received more than \$100,000 of compen							o th	nose listed ab	ove) who				

Part	VIII	Statement of Revenue				
		Check if Schedule O contains a response to any que	estion in this Part V	(B) Related or exempt function	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections
v m	1a	Federated campaigns 1a	+	revenue		512, 513, or 514
Contributions, Gifts, Grants and Other Similar Amounts		Federated campaigns 1a Membership dues 1b	┥			
2 5	b	Fundraising events 1c	=			
r A	d C	Related organizations 1d				
nia G	d e	Government grants (contributions) 1e 14448				
Sir	f	All other contributions, gifts, grants,	-			
ž ž	•	and similar amounts not included above 1f 23011	4			
를 풀	g	Noncash contributions included in lines 1a-1f \$	7			
Son	h	Total. Add lines 1a–1f ▶	374597			
<u>•</u>		Business Code			<u>-</u>	
Program Service Revenue	2a				-	
Re	b					
_ <u>S</u>	C					
ervi	d					
SE	e		1	,		
gra	f	All other program service revenue .	1			
Pro	g	Total. Add lines 2a–2f	0			<u> </u>
	3	Investment income (including dividends, interest	,			
		and other similar amounts)	102			
	4	Income from investment of tax-exempt bond proceeds ▶	0			
	5	Royalties	0			
		(i) Real (ii) Personal				
	6a	Gross rents				
	b	Less: rental expenses				
	С	Rental income or (loss)	[
	d	Net rental income or (loss)	_0			
	7a	Gross amount from sales of (i) Secunties (ii) Other				
		assets other than inventory				
	b	Less: cost or other basis				
		and sales expenses .				
	С	Gain or (loss)				
	d	Net gain or (loss)	0			
enne	8a	Gross income from fundraising events (not including \$				
Other Rever		of contributions reported on line 1c). See Part IV, line 18				
Ĕ	Ь	Less: direct expenses b	1			1
O	С	Net income or (loss) from fundraising events	·ol			
	9a	Gross income from gaming activities. See Part IV, line 19 a				
	b	Less: direct expenses b				
	С	Net income or (loss) from gaming activities •	0			
	10a	Gross sales of inventory, less				
		returns and allowances a	_			
	b	Less: cost of goods sold b	_			
	<u>c</u>	Net income or (loss) from sales of inventory . ▶				
		Miscellaneous Revenue Business Code	<u>' </u>			
	11a	Refund	85			
	b					
	С					ļ
	d	All other revenue				
	е	Total. Add lines 11a–11d			ļ	ļ
	112	Total revenue See instructions	27/705		1	i .

	0 (2012)		<u> </u>		Page 10
	Statement of Functional Expenses n 501(c)(3) and 501(c)(4) organizations must con	anlete all columns A	Il other organization	s must complete co	Jumn (A)
Section	Check if Schedule O contains a respon				
Do no	t include amounts reported on lines 6b, 7b,	(A)	(B)	(C)	(D)
	, and 10b of Part VIII.	Total expenses	Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to governments and		- CAPOLIGGE	general expenses	схропоса
_	organizations in the United States. See Part IV, line 21	244446	244446		
2	Grants and other assistance to individuals in	277,10			
	the United States. See Part IV, line 22	0	o		
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	0	0		
5	Compensation of current officers, directors, trustees, and key employees	0	0	0	
6	Compensation not included above, to disqualified				
•	persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0	o	0	
7	Other salaries and wages	75375	75375	0	
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	0	0	0	
9	Other employee benefits	0	0	0	
10	Payroll taxes	0	0	0	
11	Fees for services (non-employees):				
а	Management	11230	10745	485	
b	Legal	120	0	120	·
С	Accounting	0	0	0	
d	Lobbying	0	0	0	
e	Professional fundraising services. See Part IV, line 17	0			
f	Investment management fees Other. (If line 11g amount exceeds 10% of line 25, column	0	0	0	
g	(A) amount, list line 11g expenses on Schedule O.)	309	o	309	
12	Advertising and promotion	4574	4574	0	~
13	Office expenses	9239	9239	0	
14	Information technology	8608	8608		
15	Royalties	0	0	0	
16	Occupancy	4390	4390	0	
17	Travel	1731	1731	0	
18	Payments of travel or entertainment expenses				
	for any federal, state, or local public officials	0	0	0	
19	Conferences, conventions, and meetings .	11854	11854	0	·
20 21	Interest	0	0	0	
21 22	Payments to affiliates	0	0	0	
23	Insurance	0	0	0	
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.)				· <u>-</u> -
а					
b					
C					
d	All M				
e 05	All other expenses Total functional expenses. Add lines 1 through 24e				
25	Joint costs. Complete this line only if the	371876	370962	914	
26	organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here following SOP 98-2 (ASC 958-720)	0			

	art X	Balance Sneet			
		Check if Schedule O contains a response to any question in this Part X			
			(A) Beginning of year	_	(B) End of year
	1	Cash—non-interest-bearing	78487.90	1	39819
	2	Savings and temporary cash investments	52225.48	2	52349
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net		4	48400
	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	}		
ets	_	organizations (see instructions). Complete Part II of Schedule L		6	
Assets	7	Notes and loans receivable, net		7	
٩	8	Inventories for sale or use		8 9	
	9	Prepaid expenses and deferred charges		9	
	10a	Land, buildings, and equipment cost or other basis. Complete Part VI of Schedule D			
			-	10c	
	b	Less: accumulated depreciation		11	
	11 12	Investments—publicly traded securities		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)	130713.38	16	140569
	17	Accounts payable and accrued expenses	100710.00	17	140000
	18	Grants payable	108421.08	18	110817
	19	Deferred revenue		19	110017
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D .		21	
Ş	22	Loans and other payables to current and former officers, directors,			
Liabilities		trustees, key employees, highest compensated employees, and			
abil		disqualified persons. Complete Part II of Schedule L		22	
Ë	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	108421.08	26	110817
Ses		Organizations that follow SFAS 117 (ASC 958), check here ▶ ☑ and complete lines 27 through 29, and lines 33 and 34.			
aŭ	27	Unrestricted net assets	22292.30	27	29752
Bal	28	Temporarily restricted net assets	108421.08	28	110817
P	29	Permanently restricted net assets	,	29	
Net Assets or Fund Balances		Organizations that do not follow SFAS 117 (ASC 958), check here ▶ ☐ and complete lines 30 through 34.			
ts (30	Capital stock or trust principal, or current funds		30	
Se	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
As	32	Retained earnings, endowment, accumulated income, or other funds .		32	
Š	33	Total net assets or fund balances	130713.38	33	140569
_	34	Total liabilities and net assets/fund balances	130713.38	34	140569
					Form 990 (2012)

	4	•
Page	ı	4

orm 98	0 (2012)				Fa	ge 12
Part	XI Reconciliation of Net Assets					
	Check if Schedule O contains a response to any question in this Part XI	<u> </u>			<u>.</u> .	
1	Total revenue (must equal Part VIII, column (A), line 12)	1			3	7459 <u>7</u>
2	Total expenses (must equal Part IX, column (A), line 25)	2			3	71876
3	Revenue less expenses. Subtract line 2 from line 1	3	L			2721
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	<u> </u>		1	<u>30713</u>
5	Net unrealized gains (losses) on investments	5				
6	Donated services and use of facilities	6	<u> </u>			0
7	Investment expenses	7				0
8	Prior period adjustments	8				0
9	Other changes in net assets or fund balances (explain in Schedule O)	9	<u> </u>			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			1	40569
Part	XII Financial Statements and Reporting					
	Check if Schedule O contains a response to any question in this Part XII	<u> </u>	<u> </u>			
			1		Yes	No
1	Accounting method used to prepare the Form 990: Cash Accrual Other		_			
	If the organization changed its method of accounting from a prior year or checked "Other," ex	plain	ın			
	Schedule O.				-	
2 a	Were the organization's financial statements compiled or reviewed by an independent accountant?			2a		✓
	If "Yes," check a box below to indicate whether the financial statements for the year were com	pilea	or			
	reviewed on a separate basis, consolidated basis, or both:					
	Separate basis Consolidated basis Both consolidated and separate basis					٠,٠
b	Were the organization's financial statements audited by an independent accountant?	٠. ٠	· .	2b		✓
	If "Yes," check a box below to indicate whether the financial statements for the year were audit	ed on	a			
	separate basis, consolidated basis, or both:					,
	Separate basis Consolidated basis Both consolidated and separate basis					
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for or			_		
	of the audit, review, or compilation of its financial statements and selection of an independent according to the second statements and selection of an independent according to the second statements and selection of an independent according to the second statements and selection of an independent according to the second statements and selection of an independent according to the second statements and selection of an independent according to the second statements and selection of an independent according to the second statements and selection of an independent according to the second statements and selection of an independent according to the second statement according to the se			2c		
	If the organization changed either its oversight process or selection process during the tax year, exchedule O.	cpiain	ın			'
_		faulla		-		-
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set	ιοπη	ın			
_	the Single Audit Act and OMB Circular A-133?		<u> </u>	3a		✓
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergouired audit or audits, explain why in Schedule O and describe any steps taken to undergo such a		ie	26		
	required addit of addits, explain why in schedule of and describe any steps taken to undergo such a	uuits		3b	000	(2245:
				Forr	n 990	(2012)

SCHEDULE A (Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Public Charity Status and Public Support

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

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

OMB No 1545-0047

Open to Public Inspection

Name of the organization

Employer identification number

			ity Development					. 41	4\0:	87067				
Pa				rity Status (All orga						nstructio	ns.			
	_		•	ition because it is: (Fo										
1	A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i).													
2	A school described in section 170(b)(1)(A)(ii). (Attach Schedule E.)													
3	A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).													
4	A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the											•		
_	hospital's name, city, and state:													
5	An organization operated for the benefit of a college or university owned or operated by a governmental unit described is section 170(b)(1)(A)(iv). (Complete Part II)										ibea in			
6		A federal, state	tate, or local government or governmental unit described in section 170(b)(1)(A)(v).											
7 An organization that normally receives a substantial part of its support from a governmental unit or from the godescribed in section 170(b)(1)(A)(vi). (Complete Part II.)									eral	public				
8	A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.)													
9										d gross				
	receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 331/3% of													
support from gross investment income and unrelated business taxable income (less section 511 tax) from business											nesses			
			_	ifter June 30, 1975. Se										
10				l operated exclusively										
11				nd operated exclusive										
	purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See sectio 509(a)(3) . Check the box that describes the type of supporting organization and complete lines 11e through 11h.												ection	
		<u> </u>												
	_	a ☐ Type I	b Type						• 1	Non-funct	•	_		
€				that the organization										
			_	ers and other than one	e or more	e publicly	support	ea organ	izations (iescribea	in sec	ion 5	09(a)(1)	
	•	or section 509		thou determinet	an fram	the IDC t	that it ia	a Tuna	I Type	ll or Tun		ınnar	hoa	
f		_	ation received a check this box .	a written determination	וווסוו ווכ	lile ins i	unat it is	атуре	і, туре	ii, or typ	e III SI	ioddr	ung 🖂	
_		•			ntod anv	aft or or		n from a	nv of the		•	•	· ⊔	
ξ)	_		ne organization accep	pied any	girt or co	Jiilibalic	on nom a	iny Of the	7				
		following pers		ndirectly controls, eiti	har alana	or toget	har with	norcono	doooribo	d in (ii) or	. d	Ye	s No	
				ody of the supported					describe	u III (II) ai				
				-							11g	_	1	
(ii) A family member of a perso				ı (ı) or (ıı) above?						11g		+		
				a person described in ion about the support							11g	<u> </u>		
r		 · ·	 	т			Γ'		· .		(
(i)		ne of supported rganization	(ii) EIN	(iii) Type of organization (described on lines 1–9 above or IRC section	(iv) is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the US?		(vii) Amount of monetary support			
		3												
				(see instructions))	Yes	No	Yes	No	Yes	No				
(A)														
(B)	-				ļ			ļ						
(C)														
(D)														
(E)	•												· · · -	
				 	 	 	1	+		1				

Total

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

Secu	on A. Fublic Support						
Calen	dar 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					i	
	ınclude any "unusual grants ")	67183	69257	119238	217591	374,597	847866
2	Tax revenues levied for the						
	organization's benefit and either paid						
	to or expended on its behalf	o	0	اما	0	ام	0
3	The value of services or facilities					_	
•	furnished by a governmental unit to the						
	organization without charge	o	4380	4380	4380	4380	17520
4	Total. Add lines 1 through 3	67183	73637	123618	221971	378977	865386
-	_		/303/	123010	2213/1	3/83/1	003380
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)						
_							94967
6	Public support. Subtract line 5 from line 4.					l	770419
	on B. Total Support	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
	dar year (or fiscal year beginning in) Amounts from line 4						
7		67183		123618	221971	378977	865386
8	Gross income from interest, dividends,						
	payments received on securities loans,						
	rents, royalties and income from similar						
_	sources			449	122	102	673
9	Net income from unrelated business						
	activities, whether or not the business						
	is regularly carried on	0	0	0	0	O	0
10	Other income. Do not include gain or						
	loss from the sale of capital assets						
	(Explain in Part IV.)	0	0	0	0	0	<u>0</u>
11	Total support. Add lines 7 through 10	L	L	<u> </u>			866059
12	Gross receipts from related activities, etc					12	0
13	First five years. If the Form 990 is for the						
	organization, check this box and stop he			· · · · ·		· · · · ·	▶ ∐
Secti	on C. Computation of Public Suppor					,	
14	Public support percentage for 2012 (line					14	89 %
15	Public support percentage from 2011 Sci	hedule A, Part	II, line 14 .		.: • .: . •	15	99 %
16a	331/3% support test - 2012. If the organi						
	box and stop here. The organization qua						
b		nization did no	ot check a box	x on line 13 or	16a, and line	15 is 331/3%	or more,
	check this box and stop here. The organ	ızatıon qualıfie	s as a publicly	supported org	janization .		. ▶ 🗆
17a		012. If the orga	anızatıon dıd n	ot check a box	on line 13, 16	a, or 16b, and	line 14 is
	10% or more, and if the organization me	ets the "facts-	and-circumsta	inces" test, che	eck this box ar	nd stop here. E	xplain in
	Part IV how the organization meets the "I						
	organization						. ▶ 🗆
b		011. If the ora:	anization did n	ot check a box	on line 13. 16	Sa, 16b, or 17a.	
5	15 is 10% or more, and if the organiza	tion meets the	e "facts-and-c	ircumstances"	test, check th	nis box and st	op here.
	Explain in Part IV how the organization in	neets the "fact	s-and-circums	tances" test. T	he organization	n qualifies as a	publicly
	supported organization						
18	Private foundation. If the organization d						
	instructions						

SCHEDULE (Form 990)

Department of the Treasury Internal Revenue Service

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

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

OMB No. 1545-0047 2012

Open to Public Inspection

Schedule 1 (Form 990) (2012) Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered "Yes" to Form 990, **%**□ Battered Women & Child Real Estate Club House (h) Purpose of grant or assistance **Employer identification number** 2 ✓ Yes 870670575 Scholarships Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and non-cash assistance (g) Description of Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed. (e) Amount of non-cash assistance (book, FMV, appraisal, other) . Cat. No 50055P Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States. C . . Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ▶ Attach to Form 990. (d) Amount of cash 174,151.50 20,100.00 22,113.00 grant Enter total number of other organizations listed in the line 1 table (c) IRC section if applicable Carbon County the selection criteria used to award the grants or assistance? For Paperwork Reduction Act Notice, see the Instructions for Form 990. General Information on Grants and Assistance 501c7 50103 Southeast Utah Community Development Corporation 87-6000311 30-0590546 87-6000483 (D) EIN (2) College of Eastern Utah - USU E 1 (a) Name and address of organization (3) Children's Justice Center or government (1) Boy's & Girls Club Name of the organization Price, Utah Price, Utah Price, Utah Part II Partl ₹ 0 8 5 (12) 9 E 6

SCHEDULE O (Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

OMB No 1545-0047

Open to Public

Inspection

Employer Identification number

Department of the Treasury Internal Revenue Service Name of the organization 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.

870670575 Southeast Utah Community Development Corporation Part VI & VII No trustee (present or former) receives or received any compensation of any kind for their service. Part III 4d Other programs and grants include Children's Justice Center 20100, Elks Club 2650, Green Team 2050, Miner's Children Scholarshi 12,500, National Guard support 1694, Community Clothing Closet in addition to expenses for these efforts. Part VI 11b & 19 All trustees are emailed a complete copy of 990 with all schedules prior to mailing the return. All governing documents conflict of interest policy and financial statements are available upon request by the public at any time from Delynn Fieldng, 435 636-3295 Part VI B 15 No trustee or 'key' employees receive any compensation at all. This is not applicable. Part VI A 8 Agenda's and minutes are kept of each meeting Part VI B 12-14 We have written conflict of interest, whistle-blower, record retention, policies attested each year by the trustees.