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Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

OMB No 1545-0047

2012

Open to Public Inspection

A For the 2012 calendar year, or tax year beginning 07-01-2012 , 2012, and ending 06-30-2013

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

C Name of organization
PEACE FIRST INC

Doing Business As

Number and street (or P O box if mail is not delivered to street address) | Room/suite
25 KINGSTON STREET 6TH FLOOR

City or town, state or country, and ZIP + 4
BOSTON, MA 02111

D Employer identification number
04-3323467

E Telephone number
(617) 261-3833

G Gross receipts $ 1,806,091

F Name and address of principal officer
JON MANDLE
25 KINGSTON STREET 6TH FLOOR
BOSTON, MA 02111

H(a) Is this a group return for affiliates? ☐ Yes ☑ No

H(b) Are all affiliates included? ☐ Yes ☐ No
If "No," attach a list (see instructions)

H(c) Group exemption number ▶

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

J **Website:** ▶ WWW PEACEFIRST ORG

K Form of organization ☑ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation 1996

M State of legal domicile MA

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
TO CREATE THE NEXT GENERATION OF PEACEMAKERS - YOUNG PEOPLE EQUIPPED WITH THE SKILLS AND TOOLS TO RESOLVE CONFLICTS PEACEFULLY AND TO MAKE THEIR COMMUNITIES MORE PEACEFUL AND JUST PLACES

2 Check this box ▶☐ if the organization discontinued its operations or disposed of more than 25% of its net assets

3	Number of voting members of the governing body (Part VI, line 1a)	3	11
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	8
5	Total number of individuals employed in calendar year 2012 (Part V, line 2a)	5	65
6	Total number of volunteers (estimate if necessary)	6	313
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b	Net unrelated business taxable income from Form 990-T, line 34	7b	

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	3,291,056	1,803,917
	9	Program service revenue (Part VIII, line 2g)		0
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)		-101
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		0
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	3,291,056	1,803,816
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)		0
	14	Benefits paid to or for members (Part IX, column (A), line 4)		0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	1,849,797	1,681,423
	16a	Professional fundraising fees (Part IX, column (A), line 11e)		0
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶288,732		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	728,817	624,437
	18	Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	2,578,614	2,305,860
	19	Revenue less expenses Subtract line 18 from line 12	712,442	-502,044

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	2,275,249	1,800,767
	21	Total liabilities (Part X, line 26)	611,345	749,907
	22	Net assets or fund balances Subtract line 21 from line 20	1,663,904	1,050,860

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

****** | 2014-01-31
Signature of officer | Date

JON MANDLE TREASURER
Type or print name and title

Paid Preparer Use Only				
Print/Type preparer's name THERESA J CREEDEN	Preparer's signature	Date 2014-02-18	Check ☐ if self-employed	PTIN
Firm's name ▶ SANDBERG & CREEDEN PC			Firm's EIN ▶	
Firm's address ▶ 331 PAGE ST STE 2 STOUGHTON, MA 020721172			Phone no (781) 344-0850	

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

Part III **Statement of Program Service Accomplishments**

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

1 Briefly describe the organization's mission

TO CREATE THE NEXT GENERATION OF PEACEMAKERS - YOUNG PEOPLE EQUIPPED WITH THE SKILLS AND TOOLS TO RESOLVE CONFLICTS PEACEFULLY AND TO MAKE THEIR COMMUNITIES MORE PEACEFUL AND JUST PLACES

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**

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**

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 $ 144,799 including grants of $) (Revenue $)

PEACE FIRST INSTITUTE (FY2013 EXPENDITURES INCLUDING IN-KIND FACILITIES AND SERVICES (275,121) THE PEACE FIRST INSTITUTE LAUNCHED THE PEACE FIRST DIGITAL ACTIVITY CENTER AS PART OF A NATIONAL SCALE STRATEGY THIS ONLINE PLATFORM MAKES OUR CLASSROOM CURRICULUM AND RESOURCES AVAILABLE FREE TO EDUCATORS AND PARENTS NATIONWIDE, ALLOWING US TO DEVELOP PARTNERSHIP WITH OTHER NONPROFITS AND EDUCATIONAL INSTITUTIONS TO DELIVER OUR CONTENT AND INCREASE OUR REACH WITH THE LAUNCH OF THE DIGITAL ACTIVITY CENTER WE ARE ENGAGING NEW AUDIENCES - INCLUDING PRIVATE, PUBLIC AND CHARTER SCHOOLS, AFTER-SCHOOL PROGRAMS AND YOUTH ORGANIZATIONS - TO IMPLEMENT PEACEMAKING INTO THEIR PROGRAMS SINCE THE SITE WENT LIVE IN OCTOBER 2012, WE HAVE FOCUSED ON PROMOTING THE SITE WITH OUR CURRENT PARTNER SCHOOLS AND A FEW KEY ORGANIZATIONAL PARTNERS SO THAT WE COULD LEARN HOW EDUCATORS WERE INTERACTING WITH THE SITE AND CONTENT, AND HOW WELL OUR TOOLS, PRINCIPLES, AND PRACTICES TRANSLATED OUTSIDE OF OUR HISTORICAL CONTEXT OF DIRECT SERVICE WITHIN SCHOOL PARTNERSHIPS IN THE FIRST YEAR, WITH LIMITED PROMOTION, WE HAD OVER 17,000 VISITS TO THE DIGITAL ACTIVITY CENTER OF THOSE VISITORS, 31% DOWNLOADED CONTENT, AND 15% BECAME REGISTERED USERS

4b (Code) (Expenses $ 524,772 including grants of $) (Revenue $)

PEACE FIRST PRIZE (FY2013 EXPENDITURES INCLUDING IN-KIND FACILITIES AND SERVICES (2,929,661) IN JANUARY 2013, WE LAUNCHED THE INAUGURAL PEACE FIRST PRIZE, AN AWARD PROGRAM THAT REWARDS AND CELEBRATES PEACEMAKING ACTIVITIES OF YOUTH AGES 8 -22 AND INSPIRE OTHER YOUNG PEOPLE TO PURSUE PEACE AND JUSTICE IN THEIR OWN COMMUNITIES THE PRIZE HAS INTRODUCED YOUTH PEACEMAKING AS A POWERFUL CONCEPT TO MILLIONS OF AMERICANS, ENGAGING THEM AS NOMINEES, NOMINATORS, AND EDUCATORS BY THE APPLICATION DEADLINE OF APRIL 12, 2013, WE RECEIVED 660 APPLICATIONS FROM 48 STATES AND WASHINGTON D C APPLICANTS WERE VETTED BASED ON A RUBRIC THAT INCORPORATED OUR THREE C'S TO DEFINE YOUTH PEACEMAKING COURAGE (TAKING PERSONAL RISKS TO HELP OTHERS), COMPASSION (CROSSING DIVIDES TO UNDERSTAND OTHER PEOPLE'S PERSPECTIVES AND NEEDS), AND COLLABORATIVE CHANGE (MOBILIZING OTHERS TO CREATE LASTING, POSITIVE CHANGE) PEACE FIRST STAFF AND A SELECT GROUP OF EDUCATION, CIVIC, AND BUSINESS LEADERS SCREEN APPLICATIONS, CALLED OUR PRIZE SCREENING COMMITTEE CONDUCTED THE INITIAL VETTING AND SELECTING A DISTINGUISHED FELLOWSHIP INTERVIEW COMMITTEE COMPRISED OF HIGH-PROFILE LEADERS INTERVIEWED PROPOSED WINNERS TO ENDORSE THE SLATE FOR PEACE FIRST NATIONAL BOARD APPROVAL THROUGH THIS PROCESS, WE WERE ABLE TO NARROW OUR 660 APPLICATIONS TO 187 SEMI-FINALISTS, 50 FINALISTS, AND 10 WINNERS WHO EACH RECEIVE A 50,000 TWO-YEAR FELLOWSHIP THAT INCLUDES PROFESSIONAL DEVELOPMENT AND MENTORSHIP

4c (Code) (Expenses $ 853,119 including grants of $) (Revenue $)

DIRECT PROGRAM SERVICES (FY2013 TOTAL EXPENDITURES INCLUDING IN-KIND FACILITIES AND SERVICES 1,525,487) PEACE FIRST TEACHES CHILDREN HOW TO ACT PEACEFULLY BY PARTNERING WITH ELEMENTARY AND MIDDLE SCHOOLS TO PROVIDE A SOCIAL-EMOTIONAL LEARNING AND CIVIC ENGAGEMENT CURRICULUM AND COACHING PRINCIPALS AND TEACHERS TO UTILIZE IT PEACE FIRST'S WEEKLY CURRICULUM BEGINS BY TEACHING COOPERATION, COMMUNICATION, CONFLICT RESOLUTION, AND EMPATHY THROUGH HANDS-ON ACTIVITIES EVERY SPRING, STUDENTS PUT THEIR PEACEMAKING SKILLS INTO ACTION IN COMMUNITY SERVICE LEARNING PROJECTS THAT IMPLEMENT POSITIVE CHANGE IN THEIR SCHOOLS AND COMMUNITIES WE PARTNER WITH SCHOOLS IN BOSTON, LOS ANGELES, AND NEW YORK, AND HAVE SERVED MORE THAN 40,000 STUDENTS THIS FISCAL YEAR MARKED THE END OF A SUCCESSFUL 3-YEAR PARTNERSHIP WITH OUR PARTNER SCHOOLS WE ACHIEVED THE GOALS OF THESE PARTNERSHIPS BY BUILDING CAPACITY TO INTEGRATE PEACEMAKING INTO THE CULTURE OF THEIR SCHOOLS TEACHERS BECAME MORE ENGAGED OVER THE COURSE OF THE PARTNERSHIP AND HAVE DEVELOPED THE SKILLS TO IMPLEMENT THE CURRICULUM ON THEIR OWN MOVING FORWARD AND THE UNDERSTANDING OF THE IMPACT ON THEIR STUDENTS THAT WILL MOTIVATE THEM TO KEEP USING THE PROGRAM PEACE FIRST BOSTON (FY2013 EXPENDITURES INCLUDING IN-KIND FACILITIES AND SERVICES 511,724) FOR OVER 20 YEARS, PEACE FIRST HAS ACHIEVED SUCCESSFUL RESULTS IN BOSTON DURING THIS FISCAL YEAR, WE PARTNERED WITH TWO SCHOOLS, SERVING NEARLY 600 STUDENTS WE HAD 7 AMERICORPS MEMBERS SERVING AS LEAD TEACHERS IN BOSTON WE ALSO BEGAN EXPANDING OUR PROGRAM WORK IN BOSTON THROUGH THE USE OF OUR PEACE FIRST DIGITAL ACTIVITY CENTER, AN ONLINE PLATFORM THAT OFFERS OUR CURRICULUM AND TOOLS IN A COST-FREE, EASY-TO-USE FORMAT WE WORKED WITH A BOYS AND GIRLS CLUB AND THE PHILIPS BROOKS HOUSE SUMMER PROGRAM TO TRAIN AND SUPPORT THEIR EDUCATORS AND COUNSELORS TO DELIVER OUR PROGRAM TO THEIR 800 STUDENTS PEACE FIRST NEW YORK (FY2013 EXPENDITURES INCLUDING IN-KIND FACILITIES AND SERVICES 536,851) DURING THIS FISCAL YEAR, WE PARTNERED WITH 3 SCHOOLS, SERVING OVER 1,000 STUDENTS WE HAD 5 AMERICORPS MEMBERS SERVING AS THE LEAD TEACHERS IN NEW YORK WE HELD THE SIXTH ANNUAL FESTIVAL OF PEACE SPONSORED BY COACH FOR ALL OUR STUDENTS AT THE END OF THE SCHOOL YEAR TO CELEBRATE THEIR PEACEMAKING WORK PEACE FIRST LOS ANGELES (FY2013 EXPENDITURES INCLUDING IN-KIND FACILITIES AND SERVICES 476,912) DURING THIS FISCAL YEAR, WE PARTNERED WITH 3 SCHOOLS, SERVING OVER 2,350 STUDENTS WE HAD 7 AMERICORPS MEMBERS SERVING AS THE LEAD TEACHERS IN LOS ANGELES WE ALSO DEVELOPED A PARTNERSHIP WITH HEART OF LOS ANGELES (HOLA) TO DELIVER PEACE FIRST LESSONS AS PART OF THEIR AFTERSCHOOL CURRICULUM ON LEADERSHIP HOLA INSTRUCTORS (ALL CERTIFIED TEACHERS) HAVE BEEN USING OUR DIGITAL ACTIVITY CENTER FOR LESSON PLANS AND HAVE RECEIVED INITIAL TRAINING AND SUPPORT FROM PEACE FIRST LOS ANGELES

4d Other program services (Describe in Schedule O)

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

4e **Total program service expenses** ▶ 1,522,690

Part IV Checklist of Required Schedules

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

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? *If "Yes," complete Schedule I, Parts I and II*	21		No
22	Did the organization report more than $5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22		No
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		No
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		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3) and 501(c)(4) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L, Part I*	25b		No
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		No
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		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? *If "Yes," complete Schedule L, Part IV*	28c		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		No
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		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? *If "Yes," complete Schedule R, Part I*	33		No
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		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
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)? *If "Yes," complete Schedule R, Part V, line 2*	35b		
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		No
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	38	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

					Yes	No
1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable	1a	19			
b	Enter the number of Forms W-2G included in line 1a *Enter -0- if not applicable*	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	Yes	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	65			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? **Note.** If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)			2b	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?			3a		No
b	If "Yes," has it filed a Form 990-T for this year? *If "No," provide an explanation in Schedule O*			3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			4a		No
b	If "Yes," enter the name of the foreign country ▶ See instructions for filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts					
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b		No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?			5c		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?			6a	Yes	
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			6b	Yes	
7	**Organizations that may receive deductible contributions under section 170(c).**					
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?			7a	Yes	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b	Yes	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c		No
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d				
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		No
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?			7g		No
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?			7h		No
8	**Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.** Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?			8		
9	**Sponsoring organizations maintaining donor advised funds.**					
a	Did the organization make any taxable distributions under section 4966?			9a		
b	Did the organization make a distribution to a donor, donor advisor, or related person?			9b		
10	**Section 501(c)(7) organizations.** Enter					
a	Initiation fees and capital contributions included on Part VIII, line 12	10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11	**Section 501(c)(12) organizations.** Enter					
a	Gross income from members or shareholders	11a				
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	11b				
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?			12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b				
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**					
a	Is the organization licensed to issue qualified health plans in more than one state? **Note.** See the instructions for additional information the organization must report on Schedule O			13a		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b				
c	Enter the amount of reserves on hand	13c				
14a	Did the organization receive any payments for indoor tanning services during the tax year?			14a		No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O*			14b		

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

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

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year **1a** 11				
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O				
b	Enter the number of voting members included in line 1a, above, who are independent **1b** 8				
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		**2**		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		**3**		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		**4**		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		**5**		No
6	Did the organization have members or stockholders?		**6**		No
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		**7a**		No
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		**7b**		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following				
a	The governing body?		**8a**	Yes	
b	Each committee with authority to act on behalf of the governing body?		**8b**	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses in Schedule O*		**9**		No

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

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

Section C. Disclosure

17 List the States with which a copy of this Form 990 is required to be filed ▶MA , NY , CA

18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection Indicate how you made these available Check all that apply

☑ Own website ☑ Another's website ☑ Upon request ☐ 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 ▶THE CORPORATION 25 KINGSTON STREET 6TH FLOOR BOSTON, MA (617) 261-3833

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation Enter -0- in columns (D), (E), and (F) if no compensation was paid

- List all of the organization's **current** key employees, if any See instructions for definition of "key employee "

- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than $100,000 from the organization and any related organizations

- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations

- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations

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

☐ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) ERIC DAWSON PRESIDENT	40 00	X		X				144,118	0	2,916
(2) CRAIG MARTIN DIRECTOR	2 00	X						0	0	0
(3) JON MANDLE TREASURER	2 00	X		X				0	0	0
(4) DAN CARDINALI CHAIRMAN	2 00	X						0	0	0
(5) LAVERNE SRINIVASAN DIRECTOR	2 00	X						0	0	0
(6) RASHIDA JONES DIRECTOR	2 00	X						0	0	0
(7) JESSE PERETZ DIRECTOR	2 00	X						0	0	0
(8) SHRUTI SEHRA DIRECTOR	2 00	X						0	0	0
(9) CAROLYN WEBB DE MACIAS DIRECTOR	2 00	X						0	0	0
(10) JENNIFER CLAMMER CLERK/COO	40 00			X				112,948	0	5,510
(11) TAL GILAD EXEC DIR/LA	40 00					X		118,474	0	1,489
(12) ALICIA GUEVARA EXEC DIR NY	40 00					X		110,539	0	1,890
(13) KAREN GRANT VP DEVELOPME	40 00					X		101,934	0	5,114

Part VII **Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees** *(continued)*

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations

		(D)	(E)	(F)
1b	**Sub-Total** . . . . ▶			
c	**Total from continuation sheets to Part VII, Section A** . . . . ▶			
d	**Total (add lines 1b and 1c)** . . . . ▶	588,013		16,919

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization ▶5

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than $100,000 of compensation from the organization ▶

Part VIII Statement of Revenue

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						
1a	Federated campaigns . . 1a					
b	Membership dues 1b					
c	Fundraising events 1c					
d	Related organizations . . . 1d					
e	Government grants (contributions) 1e	313,765				
f	All other contributions, gifts, grants, and similar amounts not included above 1f	1,490,152				
g	Noncash contributions included in lines 1a-1f $	17,805				
h	**Total.** Add lines 1a-1f . . . . ▶		1,803,917			
Program Service Revenue		Business Code				
2a						
b						
c						
d						
e						
f	All other program service revenue					
g	**Total.** Add lines 2a–2f . . . . ▶					
Other Revenue						
3	Investment income (including dividends, interest, and other similar amounts) . . . . ▶					
4	Income from investment of tax-exempt bond proceeds . . ▶					
5	Royalties . . . . ▶					
		(i) Real / (ii) Personal				
6a	Gross rents					
b	Less rental expenses					
c	Rental income or (loss)					
d	Net rental income or (loss) . . . . ▶					
		(i) Securities / (ii) Other				
7a	Gross amount from sales of assets other than inventory	(i) 2,174				
b	Less cost or other basis and sales expenses	(i) 2,275				
c	Gain or (loss)	(i) -101				
d	Net gain or (loss) . . . . ▶		-101			-101
8a	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 . . ▶					
9a	Gross income from gaming activities See Part IV, line 19 . . . a					
b	Less direct expenses . . . b					
c	Net income or (loss) from gaming activities . . . ▶					
10a	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				
11a						
b						
c						
d	All other revenue					
e	**Total.** Add lines 11a–11d . . . . . . ▶					
12	**Total revenue.** See Instructions . . . . . ▶		1,803,816			-101

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	264,798	115,276	145,033	4,489
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	1,191,178	866,012	116,970	208,196
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	83,882	56,534	15,095	12,253
10 Payroll taxes	141,565	95,412	25,474	20,679
11 Fees for services (non-employees)				
a Management				
b Legal	1,754		1,754	
c Accounting	8,393		8,393	
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 Schedule O)	235,455	164,820	70,195	440
12 Advertising and promotion	1,095	175	700	220
13 Office expenses	113,964	90,387	20,462	3,115
14 Information technology	23,314	9,305	10,943	3,066
15 Royalties . .				
16 Occupancy	99,397	46,391	29,257	23,749
17 Travel	89,988	59,205	18,385	12,398
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	1,178	1,051		127
20 Interest	26,560		26,560	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization				
23 Insurance	23,339	18,122	5,217	
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				
b				
c				
d				
e All other expenses				
25 **Total functional expenses.** Add lines 1 through 24e	2,305,860	1,522,690	494,438	288,732
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		353,392	1	354,636
	2	Savings and temporary cash investments			2	
	3	Pledges and grants receivable, net		1,717,850	3	1,356,824
	4	Accounts receivable, net		83,390	4	68,489
	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 instructions) Complete Part II of Schedule L			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		116,013	9	8,152
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a 21,115			
	b	Less accumulated depreciation	10b 21,115		10c	
	11	Investments—publicly traded securities			11	
	12	Investments—other securities See Part IV, line 11			12	
	13	Investments—program-related See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets See Part IV, line 11		4,604	15	12,666
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)		2,275,249	16	1,800,767
Liabilities	17	Accounts payable and accrued expenses		230,581	17	146,975
	18	Grants payable			18	
	19	Deferred revenue			19	
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability Complete Part IV of Schedule D			21	
	22	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		380,764	23	602,932
	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		611,345	26	749,907
Net Assets or Fund Balances		**Organizations that follow SFAS 117 (ASC 958), check here ▶ ☑ and complete lines 27 through 29, and lines 33 and 34.**				
	27	Unrestricted net assets		-109,596	27	-323,973
	28	Temporarily restricted net assets		1,773,500	28	1,374,833
	29	Permanently restricted net assets			29	
		Organizations that do not follow SFAS 117 (ASC 958), check here ▶ ☐ and complete lines 30 through 34.				
	30	Capital stock or trust principal, or current funds			30	
	31	Paid-in or capital surplus, or land, building or equipment fund			31	
	32	Retained earnings, endowment, accumulated income, or other funds			32	
	33	Total net assets or fund balances		1,663,904	33	1,050,860
	34	Total liabilities and net assets/fund balances		2,275,249	34	1,800,767

Part XI Reconcilliation 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	1,803,816
2	Total expenses (must equal Part IX, column (A), line 25)	2	2,305,860
3	Revenue less expenses Subtract line 2 from line 1	3	-502,044
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	1,663,904
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	-111,000
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	1,050,860

Part XII Financial Statements and Reporting

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

			Yes	No
1	Accounting method used to prepare the Form 990 ☐ Cash ☑ Accrual ☐ Other ____________ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		No
	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 ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
	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 ☑ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
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?	2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O			
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?	3a		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	3b		

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SCHEDULE A (Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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

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

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization
PEACE FIRST INC

Employer identification number
04-3323467

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

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

1 ☐ A church, convention of churches, or association of churches 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 in **section 170(b)(1)(A)(iv).** (Complete Part II)

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

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

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

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

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

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

a ☐ Type I **b** ☐ Type II **c** ☐ Type III - Functionally integrated **d** ☐ Type III - Non-functionally integrated

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

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

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

		Yes	No
(i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?	**11g(i)**		
(ii) A family member of a person described in (i) above?	**11g(ii)**		
(iii) A 35% controlled entity of a person described in (i) or (ii) above?	**11g(iii)**		

h Provide the following information about the supported organization(s)

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

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 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 for 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 ")	1,281,246	2,061,677	3,285,244	3,291,056	1,803,917	11,723,140
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5	1,281,246	2,061,677	3,285,244	3,291,056	1,803,917	11,723,140
7a Amounts included on lines 1, 2, and 3 received from disqualified persons	320,000	245,200	224,790	324,859	257,500	1,372,349
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	499,692	1,278,564	1,293,628	1,762,818	502,454	5,337,156
c Add lines 7a and 7b	819,692	1,523,764	1,518,418	2,087,677	759,954	6,709,505
8 **Public support** (Subtract line 7c from line 6)						5,013,635

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	1,281,246	2,061,677	3,285,244	3,291,056	1,803,917	11,723,140
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
13 **Total support.** (Add lines 9, 10c, 11, and 12)	1,281,246	2,061,677	3,285,244	3,291,056	1,803,917	11,723,140

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2012 (line 8, column (f) divided by line 13, column (f))	15	42 770 %
16 Public support percentage from 2011 Schedule A, Part III, line 15	16	39 670 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2012** (line 10c, column (f) divided by line 13, column (f))	17	0 %
18 Investment income percentage from **2011** Schedule A, Part III, line 17	18	

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 ▶☐

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

Facts And Circumstances Test

Explanation

efile GRAPHIC print - DO NOT PROCESS | As Filed Data - | DLN: 93493055008564

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
PEACE FIRST INC

Employer identification number
04-3323467

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? ☐ Yes ☐ 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? ☐ Yes ☐ 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 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

		Amount
c Beginning balance	1c	
d Additions during the year	1d	
e Distributions during the year	1e	
f Ending balance	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	b (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

		Yes	No
(i) unrelated organizations	3a(i)		
(ii) related organizations	3a(ii)		
b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	3b		

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		21,115	21,115	
e Other				
Total. Add lines 1a through 1e *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* ▶				

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
Other		
Total. *(Column (b) must equal Form 990, Part X, col (B) line 12)* ▶		

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

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Total. *(Column (b) must equal Form 990, Part X, col (B) line 13)* ▶		

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

(a) Description	(b) Book value
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 15.)* . . . . ▶	

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

1 (a) Description of liability	(b) Book value
Federal income taxes	
Total. *(Column (b) must equal Form 990, Part X, col (B) line 25)* ▶	

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	4,938,735
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	3,134,919		
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII)	2d			
e	Add lines **2a** through **2d**			2e	3,134,919
3	Subtract line **2e** from line **1**			3	1,803,816
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	1,803,816

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

1	Total expenses and losses per audited financial statements			1	5,551,779
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a	3,245,919		
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII)	2d			
e	Add lines **2a** through **2d**			2e	3,245,919
3	Subtract line **2e** from line **1**			3	2,305,860
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	2,305,860

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

Identifier	Return Reference	Explanation

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SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization
PEACE FIRST INC

Employer identification number
04-3323467

Identifier	Return Reference	Explanation
EXPLANATION ON VOLUNTEERS AND TYPES OF SERVICES OR BENEFITS	FORM 990, PAGE 1, PART I, LINE 6	AMERICORPS VOLUNTEERS WORK IN THE CLASSROOMS UNDER THE SUPERVISION OF A LEADERSHIP TEAM CONSISTING OF PEACE FIRST STAFF, TEACHERS, AND THE PRINCIPAL PROVIDING SUPPORT TO STUDENTS CORPORATE VOLUNTEERS WORK AT SPECIAL EVENTS AND PROVIDE FEEDBACK AND ENCOURAGEMENT TO PEACE FIRST STUDENTS FOR THEIR PEACEMAKER PROJECTS INTERNS PROVIDE VOLUNTEER SUPPORT IN PEACE FIRST'S OFFICES SUPPORTING DIFFERENT DEPARTMENTS INCLUDING DEVELOPMENT AND COMMUNICATIONS, EXECUTIVE, PROGRAM, AND THE PEACE FIRST PRIZE

Identifier	Return Reference	Explanation
ANY SIGNIFICANT NEW PROGRAM SERVICES NOT LISTED ON A PRIOR RETURN	FORM 990, PAGE 2, PART III, LINE 2	OVERVIEW FOR OVER 20 YEARS, IN 32 STATES AND 23 COUNTRIES, PEACE FIRST HAS DEVELOPED AND IMPLEMENTED TRANSFORMATIVE PROGRAMMING TO TEACH YOUNG PEOPLE CRITICAL PEACEMAKING SKILLS IN ORDER TO REDUCE BULLYING, DEVELOP LEADERSHIP, AND ENGAGE YOUNG PEOPLE IN PLAYING A VITAL ROLE IN MAKING THEIR SCHOOLS AND COMMUNITIES SAFER AND MORE JUST PLACES PEACE FIRST'S CURRICULUM FOR PRE-K THROUGH 8TH GRADE TEACHES YOUNG PEOPLE THE ESSENTIAL SKILLS OF PEACEMAKING LESSONS ENCOMPASS TWO AREAS OF LEARNING PEACEMAKING SKILLS LESSONS ADDRESS THE SOCIAL-EMOTIONAL SKILLS OF COOPERATION, COMMUNICATION, CONFLICT RESOLUTION, AND EMPATHY THROUGH COOPERATIVE GAMES AND ACTIVITIES, AND PEACEMAKER PROJECT LESSONS IMPART CORE SKILLS FOR CIVIC ENGAGEMENT BY GUIDING YOUNG PEOPLE IN DESIGNING A SERVICE LEARNING PROJECT TO ADDRESS A PRESSING COMMUNITY NEED THROUGH PEACE FIRST, STUDENTS BECOME CONSCIOUS OF HOW THEY COMMUNICATE WITH PEERS AND ADULTS, AND LEARN TO INTERACT IN A WAY THAT IS CULTURALLY RESPECTFUL AND EMPATHIC STUDENTS ALSO LEARN TO BE ASSERTIVE - STANDING UP FOR ONE ANOTHER AND INCLUDING OTHERS, RATHER THAN FORMING CLIQUES OR GANGS A RECENT STUDY FOUND A 60% DECREASE IN DISRUPTIVE INCIDENCES AT PARTNER SCHOOLS, 36% DECREASE IN PHYSICAL AGGRESSION, AND 81% OF STUDENTS REPORTING THEY CAN WALK AWAY FROM A FIGHT TO PROMOTE WIDESPREAD ACCESS TO OUR CURRICULUM AND TOOLS, PEACE FIRST LAUNCHED THE DIGITAL ACTIVITY CENTER, AN ONLINE PLATFORM THAT PROVIDES OUR SIGNATURE MATERIALS IN A COST-FREE AND EASY-TO-DOWNLOAD DIGITAL FORMAT EDUCATORS, PARENTS, COUNSELORS AND ADMINISTRATORS NATIONWIDE (AND GLOBALLY) CAN NOW ACCESS OUR RESOURCES TO SPREAD PEACE EDUCATION IN SCHOOLS, COMMUNITIES AND HOMES WITH THE LAUNCH OF THE DIGITAL ACTIVITY CENTER WE ARE ENGAGING NEW AUDIENCES - INCLUDING PRIVATE, PUBLIC AND CHARTER SCHOOLS, AFTERSCHOOL PROGRAMS AND YOUTH ORGANIZATIONS - TO IMPLEMENT PEACEMAKING INTO THEIR PROGRAMS TO SCALE THE IDEA OF YOUTH PEACEMAKING, PEACE FIRST LAUNCHED AN ANNUAL CAMPAIGN TO INSPIRE YOUNG PEOPLE TO LEAD COMMUNITY CHANGE THE PEACE FIRST PRIZE, OPEN TO YOUTH AGES 8-22 IN THE UNITED STATES, IS A NATIONAL SEARCH FOR YOUNG PEOPLE WHO HAVE MADE IMPORTANT CONTRIBUTIONS TO THEIR SCHOOLS AND COMMUNITIES AND SERVED AS ROLE-MODELS FOR OTHERS PEACE FIRST IS INVESTING IN THE LONG-TERM CAPABILITY OF WINNERS TO BE NATIONAL PEACE LEADERS BY AWARDING WINNERS A 50,000 FELLOWSHIP OVER TWO YEARS THE FELLOWSHIP INCLUDES IN-PERSON CONVENINGS, INDIVIDUALIZED COACHING, NETWORKING, AND MENTORING WITH BULLYING AND YOUTH VIOLENCE EVEN MORE PREVALENT IN THE NEWS, AND WITH SOCIAL-EMOTIONAL LEARNING AND CIVIC ENGAGEMENT BEING HIGHLIGHTED BY SCIENTIFIC STUDIES THAT SHOW THESE SKILLS PROMOTE LIFE-LONG SUCCESS, PEACE FIRST IS A LEADER IN AN EMERGING YOUTH PEACEMAKING MOVEMENT

Identifier	Return Reference	Explanation
FIRST ACCOMPLISHMENT DESCRIPTION	FORM 990, PAGE 2, PART III, LINE 4A	PROGRAMS SINCE THE SITE WENT LIVE IN OCTOBER 2012, WE HAVE FOCUSED ON PROMOTING THE SITE WITH OUR CURRENT PARTNER SCHOOLS AND A FEW KEY ORGANIZATIONAL PARTNERS SO THAT WE COULD LEARN HOW EDUCATORS WERE INTERACTING WITH THE SITE AND CONTENT, AND HOW WELL OUR TOOLS, PRINCIPLES, AND PRACTICES TRANSLATED OUTSIDE OF OUR HISTORICAL CONTEXT OF DIRECT SERVICE WITHIN SCHOOL PARTNERSHIPS IN THE FIRST YEAR, WITH LIMITED PROMOTION, WE HAD OVER 17,000 VISITS TO THE DIGITAL ACTIVITY CENTER OF THOSE VISITORS, 31% DOWNLOADED CONTENT, AND 15% BECAME REGISTERED USERS

Identifier	Return Reference	Explanation
SECOND ACCOMPLISHMENT DESCRIPTION	FORM 990, PAGE 2, PART III, LINE 4B	PEACEMAKING COURAGE (TAKING PERSONAL RISKS TO HELP OTHERS), COMPASSION (CROSSING DIVIDES TO UNDERSTAND OTHER PEOPLE'S PERSPECTIVES AND NEEDS), AND COLLABORATIVE CHANGE (MOBILIZING OTHERS TO CREATE LASTING, POSITIVE CHANGE) PEACE FIRST STAFF AND A SELECT GROUP OF EDUCATION, CIVIC, AND BUSINESS LEADERS SCREEN APPLICATIONS, CALLED OUR PRIZE SCREENING COMMITTEE CONDUCTED THE INITIAL VETTING AND SELECTING A DISTINGUISHED FELLOWSHIP INTERVIEW COMMITTEE COMPRISED OF HIGH-PROFILE LEADERS INTERVIEWED PROPOSED WINNERS TO ENDORSE THE SLATE FOR PEACE FIRST NATIONAL BOARD APPROVAL THROUGH THIS PROCESS, WE WERE ABLE TO NARROW OUR 660 APPLICATIONS TO 187 SEMI-FINALISTS, 50 FINALISTS, AND 10 WINNERS WHO EACH RECEIVE A 50,000 TWO-YEAR FELLOWSHIP THAT INCLUDES PROFESSIONAL DEVELOPMENT AND MENTORSHIP

Identifier	Return Reference	Explanation
THIRD ACCOMPLISHMENT DESCRIPTION	FORM 990, PAGE 2, PART III, LINE 4C	ANGELES, AND NEW YORK, AND HAVE SERVED MORE THAN 40,000 STUDENTS THIS FISCAL YEAR MARKED THE END OF A SUCCESSFUL 3-YEAR PARTNERSHIP WITH OUR PARTNER SCHOOLS WE ACHIEVED THE GOALS OF THESE PARTNERSHIPS BY BUILDING CAPACITY TO INTEGRATE PEACEMAKING INTO THE CULTURE OF THEIR SCHOOLS TEACHERS BECAME MORE ENGAGED OVER THE COURSE OF THE PARTNERSHIP AND HAVE DEVELOPED THE SKILLS TO IMPLEMENT THE CURRICULUM ON THEIR OWN MOVING FORWARD AND THE UNDERSTANDING OF THE IMPACT ON THEIR STUDENTS THAT WILL MOTIVATE THEM TO KEEP USING THE PROGRAM PEACE FIRST BOSTON (FY2013 EXPENDITURES INCLUDING IN-KIND FACILITIES AND SERVICES 511,724) FOR OVER 20 YEARS, PEACE FIRST HAS ACHIEVED SUCCESSFUL RESULTS IN BOSTON DURING THIS FISCAL YEAR, WE PARTNERED WITH TWO SCHOOLS, SERVING NEARLY 600 STUDENTS WE HAD 7 AMERICORPS MEMBERS SERVING AS LEAD TEACHERS IN BOSTON WE ALSO BEGAN EXPANDING OUR PROGRAM WORK IN BOSTON THROUGH THE USE OF OUR PEACE FIRST DIGITAL ACTIVITY CENTER, AN ONLINE PLATFORM THAT OFFERS OUR CURRICULUM AND TOOLS IN A COST-FREE, EASY-TO-USE FORMAT WE WORKED WITH A BOYS AND GIRLS CLUB AND THE PHILIPS BROOKS HOUSE SUMMER PROGRAM TO TRAIN AND SUPPORT THEIR EDUCATORS AND COUNSELORS TO DELIVER OUR PROGRAM TO THEIR 800 STUDENTS PEACE FIRST NEW YORK (FY2013 EXPENDITURES INCLUDING IN-KIND FACILITIES AND SERVICES 536,851) DURING THIS FISCAL YEAR, WE PARTNERED WITH 3 SCHOOLS, SERVING OVER 1,000 STUDENTS WE HAD 5 AMERICORPS MEMBERS SERVING AS THE LEAD TEACHERS IN NEW YORK WE HELD THE SIXTH ANNUAL FESTIVAL OF PEACE SPONSORED BY COACH FOR ALL OUR STUDENTS AT THE END OF THE SCHOOL YEAR TO CELEBRATE THEIR PEACEMAKING WORK PEACE FIRST LOS ANGELES (FY2013 EXPENDITURES INCLUDING IN-KIND FACILITIES AND SERVICES 476,912) DURING THIS FISCAL YEAR, WE PARTNERED WITH 3 SCHOOLS, SERVING OVER 2,350 STUDENTS WE HAD 7 AMERICORPS MEMBERS SERVING AS THE LEAD TEACHERS IN LOS ANGELES WE ALSO DEVELOPED A PARTNERSHIP WITH HEART OF LOS ANGELES (HOLA) TO DELIVER PEACE FIRST LESSONS AS PART OF THEIR AFTERSCHOOL CURRICULUM ON LEADERSHIP HOLA INSTRUCTORS (ALL CERTIFIED TEACHERS) HAVE BEEN USING OUR DIGITAL ACTIVITY CENTER FOR LESSON PLANS AND HAVE RECEIVED INITIAL TRAINING AND SUPPORT FROM PEACE FIRST LOS ANGELES

Identifier	Return Reference	Explanation
ORGANIZATION'S PROCESS USED TO REVIEW FORM 990	FORM 990, PAGE 6, PART VI, LINE 11B	THE IRS FORM 990 IS REVIEWED BY THE FOLLOWING PRIOR TO SUBMISSION - COO, - BOARD TREASURER, - BOARD UDIT COMMITTEE, - ELECTRONIC COPY MAILED/PROVIDED TO ALL BOARD MEMBERS

Identifier	Return Reference	Explanation
ENFORCEMENT OF CONFLICTS POLICY	FORM 990, PAGE 6, PART VI, LINE 12C	THE BOARD INVESTIGATES ANY POSSIBLE CONFLICT OF INTEREST DEPENDING ON THE OUTCOME FURTHER ACTIONS DISCIPLINARY AND CORRECTIVE ACTION IS CARRIED OUT

Identifier	Return Reference	Explanation
COMPENSATION PROCESS FOR TOP OFFICIAL	FORM 990, PAGE 6, PART VI, LINE 15A	PRESIDENT/ED'S SALARY IS REVIEWED ANNUALLY BY BOARD COMPENSATION COMMITTEE, WITH APPROPRIATE DOCUMENTATION

Identifier	Return Reference	Explanation
COMPENSATION PROCESS FOR OFFICERS	FORM 990, PAGE 6, PART VI, LINE 15B	OTHER SENIOR MANAGER SALARIES ARE REVIEWED ANNUALLY BY THE ED, WITH APPROPRIATE DOCUMENTATION AND SIGN-OFF BY THE CHIEF OPERATING OFFICER AND PLANNING THE OVERALL LEVEL OF SALARY INCREASES IS APPROVED BY THE BOARD AS PART OF APPROVING THE ANNUAL BUDGET

Identifier	Return Reference	Explanation
GOVERNING DOCUMENTS DISCLOSURE EXPLANATION	FORM 990, PAGE 6, PART VI, LINE 19	GOVERNING DOCUMENTS ARE PROVIDED UPON WRITTEN REQUEST

Identifier	Return Reference	Explanation
OTHER FEES FOR SERVICES	FORM 990, PART IX, LINE 11G	CONSULTANT 16,839 70,195 440 CONSULTANT 112,543 0 0 CONSULTANT 7,133 0 0 STIPENDS 28,305 0 0