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|--------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|
| Form <b>990</b><br><br>Department of the Treasury<br>Internal Revenue Service | <b>Return of Organization Exempt From Income Tax</b><br><br><b>Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)</b> | OMB No 1545-0047                                                  |
|                                                                                                                                                              | The organization may have to use a copy of this return to satisfy state reporting requirements                                                                                                   | <div> <div>2012</div> <div>Open to Public Inspection</div> </div> |

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

|                                                                                                                                                                                                                                                                                              |                                                                                                                            |            |                                                                                                                                                                                                                                                                                                                                                 |                                        |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|
| <b>B</b> Check if applicable<br><input type="checkbox"/> Address change<br><input type="checkbox"/> Name change<br><input type="checkbox"/> Initial return<br><input type="checkbox"/> Terminated<br><input type="checkbox"/> Amended return<br><input type="checkbox"/> Application pending | <b>C</b> Name of organization<br>ACHIEVEMINNEAPOLIS                                                                        |            | <b>D</b> Employer identification number<br>41-1425264                                                                                                                                                                                                                                                                                           |                                        |
|                                                                                                                                                                                                                                                                                              | Doing Business As                                                                                                          |            |                                                                                                                                                                                                                                                                                                                                                 |                                        |
|                                                                                                                                                                                                                                                                                              | Number and street (or P O box if mail is not delivered to street address)<br>111 3RD AVENUE SOUTH NO 5                     | Room/suite | <b>E</b> Telephone number<br>(612) 455-1530                                                                                                                                                                                                                                                                                                     |                                        |
|                                                                                                                                                                                                                                                                                              | City or town, state or country, and ZIP + 4<br>MINNEAPOLIS, MN 554012510                                                   |            |                                                                                                                                                                                                                                                                                                                                                 |                                        |
|                                                                                                                                                                                                                                                                                              | <b>F</b> Name and address of principal officer<br>PAMELA COSTAIN<br>111 3RD AVENUE SOUTH NO 5<br>MINNEAPOLIS, MN 554012510 |            | <b>H(a)</b> Is this a group return for affiliates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><br><b>H(b)</b> Are all affiliates included? <input type="checkbox"/> Yes <input type="checkbox"/> No<br>If "No," attach a list (see instructions)<br><br><b>H(c)</b> Group exemption number <input type="checkbox"/> |                                        |
| <b>I</b> Tax-exempt status <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) ( ) <input type="checkbox"/> (insert no ) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527                                                                       |                                                                                                                            |            |                                                                                                                                                                                                                                                                                                                                                 |                                        |
| <b>J</b> Website: <input checked="" type="checkbox"/> WWW.ACHIEVEMPLS.ORG                                                                                                                                                                                                                    |                                                                                                                            |            |                                                                                                                                                                                                                                                                                                                                                 |                                        |
| <b>K</b> Form of organization <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other <input type="checkbox"/>                                                                                    |                                                                                                                            |            | <b>L</b> Year of formation 2002                                                                                                                                                                                                                                                                                                                 | <b>M</b> State of legal domicile<br>MN |

|               |                |
|---------------|----------------|
| <b>Part I</b> | <b>Summary</b> |
|---------------|----------------|

|                                                                     |                                                                                                                                                                        |                           |              |
|---------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|--------------|
| Activities & Governance                                             | 1 Briefly describe the organization's mission or most significant activities<br>ACHIEVE! MINNEAPOLIS IS THE STRATEGIC NON-PROFIT PARTNER OF MINNEAPOLIS PUBLIC SCHOOLS |                           |              |
|                                                                     | 2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets                               |                           |              |
|                                                                     | 3 Number of voting members of the governing body (Part VI, line 1a)                                                                                                    | 3                         | 22           |
|                                                                     | 4 Number of independent voting members of the governing body (Part VI, line 1b)                                                                                        | 4                         | 22           |
|                                                                     | 5 Total number of individuals employed in calendar year 2012 (Part V, line 2a)                                                                                         | 5                         | 54           |
|                                                                     | 6 Total number of volunteers (estimate if necessary)                                                                                                                   | 6                         | 701          |
|                                                                     | 7a Total unrelated business revenue from Part VIII, column (C), line 12                                                                                                | 7a                        | 0            |
| 7b Total unrelated business taxable income from Form 990-T, line 34 | 7b                                                                                                                                                                     | 0                         |              |
| Revenue                                                             | 8 Contributions and grants (Part VIII, line 1h)                                                                                                                        | Prior Year                | Current Year |
|                                                                     | 9 Program service revenue (Part VIII, line 2g)                                                                                                                         | 2,567,402                 | 1,979,994    |
|                                                                     | 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)                                                                                                       | 1,052,503                 | 930,053      |
|                                                                     | 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)                                                                                            | 46,220                    | 24,590       |
|                                                                     | 12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)                                                                                    | -20,960                   | -8,536       |
|                                                                     |                                                                                                                                                                        | 3,645,165                 | 2,926,101    |
| Expenses                                                            | 13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)                                                                                                    | 2,190,828                 | 2,029,799    |
|                                                                     | 14 Benefits paid to or for members (Part IX, column (A), line 4)                                                                                                       | 0                         | 0            |
|                                                                     | 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)                                                                                   | 1,755,980                 | 1,831,055    |
|                                                                     | 16a Professional fundraising fees (Part IX, column (A), line 11e)                                                                                                      | 0                         | 0            |
|                                                                     | b Total fundraising expenses (Part IX, column (D), line 25) <u>135,626</u>                                                                                             |                           |              |
|                                                                     | 17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)                                                                                                        | 561,213                   | 800,538      |
|                                                                     | 18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)                                                                                            | 4,508,021                 | 4,661,392    |
|                                                                     | 19 Revenue less expenses Subtract line 18 from line 12                                                                                                                 | -862,856                  | -1,735,291   |
| Net Assets or Fund Balances                                         |                                                                                                                                                                        | Beginning of Current Year | End of Year  |
|                                                                     | 20 Total assets (Part X, line 16)                                                                                                                                      | 10,286,753                | 8,355,432    |
|                                                                     | 21 Total liabilities (Part X, line 26)                                                                                                                                 | 945,059                   | 585,143      |
|                                                                     | 22 Net assets or fund balances Subtract line 21 from line 20                                                                                                           | 9,341,694                 | 7,770,289    |

|                |                        |
|----------------|------------------------|
| <b>Part II</b> | <b>Signature Block</b> |
|----------------|------------------------|

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.

|                               |                                                                              |  |                      |                           |      |
|-------------------------------|------------------------------------------------------------------------------|--|----------------------|---------------------------|------|
| <b>Sign Here</b>              | *****<br>Signature of officer                                                |  |                      | 2014-01-27<br>Date        |      |
|                               | PAMELA COSTAIN PRESIDENT AND CEO<br>Type or print name and title             |  |                      |                           |      |
| <b>Paid Preparer Use Only</b> | Print/Type preparer's name<br>AMY HENDLEY                                    |  | Preparer's signature |                           | Date |
|                               | Check <input type="checkbox"/> if self-employed                              |  |                      | PTIN<br>P01300654         |      |
|                               | Firm's name   ▶ CLIFTONLARSONALLEN LLP                                       |  |                      | Firm's EIN   ▶ 41-0746749 |      |
|                               | Firm's address   ▶ 220 SOUTH SIXTH STREET SUITE 300<br>MINNEAPOLIS, MN 55402 |  |                      | Phone no (612) 376-4500   |      |

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

AS THE NONPROFIT PARTNER OF THE MINNEAPOLIS PUBLIC SCHOOLS (MPS), ACHIEVEMPLS MOBILIZES A WIDE WEB OF COMMUNITY RESOURCES TO ACCOMPLISH OUR SHARED GOAL OF EVERY STUDENT CAREER AND COLLEGE READY WE ARE CREATING A COLLABORATIVE, CITY-WIDE SYSTEM TO PROVIDE THE RESOURCES, SKILLS, AND SOCIAL CAPITAL MPS STUDENTS NEED TO ATTEND COLLEGE AND SUCCEED IN A CAREER WHILE MPS FOCUSES ON PREPARING STUDENTS ACADEMICALLY, ACHIEVEMPLS PROVIDES THE KINDS OF NON-ACADEMIC RESOURCES, EXPERIENCES AND ONE-ON-ONE SUPPORT STUDENTS NEED TO SUCCEED IN OUR GLOBAL ECONOMY THROUGH THIS WORK, WE HAVE HELPED INCREASE THE COLLEGE-GOING RATE FOR MPS GRADUATES FROM 48% TO 69% THE MAJORITY OF OUR SERVICES SUPPORT LOW-INCOME STUDENTS (66% OF MPS STUDENTS) AND STUDENTS OF COLOR (68% OF STUDENTS)

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

☐ Yes

☒ No

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

☐ Yes

☒ No

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 \$ 2,491,562 including grants of \$ 2,029,799 ) (Revenue \$ 113,492 )

MINNEAPOLIS PUBLIC SCHOOLS (MPS) INITIATIVES SINCE ITS FOUNDING IN 2002, ACHIEVEMPLS HAS BEEN CHARGED WITH RAISING MONEY AND MOBILIZING PUBLIC SUPPORT FOR THE STRATEGIC PRIORITIES OF THE MPS SUPERINTENDENT IN RECENT YEARS WE HAVE HELPED RAISE MILLIONS OF DOLLARS FOR EARLY LITERACY AND STEM EDUCATION, KINDERGARTEN AND COLLEGE READINESS, LEADERSHIP AND HUMAN CAPITAL DEVELOPMENT, INNOVATION AND ACCOUNTABILITY, AND ARTS FOR ACADEMIC ACHIEVEMENT WE ARE CURRENTLY WORKING WITH THE OFFICE OF THE SUPERINTENDENT TO UPDATE THE DISTRICT’S STRATEGIC FUNDING PRIORITIES FOR THE NEXT THREE YEARS ACHIEVEMPLS ALSO SUPPORTS MPS BY ADMINISTERING OVER 160 FUNDS FOR INDIVIDUAL MPS SCHOOLS, DEPARTMENTS, COLLEGE SCHOLARSHIP AWARDS, AND COMPETITIVE GRANT PROGRAMS FOR MPS STAFF AND CLASSROOMS FOLLOWING ARE SOME HIGHLIGHTS OF ACHIEVEMPLS’ SUPPORT FOR MPS IN FY13 ACHIEVEMPLS ADMINISTERED 131 COLLEGE SCHOLARSHIP AWARDS WORTH OVER \$138,000 21 MPS TEACHERS RECEIVED OVER \$33,000 IN PROFESSIONAL DEVELOPMENT GRANTS ADMINISTERED BY ACHIEVEMPLS THROUGH THE SUPPORT OF THE COMMUNITY LEARNING FUND, COMMUNITY MEMBERS AND ACHIEVEMPLS DISCRETIONARY FUNDS, MORE THAN 1,900 STUDENTS PARTICIPATED IN 24 FIELD TRIPS TO EAGLE BLUFF, THE CHILDREN’S MUSEUM, THE BLACK HILLS, STEPPINGSTONE THEATRE AND OTHER DESTINATIONS IN MAY, 35 LOCAL CORPORATE, GOVERNMENT AND NONPROFIT LEADERS PARTICIPATED IN PRINCIPAL PARTNER DAY, SHADOWING AN MPS PRINCIPAL, BUILDING RELATIONSHIPS WITH MPS SCHOOLS AND LEARNING ABOUT DAILY LIFE IN THE DISTRICT

4b

(Code ) (Expenses \$ 799,859 including grants of \$ 0 ) (Revenue \$ 440,000 )

CAREER & COLLEGE CENTERS ACHIEVEMPLS CAREER & COLLEGE CENTERS (CCCS) ARE OPEN TO EVERY MPS STUDENT, EVERY DAY, IN EVERY HIGH SCHOOL EACH CCC COORDINATOR IS AN ACHIEVEMPLS EMPLOYEE AND A MEMBER OF THE SCHOOL COUNSELING TEAM STUDENTS COME TO OUR CENTERS FOR CLASSES AND WORKSHOPS WITH LOCAL PROFESSIONALS, ONE-ON-ONE HELP FROM COORDINATORS, AND TO USE COMPUTERS EQUIPPED WITH ADVANCED COLLEGE AND JOB SEARCH SOFTWARE COORDINATORS HELP ENSURE THAT EVERY STUDENT MEETS THE KEY COLLEGE-GOING MILESTONES OF MEETING A COLLEGE REPRESENTATIVE, COMPLETING FINANCIAL AID FORMS, TAKING THE ACT AND SUBMITTING A COLLEGE APPLICATION IN 2012-2013, MPS STUDENTS VISITED CAREER AND COLLEGE CENTERS MORE THAN 90,000 TIMES COORDINATORS HELD OVER 18,000 SESSIONS WITH STUDENTS, RANGING FROM LARGE CAREER AND COLLEGE FAIRS TO ONE-ON-ONE CONFERENCES ALTHOUGH COORDINATORS ORGANIZE SCHOOL-WIDE EVENTS LIKE COLLEGE AND CAREER FAIRS, THEY DO MOST OF THEIR WORK ON A FAR MORE PERSONAL SCALE, WITH AN AVERAGE OF FIVE STUDENTS IN A SESSION OVER 75% OF COORDINATOR MEETINGS WITH STUDENTS WERE ONE-TO-ONE SUPPORT WE ARE PLEASED TO REPORT THAT 69% OF SENIORS WHO GRADUATED IN 2012 WENT ON TO A POST-SECONDARY INSTITUTION IN THE FALL, A SIX POINT INCREASE FROM THE PREVIOUS YEAR IN ADDITION, LAST YEAR 73% OF MPS SENIORS COMPLETED THE ACT TEST, ALSO A SIX POINT INCREASE FROM THE PREVIOUS YEAR

4c

(Code ) (Expenses \$ 768,235 including grants of \$ 0 ) (Revenue \$ 372,196 )

STEP-UP ACHIEVE EACH YEAR, STEP-UP ACHIEVE HELPS HUNDREDS OF LOW-INCOME STUDENTS EXPLORE THE WORLD OF WORK AND MAKE STRONG PROFESSIONAL CONNECTIONS THROUGH WORK-READINESS TRAINING AND PAID SUMMER INTERNSHIPS WITH MORE THAN 160 TOP TWIN CITIES EMPLOYERS, RANGING FROM WELLS FARGO, BOSTON SCIENTIFIC, MEDTRONIC AND U S BANK TO PUBLIC AGENCIES, LAW FIRMS, HEALTHCARE PROVIDERS AND LARGE NONPROFITS THIS INNOVATIVE, PUBLIC-PRIVATE PARTNERSHIP WITH A UNIQUE EMPHASIS ON WORK-READINESS TRAINING HAS MADE MINNEAPOLIS A NATIONAL MODEL FOR YOUTH EMPLOYMENT STEP-UP ACHIEVE EMPLOYERS ARE NOW GOING BEYOND HIRING INTERNS TO HELPING US DEEPEN CAREER PREPARATION BY CREATING A YEAR-ROUND SEQUENCE OF TRAINING, CERTIFICATIONS AND MENTORING FOR HUNDREDS OF MINNEAPOLIS YOUTH IN SECTOR-SPECIFIC CAREER TRACKS PIPELINE COMMITTEES REPRESENTING HEALTHCARE, FINANCIAL SERVICES, STEM, OUTDOOR/ENVIRONMENTAL AND LEGAL SERVICES--INCLUDING REPRESENTATIVES FROM EMPLOYERS AND EDUCATORS IN THESE INDUSTRIES--ARE WORKING TOGETHER TO DESIGN TRAINING PROGRAMS AND OFFER INDUSTRY-RECOGNIZED CERTIFICATIONS OVER THE LAST DECADE WE HAVE PLACED MORE THAN 5,500 YOUTH IN PAID STEP-UP ACHIEVE SUMMER JOBS WITH OVER 160 EMPLOYERS IN 2013, 806 YOUTH WERE PLACED IN STEP-UP ACHIEVE SUMMER AND YEAR-ROUND INTERNSHIPS AT THE END OF THE SUMMER INTERNSHIPS, 97% OF PARTICIPATING INTERNS SAID THEIR JOB WAS A VALUABLE LEARNING EXPERIENCE, WHILE 87% SAID THEIR JOB MADE THEM REALIZE WHY IT IS IMPORTANT TO DO WELL IN SCHOOL 85% OF INTERNS HAD A MENTOR IN THEIR WORKPLACE, ONE THIRD MET WITH THE CEO OF THEIR COMPANY AND 90% SAID THEIR JOB HELPED THEM IMPROVE THEIR 21ST CENTURY PROFESSIONAL SKILLS 88% OF EMPLOYERS SAID THEIR INTERN MADE A VALUABLE CONTRIBUTION TO THE WORKPLACE, AND 90% SAID THEY WANT TO PARTICIPATE AGAIN NEXT YEAR TWO OUT OF THREE EMPLOYERS SAID THEY WOULD HIRE THEIR INTERN IF THERE WAS A JOB OPENING IN 2013, ACHIEVEMPLS WAS ONE OF SIX ORGANIZATIONS SELECTED FOR A PRESTIGIOUS \$200,000 SOCIAL INNOVATION FUND (SIF) FEDERAL GRANT ADMINISTERED BY THE NEW GENERATION NEXT COLLABORATIVE THIS SIF GRANT IS ENABLING US TO EXPAND AND DEEPEN STEP-UP TRAINING AND TO CONDUCT A MAJOR RESEARCH STUDY IN COLLABORATION WITH THE UNIVERSITY OF MINNESOTA ON THE IMPACT OF YOUTH EMPLOYMENT ON ACADEMIC OUTCOMES AND FUTURE SUCCESS AS A SIF GRANTEE, ACHIEVEMPLS IS PLAYING A LEAD ROLE IN GENERATION NEXT’S MISSION TO CREATE REGIONAL COLLABORATION ON PROGRAMS PROVEN TO HELP CLOSE THE TWIN CITIES’ ACADEMIC ACHIEVEMENT GAP

(Code ) (Expenses \$ 165,426 including grants of \$ 0 ) (Revenue \$ 4,365 )

OUTREACH AND PARTNERSHIPSTHE OUTREACH AND PARTNERSHIPS TEAM (FORMERLY COMMUNITY ENGAGEMENT) BUILDS BRIDGES BETWEEN THE CITY AND MPS SCHOOLS THROUGH A WIDE VARIETY OF ENGAGEMENT OPPORTUNITIES THESE INCLUDE PAIRING MORE THAN 150 HIGH SCHOOL JUNIORS WITH GRADUATION COACHES TO MENTOR THEM THROUGH THE COLLEGE-GOING PROCESS, OFFERING A VARIETY OF SHORT- AND LONG-TERM VOLUNTEER OPPORTUNITIES FOR INDIVIDUALS AND BUSINESSES, FACILITATING EMERGING LEADERS STUDENT LEADERSHIP ORGANIZATIONS IN EVERY HIGH SCHOOL, HOSTING PUBLIC FORUMS ON EDUCATION ISSUES, AND BUILDING A MPS ALUMNI NETWORK TO UNITE PUBLIC SCHOOL GRADUATES IN SERVICE TO THE NEXT GENERATION OF STUDENTS LAST YEAR, OUTREACH AND PARTNERSHIPS RECRUITED OVER 575 VOLUNTEERS TO WORK WITH MORE THAN 3,000 MINNEAPOLIS STUDENTS OVER 100 STUDENTS JOINED OUR EMERGING LEADERS CLUBS TO EXPLORE KEY LEADERSHIP SKILLS SUCH AS TEAMWORK, COLLABORATION, PUBLIC SPEAKING, COMMUNICATION AND PERSEVERANCE THE TEAM ALSO REACHED OUT TO THE COMMUNITY ON PUBLIC EDUCATION ISSUES BY HOSTING FIVE OUR CITIES, OUR SCHOOLS (OCOS) FORUMS AND THREE EDTALKS, AN INNOVATIVE SERIES THAT ENGAGES YOUNG PROFESSIONALS IN EDUCATION ISSUES IN SURVEYS, 80% OF OCOS PARTICIPANTS REPORTED A STRONGER DESIRE TO GET MORE INVOLVED WITH MPS

4d

Other program services (Describe in Schedule O )

(Expenses \$ 165,426 including grants of \$ ) (Revenue \$ 4,365 )

4e

Total program service expenses ▶ 4,225,082

Form 990 (2012)

Part IV

Checklist of Required Schedules

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

Part IV

Checklist of Required Schedules (continued)

|     |                                                                                                                                                                                                                                                                                                                            |     |     |    |
|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|----|
| 21  | Did the organization report more than \$5,000 of grants and other assistance to any government or organization in the United States on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i> . . . . .                                                                                         | 21  | Yes |    |
| 22  | Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i> . . . . .                                                                                                           | 22  | Yes |    |
| 23  | Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i> . . . . .                                                      | 23  |     | 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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25</i> . . . . .                             | 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 | <b>Section 501(c)(3) and 501(c)(4) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i> . . . . .                                                                                                      | 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? <i>If "Yes," complete Schedule L, Part I</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? <i>If "Yes," complete Schedule L, Part II</i> . . . . .                                                                   | 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? <i>If "Yes," complete Schedule L, Part III</i> . . . . . | 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? <i>If "Yes," complete Schedule L, Part IV</i> . . . . .                                                                                                                                                                                                   | 28a |     | No |
| b   | A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i> . . . . .                                                                                                                                                                                | 28b | Yes |    |
| c   | An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i> . . . . .                                                                                    | 28c |     | No |
| 29  | Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> . . . . .                                                                                                                                                                                                  | 29  | Yes |    |
| 30  | Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> . . . . .                                                                                                                                  | 30  |     | No |
| 31  | Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> . . . . .                                                                                                                                                                                        | 31  |     | No |
| 32  | Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i> . . . . .                                                                                                                                                                      | 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? <i>If "Yes," complete Schedule R, Part I</i> . . . . .                                                                                                                      | 33  |     | No |
| 34  | Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i> . . . . .                                                                                                                                                                  | 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)? <i>If "Yes," complete Schedule R, Part V, line 2</i> . . . . .                                                                                         | 35b |     |    |
| 36  | <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> . . . . .                                                                                                                           | 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? <i>If "Yes," complete Schedule R, Part VI</i>                                                                                       | 37  |     | No |
| 38  | Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? <b>Note.</b> 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.                                                                                                                                                                                                | 31  |    |
| 1b  | Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.                                                                                                                                                                                             | 0   |    |
| 1c  | Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?                                                                                                                     |     |    |
| 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.                                                                                               | 54  |    |
| 2b  | If at least one is reported on line 2a, did the organization file all required federal employment tax returns?<br><b>Note.</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).                                          | Yes |    |
| 3a  | Did the organization have unrelated business gross income of \$1,000 or more during the year?                                                                                                                                                                                |     | No |
| 3b  | If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O.                                                                                                                                                                            |     |    |
| 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)?                                   |     | No |
| b   | If "Yes," enter the name of the foreign country: _____<br>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?                                                                                                                                                                        |     | No |
| 5b  | Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?                                                                                                                                                             |     | No |
| 5c  | If "Yes," to line 5a or 5b, did the organization file Form 8886-T?                                                                                                                                                                                                           |     |    |
| 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?                                                                      |     | No |
| 6b  | If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?                                                                                                                                |     |    |
| 7   | <b>Organizations that may receive deductible contributions under section 170(c).</b>                                                                                                                                                                                         |     |    |
| 7a  | 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?                                                                                                                              | Yes |    |
| 7b  | If "Yes," did the organization notify the donor of the value of the goods or services provided?                                                                                                                                                                              | Yes |    |
| 7c  | Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?                                                                                                                                         |     | No |
| 7d  | If "Yes," indicate the number of Forms 8282 filed during the year.                                                                                                                                                                                                           |     |    |
| 7e  | Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?                                                                                                                                                              |     | No |
| 7f  | Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?                                                                                                                                                                 |     | No |
| 7g  | If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?                                                                                                                                             |     |    |
| 7h  | If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?                                                                                                                                           |     |    |
| 8   | <b>Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.</b> Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year? |     |    |
| 9   | <b>Sponsoring organizations maintaining donor advised funds.</b>                                                                                                                                                                                                             |     |    |
| 9a  | Did the organization make any taxable distributions under section 4966?                                                                                                                                                                                                      |     |    |
| 9b  | Did the organization make a distribution to a donor, donor advisor, or related person?                                                                                                                                                                                       |     |    |
| 10  | <b>Section 501(c)(7) organizations.</b> Enter                                                                                                                                                                                                                                |     |    |
| 10a | Initiation fees and capital contributions included on Part VIII, line 12.                                                                                                                                                                                                    |     |    |
| 10b | Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.                                                                                                                                                                                 |     |    |
| 11  | <b>Section 501(c)(12) organizations.</b> Enter                                                                                                                                                                                                                               |     |    |
| 11a | Gross income from members or shareholders.                                                                                                                                                                                                                                   |     |    |
| 11b | Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them).                                                                                                                                                 |     |    |
| 12a | <b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?                                                                                                                                                            |     |    |
| 12b | If "Yes," enter the amount of tax-exempt interest received or accrued during the year.                                                                                                                                                                                       |     |    |
| 13  | <b>Section 501(c)(29) qualified nonprofit health insurance issuers.</b>                                                                                                                                                                                                      |     |    |
| 13a | Is the organization licensed to issue qualified health plans in more than one state?<br><b>Note.</b> See the instructions for additional information the organization must report on Schedule O.                                                                             |     |    |
| 13b | 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.                                                                                                                   |     |    |
| 13c | Enter the amount of reserves on hand.                                                                                                                                                                                                                                        |     |    |
| 14a | Did the organization receive any payments for indoor tanning services during the tax year?                                                                                                                                                                                   |     | No |
| 14b | If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.                                                                                                                                                                   |     |    |

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                                                                                                                                 | 22  |     |
| 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                                                                                                                                  | 22  |     |
| 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 | No  |
| 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                                                                                                                                                                                                                                                                                                                                                | MN                                                                   |
| 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.<br><input checked="" type="checkbox"/> Own website <input type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request <input type="checkbox"/> 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                                                                                                                                                                                                                                                                                              | DARLA BAKER 111 3RD AVENUE SOUTH NO 5 MINNEAPOLIS, MN (612) 455-1556 |

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)<br>Name and Title                      | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W- 2/1099-MISC) | (E)<br>Reportable compensation from related organizations (W- 2/1099-MISC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|--------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|------------------------------|--------|-----------------------------------------------------------------------|----------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
|                                            |                                                                                            | Individual trustee or director                                                                            | Institutional Trustee | Officer | Key employee | Highest compensated employee | Former |                                                                       |                                                                            |                                                                                               |
| (1) BETSY ORDAL<br>CHAIR                   | 1 00                                                                                       | X                                                                                                         |                       | X       |              |                              |        | 0                                                                     | 0                                                                          | 0                                                                                             |
| (2) LISA HELMINIAK<br>VICE CHAIR           | 1 00                                                                                       | X                                                                                                         |                       | X       |              |                              |        | 0                                                                     | 0                                                                          | 0                                                                                             |
| (3) PETER LANCASTER<br>TREASURER/SECRETARY | 1 00                                                                                       | X                                                                                                         |                       | X       |              |                              |        | 0                                                                     | 0                                                                          | 0                                                                                             |
| (4) CAROL CARRIER<br>DIRECTOR              | 1 00                                                                                       | X                                                                                                         |                       |         |              |                              |        | 0                                                                     | 0                                                                          | 0                                                                                             |
| (5) TOM HOLMAN<br>DIRECTOR                 | 1 00                                                                                       | X                                                                                                         |                       |         |              |                              |        | 0                                                                     | 0                                                                          | 0                                                                                             |
| (6) BERNADEIA JOHNSON<br>EX OFFICIO        | 1 00                                                                                       | X                                                                                                         |                       |         |              |                              |        | 0                                                                     | 0                                                                          | 0                                                                                             |
| (7) KAREN KELLEY-ARIWOOLA<br>DIRECTOR      | 1 00                                                                                       | X                                                                                                         |                       |         |              |                              |        | 0                                                                     | 0                                                                          | 0                                                                                             |
| (8) ELMER KOCH<br>DIRECTOR                 | 1 00                                                                                       | X                                                                                                         |                       |         |              |                              |        | 0                                                                     | 0                                                                          | 0                                                                                             |
| (9) VELMA KORBEL<br>DIRECTOR               | 1 00                                                                                       | X                                                                                                         |                       |         |              |                              |        | 0                                                                     | 0                                                                          | 0                                                                                             |
| (10) JENNIFER MELIN MILLER<br>DIRECTOR     | 1 00                                                                                       | X                                                                                                         |                       |         |              |                              |        | 0                                                                     | 0                                                                          | 0                                                                                             |
| (11) ALBERTO MONSERRATE<br>DIRECTOR        | 1 00                                                                                       | X                                                                                                         |                       |         |              |                              |        | 0                                                                     | 0                                                                          | 0                                                                                             |
| (12) MARK MURPHY<br>DIRECTOR               | 1 00                                                                                       | X                                                                                                         |                       |         |              |                              |        | 0                                                                     | 0                                                                          | 0                                                                                             |
| (13) LEO RAUDYS<br>DIRECTOR                | 1 00                                                                                       | X                                                                                                         |                       |         |              |                              |        | 0                                                                     | 0                                                                          | 0                                                                                             |
| (14) SHANNON REABE<br>DIRECTOR             | 1 00                                                                                       | X                                                                                                         |                       |         |              |                              |        | 0                                                                     | 0                                                                          | 0                                                                                             |
| (15) RICH RENIKOFF<br>DIRECTOR             | 1 00                                                                                       | X                                                                                                         |                       |         |              |                              |        | 0                                                                     | 0                                                                          | 0                                                                                             |
| (16) RT RYBAK<br>EX OFFICIO                | 1 00                                                                                       | X                                                                                                         |                       |         |              |                              |        | 0                                                                     | 0                                                                          | 0                                                                                             |
| (17) ELAINE SALINAS<br>DIRECTOR            | 1 00                                                                                       | X                                                                                                         |                       |         |              |                              |        | 0                                                                     | 0                                                                          | 0                                                                                             |

Part VII

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

| (A)<br>Name and Title                                                    | (B)<br>Average<br>hours per<br>week (list<br>any hours<br>for related<br>organizations<br>below<br>dotted line) | (C)<br>Position (do not check<br>more than one box, unless<br>person is both an officer<br>and a director/trustee) |                       |         |              |                                 |        | (D)<br>Reportable<br>compensation<br>from the<br>organization<br>(W- 2/1099-<br>MISC) | (E)<br>Reportable<br>compensation<br>from related<br>organizations<br>(W- 2/1099-<br>MISC) | (F)<br>Estimated<br>amount of other<br>compensation<br>from the<br>organization<br>and related<br>organizations |
|--------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|-----------------------|---------|--------------|---------------------------------|--------|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
|                                                                          |                                                                                                                 | Individual trustee<br>or director                                                                                  | Institutional Trustee | Officer | Key employee | Highest compensated<br>employee | Former |                                                                                       |                                                                                            |                                                                                                                 |
| (18) CHRISTOPHER SHAHEEN<br>DIRECTOR                                     | 1 00                                                                                                            | X                                                                                                                  |                       |         |              |                                 |        | 0                                                                                     | 0                                                                                          | 0                                                                                                               |
| (19) ROBBIE SOSKIN<br>DIRECTOR                                           | 1 00                                                                                                            | X                                                                                                                  |                       |         |              |                                 |        | 0                                                                                     | 0                                                                                          | 0                                                                                                               |
| (20) CHRISTOPHER STEVENS<br>DIRECTOR                                     | 1 00                                                                                                            | X                                                                                                                  |                       |         |              |                                 |        | 0                                                                                     | 0                                                                                          | 0                                                                                                               |
| (21) MILES SWAMMI<br>DIRECTOR                                            | 1 00                                                                                                            | X                                                                                                                  |                       |         |              |                                 |        | 0                                                                                     | 0                                                                                          | 0                                                                                                               |
| (22) CARISSA VINCENT<br>DIRECTOR                                         | 1 00                                                                                                            | X                                                                                                                  |                       |         |              |                                 |        | 0                                                                                     | 0                                                                                          | 0                                                                                                               |
| (23) PAMELA COSTAIN<br>PRESIDENT & CEO                                   | 40 00                                                                                                           |                                                                                                                    |                       | X       |              |                                 |        | 115,589                                                                               | 0                                                                                          | 11,935                                                                                                          |
| (24) DARLA BAKER<br>DIRECTOR OF FINANCE                                  | 40 00                                                                                                           |                                                                                                                    |                       | X       |              |                                 |        | 67,881                                                                                | 0                                                                                          | 10,315                                                                                                          |
|                                                                          |                                                                                                                 |                                                                                                                    |                       |         |              |                                 |        |                                                                                       |                                                                                            |                                                                                                                 |
|                                                                          |                                                                                                                 |                                                                                                                    |                       |         |              |                                 |        |                                                                                       |                                                                                            |                                                                                                                 |
|                                                                          |                                                                                                                 |                                                                                                                    |                       |         |              |                                 |        |                                                                                       |                                                                                            |                                                                                                                 |
|                                                                          |                                                                                                                 |                                                                                                                    |                       |         |              |                                 |        |                                                                                       |                                                                                            |                                                                                                                 |
|                                                                          |                                                                                                                 |                                                                                                                    |                       |         |              |                                 |        |                                                                                       |                                                                                            |                                                                                                                 |
|                                                                          |                                                                                                                 |                                                                                                                    |                       |         |              |                                 |        |                                                                                       |                                                                                            |                                                                                                                 |
|                                                                          |                                                                                                                 |                                                                                                                    |                       |         |              |                                 |        |                                                                                       |                                                                                            |                                                                                                                 |
|                                                                          |                                                                                                                 |                                                                                                                    |                       |         |              |                                 |        |                                                                                       |                                                                                            |                                                                                                                 |
| <b>1b Sub-Total</b> . . . . .                                            |                                                                                                                 |                                                                                                                    |                       |         |              |                                 |        |                                                                                       |                                                                                            |                                                                                                                 |
| <b>c Total from continuation sheets to Part VII, Section A</b> . . . . . |                                                                                                                 |                                                                                                                    |                       |         |              |                                 |        |                                                                                       |                                                                                            |                                                                                                                 |
| <b>d Total (add lines 1b and 1c)</b> . . . . .                           |                                                                                                                 |                                                                                                                    |                       |         |              |                                 |        | 183,470                                                                               | 0                                                                                          | 22,250                                                                                                          |

2Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization▶1

|   |                                                                                                                                                                                                                                               |     |    |
|---|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|----|
|   |                                                                                                                                                                                                                                               | Yes | No |
| 3 | Did the organization list any <b>former</b> officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i> . . . . .                                        | 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? <i>If "Yes," complete Schedule J for such individual</i> . . . . . | 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? <i>If "Yes," complete Schedule J for such person</i> . . . . .                       | 5   | No |

Section B. Independent Contractors

1Complete 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)<br>Name and business address | (B)<br>Description of services | (C)<br>Compensation |
|----------------------------------|--------------------------------|---------------------|
|                                  |                                |                     |
|                                  |                                |                     |
|                                  |                                |                     |
|                                  |                                |                     |
|                                  |                                |                     |

2Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ▶0

Part VIII

Statement of Revenue

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

|                                                           |                                                                       |                                                                                                                                        | (A)<br>Total revenue | (B)<br>Related or<br>exempt<br>function<br>revenue | (C)<br>Unrelated<br>business<br>revenue | (D)<br>Revenue<br>excluded from<br>tax under<br>sections<br>512, 513, or<br>514 |  |
|-----------------------------------------------------------|-----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------------------------------------|-----------------------------------------|---------------------------------------------------------------------------------|--|
| Contributions, Gifts, Grants<br>and Other Similar Amounts | 1a                                                                    | Federated campaigns . . .                                                                                                              | 1a                   |                                                    |                                         |                                                                                 |  |
|                                                           | b                                                                     | Membership dues . . . . .                                                                                                              | 1b                   |                                                    |                                         |                                                                                 |  |
|                                                           | c                                                                     | Fundraising events . . . . .                                                                                                           | 1c                   | 103,650                                            |                                         |                                                                                 |  |
|                                                           | d                                                                     | Related organizations . . . .                                                                                                          | 1d                   |                                                    |                                         |                                                                                 |  |
|                                                           | e                                                                     | Government grants (contributions)                                                                                                      | 1e                   | 33,953                                             |                                         |                                                                                 |  |
|                                                           | f                                                                     | All other contributions, gifts, grants, and<br>similar amounts not included above                                                      | 1f                   | 1,842,391                                          |                                         |                                                                                 |  |
|                                                           | g                                                                     | Noncash contributions included in lines<br>1a-1f \$                                                                                    |                      | 307,094                                            |                                         |                                                                                 |  |
|                                                           | h                                                                     | Total. Add lines 1a-1f . . . . .                                                                                                       |                      | 1,979,994                                          |                                         |                                                                                 |  |
| Program Service Revenue                                   |                                                                       |                                                                                                                                        | Business Code        |                                                    |                                         |                                                                                 |  |
|                                                           | 2a                                                                    | CONTRACT INCOME                                                                                                                        | 900099               | 904,490                                            | 904,490                                 |                                                                                 |  |
|                                                           | b                                                                     | EARNED INCOME                                                                                                                          | 900099               | 25,563                                             | 25,563                                  |                                                                                 |  |
|                                                           | c                                                                     |                                                                                                                                        |                      |                                                    |                                         |                                                                                 |  |
|                                                           | d                                                                     |                                                                                                                                        |                      |                                                    |                                         |                                                                                 |  |
|                                                           | e                                                                     |                                                                                                                                        |                      |                                                    |                                         |                                                                                 |  |
|                                                           | f                                                                     | All other program service revenue                                                                                                      |                      |                                                    |                                         |                                                                                 |  |
|                                                           | g                                                                     | Total. Add lines 2a-2f . . . . .                                                                                                       |                      | 930,053                                            |                                         |                                                                                 |  |
| Other Revenue                                             | 3                                                                     | Investment income (including dividends, interest,<br>and other similar amounts) . . . . .                                              | 19,068               |                                                    |                                         | 19,068                                                                          |  |
|                                                           | 4                                                                     | Income from investment of tax-exempt bond proceeds . .                                                                                 |                      |                                                    |                                         |                                                                                 |  |
|                                                           | 5                                                                     | Royalties . . . . .                                                                                                                    |                      |                                                    |                                         |                                                                                 |  |
|                                                           | 6a                                                                    | (i) Real                                                                                                                               |                      |                                                    |                                         |                                                                                 |  |
|                                                           |                                                                       | (ii) Personal                                                                                                                          |                      |                                                    |                                         |                                                                                 |  |
|                                                           |                                                                       |                                                                                                                                        |                      |                                                    |                                         |                                                                                 |  |
|                                                           |                                                                       |                                                                                                                                        |                      |                                                    |                                         |                                                                                 |  |
|                                                           | b                                                                     | Gross rents                                                                                                                            |                      |                                                    |                                         |                                                                                 |  |
|                                                           | b                                                                     | Less rental expenses                                                                                                                   |                      |                                                    |                                         |                                                                                 |  |
|                                                           | c                                                                     | Rental income or (loss)                                                                                                                |                      |                                                    |                                         |                                                                                 |  |
|                                                           | d                                                                     | Net rental income or (loss) . . . . .                                                                                                  |                      |                                                    |                                         |                                                                                 |  |
|                                                           | 7a                                                                    | (i) Securities                                                                                                                         |                      |                                                    |                                         |                                                                                 |  |
|                                                           |                                                                       | (ii) Other                                                                                                                             |                      |                                                    |                                         |                                                                                 |  |
|                                                           |                                                                       |                                                                                                                                        |                      |                                                    |                                         |                                                                                 |  |
|                                                           |                                                                       |                                                                                                                                        |                      |                                                    |                                         |                                                                                 |  |
|                                                           | b                                                                     | Gross amount from sales of assets other than inventory                                                                                 | 1,096,141            |                                                    |                                         |                                                                                 |  |
|                                                           | b                                                                     | Less cost or other basis and sales expenses                                                                                            | 1,090,619            |                                                    |                                         |                                                                                 |  |
|                                                           | c                                                                     | Gain or (loss)                                                                                                                         | 5,522                |                                                    |                                         |                                                                                 |  |
|                                                           | d                                                                     | Net gain or (loss) . . . . .                                                                                                           | 5,522                |                                                    |                                         | 5,522                                                                           |  |
|                                                           | 8a                                                                    | Gross income from fundraising events (not including \$ 103,650 of contributions reported on line 1c)<br>See Part IV, line 18 . . . . . |                      |                                                    |                                         |                                                                                 |  |
|                                                           | a                                                                     |                                                                                                                                        | 18,795               |                                                    |                                         |                                                                                 |  |
|                                                           | b                                                                     | Less direct expenses . . . . .                                                                                                         | b                    | 42,345                                             |                                         |                                                                                 |  |
| c                                                         | Net income or (loss) from fundraising events . . .                    |                                                                                                                                        | -23,550              |                                                    | -23,550                                 |                                                                                 |  |
| 9a                                                        | Gross income from gaming activities<br>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                                                                                                                                      |                      |                                                    |                                         |                                                                                 |  |
| a                                                         |                                                                       |                                                                                                                                        |                      |                                                    |                                         |                                                                                 |  |
| b                                                         | Less cost of goods sold . . . . .                                     | b                                                                                                                                      |                      |                                                    |                                         |                                                                                 |  |
| c                                                         | Net income or (loss) from sales of inventory . . .                    |                                                                                                                                        |                      |                                                    |                                         |                                                                                 |  |
| Miscellaneous Revenue                                     |                                                                       | Business Code                                                                                                                          |                      |                                                    |                                         |                                                                                 |  |
| 11a                                                       | MISCELLANEOUS                                                         | 900099                                                                                                                                 | 15,014               |                                                    | 15,014                                  |                                                                                 |  |
| b                                                         |                                                                       |                                                                                                                                        |                      |                                                    |                                         |                                                                                 |  |
| c                                                         |                                                                       |                                                                                                                                        |                      |                                                    |                                         |                                                                                 |  |
| d                                                         | All other revenue . . . . .                                           |                                                                                                                                        |                      |                                                    |                                         |                                                                                 |  |
| e                                                         | Total. Add lines 11a-11d . . . . .                                    |                                                                                                                                        | 15,014               |                                                    |                                         |                                                                                 |  |
| 12                                                        | Total revenue. See Instructions . . . . .                             |                                                                                                                                        | 2,926,101            | 930,053                                            | 0                                       | 16,054                                                                          |  |

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)<br>Total expenses | (B)<br>Program service expenses | (C)<br>Management and general expenses | (D)<br>Fundraising expenses |
|--------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|---------------------------------|----------------------------------------|-----------------------------|
| 1                                                                              | Grants and other assistance to governments and organizations in the United States. See Part IV, line 21.                                                                                                                                | 1,839,069             | 1,839,069                       |                                        |                             |
| 2                                                                              | Grants and other assistance to individuals in the United States. See Part IV, line 22.                                                                                                                                                  | 190,730               | 190,730                         |                                        |                             |
| 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.                                                                                                                                                               | 214,826               | 120,864                         | 59,028                                 | 34,934                      |
| 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.                                                                                                                                                                                                               | 1,358,440             | 1,129,511                       | 173,482                                | 55,447                      |
| 8                                                                              | Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions).                                                                                                                                     | 25,285                | 20,839                          | 3,292                                  | 1,154                       |
| 9                                                                              | Other employee benefits.                                                                                                                                                                                                                | 91,953                | 74,574                          | 12,704                                 | 4,675                       |
| 10                                                                             | Payroll taxes.                                                                                                                                                                                                                          | 140,551               | 111,726                         | 20,996                                 | 7,829                       |
| 11                                                                             | Fees for services (non-employees):                                                                                                                                                                                                      |                       |                                 |                                        |                             |
| a                                                                              | Management.                                                                                                                                                                                                                             |                       |                                 |                                        |                             |
| b                                                                              | Legal.                                                                                                                                                                                                                                  |                       |                                 |                                        |                             |
| c                                                                              | Accounting.                                                                                                                                                                                                                             | 16,384                |                                 | 16,384                                 |                             |
| 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).                                                                                                                             | 281,827               | 194,468                         | 87,359                                 |                             |
| 12                                                                             | Advertising and promotion.                                                                                                                                                                                                              | 23,711                | 17,372                          | 2,242                                  | 4,097                       |
| 13                                                                             | Office expenses.                                                                                                                                                                                                                        | 36,704                | 22,159                          | 6,385                                  | 8,160                       |
| 14                                                                             | Information technology.                                                                                                                                                                                                                 | 2,558                 |                                 | 2,558                                  |                             |
| 15                                                                             | Royalties.                                                                                                                                                                                                                              |                       |                                 |                                        |                             |
| 16                                                                             | Occupancy.                                                                                                                                                                                                                              | 20,652                | 15,279                          | 3,926                                  | 1,447                       |
| 17                                                                             | Travel.                                                                                                                                                                                                                                 | 9,433                 | 5,952                           | 3,243                                  | 238                         |
| 18                                                                             | Payments of travel or entertainment expenses for any federal, state, or local public officials.                                                                                                                                         |                       |                                 |                                        |                             |
| 19                                                                             | Conferences, conventions, and meetings.                                                                                                                                                                                                 | 3,046                 | 721                             | 2,285                                  | 40                          |
| 20                                                                             | Interest.                                                                                                                                                                                                                               |                       |                                 |                                        |                             |
| 21                                                                             | Payments to affiliates.                                                                                                                                                                                                                 |                       |                                 |                                        |                             |
| 22                                                                             | Depreciation, depletion, and amortization.                                                                                                                                                                                              | 31,508                | 12,921                          | 16,303                                 | 2,284                       |
| 23                                                                             | Insurance.                                                                                                                                                                                                                              | 9,759                 |                                 | 9,759                                  |                             |
| 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                                                                              | PROGRAM EXPENSES                                                                                                                                                                                                                        | 243,180               | 235,066                         | 94                                     | 8,020                       |
| b                                                                              | EQUIPMENT AND MAINTENANCE                                                                                                                                                                                                               | 61,633                | 39,314                          | 15,387                                 | 6,932                       |
| c                                                                              | TRAINING                                                                                                                                                                                                                                | 20,323                | 3,172                           | 16,902                                 | 249                         |
| d                                                                              | LICENSES AND FEES                                                                                                                                                                                                                       | 5,210                 | 1,048                           | 4,162                                  |                             |
| e                                                                              | All other expenses                                                                                                                                                                                                                      | 34,610                | 190,297                         | -155,807                               | 120                         |
| 25                                                                             | Total functional expenses. Add lines 1 through 24e.                                                                                                                                                                                     | 4,661,392             | 4,225,082                       | 300,684                                | 135,626                     |
| 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 <input type="checkbox"/> 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)               |           | (B)         |
|-----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|------------|-------------------|-----------|-------------|
|                             |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                        |     |            | Beginning of year |           | End of year |
| Assets                      | 1                                                                                                                                                   | Cash—non-interest-bearing . . . . .                                                                                                                                                                                                                                                                                                    |     |            |                   | 1         |             |
|                             | 2                                                                                                                                                   | Savings and temporary cash investments . . . . .                                                                                                                                                                                                                                                                                       |     |            | 6,143,027         | 2         | 3,570,108   |
|                             | 3                                                                                                                                                   | Pledges and grants receivable, net . . . . .                                                                                                                                                                                                                                                                                           |     |            | 2,717,824         | 3         | 292,381     |
|                             | 4                                                                                                                                                   | Accounts receivable, net . . . . .                                                                                                                                                                                                                                                                                                     |     |            | 68,761            | 4         | 37,716      |
|                             | 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 . . . . .                                                                                                                                                                                                                                                                                        |     |            | 31,505            | 9         | 15,836      |
|                             | 10a                                                                                                                                                 | Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D                                                                                                                                                                                                                                                      | 10a | 358,911    |                   |           |             |
|                             | b                                                                                                                                                   | Less accumulated depreciation . . . . .                                                                                                                                                                                                                                                                                                | 10b | 303,256    | 66,017            | 10c       | 55,655      |
|                             | 11                                                                                                                                                  | Investments—publicly traded securities . . . . .                                                                                                                                                                                                                                                                                       |     |            |                   | 11        |             |
|                             | 12                                                                                                                                                  | Investments—other securities See Part IV, line 11 . . . . .                                                                                                                                                                                                                                                                            |     |            | 1,259,619         | 12        | 4,383,736   |
|                             | 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) . . . . .                                                                                 |                                                                                                                                                                                                                                                                                                                                        |     | 10,286,753 | 16                | 8,355,432 |             |
| Liabilities                 | 17                                                                                                                                                  | Accounts payable and accrued expenses . . . . .                                                                                                                                                                                                                                                                                        |     |            | 790,739           | 17        | 527,022     |
|                             | 18                                                                                                                                                  | Grants payable . . . . .                                                                                                                                                                                                                                                                                                               |     |            | 154,320           | 18        | 58,121      |
|                             | 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 . . . . .                                                                                                                                                                                                                                                               |     |            |                   | 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 . . . . .                                                                                                                                                                                                                                                                                   |     |            | 945,059           | 26        | 585,143     |
| Net Assets or Fund Balances | Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34. |                                                                                                                                                                                                                                                                                                                                        |     |            |                   |           |             |
|                             | 27                                                                                                                                                  | Unrestricted net assets . . . . .                                                                                                                                                                                                                                                                                                      |     |            | 762,957           | 27        | 836,420     |
|                             | 28                                                                                                                                                  | Temporarily restricted net assets . . . . .                                                                                                                                                                                                                                                                                            |     |            | 8,417,975         | 28        | 6,779,333   |
|                             | 29                                                                                                                                                  | Permanently restricted net assets . . . . .                                                                                                                                                                                                                                                                                            |     |            | 160,762           | 29        | 154,536     |
|                             | Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.                          |                                                                                                                                                                                                                                                                                                                                        |     |            |                   |           |             |
|                             | 30                                                                                                                                                  | Capital stock or trust principal, or current funds . . . . .                                                                                                                                                                                                                                                                           |     |            |                   | 30        |             |
|                             | 31                                                                                                                                                  | Paid-in or capital surplus, or land, building or equipment fund . . . . .                                                                                                                                                                                                                                                              |     |            |                   | 31        |             |
|                             | 32                                                                                                                                                  | Retained earnings, endowment, accumulated income, or other funds . . . . .                                                                                                                                                                                                                                                             |     |            |                   | 32        |             |
|                             | 33                                                                                                                                                  | Total net assets or fund balances . . . . .                                                                                                                                                                                                                                                                                            |     |            | 9,341,694         | 33        | 7,770,289   |
|                             | 34                                                                                                                                                  | Total liabilities and net assets/fund balances . . . . .                                                                                                                                                                                                                                                                               |     |            | 10,286,753        | 34        | 8,355,432   |

Part XI Reconciliation of Net Assets

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

|    |                                                                                                               |    |            |
|----|---------------------------------------------------------------------------------------------------------------|----|------------|
| 1  | Total revenue (must equal Part VIII, column (A), line 12)                                                     | 1  | 2,926,101  |
| 2  | Total expenses (must equal Part IX, column (A), line 25)                                                      | 2  | 4,661,392  |
| 3  | Revenue less expenses Subtract line 2 from line 1                                                             | 3  | -1,735,291 |
| 4  | Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))                     | 4  | 9,341,694  |
| 5  | Net unrealized gains (losses) on investments                                                                  | 5  | 163,886    |
| 6  | Donated services and use of facilities                                                                        | 6  |            |
| 7  | Investment expenses                                                                                           | 7  |            |
| 8  | Prior period adjustments                                                                                      | 8  |            |
| 9  | Other changes in net assets or fund balances (explain in Schedule O)                                          | 9  | 0          |
| 10 | Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B)) | 10 | 7,770,289  |

Part XII Financial Statements and Reporting

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

|    |                                                                                                                                                                                                                                                                                                                                                                                                                          | Yes | No  |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|
| 1  | Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____<br>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?<br>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<br><input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis | 2a  | No  |
| 2b | Were the organization's financial statements audited by an independent accountant?<br>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<br><input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis                | 2b  | Yes |
| 2c | 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?<br>If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O                                                                    | 2c  | Yes |
| 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  |
| 3b | 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  |     |

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  
ACHIEVEMINNEAPOLIS

Employer identification number  
41-1425264

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<sup>1</sup>/<sub>3</sub>% 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<sup>1</sup>/<sub>3</sub>% 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?  

(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?

(ii) A family member of a person described in (i) above?

(iii) A 35% controlled entity of a person described in (i) or (ii) above?

h

☐

Provide the following information about the supported organization(s)
- |          | Yes | No |
|----------|-----|----|
| 11g(i)   |     |    |
| 11g(ii)  |     |    |
| 11g(iii) |     |    |
- | (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                              |          |                                                                                              |                                                                        |    |                                                                 |    |                                                            |    |                                  |
- For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990EZ.

Cat No 11285F

Schedule A (Form 990 or 990-EZ) 2012

Part II

Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)  
(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

| Section A. Public Support                                                                                                                                                                             |           |           |           |           |           |            |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|------------|
| Calendar year (or fiscal year beginning in) ▶                                                                                                                                                         | (a) 2008  | (b) 2009  | (c) 2010  | (d) 2011  | (e) 2012  | (f) Total  |
| 1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")                                                                                                   | 4,789,693 | 2,572,241 | 8,716,293 | 2,567,402 | 1,979,994 | 20,625,623 |
| 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                                                                                                                                                                        | 4,789,693 | 2,572,241 | 8,716,293 | 2,567,402 | 1,979,994 | 20,625,623 |
| 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) |           |           |           |           |           | 7,561,006  |
| 6 Public support. Subtract line 5 from line 4                                                                                                                                                         |           |           |           |           |           | 13,064,617 |

| 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                                                                                                                                                                             | 4,789,693 | 2,572,241 | 8,716,293 | 2,567,402 | 1,979,994 | 20,625,623 |
| 8                                             | Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources                                                                  | 127,155   | 56,891    | 39,783    | 39,191    | 19,068    | 282,088    |
| 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.)                                                                                                 |           |           | 104       | 210       | 15,014    | 15,328     |
| 11                                            | <b>Total support</b> (Add lines 7 through 10)                                                                                                                                                   |           |           |           |           |           | 20,923,039 |
| 12                                            | Gross receipts from related activities, etc. (see instructions)                                                                                                                                 |           |           |           |           | 12        | 4,571,816  |
| 13                                            | <b>First five years.</b> 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 <b>stop here</b> . . . . . ▶ |           |           |           |           |           |            |

| Section C. Computation of Public Support Percentage |                                                                                                                                                                                                                                                                                                                                                                                                         |    |          |
|-----------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----------|
| 14                                                  | Public support percentage for 2012 (line 6, column (f) divided by line 11, column (f))                                                                                                                                                                                                                                                                                                                  | 14 | 62 440 % |
| 15                                                  | Public support percentage for 2011 Schedule A, Part II, line 14                                                                                                                                                                                                                                                                                                                                         | 15 | 57 280 % |
| 16a                                                 | <b>33 1/3% support test—2012.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization                                                                                                                                                                            |    |          |
| b                                                   | <b>33 1/3% support test—2011.</b> 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 <b>stop here.</b> The organization qualifies as a publicly supported organization                                                                                                                                                                       |    |          |
| 17a                                                 | <b>10%-facts-and-circumstances test—2012.</b> 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 <b>stop here.</b> Explain in Part IV how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization      |    |          |
| b                                                   | <b>10%-facts-and-circumstances test—2011.</b> 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 <b>stop here.</b> Explain in Part IV how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization |    |          |
| 18                                                  | <b>Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions                                                                                                                                                                                                                                                               |    |          |

Part IIISupport 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.")                                                                        |          |          |          |          |          |           |
| 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                                                                                                                                             |          |          |          |          |          |           |
| 7a Amounts included on lines 1, 2, and 3 received from disqualified persons                                                                                                |          |          |          |          |          |           |
| b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year           |          |          |          |          |          |           |
| c Add lines 7a and 7b                                                                                                                                                      |          |          |          |          |          |           |
| 8 Public support (Subtract line 7c from line 6.)                                                                                                                           |          |          |          |          |          |           |

| 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                                                                                                                                                      |          |          |          |          |          |           |
| 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.)                                                                                                                          |          |          |          |          |          |           |
| 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 |  |
| 16 Public support percentage from 2011 Schedule A, Part III, line 15                      | 16 |  |

| Section D. Computation of Investment Income Percentage                                                                                                                                                                                                               |    |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|--|
| 17 Investment income percentage for 2012 (line 10c, column (f) divided by line 13, column (f))                                                                                                                                                                       | 17 |  |
| 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                                                                                                                           |  |  |  |
|---------------------------------------------------------------------------------------------------------------------------------------|--|--|--|
| SCHEDULE A, PART II, LINE 10, EXPLANATION OF OTHER INCOME MISCELLANEOUS - 2010 AMOUNT \$ 104 2011 AMOUNT \$ 210 2012 AMOUNT \$ 15,014 |  |  |  |
|                                                                                                                                       |  |  |  |
|                                                                                                                                       |  |  |  |

SCHEDULE D  
(Form 990)

Department of the Treasury  
Internal Revenue Service

Supplemental Financial Statements

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization  
ACHIEVEMINNEAPOLIS

Employer identification number  
41-1425264

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

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

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

1 Purpose(s) of conservation easements held by the organization (check all that apply)  
☐ Preservation of land for public use (e g , recreation or education) ☐ Preservation of an historically important land area  
☐ Protection of natural habitat ☐ Preservation of a certified historic structure  
☐ Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

|                                                                                                                                            | Held at the End of the Year |
|--------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| a Total number of conservation easements                                                                                                   | 2a                          |
| b Total acreage restricted by conservation easements                                                                                       | 2b                          |
| c Number of conservation easements on a certified historic structure included in (a)                                                       | 2c                          |
| d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register | 2d                          |

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ \_\_\_\_\_

4 Number of states where property subject to conservation easement is located ▶ \_\_\_\_\_

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ▶ \_\_\_\_\_

7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶ \$ \_\_\_\_\_

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenues included in Form 990, Part VIII, line 1 ▶ \$ \_\_\_\_\_

(ii) Assets included in Form 990, Part X ▶ \$ \_\_\_\_\_

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items

a Revenues included in Form 990, Part VIII, line 1 ▶ \$ \_\_\_\_\_

b Assets included in Form 990, Part X ▶ \$ \_\_\_\_\_

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

3

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

a

☐ Public exhibition

b

☐ Scholarly research

c

☐ Preservation for future generations

d

☐ Loan or exchange programs

e

☐ Other

4

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

5

During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?

☐ Yes

☐ No

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

1a

Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes

☐ No

b

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

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

|    |        |
|----|--------|
|    | Amount |
| 1c |        |
| 1d |        |
| 1e |        |
| 1f |        |

2a

Did the organization include an amount on Form 990, Part X, line 21?

☐ Yes

☐ No

b

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

☐

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

|                                                            | (a)Current year | (b)Prior year | b (c)Two years back | (d)Three years back | (e)Four years back |
|------------------------------------------------------------|-----------------|---------------|---------------------|---------------------|--------------------|
| 1a Beginning of year balance . . . . .                     |                 |               |                     | 466,833             | 630,907            |
| b Contributions . . . . .                                  |                 |               |                     |                     |                    |
| c Net investment earnings, gains, and losses               |                 |               |                     | 49,735              | -129,301           |
| d Grants or scholarships . . . . .                         |                 |               |                     | 19,141              | 34,773             |
| e Other expenditures for facilities and programs . . . . . |                 |               |                     |                     |                    |
| f Administrative expenses . . . . .                        |                 |               |                     | 6,853               |                    |
| g End of year balance . . . . .                            |                 |               |                     | 490,574             | 466,833            |

2

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

a

Board designated or quasi-endowment

b

Permanent endowment

c

Temporarily restricted endowment

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

3a

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

(i) unrelated organizations . . . . .

3a(i)

Yes

No

(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 . . . . .                                                                            |                                      | 323,001                         | 285,301                      | 37,700         |
| e Other . . . . .                                                                                |                                      | 35,910                          | 17,955                       | 17,955         |
| Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c).) |                                      |                                 |                              | 55,655         |



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  | 3,093,508 |
| 2 | Amounts included on line 1 but not on Form 990, Part VIII, line 12                       |    |           |
| a | Net unrealized gains on investments . . . . .                                            | 2a | 163,886   |
| b | Donated services and use of facilities . . . . .                                         | 2b | 3,521     |
| c | Recoveries of prior year grants . . . . .                                                | 2c |           |
| d | Other (Describe in Part XIII ) . . . . .                                                 | 2d |           |
| e | Add lines 2a through 2d . . . . .                                                        | 2e | 167,407   |
| 3 | Subtract line 2e from line 1 . . . . .                                                   | 3  | 2,926,101 |
| 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 | 0         |
| 5 | Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12 ) . . . . . | 5  | 2,926,101 |

Part XII

Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

|   |                                                                                           |    |           |
|---|-------------------------------------------------------------------------------------------|----|-----------|
| 1 | Total expenses and losses per audited financial statements . . . . .                      | 1  | 4,664,913 |
| 2 | Amounts included on line 1 but not on Form 990, Part IX, line 25                          |    |           |
| a | Donated services and use of facilities . . . . .                                          | 2a | 3,521     |
| b | Prior year adjustments . . . . .                                                          | 2b |           |
| c | Other losses . . . . .                                                                    | 2c |           |
| d | Other (Describe in Part XIII ) . . . . .                                                  | 2d |           |
| e | Add lines 2a through 2d . . . . .                                                         | 2e | 3,521     |
| 3 | Subtract line 2e from line 1 . . . . .                                                    | 3  | 4,661,392 |
| 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 | 0         |
| 5 | Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18 ) . . . . . | 5  | 4,661,392 |

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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-----------------------------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| DESCRIPTION OF UNCERTAIN TAX POSITIONS UNDER FIN 48 | PART X, LINE 2   | THE ORGANIZATION IS EXEMPT FROM FEDERAL INCOME TAXES UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE AND SIMILAR STATE INCOME TAX LAWS. IT IS THE POLICY OF THE ORGANIZATION TO ASSESS ANY UNCERTAIN TAX PROVISIONS AND, IF NECESSARY, RECORD A TAX ASSET OR LIABILITY, AND THE RELATED INCOME TAX EXPENSE FOR ANY UNCERTAIN TAX PROVISIONS. THE ORGANIZATION DOES NOT HAVE ANY UNCERTAIN TAX POSITIONS OR UNRELATED BUSINESS INCOME. THE ORGANIZATION'S TAX RETURNS ARE SUBJECT TO REVIEW AND EXAMINATION BY FEDERAL AND STATE AUTHORITIES. THE TAX RETURNS FOR THE YEARS 2010 THROUGH 2012 ARE OPEN TO EXAMINATION BY FEDERAL AND STATE AUTHORITIES. |

**SCHEDULE G**  
**(Form 990 or 990-EZ)**

Department of the Treasury  
Internal Revenue Service

## Supplemental Information Regarding Fundraising or Gaming Activities

**Complete if the organization answered "Yes" to Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a. Form 990-EZ filers are not required to complete this part.**

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

OMB No 1545-0047

# 2012

## Open to Public Inspection

|                          |                    |
|--------------------------|--------------------|
| Name of the organization | ACHIEVEMINNEAPOLIS |
|--------------------------|--------------------|

Employer identification number

41-1425264

**Part I Fundraising Activities.** Complete if the organization answered "Yes" to Form 990, Part IV, line 17.

**1** Indicate whether the organization raised funds through any of the following activities. Check all that apply.

- |          |                          |                                  |          |                          |                                       |
|----------|--------------------------|----------------------------------|----------|--------------------------|---------------------------------------|
| <b>a</b> | <input type="checkbox"/> | Mail solicitations               | <b>e</b> | <input type="checkbox"/> | Solicitation of non-government grants |
| <b>b</b> | <input type="checkbox"/> | Internet and email solicitations | <b>f</b> | <input type="checkbox"/> | Solicitation of government grants     |
| <b>c</b> | <input type="checkbox"/> | Phone solicitations              | <b>g</b> | <input type="checkbox"/> | Special fundraising events            |
| <b>d</b> | <input type="checkbox"/> | In-person solicitations          |          |                          |                                       |

**2a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☐ Yes ☐ No

**b** If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization

| (i) Name and address of individual or entity (fundraiser) | (ii) Activity | (iii) Did fundraiser have custody or control of contributions? |    | (iv) Gross receipts from activity | (v) Amount paid to (or retained by) fundraiser listed in col (i) | (vi) Amount paid to (or retained by) organization |
|-----------------------------------------------------------|---------------|----------------------------------------------------------------|----|-----------------------------------|------------------------------------------------------------------|---------------------------------------------------|
|                                                           |               | Yes                                                            | No |                                   |                                                                  |                                                   |
|                                                           |               |                                                                |    |                                   |                                                                  |                                                   |
|                                                           |               |                                                                |    |                                   |                                                                  |                                                   |
|                                                           |               |                                                                |    |                                   |                                                                  |                                                   |
|                                                           |               |                                                                |    |                                   |                                                                  |                                                   |
|                                                           |               |                                                                |    |                                   |                                                                  |                                                   |
|                                                           |               |                                                                |    |                                   |                                                                  |                                                   |
|                                                           |               |                                                                |    |                                   |                                                                  |                                                   |
|                                                           |               |                                                                |    |                                   |                                                                  |                                                   |
|                                                           |               |                                                                |    |                                   |                                                                  |                                                   |
|                                                           |               |                                                                |    |                                   |                                                                  |                                                   |
|                                                           |               |                                                                |    |                                   |                                                                  |                                                   |
|                                                           |               |                                                                |    |                                   |                                                                  |                                                   |
| Total . . . . . ▶                                         |               |                                                                |    |                                   |                                                                  |                                                   |

**3** List all states in which the organization is registered or licensed to solicit funds or has been notified it is exempt from registration or licensing

Part II Fundraising Events. Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

|                 |    | (a) Event #1<br>EDUCATION<br>PARTNERS<br>LUNCHEON<br>(event type)      | (b) Event #2<br>(event type) | (c) Other events<br>(total number) | (d) Total events<br>(add col (a) through<br>col (c)) |
|-----------------|----|------------------------------------------------------------------------|------------------------------|------------------------------------|------------------------------------------------------|
|                 |    |                                                                        |                              |                                    |                                                      |
| Revenue         | 1  | Gross receipts . . . .                                                 | 122,445                      |                                    | 122,445                                              |
|                 | 2  | Less Contributions . .                                                 | 103,650                      |                                    | 103,650                                              |
|                 | 3  | Gross income (line 1<br>minus line 2) . . . .                          | 18,795                       |                                    | 18,795                                               |
| Direct Expenses | 4  | Cash prizes . . . .                                                    |                              |                                    |                                                      |
|                 | 5  | Noncash prizes . .                                                     |                              |                                    |                                                      |
|                 | 6  | Rent/facility costs . .                                                | 7,315                        |                                    | 7,315                                                |
|                 | 7  | Food and beverages .                                                   | 18,497                       |                                    | 18,497                                               |
|                 | 8  | Entertainment . . . .                                                  | 15,932                       |                                    | 15,932                                               |
|                 | 9  | Other direct expenses .                                                | 601                          |                                    | 601                                                  |
|                 | 10 | Direct expense summary Add lines 4 through 9 in column (d) . . . . . ▶ |                              |                                    |                                                      |
|                 | 11 | Net income summary Combine line 3, column (d), and line 10 . . . . . ▶ |                              |                                    |                                                      |
|                 |    |                                                                        |                              |                                    | (42,345)                                             |
|                 |    |                                                                        |                              |                                    | -23,550                                              |

Part III Gaming. Complete if the organization answered "Yes" to Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

|                 |   | (a) Bingo                                                                 | (b) Pull tabs/Instant<br>bingo/progressive bingo                               | (c) Other gaming                                                               | (d) Total gaming (add<br>col (a) through col<br>(c))                           |
|-----------------|---|---------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|
|                 |   |                                                                           |                                                                                |                                                                                |                                                                                |
| Revenue         | 1 | Gross revenue . . . . .                                                   |                                                                                |                                                                                |                                                                                |
|                 |   |                                                                           |                                                                                |                                                                                |                                                                                |
| Direct Expenses | 2 | Cash prizes . . . . .                                                     |                                                                                |                                                                                |                                                                                |
|                 | 3 | Non-cash prizes . . . .                                                   |                                                                                |                                                                                |                                                                                |
|                 | 4 | Rent/facility costs . . . .                                               |                                                                                |                                                                                |                                                                                |
|                 | 5 | Other direct expenses . .                                                 |                                                                                |                                                                                |                                                                                |
|                 |   |                                                                           |                                                                                |                                                                                |                                                                                |
|                 | 6 | Volunteer labor . . . .                                                   | <div><input type="checkbox"/> Yes</div> <div><input type="checkbox"/> No</div> | <div><input type="checkbox"/> Yes</div> <div><input type="checkbox"/> No</div> | <div><input type="checkbox"/> Yes</div> <div><input type="checkbox"/> No</div> |
|                 | 7 | Direct expense summary Add lines 2 through 5 in column (d) . . . . . ▶    |                                                                                |                                                                                |                                                                                |
|                 | 8 | Net gaming income summary Combine lines 1 and 7 in column (d) . . . . . ▶ |                                                                                |                                                                                |                                                                                |
|                 |   |                                                                           |                                                                                |                                                                                |                                                                                |

9 Enter the state(s) in which the organization operates gaming activities \_\_\_\_\_

a Is the organization licensed to operate gaming activities in each of these states? . . . . . ☐ Yes ☐ No

b If "No," explain \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? . . . . . ☐ Yes ☐ No

b If "Yes," explain \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Does the organization operate gaming activities with nonmembers? ☐ Yes ☐ No

12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? ☐ Yes ☐ No

13 Indicate the percentage of gaming activity operated in

|                               |     |  |
|-------------------------------|-----|--|
| a The organization's facility | 13a |  |
| b An outside facility         | 13b |  |

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records

Name  .....

Address  .....

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? ☐ Yes ☐ No

b If "Yes," enter the amount of gaming revenue received by the organization  \$ \_\_\_\_\_ and the amount of gaming revenue retained by the third party  \$ \_\_\_\_\_

c If "Yes," enter name and address of the third party

Name  .....

Address  .....

16 Gaming manager information

Name  .....

Gaming manager compensation  \$ .....

Description of services provided  .....

☐ Director/officer ☐ Employee ☐ Independent contractor

17 Mandatory distributions

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? ☐ Yes ☐ No

b Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year  \$ \_\_\_\_\_

**Part IV Supplemental Information.** Complete this part to provide the explanations required by Part I, line 2b, columns (iii) and (v), and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also complete this part to provide any additional information (see instructions).

| Identifier | Return Reference | Explanation |
|------------|------------------|-------------|
|------------|------------------|-------------|

**Grants and Other Assistance to Organizations,  
Governments and Individuals in the United States**  
Complete if the organization answered "Yes," to Form 990, Part IV, line 21 or 22.  
▶ Attach to Form 990

# 2012

## Open to Public Inspection

Name of the organization  
ACHIEVEMINNEAPOLIS

**Employer identification number**  
41-1425264

## Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ Yes ☐ No
- 2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

**Part II** **Grants and Other Assistance to Governments and Organizations in the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

[illegible]

- |          |                                                                                                           |          |
|----------|-----------------------------------------------------------------------------------------------------------|----------|
| <b>2</b> | Enter total number of section 501(c)(3) and government organizations listed in the line 1 table . . . . . | <b>1</b> |
| <b>3</b> | Enter total number of other organizations listed in the line 1 table . . . . .                            | <b>0</b> |

Part III

Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 22.  
Part III can be duplicated if additional space is needed.

| (a)Type of grant or assistance | (b)Number of recipients | (c)Amount of cash grant | (d)Amount of non-cash assistance | (e)Method of valuation (book, FMV, appraisal, other) | (f)Description of non-cash assistance |
|--------------------------------|-------------------------|-------------------------|----------------------------------|------------------------------------------------------|---------------------------------------|
| (1) PROFESSIONAL DEVELOPMENT   | 21                      | 33,707                  |                                  | N/A                                                  | N/A                                   |
| (2) SCHOLARSHIPS               | 131                     | 138,150                 |                                  | N/A                                                  | N/A                                   |
| (3) CLASSROOM GRANTS           | 28                      | 18,873                  |                                  | N/A                                                  | N/A                                   |
|                                |                         |                         |                                  |                                                      |                                       |
|                                |                         |                         |                                  |                                                      |                                       |
|                                |                         |                         |                                  |                                                      |                                       |
|                                |                         |                         |                                  |                                                      |                                       |

Part IV

Supplemental Information.

Complete this part to provide the information required in Part I, line 2, Part III, column (b), and any other additional information

| Identifier                                 | Return Reference | Explanation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|--------------------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PROCEDURE FOR MONITORING GRANTS IN THE U S | PART I, LINE 2   | SCHEDULE I, PART I, LINE 2 MOST FUNDS ARE MANAGED BY MINNEAPOLIS PUBLIC SCHOOLS (MPS) EACH YEAR THEY ARE PUBLICLY AUDITED TWO DIFFERENT METHODS ARE USED FOR SELECTING SCHOLARSHIPS AND GRANT AWARDS 1) SCHOOL BASED SELECTION (APPLIES TO MOST SCHOLARSHIPS) STUDENTS COMPLETE GENERIC APPLICATIONS AT THEIR SCHOOL THEY ARE THEN PUT "IN THE RUNNING" FOR SCHOLARSHIPS AVAILABLE THROUGH BOTH ACHIEVEMPLS AND THEIR SCHOOL'S FOUNDATION THE COUNSELING OFFICE SETS UP A SELECTION COMMITTEE, REVIEWS THE CRITERIA FOR EACH SCHOLARSHIP AND THE QUALIFICATIONS OF EACH APPLICANT, AND MAKES AWARDS BASED UPON THE BEST MATCHES FOR EXAMPLE, THE MARK WELTER WORLD CITIZEN AWARD LISTS SIX PRINCIPLES THAT STUDENTS SHOULD EMULATE COUNSELORS REVIEW STUDENTS' ESSAYS WITHIN THEIR APPLICATIONS AND TARGET THOSE STUDENTS THAT DISPLAY THOSE PRINCIPLES 2) ACHIEVEMPLS BASED SELECTION (APPLIES TO SOME SCHOLARSHIPS AND ALL GRANTS) SCHOLARSHIPS STUDENTS COMPLETE SPECIFIC APPLICATIONS FOR SPECIFIC SCHOLARSHIPS ACHIEVEMPLS ACCEPTS APPLICATIONS AND DISTRIBUTES TO SELECTION COMMITTEE MEMBERS (COMPRISED OF DONORS, CONTENT AREA EXPERTS, AND/OR ACHIEVEMPLS STAFF) APPLICATIONS ARE REVIEWED AND SCORED BASED UPON SPECIFIC SCORING INSTRUCTIONS SCORES ARE RANKED AND, AFTER A THOUGHTFUL CONVERSATION OR EMAIL EXCHANGE, AWARDS ARE MADE FOR EXAMPLE, THE MPS NURSES SCHOLARSHIP REQUIRES THE SUBMISSION OF SEVERAL APPLICATION PARTS (COVER SHEET, TEST SCORES, TRANSCRIPT, ESSAY) TWO NURSES AND ACHIEVEMPLS STAFF REVIEW APPLICATIONS AND SCORE BASED UPON SCORING INSTRUCTIONS GRANTS APPLICANTS COMPLETE A SPECIFIC APPLICATION AND SUBMIT TO ACHIEVEMPLS OR ONLINE TO A PARTNERING ORGANIZATION APPLICATIONS ARE REVIEWED AND SCORED TO A RUBRIC OR SET OF SCORING INSTRUCTIONS SELECTION COMMITTEES ARE COMPRISED OF ACHIEVEMPLS STAFF, MPS STAFF, COMMUNITY MEMBERS, AND STAFF FROM PARTNER ORGANIZATIONS SELECTION COMMITTEE MEETINGS ARE HELD TO REVIEW THE TOP CONTENDERS AND MAKE AWARDS BASED UPON APPLICATION STRENGTH AND MERIT SMALL AWARDS SMALL, RANDOM AWARDS (USUALLY UNDER \$500) ARE OCCASIONALLY GRANTED BASED UPON A SCHOOL OR PROJECT NEED REQUESTS ARE MADE AND REVIEWED BY MEMBERS OF ACHIEVEMPLS' DEVELOPMENT AND ADMINISTRATIVE STAFF AWARDS ARE MADE BASED UPON MERIT, EXTERNAL LACK OF FUNDING, AND INTERNAL FUND AVAILABILITY |

Schedule L  
(Form 990 or 990-EZ)

Department of the Treasury  
Internal Revenue Service

Transactions with Interested Persons

▶ Complete if the organization answered  
"Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c,  
or Form 990-EZ, Part V, line 38a or 40b.  
▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

OMB No 1545-0047

2012

Open to Public Inspection

|                                                |                                                  |
|------------------------------------------------|--------------------------------------------------|
| Name of the organization<br>ACHIEVEMINNEAPOLIS | Employer identification number<br><br>41-1425264 |
|------------------------------------------------|--------------------------------------------------|

Part I Excess Benefit Transactions (section 501(c)(3) and section 501(c)(4) organizations only).

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b

| 1 | (a) Name of disqualified person | (b) Relationship between disqualified person and organization | (c) Description of transaction | (d) Corrected? |    |
|---|---------------------------------|---------------------------------------------------------------|--------------------------------|----------------|----|
|   |                                 |                                                               |                                | Yes            | No |
|   |                                 |                                                               |                                |                |    |
|   |                                 |                                                               |                                |                |    |
|   |                                 |                                                               |                                |                |    |
|   |                                 |                                                               |                                |                |    |
|   |                                 |                                                               |                                |                |    |
|   |                                 |                                                               |                                |                |    |
|   |                                 |                                                               |                                |                |    |

2 Enter the amount of tax incurred by organization managers or disqualified persons during the year under section 4958 . . . . . ▶ \$

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization . . . . . ▶ \$

Part II Loans to and/or From Interested Persons.

Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a, or Form 990, Part IV, line 26, or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22

| (a) Name of interested person | (b) Relationship with organization | (c) Purpose of loan | (d) Loan to or from the organization? |      | (e) Original principal amount | (f) Balance due | (g) In default? |    | (h) Approved by board or committee? | (i) Written agreement? |    |
|-------------------------------|------------------------------------|---------------------|---------------------------------------|------|-------------------------------|-----------------|-----------------|----|-------------------------------------|------------------------|----|
|                               |                                    |                     | To                                    | From |                               |                 | Yes             | No |                                     | Yes                    | No |
|                               |                                    |                     |                                       |      |                               |                 |                 |    |                                     |                        |    |
|                               |                                    |                     |                                       |      |                               |                 |                 |    |                                     |                        |    |
|                               |                                    |                     |                                       |      |                               |                 |                 |    |                                     |                        |    |
|                               |                                    |                     |                                       |      |                               |                 |                 |    |                                     |                        |    |
|                               |                                    |                     |                                       |      |                               |                 |                 |    |                                     |                        |    |
|                               |                                    |                     |                                       |      |                               |                 |                 |    |                                     |                        |    |
| Total ▶ \$                    |                                    |                     |                                       |      |                               |                 |                 |    |                                     |                        |    |

Part III Grants or Assistance Benefitting Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

| (a) Name of interested person | (b) Relationship between interested person and the organization | (c) Amount of assistance | (d) Type of assistance | (e) Purpose of assistance |
|-------------------------------|-----------------------------------------------------------------|--------------------------|------------------------|---------------------------|
|                               |                                                                 |                          |                        |                           |
|                               |                                                                 |                          |                        |                           |
|                               |                                                                 |                          |                        |                           |
|                               |                                                                 |                          |                        |                           |
|                               |                                                                 |                          |                        |                           |

**Part IV Business Transactions Involving Interested Persons.**

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

| (a) Name of interested person | (b) Relationship between interested person and the organization    | (c) Amount of transaction | (d) Description of transaction | (e) Sharing of organization's revenues? |    |
|-------------------------------|--------------------------------------------------------------------|---------------------------|--------------------------------|-----------------------------------------|----|
|                               |                                                                    |                           |                                | Yes                                     | No |
| (1) MATTIE WEISS              | FAMILY MEMBER OF P COSTAIN, INDEPENDENT CONTRACTOR STEP-UP TRAINER | 750                       | STEP-UP TRAINER                |                                         | No |
|                               |                                                                    |                           |                                |                                         |    |
|                               |                                                                    |                           |                                |                                         |    |
|                               |                                                                    |                           |                                |                                         |    |
|                               |                                                                    |                           |                                |                                         |    |
|                               |                                                                    |                           |                                |                                         |    |

**Part V Supplemental Information**

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

| Identifier | Return Reference | Explanation |
|------------|------------------|-------------|
|------------|------------------|-------------|

SCHEDULE M  
(Form 990)

Noncash Contributions

OMB No 1545-0047

2012

Open to Public Inspection

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

Name of the organization  
ACHIEVEMINNEAPOLIS

Employer identification number  
41-1425264

Part I

Types of Property

|                                                                            | (a)<br>Check<br>if<br>applicable | (b)<br>Number of contributions<br>or items contributed | (c)<br>Noncash contribution<br>amounts reported on<br>Form 990, Part VIII, line<br>1g | (d)<br>Method of determining<br>noncash contribution amounts |
|----------------------------------------------------------------------------|----------------------------------|--------------------------------------------------------|---------------------------------------------------------------------------------------|--------------------------------------------------------------|
| 1 Art—Works of art . . . . .                                               |                                  |                                                        |                                                                                       |                                                              |
| 2 Art—Historical treasures . . . . .                                       |                                  |                                                        |                                                                                       |                                                              |
| 3 Art—Fractional interests . . . . .                                       |                                  |                                                        |                                                                                       |                                                              |
| 4 Books and publications . . . . .                                         |                                  |                                                        |                                                                                       |                                                              |
| 5 Clothing and household<br>goods . . . . .                                |                                  |                                                        |                                                                                       |                                                              |
| 6 Cars and other vehicles . . . . .                                        |                                  |                                                        |                                                                                       |                                                              |
| 7 Boats and planes . . . . .                                               |                                  |                                                        |                                                                                       |                                                              |
| 8 Intellectual property . . . . .                                          |                                  |                                                        |                                                                                       |                                                              |
| 9 Securities—Publicly traded . . . . .                                     | X                                | 8                                                      | 306,894                                                                               | STOCK MARKET QUOTES                                          |
| 10 Securities—Closely held stock . . . . .                                 |                                  |                                                        |                                                                                       |                                                              |
| 11 Securities—Partnership, LLC,<br>or trust interests . . . . .            |                                  |                                                        |                                                                                       |                                                              |
| 12 Securities—Miscellaneous . . . . .                                      |                                  |                                                        |                                                                                       |                                                              |
| 13 Qualified conservation<br>contribution—Historic<br>structures . . . . . |                                  |                                                        |                                                                                       |                                                              |
| 14 Qualified conservation<br>contribution—Other . . . . .                  |                                  |                                                        |                                                                                       |                                                              |
| 15 Real estate—Residential . . . . .                                       |                                  |                                                        |                                                                                       |                                                              |
| 16 Real estate—Commercial . . . . .                                        |                                  |                                                        |                                                                                       |                                                              |
| 17 Real estate—Other . . . . .                                             |                                  |                                                        |                                                                                       |                                                              |
| 18 Collectibles . . . . .                                                  |                                  |                                                        |                                                                                       |                                                              |
| 19 Food inventory . . . . .                                                |                                  |                                                        |                                                                                       |                                                              |
| 20 Drugs and medical supplies . . . . .                                    |                                  |                                                        |                                                                                       |                                                              |
| 21 Taxidermy . . . . .                                                     |                                  |                                                        |                                                                                       |                                                              |
| 22 Historical artifacts . . . . .                                          |                                  |                                                        |                                                                                       |                                                              |
| 23 Scientific specimens . . . . .                                          |                                  |                                                        |                                                                                       |                                                              |
| 24 Archeological artifacts . . . . .                                       |                                  |                                                        |                                                                                       |                                                              |
| 25 Other ► ( GIFT CARDS ) . . . . .                                        | X                                | 1                                                      | 200                                                                                   | FACE VALUE                                                   |
| 26 Other ► ( ) . . . . .                                                   |                                  |                                                        |                                                                                       |                                                              |
| 27 Other ► ( ) . . . . .                                                   |                                  |                                                        |                                                                                       |                                                              |
| 28 Other ► ( ) . . . . .                                                   |                                  |                                                        |                                                                                       |                                                              |

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement . . . . .

29

0

|                                                                                                                                                                                                                                                                                                       | Yes | No |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|----|
| 30a During the year, did the organization receive by contribution any property reported in Part I, lines 1-28 that it must hold for at least three years from the date of the initial contribution, and which is not required to be used for exempt purposes for the entire holding period? . . . . . |     | No |
| b If "Yes," describe the arrangement in Part II                                                                                                                                                                                                                                                       |     |    |
| 31 Does the organization have a gift acceptance policy that requires the review of any non-standard contributions?                                                                                                                                                                                    | Yes |    |
| 32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions? . . . . .                                                                                                                                                            |     | No |
| b If "Yes," describe in Part II                                                                                                                                                                                                                                                                       |     |    |
| 33 If the organization did not report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II                                                                                                                                                             |     |    |

Part II

Supplemental Information. Complete this part to provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

| Identifier | Return Reference | Explanation |
|------------|------------------|-------------|
|------------|------------------|-------------|

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<br>ACHIEVEMINNEAPOLIS | Employer identification number<br>41-1425264 |
|------------------------------------------------|----------------------------------------------|

| Identifier | Return Reference                       | Explanation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|------------|----------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|            | FORM 990, PART VI, SECTION A, LINE 1   | THE EXECUTIVE COMMITTEE IS COMPOSED OF THE BOARD CHAIR, VICE CHAIR, TREASURER AND SECRETARY , ALONG WITH THE HEADS OF ALL STANDING COMMITTEES THE EXECUTIVE COMMITTEE MEETS IN THE MONTHS THAT THE BOARD OF DIRECTORS DOES NOT MEET THE EXECUTIVE COMMITTEE SETS THE AGENDA FOR BOARD MEETINGS, SUPERVISES THE CEO AND PERFORMS ANY OTHER DUTIES ASSIGNED BY THE BOARD OF DIRECTORS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|            | FORM 990, PART VI, SECTION B, LINE 11  | THE FORM 990 IS PREPARED BY AN INDEPENDENT ACCOUNTING FIRM AND IS FIRST REVIEWED BY THE DIRECTOR OF FINANCE THE DIRECTOR OF FINANCE THEN EMAILS A COPY OF THE FORM 990 TO THE FINANCE COMMITTEE FOR THEIR REVIEW AND APPROVAL ALTHOUGH THE FINANCE COMMITTEE IS EMPOWERED BY THE BOARD OF DIRECTORS TO APPROVE THE FORM 990, THE FINANCE COMMITTEE REVIEWED THE 990 AND THEN RECOMMENDED THE BOARD APPROVE THE 990 AT ITS MEETING IN ADVANCE OF FILING                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|            | FORM 990, PART VI, SECTION B, LINE 12C | A "CONFLICT" EXISTS WHEN A DIRECTOR, OFFICER, COMMITTEE MEMBER OR KEY EMPLOYEE OR A MEMBER OF THEIR IMMEDIATE FAMILY HAS A MATERIAL FINANCIAL INTEREST OR OTHER PROFESSIONAL OR PERSONAL RELATIONSHIP WHICH MAY MAKE IT DIFFICULT TO EXERCISE INDEPENDENT JUDGMENT IN THE BOARD'S BEST INTERESTS IMMEDIATE FAMILY INCLUDES A SPOUSE, PARENT, CHILD, SPOUSE OF A CHILD, BROTHER, SISTER OR SPOUSE OF A BROTHER OR SISTER ANY DIRECTOR, OFFICER, COMMITTEE MEMBER OR KEY EMPLOYEE SHALL IMMEDIATELY DISCLOSE A CONFLICT TO THE BOARD OR RELEVANT COMMITTEE AS SOON AS IT BECOMES APPARENT TO THE INVOLVED INDIVIDUAL THAT SUCH A CONFLICT EXISTS ON A MATTER UNDER BOARD OR COMMITTEE CONSIDERATION EACH FINANCIAL INTEREST SHALL BE FULLY DISCLOSED OR KNOWN TO THE BOARD OR COMMITTEE PRIOR TO ANY ACTION ON THE RELEVANT CONTRACT OR TRANSACTION THIS DISCLOSURE SHALL BE MADE ORALLY AND SHALL BE FOLLOWED UP BY A DISCLOSURE IN WRITING WITHIN TEN (10) BUSINESS DAYS THE BOARD OR COMMITTEE SHALL EXCLUDE ANY PERSON DISCLOSING A FINANCIAL INTEREST FROM DISCUSSION ON THE ISSUE INVOLVING THAT CONFLICT AND SUCH INTERESTED PARTIES SHALL NOT BE COUNTED IN DETERMINING THE PRESENCE OF A QUORUM TO APPROVE ANY TRANSACTION INVOLVING A CONFLICT, THE BOARD OR COMMITTEE SHALL DETERMINE BY MAJORITY VOTE (NOT COUNTING ANY VOTE AN INTERESTED PARTY MIGHT OTHERWISE HAVE), THAT THE CONTRACT, TRANSACTION OR RELATIONSHIP INVOLVING THE CONFLICT IS IN THE BOARD'S BEST INTERESTS AND IS FAIR AND REASONABLE THE MINUTES OF MEETINGS SHALL INDICATE THE INDIVIDUAL DISCLOSING ANY CONFLICTS AND THE NATURE OF SUCH CONFLICTS, THE PERSONS PRESENT, THE DISCUSSION AND BASIS FOR THE DECISION MADE, AND A RECORD OF THE VOTE TAKEN |
|            | FORM 990, PART VI, SECTION B, LINE 15A | THE PROCESS OF DETERMINING THE COMPENSATION OF THE PRESIDENT AND CEO P COSTAIN INCLUDES A REVIEW AND APPROVAL BY THE EXECUTIVE COMMITTEE IN AN EXECUTIVE SESSION IN 2012, THE PROCESS ALSO INCLUDED A REVIEW OF THE MINNESOTA COUNCIL OF NONPROFITS' SURVEY FOR COMPENSATION TO ASSESS WHETHER THE SALARIES ARE COMPARABLE THE PRESIDENT AND CEO MAKES ALL COMPENSATION DECISIONS FOR OTHER OFFICERS AND STAFF FOR OTHER OFFICERS AND STAFF, AN ANNUAL PERFORMANCE REVIEW SYSTEM IS USED TO DETERMINE COMPENSATION THIS PROCESS WAS MOST RECENTLY UNDERTAKEN IN 2013 FOR THE DIRECTOR OF FINANCE, D BAKER                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|            | FORM 990, PART VI, SECTION C, LINE 19  | THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |