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Return of Organization Exempt From Income Tax

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

OMB No 1545-0047

2012

Department of the Treasury
Internal Revenue Service

benefit trust or private foundation)

Open to Public

Inten	nal Reveni	The organization may have to use a copy of this return to satisfy state repo	rting requirements	Inspection
<u>A</u>	For the	2012 calendar year, or tax year beginning 07 - 01 , 2012, and e	nding	06-30 ,2013
В	Check if a	D Employer Identification no		
П	Address o	pplicable C Name of organization VICTIM WITNESS SERVICES FOR COCONIN thange Doing Business As	-	86-0481748
	Name cha		Room/suite	E Telephone number
一	Initial retu		Noonvalle	
一			4	(928) 679-7770
一	Terminate			770,224
云	Amended			G Gross receipts \$
U	Applicatio		H(a) Is this a group affiliates?	return for
		SAME AS C ABOVE	affiliates?	☐ Yes 🔀 No
	Tax-exem		H(b) Are all affiliate If "No " attach	es included? Yes No a list (see instructions)
	Website.		H(c) Group exemp	lion number
			.984 M State of	legal domicile AZ
Pa	irt I	Summary		
	1	Briefly describe the organization's mission or most significant activities VICTIM/WITNESS	SERVICES OFFE	ERS COMPASSIONATE
Ð		SUPPORT AND RESOURCES TO VICTIMS, WITNESSES AND SURVIVORS OF C	RIME AND CRIS	SIS
Juc				
ř				
Activities & Governance	2	Check this box ▶ ☐ if the organization discontinued its operations or disposed of more than 25% of	of its net assets	
<u>ن</u> مح	3	Number of voting members of the governing body (Part VI, line 1a)		3 15
Se	4	Number of independent voting members of the governing body (Part VI, line 1b)		4 15
į	5	Total number of individuals employed in calendar year 2012 (Part V, line 2a)		5 19
نڅ	6	Total number of volunteers (estimate if necessary)		6
∢	7a	Total unrelated business revenue from Part VIII, column (C), line 12		7a 0
		Net unrelated business taxable income from Form 990-T, line 34		7b 0
			Prior Year	Current Year
3		Contributions and grants (Part VIII, line 1h)	716,375	
Revenúe) 🎉	9	Program service revenue (Part VIII, line 2g)	,	120/3/3
e,	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)		174
Se.	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	35,7	
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	792,6	
NAI	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	732,0	730,228
	14	Benefits paid to or for members (Part IX, column (A), line 4)		
SEXPENSES EL	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	487,8	104
es	- 1	1_1	407,0	
	- 1	Professional fundraising fees (Part IX, column (A), line 11e) JAN 19769514		0
्ट्र	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		000 350
Û		Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	330,2	
	- 1		818,1	
<u> </u>	19	Revenue less expenses Subtract line 18 from line 12	(25,5	
Fund Blances	5 20	Total assets (Part X, line 16)	Beginning of Current Ye	
181	20	, , , , , , , , , , , , , , , , , , , ,	250,1	
un d	21	Total liabilities (Part X, line 26)	74,8	
	rt	Net assets or fund balances Subtract line 21 from line 20	175,3	39 192,281
		Signature Block of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my	bounded and ballof it in	
true,	correct, ar	id complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.	knowledge and belief, it is	
		\ \(\sigma\)		
Sig	ın	Signature of officer	1.0	Daile 1
He		$\mathcal{N}(1)$. 1	8/14
	· C	MYRA FERELL-WOMOCHIL, EXECUTIVE DIRECTOR Type or print name and title	1	0 '
				·
Pai	id	Print/Type preparer's name	Check	
		JOHANNA KLOMANN CPA 11-27-2013	self-employed	P00848468
	eparer		Firm's EIN	
US	e Only		Phone no	554 0005
N A	the IDC	FLAGSTAFF AZ 86001	928	-774-8995
мау	the IRS	discuss this return with the preparer shown above? (see instructions)	<u> </u>	🛚 Yes 🗌 No

~	rt III Statement of Program Service Accomplishments	
	Check if Schedule O contains a response to any question in this Part III	
	Briefly describe the organization's mission.	
	VICTIM/WITNESS SERVICES OFFERS COMPASSIONATE SUPPORT AND RESOURCES TO VICTIMS, WIT	NESSES AND
	SURVIVORS OF CRIME AND CRISIS	
	BURYLYOND OF CALLED AND CALDED	
	Did the organization undertake any significant program services during the year which were not listed on the	
		Yes 🗓 No
	Did the organization cease conducting, or make significant changes in how it conducts, any program services?	Yes 🗓 No
	If "Yes," describe these changes on Schedule O 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	
	(Code) (Expenses \$176,963 including grants of \$176,963) (Revenue \$	
	REIMBURSED FOR MEDICAL CARE AND PSYSCHIATRIC COUNSELING TO VICTIMS OF CRIME, FOR F	UNERAL
	COSTS, AND FOR LOST WAGES.	
		
	· · · · · · · · · · · · · · · · · · ·	
	(Code) (Expenses \$ 460,773 including grants of \$ 354,992) (Revenue \$	
		AND OTHER
	PROVIDED VICTIM ADVOCACY SERVICES, CRISIS INTERVENTION, CRIME PREVENTION EDUCATION	
	PROVIDED VICTIM ADVOCACY SERVICES, CRISIS INTERVENTION, CRIME PREVENTION EDUCATION FORMS OF ASSISTANCE TO VICTIMS OF CRIMES, COMMUNITY EDUCATION, PUBLIC AWARENESS, A	
	PROVIDED VICTIM ADVOCACY SERVICES, CRISIS INTERVENTION, CRIME PREVENTION EDUCATION	
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	PROVIDED VICTIM ADVOCACY SERVICES, CRISIS INTERVENTION, CRIME PREVENTION EDUCATION FORMS OF ASSISTANCE TO VICTIMS OF CRIMES, COMMUNITY EDUCATION, PUBLIC AWARENESS, A ASSISTANCE COURT ADVOCACY. (Code:) (Expenses \$ including grants of \$) (Revenue \$	

2) VICTIM WITNESS SERVICES FOR COCONIN Checklist of Required Schedules

			Yes .	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes,"		37	
	complete Schedule A	1	X	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	2	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to			37
	candidates for public office? If "Yes," complete Schedule C, Part I	3		X
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h)			, v
_	election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		X
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues,			
	assessments, or similar amounts as defined in Revenue Procedure 98-197 If "Yes," complete Schedule C,	_		
	Part III	5		
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors			
	have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If			v
-	"Yes," complete Schedule D, Part I	6		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,	_		v
	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes,"			v
	complete Schedule D, Part III	8		<u>X</u> _
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a			
	custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or			v
40	debt negotiation services? If "Yes," complete Schedule D, Part IV	9		<u>X</u>
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted	40		Х
44	endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	10		
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VIII, IX, or X as applicable.			
_	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes,"			
a	complete Schedule D, Part VI	11a	Х	
h	Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more	Ha	21	 -
U	of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		Х
c	Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more			- 21
Ŭ	of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		Х
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets			
_	reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		X
e	Did the organization report an amount for other liabilities in Part X, line 25° If "Yes," complete Schedule D, Part X	11e		X
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses			
	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		X
12a				
	Schedule D, Parts XI and XII	12a	Х	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if			
	the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		Х
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		Х
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking,			
	fundraising, business, investment, and program service activities outside the United States, or aggregate			
	foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b		X
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any			
	organization or entity located outside the United States? If "Yes," complete Schedule F, Parts II and IV	15		X_
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance			
	to individuals located outside the United States? If "Yes," complete Schedule F, Parts III and IV	16		Х
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on			
	Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	_17		X
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on			
	Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	X	
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a?			
	If "Yes," complete Schedule G, Part III	_19		X
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		Χ
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		

Form 990 (2012) VICTIM WITNESS SERVICES FOR Part IV Checklist of Required Schedules (continued) 86-0481748 Yes No

			res	NO
21	Did the organization report more than \$5,000 of grants and other assistance to any government or organization			
22	In the United States on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		Χ
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States	00		v
23	on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		Х
20	organization's current and former officers, directors, trustees, key employees, and highest compensated			
	employees? If "Yes," complete Schedule J	23		X
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than	23		Λ
	\$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b			
	through 24d and complete Schedule K If "No," go to line 25	24a		Х
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	·	
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year			
	to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction			
	with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		Х
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior			
	year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ?			
	If "Yes," complete Schedule L, Part I	25b		Χ
26	Was a loan to or by a current or former officer, director, trustee, key employee, highest compensated employee, or			
	disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	26		X
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee,			
	substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled			
	entity or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		X
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L,			
	Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		_X_
Ь	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete			
	Schedule L, Part IV	28b		<u>X</u>
С	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof)			
20	was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		X
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		_X_
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified			v
31	conservation contributions? If "Yes," complete Schedule M	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N,	24		Х
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes,"	31		
J2	complete Schedule N, Part II	32		Х
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations	JZ		
	sections 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I	33		Χ
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III,			
	or IV, and Part V, line 1	34		Χ
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a		1	
	controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		Χ
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable			
	related organization? If "Yes," complete Schedule R, Part V, line 2	36		_X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R,			
	Part VI	37		_X_
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and			
	19? Note. All Form 990 filers are required to complete Schedule O	38	Х	
		_		

Part V Statements Regarding Other IRS Filings and Tax Compliance Check if Schedule O contains a response to any question in this Part V No Yes Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable 1a Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable o Did the organization comply with backup withholding rules for reportable payments to vendors and 1c 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 Х If at least one is reported on line 2a, did the organization file all required federal employment tax returns? 2b Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions) 3a Did the organization have unrelated business gross income of \$1,000 or more during the year? Χ If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O 3b 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 4a Χ If "Yes," enter the name of the foreign country. See instructions for filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . . 5a Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? Х 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? Χ 6a If "Yes," did the organization include with every solicitation an express statement that such contributions or 6b Organizations that may receive deductible contributions under section 170(c). Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods Χ and services provided to the payor? 7a If "Yes," did the organization notify the donor of the value of the goods or services provided? 7b b Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was Χ 7с Χ Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? 7е X Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? 7f X If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? 7g If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? 7h Χ 8 Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year? Χ Sponsoring organizations maintaining donor advised funds. 9a X b Did the organization make a distribution to a donor, donor advisor, or related person? 9b 10 Section 501(c)(7) organizations. Enter а Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities b 11 Section 501(c)(12) organizations. Enter b Gross income from other sources (Do not net amounts due or paid to other sources 12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? 12a 13 Section 501(c)(29) qualified nonprofit health insurance issuers. Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O 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 14a Did the organization receive any payments for indoor tanning services during the tax year? 14a b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O

Par	Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "	No"		age c
	response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions			
	Check if Schedule O contains a response to any question in this Part VI			. 🛛
Sec	tion A. Governing Body and Management		· · ·	<u> </u>
			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year			
	If there are material differences in voting rights among members of the governing body, or			
	If the governing body delegated broad authority to an executive committee or similar			
	committee, explain in Schedule O			
b	Enter the number of voting members included in line 1a, above, who are independent			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with			
	any other officer, director, trustee, or key employee?	2		Х
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		Х
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		X
6	Did the organization have members or stockholders?	6		$\frac{\lambda}{X}$
	Did the organization have members, stockholders, or other persons who had the power to elect or appoint	0		
		7.		v
b	one or more members of the governing body? Are any governance decisions of the organization reserved to (or subject to approval by) members,	7a		Х
b		- .		v
	stockholders, or persons other than the governing body?	7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during			
_	the year by the following			
	The governing body?	8a	X	
	Each committee with authority to act on behalf of the governing body?	8b	Х	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at			
<u> </u>	the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		X
Seci	cion B. Policies (This Section B requests information about policies not required by the Internal Revenue Code)			
40-	Dath, and the last of the last		Yes	No
	Did the organization have local chapters, branches, or affiliates?	10a		X
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		
	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	X	
	Describe in Schedule O the process, if any, used by the organization to review this Form 990			
	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	<u>X</u>	
	Were officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b		X
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes,"			
	describe in Schedule O how this was done	12c	_X_	
13	Did the organization have a written whistleblower policy?	13	X	
	Did the organization have a written document retention and destruction policy?	14	Χ	
	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?	1		
	The organization's CEO, Executive Director, or top management official	15a	X	
	Other officers or key employees of the organization	15b	Х	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)	1		
	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement	1		
	with a taxable entity during the year?	16a		Χ
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its	1		
	participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the	1		
	organization's exempt status with respect to such arrangements?	16b	[
	ion C. Disclosure			
17	List the states with which a copy of this Form 990 is required to be filed AZ			
18	Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only)			
	available for public inspection. Indicate how you made these available. Check all that apply			
	☐ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)			
19	Describe in Schedule O whether (and if so, how), the organization made its governing documents, conflict of interest policy,			
	and financial statements available to the public during the tax year			
	State the name, physical address, and telephone number of the person who possesses the books and records of the			
	organization ► MYRA FERELL-WOMOCHIL (928)679-7770 201 E BIRCH AVE NUMBER 4 FLAGSTAFF,	AZ 8	3600	1

Form 990 (20	12)	i
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VICTIM WITNESS SERVICES FOR COCONIN

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Page 7

Form 990 (2012)

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, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations
- List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations

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

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

(A)	(B)	(C)						(D)	(E)	(F)												
Name and Title	Average			Pos	ition			Reportable	Reportable	Estimated												
	hours per week (list any	(do not check more than one		(do not check more than one			(do not check more than one				(do not check more than one			(do not check more than one		(do not check more		(do not check more		compensation from	compensation from related	amount of other
	hours for	box, unless person is both an			box, unless person is both an		the	organizations	compensation													
	related organizations	office	officer and a director/trustee)			,	organization	(W-2/1099-MISC)	from the													
	below dotted line)	I t d nrı dur ı se vt c ı e t de o u r a o l r	l s ı t t e	ı	Key employe	H c o m p l o y e e n s a t e d	F o r m e r	(W-2/1099-MISC)		organization and related organizations												
(1) AUBREY THOMAS			a		e																	
MEMBER	1.00	Х			L			o	0	0												
(2) CATHY SNOW																						
MEMBER	1.00	Х						0	o	0												
(3) CHUCK ADAMS																						
PRESIDENT	1.00	Х						о	0	0												
(4) CINDY COX																						
VICE PRESIDENT	1.00	Х						0	0	0												
(5) DANI KNIGHT									,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,													
MEMBER	1.00	X						0	0	0												
(6) JONATHAN MOSHER																						
MEMBER	1.00	Х						0	0	0												
(7) KATHE SHINHAM																						
PAST PRESIDENT	1.00	X						0	0	0												
(8) KEVIN TREADWAY		1																				
MEMBER	1.00	X						0	0	0												
(9) LINDA ROBYN				1																		
MEMBER	1.00	Х						0	0	0												
(10)LISA HEWES								i														
TREASURER	1.00	X				<u> </u>		0	0	0												
(11)MARLENE DEROSA																						
MEMBER	1.00	X	Щ		<u> </u>			0	0	0												
(12)PAUL D BUSTAMANTE		_			ŀ																	
MEMBER	1.00	X			ļ			0	0	0												
(13)PAULA SMITH									1													
SECRETARY	1.00	X						0	0	0												
(14)REX GILLILAND																						
MEMBER	1.00	X	L	L				0	0	0												

Part	VII Section A. Officers, Directors, Trustees,	Key Employ	ees, a	and	High	est	Comp	ens	ated Employees (continued)			
	(A)	(B) (C) (D) (E)							(E)				
	Name and title	ille Average Position Reportable Reportable				Reportable	E	stimated	J				
	•	hours per (do not check more than one compensation compensation from						compensation from	a		i		
	officer and display had a								related organizations		other	00	
	•	hours for related	I t d	Т	0	к	Нсе	F	organization	(W-2/1099-MISC)		pensation	
		organizations	nrı	n r	1	е	l o m	0	(W-2/1099-MISC)	,,		ganizatio	
		below dotted	dur se	t s	1	У	g m p	l m				nd relate	
		line)	v t c		C e	e m	e e o	e r			org	anızatıo	ns
			d e o	u e t	r	P	t s e]					
			a o	0		o y	i e						
				n		e	ď				}		
				li_		<u></u>							
(15)SH	IRLEY NAVARRO												
ME	MBER	1.00	X						0	0			0
(16)KR	IS STARK												
EX	ECUTIVE DIRECTOR	40.00	l	ì	Х	1	1	1 1	58,324	0			0
(17)MY	RA FERELL-WOMOCHIL												
	ECUTIVE DIRECTOR	40.00			l x		I		0	0			0
(18)			<u> </u>			<u> </u>	<u> </u>						<u> </u>
()													
(19)		-	···			-					-		
(13)													
(20)		-		├			 				 		
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(22)													
			<u> </u>	ļ			ļ				<u> </u>		
(23)							i						
(24)									-				
(25)													
1b	Sub-total										1		
c	Total from continuation sheets to Part VII, Section												
d	Total (add lines 1b and 1c)								58,324	0			0
2	Total number of individuals (including but not limited									<u> </u>	1		_ <u> </u>
-	reportable compensation from the organization	10 11000 1101	00 000	,	•••	100	CIVCGI	11010	11011 \$ 100,000 01	0			
	Topol able compensation from the organization		-									Yes	No
3	Did the organization list any former officer, director,	or tructoo k	ov om	nlov		or bi	ahaet		ancatod			162	NO
3	employee on line 1a? If "Yes," complete Schedule J	-	•				•	•					X
											3		A
4	For any individual listed on line 1a, is the sum of rep						•						
	organization and related organizations greater than											-	
	ındıvidual										4		X
5	Did any person listed on line 1a receive or accrue or	•		-			~					-	l
	for services rendered to the organization? If "Yes," or	complete Sch	nedule	J fo	rsuc	ch p	erson		<u></u>	<u> </u>	5		X
Section	on B. Independent Contractors												
1	Complete this table for your five highest compensate	ed independ	ent cor	ntrac	ctors	tha	t receiv	ved n	nore than \$100,00	0 of			
	compensation from the organization Report compe	nsation for th	ie cale	ndar	yea	r er	nding w	/ith o	r within the organiz	zation's tax			
	year											_	
	(A)								(B)			(C)	
	Name and business address	_							Description of	services	Com	oensalio	ın
-											•		
										 			
2	Total number of independent contractors (including	but not limite	d to th	OSE	liste	d at	nove) u	vho				***********	
~	received more than \$100,000 of compensation from					u al	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	•110					
	Towards there than \$100,000 or compensation from	i are organiza	au OH							1			

Part VIII Statement of Revenue Check if Schedule O contains a response to any question in this Part VIII (A) (B) (C) (D) Related or exempt function Unrelated business Revenue excluded from tax Total revenue revenue under sections 512, 513, or 514 revenue Federated campaigns Contributions, Giffs, Grants and Other Similar Amounts Membership dues 1b Fundraising events С 1c Related organizations 1d Government grants (contributions) . . 1e 656,315 All other contributions, gifts, grants, and similar amounts not included above 60,060 Noncash contributions included in lines 1a-1f \$ Total. Add lines 1a-1f 716,375 **Business Code** Program Service Revenue 2a С f All other program service revenue 3 Investment income (including dividends, interest, and other similar amounts) ▶ 174 174 Income from investment of tax-exempt bond proceeds > (ı) Real (II) Personal **6a** Gross rents b Less rental expenses c Rental income or (loss) . . . (i) Secunties 7a Gross amount from sales of assets other than inventory b Less cost or other basis and sales expenses c Gain or (loss) Other Revenue 8a Gross income from fundraising events (not including \$ of contributions reported on line 1c) See Part IV, line 18 a 53,675 **b** Less direct expenses **b** 19,996 c Net income or (loss) from fundraising events ▶ 33,679 33,679 9a Gross income from gaming activities See Part IV, line 19 a **b** Less: direct expenses b c Net income or (loss) from gaming activities ▶ 10a Gross sales of inventory, less returns and allowances a b Less. cost of goods sold b ${f c}$ Net income or (loss) from sales of inventory Miscellaneous Revenue **Business Code** 11a b d All other revenue e Total. Add lines 11a-11d ▶ 750,228 174 33,679

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) Do not include amounts reported on lines 6b, 7b, (A) Total expenses (B) (C) (D) Program service Management and Fundraising 8b, 9b, and 10b of Part VIII. expenses general expenses expenses Grants and other assistance to governments and organizations in the United States. See Part IV, line 21. Grants and other assistance to individuals in the United States, See Part IV, line 22 Grants and other assistance to governments. organizations, and individuals outside the United States See Part IV, lines 15 and 16 Compensation of current officers, directors, trustees, and key employees 58,324 50,252 2,683 5,389 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 299,353 257,921 13,772 27,660 8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) 9 Other employee benefits 51,837 44,394 4,461 2,982 10 31,404 26,895 2,703 1,806 Fees for services (non-employees) а b c đ e Professional fundraising services See Part IV, line 17 Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O) . . 25,597 3,792 17,056 4,749 12 Advertising and promotion 229 229 13 8,001 6,753 462 786 14 15 16 30,500 25,473 1,505 3,522 17 9,916 8,237 1,367 312 18 Payments of travel or entertainment expenses for any federal, state, or local public officials 19 Conferences, conventions, and meetings 20 1,376 343 1,033 21 Payments to affiliates 22 Depreciation, depletion, and amortization 7,338 6,141 348 849 23 1,090 997 27 66 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) FUNERAL 44,427 44,427 MEDICAL, COUNSELING, ETC 128,204 128,204 OTHER 1,960 C 1,726 234 WAGE LOSS 2,605 2,605 All other expenses 31,125 1,128 307 29,690 Total functional expenses. Add lines 1 through 24e 25 733,286 637,736 45,855 49,695 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here 🕒 🔲 if following SOP 98-2 (ASC 958-720)

Part X Balance Sheet

		Check if Schedule O contains a response to any question in this Part X	<u> </u>		
			(A)		(B)
			Beginning of year		End of year
	1	Cash - non-interest-bearing	159,282	1	199,394
	2	Savings and temporary cash investments	<u> </u>	2	
	3	Pledges and grants receivable, net	66,150	3	32,620
	4	Accounts receivable, net		4	
	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		1 1	
		4985(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	
Ø	7	Notes and loans receivable, net		7	
Assets	8	Inventories for sale or use		8	
¥	9	Prepaid expenses and deferred charges		9	
	10a	Land, buildings, and equipment cost or	11		, , , , , , , , , , , , , , , , , , , ,
		other basis Complete Part VI of Schedule D 10a 85,488			
	b	Less accumulated depreciation 10b 71,387	21,439	10c	14,101
	11	Investments - publicly traded securities		11	
	12	Investments - other securities See Part IV, line 11		12	
	13	Investments - program-related See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets See Part IV, line 11	3,298	15	
	16	Total assets. Add lines 1 through 15 (must equal line 34)	250,169	16	246,115
	17	Accounts payable and accrued expenses	49,504	17	28,508
	18	Grants payable		18	
	19	Deferred revenue	25,326	19	25,326
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability Complete Part IV of Schedule D	<u></u>	21	···········
Ş	22	Loans and other payables to current and former officers, directors,			711
Liabilities		trustees, key employees, highest compensated employees, and			
abi		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	74,830	26	53,834
		Organizations that follow SFAS 117 (ASC 958), check here	71,030	1	33,634
Š		complete lines 27 through 29, and lines 33 and 34.		1	
JC B	27	Unrestricted net assets	175,339	27	192,281
ala	28	Temporanly restricted net assets	113,333	28	192,201
e e	29	Permanently restricted net assets		29	
Ž	-3	Organizations that do not follow SFAS 117 (ASC 958), check here		23	
of F		complete lines 30 through 34.			
ts (30	Capital stock or trust principal, or current funds		20	
sse	30			30	
Net Assets of Fund Balances	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
Š	32	Retained earnings, endowment, accumulated income, or other funds		32	
	33	Total lebilities and and access (find balances	175,339	33	192,281
	34	Total liabilities and net assets/fund balances	250,169	34	246,115

Forn	n 990 (2012) VICTIM WITNESS SERVICES FOR COCONIN	86-0481	748	Р	age 12
Pa	rt XI Reconciliation of Net Assets				
	Check if Schedule O contains a response to any question in this Part XI		<i>.</i>		
1	Total revenue (must equal Part VIII, column (A), line 12)	. 1		750,	228
2	Total expenses (must equal Part IX, column (A), line 25)			733,	286
3	Revenue less expenses Subtract line 2 from line 1	3		16,	942
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	· · · · · · · · · · · · · · · · · · ·	175,	339
5	Net unrealized gains (losses) on investments	5			
6	Donated services and use of facilities	6			
7	Investment expenses	7			
8	Prior period adjustments	8			
9	Other changes in net assets or fund balances (explain in Schedule O)	. 9			0
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line				
	33, column (B))	. 10		192,	281
Pa	rt XII Financial Statements and Reporting		<u> </u>		
	Check if Schedule O contains a response to any question in this Part XII				
				Yes	No
1	Accounting method used to prepare the Form 990 🔲 Cash 🔲 Accrual 🔲 Other				,,,,,,,
	If the organization changed its method of accounting from a prior year or checked "Other," explain in			1	
	Schedule O			ļ	
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		. 2a		Х
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or				
	reviewed on separate basis, consolidated basis, or both			1	
	☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			}	
b	Were the organization's financial statements audited by an independent accountant?		2b	Х	1
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a				
	separate basis, consolidated basis, or both				
	⊠ Separate basis □ Consolidated basis □ Both consolidated and separate basis			İ	
C	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight				
	of the audit, review, or compilation of its financial statements and selection of an independent accountant?		. 2c	Х	ĺ
	If the organization changed either its oversight process or selection process during the tax year, explain in				
	Schedule O			1	
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		х
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the		-	 -	
	required guidt or guidte, explain why in Schedule O and describe any stone taken to undergo such audite		. 3b		

Form 990 (2012)

EEA

SCHEDULE A

(Form 990 or 990-EZ) Department of the Treasury

Internal Revenue Service

Public Charity Status and Public Support

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

► Attach to Form 990 or Form 990-EZ.

▶ See separate instructions.

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization Employer identification number VICTIM WITNESS SERVICES FOR COCONIN 86-0481748 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) A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i). 1 A school described in section 170(b)(1)(A)(ii). (Attach Schedule E) 2 3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii). A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the 4 hospital's name, city, and state An organization operated for the benefit of a college or university owned or operated by a governmental unit described in 5 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.) A community trust described in section 170(b)(1)(A)(vi). (Complete Part II) 8 9 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2), (Complete Part III.) An organization organized and operated exclusively to test for public safety. See section 509(a)(4). 10 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 c Type III-Functionally integrated d Type III-Non-funtionally integrated a Type! **b** Type II 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) If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting \Box Since August 17, 2006, has the organization accepted any gift or contribution from any of the g following persons? (i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and No (III) below, the governing body of the supported organization? 11g(i) 11g(ii) (III) A 35% controlled entity of a person described in (I) or (II) above? 11g(III) Provide the following information about the supported organization(s) (I) Name of supported (II) EIN (iii) Type of organization (iv) is the organization (v) Did you notify (vi) Is the (vII) Amount of monetary organization (described on lines 1-9 in col (i) listed in your the organization in organization in col above or IRC section governing document? col (i) of your (I) organized in the (see instructions)) Yes No Yes No Yes No (A) (B) (C) (D) (E)

Total

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

Cale	ndar 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")	594,296	594,482	691,561	756,697	716,375	3,353,411
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	594,296	594,482	691,561	756,697	716,375	3,353,411
5	The portion of total contributions by						
	each person (other than a						
	governmental unit or publicly	1					
	supported organization) included on			ŀ			
	line 1 that exceeds 2% of the amount						
	shown on line 11, column (f)						1,519,988
_6	Public support. Subtract line 5 from line 4						1,833,423
	tion B. Total Support						
	ndar year (or fiscal year beginning in) 🕨	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
7	Amounts from line 4	594,296	594,482	691,561	756,697	716,375	3,353,411
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	(113)	2,163	350	180	174	2,754
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)	18,336	26,429	25,039	35,765	33,679	139,248
11	Total support. Add lines 7 through 10 .						3,495,413
12	Gross receipts from related activities, etc. (s	see instructions) .				12	
13	First five years. If the Form 990 is for the o organization, check this box and stop here	<u> </u>	<u> </u>				▶ □
Sec	tion C. Computation of Public Su	upport Percent	tage				
14	Public support percentage for 2012 (line 6, or		,	?))		14	52.45 %
15	Public support percentage from 2011 Scheo						69.11 %
16a	33 1/3% support test - 2012. If the organization						_
	box and stop here. The organization qualific	,					. ▶ 🏻
b	33 1/3% support test - 2011. If the organiza						
4	check this box and stop here. The organiza			-			▶ □
17a							
	10% or more, and if the organization meets						
	Part IV how the organization meets the "faci		•	•			. 🗆
ь	organization						• 📙
U	15 is 10% or more, and if the organization m	-				е	
	Explain in Part IV how the organization mee				•	dv	
						-	▶ □
18	Private foundation. If the organization did					• • • • • • • •	🗆
	instructions						▶ □
							<u> </u>

Schedule A Form 990 or 990-EZ) 2012 VICTIM WITNESS SERVICES FOR COCONIN

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

***************************************	• • • • • • • • • • • • • • • • • • • •	, ,, ,	
	(Complete only if you checked the box or	n line 9 of Part I or if the organization failed to	qualify under Part II
	If the organization fails to qualify under the	ne tests listed below, please complete Part II)	
Section A.	Public Support		

Cal	endar 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 bus under sec 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			1			
С	Add lines 7a and 7b						
8	Public support (Subtract line 7c from line 6)		:				
Sec	ction B. Total Support						
Cale	endar 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						
С	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)						
	First five years. If the Form 990 is for the or organization, check this box and stop here	<u> </u>		•		(3)	▶ □
Sec	ction C. Computation of Public Si						
15	Public support percentage for 2012 (line 8, co					15	%
16	Public support percentage from 2011 Schedu			<u></u>	·	16	<u>%</u>
	ction D. Computation of Investme						
17 40	Investment income percentage for 2012 (line						<u>%</u>
18	Investment income percentage from 2011 Sc						<u>%</u>
	33 1/3% support tests - 2012. If the organiz 17 is not more than 33 1/3%, check this box	and stop here. Th	e organization qua	lifies as a publicly	supported organization	ation	▶ 🛚
b	33 1/3% support tests - 2011. If the organiz line 18 is not more than 33 1/3%, check this	box and stop here	. The organization	qualifies as a publ	icly supported orga	anization	▶ □
20	Private foundation. If the organization did n	ot check a box on	line 14, 19a, or 19l	o, check this box a	nd see instructions		▶ 🗍

SCHEDULE D (Form 990)

Supplemental Financial Statements

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

► Attach to Form 990. ► See separate instructions.

OMB No 1545-0047

2012

Open to Public Inspection

Department of the Treasury Internal Revenue Service Name of the organization

Employer identification number

	CTIM WITNESS SERVICES FOR COCONIN	86-0481748
Pa	rt I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accou	ints. 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	(a) I also also distributed
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	
Ū	funds are the organization's property, subject to the organization's exclusive legal control?	Yes No
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used	
Ü	only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose	
	conferring impermissible private benefit?	□ v ₂₂ □ v ₂
Da	Conservation Easements. Complete if the organization answered "Yes" to Form 990,	
1		Part IV, line 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)	
	Protection of natural habitat Preservation of a certified his	storic structure
	Preservation of open space	
2	Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a cons	servation
	easement on the last day of the tax year	
_	Total code of	Held at the End of the Tax Year
a	Total number of conservation easements	2a
b	Total acreage restricted by conservation easements	2b
C	Number of conservation easements on a certified historic structure included in (a)	2c
d	Number of conservation easements included in (c) acquired after 8/17/06, and not on a	
	historic structure listed in the National Register	2d
3	Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization	zation 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?	
6	Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the	year
	<u> </u>	
7	Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year	r
	\$	
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)?	
9	In Part XIII, describe how the organization reports conservation easements in its revenue and expense statem	• •
	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	
Pa	organizations Maintaining Collections of Art, Historical Treasures, or Otl	her 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	
	works of art, historical treasures, or other similar assets held for public exhibition, education, or research in fur	
	public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these item	
b	If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and ba	
	works of art, historical treasures, or other similar assets held for public exhibition, education, or research in fur	therance 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, p	provide the
	following amounts required to be reported under SFAS 116 (ASC 958) relating to these items	
а	Revenues included in Form 990, Part VIII, line 1	▶ \$
h	Assets included in Form 990, Part X	⊾ e

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection times (check all that apply): Positive exhibition	Pai	t III Organizations Maintaining (Collection	<u>is of Art, Hist</u>	<u>orical</u> Treas	<u>ures,</u> or C	<u> ther Similar A</u>	ssets (co	ntinued)_
Public exhibition d Loan or exchange programs Public	3	Using the organization's acquisition, accession,	and other re	cords, check any	of the following t	hat are a sign	ificant use of its		
Scholarly research Other Other Other		collection items (check all that apply)							
Preservation for future generations	а	Public exhibition	ď	Loan or excha	inge programs				
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 sociot or receive donations of art, historical treasures, or other similar assesses to be soid to rease funds rather than to be maintained as part of the organization answered "Yes" to Form 990. Part IV. Initial Provides of the Section and Custodial Arrangements. Complete if the organization answered "Yes" to Form 990. Part IV. Initial	b	Scholarly research	е	Other					
XIII Summary	С	Preservation for future generations							
5 Duning 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 answered "Yes" to Form 990, Part IV. Initial Sist the organization and Custodial Arrangements. Complete if the organization answered "Yes" to Form 990, Part IV. Initial Sist the organization and sent in trustee, custodian or other intermedacy for contributions or other assets not included on Form 990, Part X? Yes No If "Yes," explain the arrangement in Part XIII and complete the following table. Complete If Initial Sister Initial	4	Provide a description of the organization's collection	ctions and ex	plain how they fur	ther the organiza	ation's exemp	t purpose in Part		
assets to be sold to raise funds rather than to be maintained as part of the organization answered "Yes" to Form 990, Part IV. Inic 9, or reported an amount on Form 990, Part X, Inc 21. 1a Is the organization an agent, fursitee, custodian or other intermediary for contributions or other assets not included on Form 990. Part X? Yes No If "Yes," explain the arrangement in Part XIII and complete the following table. C Beginning balance		XIII.			_				
Eart V	5	During the year, did the organization solicit or re	eceive donati	ons of art, historica	al treasures, or o	other similar			
Inter-Big								. 🗆 Y	'es 🗌 No
International Content of the Complete in amount on Form 990, Part X, line 21. International Complete the following table. International Complete the Complete table to the explanation that seem from the explanation table to the complete table	Pai	t IV Escrow and Custodial Arrar	ngements	. Complete if	the organizat	tion answe	red "Yes" to Fo	rm 990, F	Part IV,
Included on Form 990, Part X? If Yes," explain the arrangement in Part XIII and complete the following table. Beginning balance Amount Id Id Amount Id Id Id Id Id Id Id Id Id I		line 9, or reported an amount	on Form 9	90, Part X, line	e 21.				
b If "Yes," explain the arrangement in Part XIII and complete the following table. C Beginning balance	1a	Is the organization an agent, trustee, custodian	or other inter	mediary for contrib	outions or other	assets not			
Beginning balance 1c		ıncluded on Form 990, Part X?						. , 🔲 Y	'es 🗌 No
c Beginning balance	b	If "Yes," explain the arrangement in Part XIII and	d complete ti	ne following table.				_	_
d Additions during the year Distributions during the year Ending balance 10 11 11				-			A	mount	
d Additions during the year Distributions during the year Ending balance 10 11 11	С	Beginning balance					1c		
e Distributions during the year f Ending balance 2 Did the organization include an amount on Form 990, Part X, line 21? 5 Did the organization include an amount on Form 990, Part X, line 21? 5 Did the organization include an amount on Form 990, Part X, line 21? 5 Did the organization include an amount on Form 990, Part X, line 10 Part V	d	_				· -	1d		
f Ending balance 2a Did the organization include an amount on Form 990, Part X, line 217	е					ļ	1e		
2a Did the organization include an amount on Form 990, Part X, line 21? by 1 Yes, "explain the arrangement in Part XIII Check here if the explanation has been provided in Part XIII Check here if the explanation answered "Yes" to Form 990. Part IV, line 10 Part V Endowment Funds. Complete if the organization answered "Yes" to Form 990. Part IV, line 10 Part V Endowment Funds. Complete if the organization answered "Yes" to Form 990. Part IV, line 10 Part V Endowment Funds. Complete if the organization answered "Yes" to Form 990. Part IV, line 10 Part V Endowment Funds. Complete if the organization answered "Yes" to Form 990. Part IV, line 10 Part V Endowment Funds. Complete if the organization answered "Yes" to Form 990. Part IV, line 10 Part V Endowment Funds. Complete if the organization in Part V Par	f					<u> </u>	1f		
Board designated or quasi-endowment Part XIII Check here if the explanation has been provided in Part XIII	2a	_	n 990, Part X	, line 21?				П у	es No
Part V Endowment Funds. Complete if the organization answered "Yes" to Form 990. Part IV, line 10 a Beginning of year balance (a) Current year (b) Pinor year (c) Two years back (d) Three years back (e) Four years back (e) Four years back (e) Four years back (e) Contributions (e) Contributions (e) Endowment (e) Four years back (e) Four years back (e) Four years back (e) Contributions (e) Contributions (e) Endowment (e) Four years back (e) Four years back (e) Four years back (e) Contributions (e) Contributions (e) Endowment (e) Four years back (e) Four yea		•						_	. П
1a Begnning of year balance	Pai				· ·				 -
b Contributions c Net investment earnings, gains, and losses d Grants or scholarships e Other expenditures for facilities and programs f Administrative expenses g End of year balance 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as a Board designated or quasi-endowment			(a) Current	year (b) Pr	or year (c)	Two years back	(d) Three years bac	k (e) Four	years back
c Net investment earnings, gains, and losses	1a	Beginning of year balance							
Iosses	b	Contributions							
d Grants or scholarships e Other expenditures for facilities and programs f Administrative expenses g End of year balance 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as Board designated or quasi-endowment	С	Net investment earnings, gains, and			-				
d Grants or scholarships e Other expenditures for facilities and programs f Administrative expenses g End of year balance 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as Board designated or quasi-endowment		losses							
programs	d								
programs	e	,	_						
f Administrative expenses gend of year balance Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as a Board designated or quasi-endowment									
g End of year balance	f								
Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as a Board designated or quasi-endowment	a	•							
a Board designated or quasi-endowment b Permanent endowment g	_	•		lance (line 1g. colu	ımn (a)) held as	-			
b Permanent endowment \	а	•	•		. ,,				
The percentages in lines 2a, 2b, and 2c should equal 100%. 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by: (i) unrelated organizations (ii) related organizations b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R? 4 Describe in Part XIII the intended uses of the organization's endowment funds. Part VI Land, Buildings, and Equipment. See Form 990, Part X, line 10. Description of property (a) Cost or other basis (other) (c) Accumulated depreciation (d) Book value				-					
The percentages in lines 2a, 2b, and 2c should equal 100%. 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by: (i) unrelated organizations (ii) related organizations b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R? 4 Describe in Part XIII the intended uses of the organization's endowment funds. Part VI Land, Buildings, and Equipment. See Form 990, Part X, line 10. Description of property (a) Cost or other basis (other) (c) Accumulated depreciation (d) Book value	С	Temporarily restricted endowment ▶	%						
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)			egual 100%.						
organization by* (i) unrelated organizations (ii) related organizations (iii) related organizations b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R? 4 Describe in Part XIII the intended uses of the organization's endowment funds. Part VI Land, Buildings, and Equipment. See Form 990, Part X, line 10. Description of property (a) Cost or other basis (other) (c) Accumulated depreciation (d) Book value	3a	Are there endowment funds not in the possession	on of the org	anization that are h	eld and adminis	tered for the			
(ii) unrelated organizations (iii) related organizations b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R? 4 Describe in Part XIII the intended uses of the organization's endowment funds. Part VI Land, Buildings, and Equipment. See Form 990, Part X, line 10. Description of property (a) Cost or other basis (other) (investment) (b) Cost or other basis (other) (c) Accumulated depreciation (d) Book value (d) Book value 26,818 24,221 2,597 e Other STMD1E. STMD1E.		•	_					İ	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 (other) (b) Cost or other basis (other) (c) Accumulated depreciation 1a Land (investment) (other) 40 Book value b Buildings 26,818 24,221 2,597 c Leasehold improvements 26,818 24,221 2,597 e Other STMD1E 58,670 47,166 11,504							<i>.</i>	3a(i)	
b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R? 4 Describe in Part XIII the intended uses of the organization's endowment funds. Part VI Land, Buildings, and Equipment. See Form 990, Part X, line 10. Description of property (a) Cost or other basis (other) (c) Accumulated depreciation								. 3a(ii)	
A Describe in Part XIII the intended uses of the organization's endowment funds. Part VI	b	, ,	sted as requi	red on Schedule R	?				
Part VI	4	• • • • • • • • • • • • • • • • • • • •							
Description of property (a) Cost or other basis (b) Cost or other basis (other) (d) Book value	Pa								
tall Land (investment) (other) depreciation b Buildings c Leasehold improvements d Equipment 24,221 2,597 e Other 47,166 11,504	نتستا						(c) Accumulated	(d) Boc	k value
b Buildings			, , ,		1 ' '		: :	•••	
b Buildings	1a	Land							
c Leasehold improvements 26,818 24,221 2,597 e Other STMD1E 58,670 47,166 11,504									
d Equipment									
e Other	-	·		26,818	1		24,221		2,597
	_	• •	E						

VICTIM WITNESS SERVICES FOR COCONIN

Schedule D (Form 990) 2012

86-0481748

Page 2

- GIC VIII	(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market valu	ue
(1) Financial	derivatives			
	eld equity interests			
(3) Other				
(A)				
(B)				
(C)				
(D)				
(E)				
(F)				
(G)				
(H)				
(1)	 	-		
Part VIII	b) must equal Form 990, Part X, col (B) line 12)	000 D-4 V 15-	40	
Part VIII	Investments - Program Related. S	ee Form 990, Part X, line	13.	
	(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market valu	i e
(1)				
(2)				
(3)				
(4)				
(5)				
<u>(6)</u>	,			
(7)				
(8) (9)				
(10)				
	b) must equal Form 990, Part X, col (B) line 13)			
Part IX	Other Assets. See Form 990, Part X	line 15		
LA. WILL VA. 3. 1		Description		(b) Book value
(1)	(0)	yeson puori		(b) Book value
(2)		-···		
(3)				
(4)				
(5)				····
(6)				
(7)				
(8)				
(9)				
(10)				
	nn (b) must equal Form 990, Part X, col (B) line 15		,	
Part X	Other Liabilities. See Form 990, Part	t X, line 25		
1.	(a) Description of liability	(b) Book value		
	Income taxes		_	
(2)			_	
(3)			_	
(4)				
(5)			4	
(6)				
(7)			4	
(8)			4	
(9)			4	
(10)			4	
(11)			4	
	b) must equal Form 990, Part X, col (B) line 25)			
	SC 740) Footnote In Part XIII, provide the text of th			_
liability for un	certain tax positions under FIN 48 (ASC 740). Chec	ck here if the text of the footnote	has been provided in Part XIII .	

Schad	ule D (Form 990) 2012 VICTIM WITNESS SERVICES FOR COCONIN			86-0481748	Page 4
Pa	t XI Reconciliation of Revenue per Audited Financial Statem	ents V	Vith Revenue p	er Return	· -
1	Total revenue, gains, and other support per audited financial statements			1	770,224
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
а	Net unrealized gains on investments	2a			
b	Donated services and use of facilities	2b		7	
С	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII)	2d	19,990	5	
е	Add lines 2a through 2d			7 2e	19,996
3	Subtract line 2e from line 1			3	750,228
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:				
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII)	4b		7 1	
С	Add lines 4a and 4b				
5	Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)			5	750,228
Pa	t XII Reconciliation of Expenses per Audited Financial State			s per Return	
1	Total expenses and losses per audited financial statements			1	753,282
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
а	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
С	Other losses	2c			
d	Other (Describe in Part XIII.)	2d	19,990	;]	
е	Add lines 2a through 2d				19,996
3	Subtract line 2e from line 1			3	733,286
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:				·
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII)	4b		1 1	
С	Add lines 4a and 4b			4c	
5	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)			5	733,286
Pai	t XIII Supplemental Information			- 	· · · · · · · · · · · · · · · · · · ·
Com	plete 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 ai	nd 2b.	
	/, line 4, Part X, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b Also complet				
	nation	•	•		
Oth	er revenues non included on Form 990 (Part	XI,	line 2d)		
			 		-
FUN	DRAISING EVENTS				
			- <u></u> .		
				<u> </u>	
					·
EEA				Schedule	D (Form 990) 201;

Schedule D (Form 990) 2012

Part XIII	2012 VICTIM WIS Supplemental	Inforn	nation (continu	ued)						86-0481748	Page
02. Other	expenses	not	included	on	Form	990	(Part	XII,	line	2d)	
FUNDRAISING	EVENTS				·						
						-					
				- ,,	-						
					·	-					
										······································	
									"		
											
				-	· <u> </u>						
_			····					_,			
											
											
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<u> </u>											
											-
				-							
	 -					_					

EEA

Schedule D (Form 990) 2012

SCKEDULE G (Form 990 or 990-EZ)

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

OMB No 1545-0047

Open to Public Inspection

Department of the Treasury Internal Revenue Service

ame of the organization					Employer ider	itification number
ICTIM_WITNESS SERVICES FOR	COCONIN				86-048	31748
Part I Fundraising Activities Form 990-EZ filers are no				swered "Yes" to F	orm 990, Part IV,	line 17.
1 Indicate whether the organization rais				itige Check all that an	univ	
a Mail solicitations	sea iunus unougn			ities. Check all that ap of non-government gra		
=				-	inis	
b Internet and email solicitations		_		of government grants		
c Phone solicitations		g 📙	Special fund	Iraising events		
d In-person solicitations						
2a Did the organization have a written of				-	_	_
or key employees listed in Form 990,				=		
b If "Yes," list the ten highest paid indiv		(fundraisers)	pursuant to	agreements under whi	ch the fundraiser is to b	е
compensated at least \$5,000 by the	organization					
						
(i) Name and address of individual or entity (fundraiser)	(ii) Activity	custody o	draiser have r control of outlons?	(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		30. (1)	
1						
2		 				
3						
4	<u> </u>					
5	<u>-</u>					
6						
7	 					
8		<u> </u>				
	ļ	ļ				
9						
0						
Гotal <u></u>	<u></u>	<u>.</u>	▶			
3 List all states in which the organization	n is registered or l	icensed to so	olicit contribu	tions or has been noti	fied it is exempt from	
registration or licensing						
						····
						
				 -		· · · · · · · · · · · · · · · · · · ·
				·-		

Pa	rt II					
		than \$15,000 of fundraising gross receipts greater than		ia gross income on For	m 990-EZ, lines 1 and b	DD LIST events with
		group roughour than	(a) Event #1 TASTE	(b) Event #2 VAGINA MONOL	(c) Other events	(d) Total events (add col. (a) through col. (c))
ē			(event type)	(event type)	(total number)	
Revenue	1	Gross receipts	38,669	14,056	950	53,675
	2	Less Contributions				
	3	Gross income (line 1 minus				
		line 2)	38,669	14,056	950	53,675
	4	Cash prizes				
	5	Noncash prizes	•			
enses	6	Rent/facility costs				
Direct Expenses	7	Food and beverages				
Dire	8	Entertainment			1,	
	9	Other direct expenses	12,898	7,098		19,996
	10	Direct expense summary. Add lines	4 through 9 in column (d)			(19,996)
	11	Net income summary Combine line				33,679
Pa	rt II	Gaming. Complete if the control than \$15,000 on Form 990		"Yes" to Form 990, Par	t IV, line 19, or reported	more
Revenue			(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col (a) through col (c))
Re	1	Gross revenue				
ses	2	Cash prizes				
Expenses	3	Noncash prizes				Mar
Direct	4	Rent/facility costs				
	5	Other direct expenses	- <u>-</u>			
	6	Volunteer labor	☐ Yes % ☐ No	☐ Yes % ☐ No		
	7	Direct expense summary Add lines	2 through 5 in column (d)			()
	8	Net gaming income summary. Comb	oine line 1, column d, and li	ne 7	<u></u> <u>.</u>	
9 a b	ls t	ter the state(s) in which the organization licensed to operate g				Yes No
		ere any of the organization's gaming li Yes," explain	censes revoked, suspende	ed or terminated during the	tax year?	Yes No

SCHEDULE O (Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

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

▶ Attach to Form 990 or 990-EZ.

OMB No 1545-0047

Open to Public Inspection

Employer identification number

Department of the Treasury Internal Revenue Service Name of the organization

VICTIM WITNESS SERVICES FOR COCONIN	86-0481748
01. Form 990 governing body review (Part VI, line	11)
REPRESENTATION FROM THE BOARD WILL REVIEW THE 990 BEFORE IT IS MA	ILED OUT.
	10
02. Conflict of interest policy compliance (Part V	I, line 12c)
THE POLICY IS REGULARLY REVIEWED IN STAFF MEETINGS AS WELL AS WHE	NEVER THE POTENTIAL FOR A
CONFLICT MAY ARISE.	
03. CEO, executive director, top management comp (Part VI, line 15a)
REVIEWED BY THE HUMAN RESOURCES COMMITTEE AND CONSISTENT WITH COM	PENSATION FOR SIMILAR
AGENCIES IN THE REGION	
04. Other officer or key employee compensation (Pa	rt VI, line 15b
REVIEWED BY THE HUMAN RESOURCES COMMITTEE AND CONSISTENT WITH COM	PENSATION FOR SIMILAR
AGENCIES IN THE REGION	
05. Governing documents, etc, available to public	(Part VI, line 19)
GOVERNING DOCUMENTS, POLICIES AND FINANCIAL STATEMENTS ARE ALL DI	SCLOSED UPON REQUEST AND
ARE AVAILABLE AT THE AGENCIES OFFICES	
	