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Part IIIStatement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1

Briefly describe the organization’s mission

CREATING SOLUTIONS TO POVERTY IMPROVING LIVES IN OUR COMMUNITY

2

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

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

3

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

If "Yes," describe these changes on Schedule O

4

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

4a

(Code) (Expenses \$ 3,177,063 including grants of \$ 99,217) (Revenue \$)

CHILD SERVICES PROGRAMDOUGLAS COUNTY HEADSTART AND EARLY HEAD START - PROVIDES AND EARLY CHILDHOOD EDUCATION FOR LOW-INCOME OR DISABLED THREE- AND FOUR-YEAR-OLD CHILDREN THROUGH CLASSROOM AND HOME-BASED PROGRAMS DESIGNED TO PREPARE CHILDREN FOR THE PUBLIC SCHOOL EXPERIENCE THE EARLY HEAD START PROGRAM PROVIDES SERVICES FOR PREGNANT MOM AND CHILDREN FROM BIRTH TO THREE YEARS THROUGH A COMBINATION OF HOME-BASED SERVICES AND CENTER-BASED SERVICES PARENT EDUCATION AND FAMILY INVOLVEMENT ARE PROMOTED THROUGH PARENTING SUPPORT GROUPS, VOLUNTEERING IN THE CLASSROOM, AND ASSISTANCE IN PROGRAM PLANNING SUPPORT SERVICES INCLUDE PAYMENT OF MEDICAL AND DENTAL SERVICES FOR ENROLLED CHILDREN IN-KIND PROFESSIONAL SERVICES USAGE \$187,295UCAN HEALTHY KIDS - ASSISTS LOW INCOME HOUSEHOLDS APPLY FOR FREE OR LOW-COST HEALTH CARE COVERAGE FOR CHILDREN WHO DON'T HAVE HEALTH INSURANCE COVERAGE IS REQUESTED THROUGH THE OREGON HEALTH PLAN AND ONCE ACCEPTED, INCLUDES DOCTOR VISITS, DENTAL CARE, VISION, AND LASTS AT LEAST ONE YEAR OR LONGER AS LONG AS THE CHILD IS STILL ELIGIBLE

4b

(Code) (Expenses \$ 3,064,974 including grants of \$ 2,718,852) (Revenue \$)

EMERGENCY SERVICES PROVIDES INFORMATION ON CONSERVING ENERGY AND SUPPORT TO LOW-INCOME INDIVIDUALS IN SUPPLYING THEIR ENERGY NEEDS PAYMENTS ARE MADE ON BEHALF OF PERSONS TO THE ENERGY COMPANIES AND HOUSING MAY COME IN THE FORM OF A HOTEL VOUCHER

4c

(Code) (Expenses \$ 623,650 including grants of \$) (Revenue \$)

THE WEATHERIZATION PROGRAM PROVIDES ENERGY CONSERVATION INFORMATION, MEASURES, RETROFITS AND UPGRADES TO INCOME-ELIGIBLE FAMILIES DESIGNED TO REDUCE HOME UTILITY USAGE AND COSTS FUNDING IS PROVIDED THROUGH THE US DEPT OF HEALTH AND HUMAN SERVICES' LOW-INCOME HOME ENERGY ASSISTANCE PROGRAM (LIHEAP) AND THROUGH STATE OF OREGON'S SENATE BILL 1149, ENERGY DEREGULATION DOLLARS ENTITLED, ENERGY CONSERVATION HELPING OREGONIANS (ECHO) FUNDS

(Code) (Expenses \$ 1,728,493 including grants of \$) (Revenue \$ 830,450)

TRANSPORTATION PROGRAM MEDICAID TRANSPORTATION - PROVIDES TRANSPORTATION SERVICES TO ELIGIBLE OREGON HEALTH PLAN AND ELIGIBLE MEDICAID CLIENTS TRAVELING TO AUTHORIZED MEDICAL SERVICES IN DOUGLAS AND JOSEPHINE COUNTIES THE SERVICE IS PROVIDED IN CONJUNCTION WITH TRANSLINK AND IS PROVIDED TO CLIENTS WHO HAVE NO OTHER MEANS TO GET TO THEIR MEDICAL SERVICES U-TRANS - PROVIDES PUBLIC TRANSPORTATION SERVICE IN DOUGLAS COUNTY U-TRANS SERVES THE GREATER ROSEBURG AREA, WITH COMMUTER SERVICES STRETCHING FROM SUTHERLIN, OREGON TO CANYONVILLE, OREGON THE DOUGLAS COUNTY HEALTH DEPARTMENT OVERSEES THE U-TRANS OPERATIONS WITH UCAN CONTRACTING TO PROVIDE THE SERVICE U-TRANS IS FUNDED THROUGH PARTNERSHIPS WITH CITIES, THE COUNTY, STATE AGENCIES, AREA EMPLOYERS AND FARE REVENUE

(Code) (Expenses \$ 3,452,902 including grants of \$ 273,860) (Revenue \$)

FOOD SHARES FOOD PROGRAM - OPERATES A REGIONAL FOOD BANK LOCATED IN DOUGLAS AND JOSEPHINE COUNTIES INDIVIDUALS COLLECT, WAREHOUSE, AND DISTRIBUTE DONATED AND SURPLUS FOOD, INCLUDING USDA AND OREGON FOOD BANK COMMODITIES FOOD IS DISTRIBUTED TO LOCAL EMERGENCY FOOD AGENCIES, COMMUNITY KITCHENS, AND OTHER SUPPLEMENTAL FOOD BANKS

(Code) (Expenses \$ 571,595 including grants of \$) (Revenue \$ 364,312)

THE PROPERTY MANAGEMENT PROGRAM ACCOUNTS FOR REVENUES RECEIVED FOR THE PURPOSE OF PROVIDING SHELTER TO NEEDY FAMILIES THE HOUSING DEVELOPMENT PROGRAM ACCOUNTS FOR GRANT REVENUES USED TO DEVELOP, REHABILITATE, AND CONSTRUCT LOW TO MODERATE-INCOME HOUSING PROJECTS, EITHER INDEPENDENTLY OR IN CONJUNCTION WITH OTHER NON-PROFIT AGENCIES THE TRANSITIONAL HOUSING PROGRAM OWNS AND OPERATES TRANSITIONAL HOUSING FOCUSED ON MOVING FAMILIES TO STABILIZATION THE PARTICIPANTS IN THIS PROGRAM ARE CHARGED A BELOW-MARKET RENTAL RATE AND COMPLETE A TRANSITIONAL PROGRAM TO ASSIST THEM BECOMING SELF-SUFFICIENT LOW-INCOME RESIDENTS ARE ALSO PROVIDED WITH COUNSELING AND INFORMATION ASSISTANCE IS PROVIDED TO INDIVIDUALS IN APPLYING FOR LOW-INTEREST LOANS AND GRANTS FOR HOME REPAIR AND REHABILITATION

(Code) (Expenses \$ 1,137,294 including grants of \$ 632,728) (Revenue \$ 63,853)

TENANT BASED ASSISTANCE (CASE MANAGEMENT PROGRAM) IS A SELF-SUFFICIENCY PROGRAM THAT ASSISTS FAMILIES AND INDIVIDUALS WITH RENTAL ASSISTANCE FOR A PERIOD OF SIX MONTHS UP TO TWO YEARS IN TIME PARTICIPANTS ARE SCHEDULED TO MEET MONTHLY WITH A FAMILY RESOURCE COORDINATOR TO ADDRESS ISSUES SUCH AS BUDGETING, HOUSEKEEPING, EDUCATION, PARENTING, JOB TRAINING AND EMPLOYMENT PARTICIPANTS ESTABLISH AND COMPLETE REALISTIC GOALS DURING THEIR TIME ON THE PROGRAM IN AN EFFORT TO MOVE TOWARDS STABILIZATION PUBLIC SERVICE ANNOUNCEMENTS ARE SENT TO COMMUNITY AGENCIES AND LOCAL NEWSPAPERS THROUGHOUT DOUGLAS COUNTY INFORMING THE PUBLIC OF DATES WHEN UCAN WILL BE ACCEPTING APPLICATIONS FOR THE PROGRAM THIS HAPPENS APPROXIMATELY ONE TO TWO TIMES A YEAR

(Code) (Expenses \$ 1,151,780 including grants of \$) (Revenue \$ 219,275)

VOLUNTEER SERVICES PROGRAM THE AMERICORPS VISTA PROGRAM PROVIDES VISTA TEAM MEMBERS IN DOUGLAS COUNTY THE VISTA (VOLUNTEERS IN SERVICE TO AMERICA) PROGRAM BEGAN IN 1969 TO HELP ERADICATE POVERTY IN AMERICA MEMBERS VOLUNTEER ONE YEAR OF FULL-TIME SERVICE AND THOSE IN DOUGLAS COUNTY WORK WITH A BROAD RANGE OF AGENCIES ADDRESSING MULTIPLE ISSUES RELATED TO POVERTY, FUNDING IS PROVIDED BY COMMUNITY NON-PROFIT AGENCIES RECEIVING SERVICES FROM VISTA VOLUNTEERS JOSEPHINE COUNTY RETIRED SENIOR VOLUNTEER PROGRAM (RSVP) IS PART OF SENIOR CORPS, A NETWORK OF NATIONAL AND COMMUNITY SERVICE PROGRAMS MEMBERS SERVE TO MEET CRITICAL NEEDS IN EDUCATION, ENVIRONMENT, PUBLIC SAFETY, HOMELAND SECURITY, AND OTHER AREAS VOLUNTEERS ORGANIZE NEIGHBORHOOD WATCH PROGRAMS, TUTOR CHILDREN, RENOVATE HOMES, TEACH ENGLISH TO IMMIGRANTS, ASSIST VICTIMS OF NATURAL DISASTERS, AND SERVE THEIR COMMUNITIES IN MANY WAYS RSVP VOLUNTEERS CHOOSE HOW, WHERE, AND HOW OFTEN THEY WANT TO SERVE THE GUARDIANSHIP PROGRAM PROVIDES VARIOUS TYPES OF ASSISTANCE NOT OFFERED IN OTHER PROGRAMS TO LOW-INCOME INDIVIDUALS IN JOSEPHINE COUNTY

(Code) (Expenses \$ 125,871 including grants of \$) (Revenue \$)

RESOURCE DEVELOPMENT

4d

Other program services (Describe in Schedule O)

(Expenses \$ 8,167,935 including grants of \$ 906,588) (Revenue \$ 1,477,890)



















4e

Total program service expenses

15,033,622

Part IV

Checklist of Required Schedules

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

Part IV

Checklist of Required Schedules (continued)

21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21		No
22	Did the organization report more than \$5,000 of grants or 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 25a</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	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	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	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If so, 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		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <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	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	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? Note. All Form 990 filers are required to complete Schedule O	38	Yes	

Part V

Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

☐

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.	204	
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.	0	
1c			
2a		282	
2b		Yes	
3a		Yes	
3b		Yes	
4a			No
b			
5a			No
5b			No
5c			
6a			No
6b			
7			
7a			No
7b			
7c			No
7d			
7e			
7f			
7g			
7h			
8			
9			
9a			
9b			
10			
10a			
10b			
11			
11a			
11b			
12a			
12b			
13			
13a			
13b			
13c			
14a			No
14b			

Part VI

Governance, Management, and Disclosure

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

Check if Schedule O contains a response or note to any line 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	11	
If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O			
1b	Enter the number of voting members included in line 1a, above, who are independent	11	
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
7b	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		
8a	The governing body?	8a	Yes
8b	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
10b	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
11b	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
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	No
12c	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?		
15a	The organization's CEO, Executive Director, or top management official	15a	Yes
15b	Other officers or key employees of the organization	15b	Yes
If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	No
16b	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	OR
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. <input checked="" type="checkbox"/> Own website <input checked="" 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 DAN MCCUE CFO 280 KENNETH FORD DRIVE ROSEBURG, OR 97470 (541) 492-3508	

Part VII

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

Check if Schedule O contains a response or note to any line in this Part VII

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

- 1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year
- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation Enter -0- in columns (D), (E), and (F) if no compensation was paid

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

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

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

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

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

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) VICKI BROWN CHAIR	2 00	X		X				0	0	0
(2) KEITH HECK VICE CHAIR	2 00	X		X				0	0	0
(3) SHIRLEY CAIRNS BOARD MEMBER	2 00	X						0	0	0
(4) VANESSA BECKER BOARD MEMBER	2 00	X						0	0	0
(5) ANNA WEAVER BOARD MEMBER	2 00	X						0	0	0
(6) MARLA ZOETER BOARD MEMBER	2 00	X						0	0	0
(7) SHARON BROWN BOARD MEMBER	2 00	X						0	0	0
(8) ERIC DAHLIN BOARD MEMBER	2 00	X						0	0	0
(9) GIL GILBERTSON BOARD MEMBER	2 00	X						0	0	0
(10) PATRICIA ATTAWAY BOARD MEMBER	2 00	X						0	0	0
(11) LISA CARLSON BOARD MEMBER	2 00	X						0	0	0
(12) MICHAEL FIELDMAN EXECUTIVE DIRECTOR	40 00			X				109,580	0	7,410
(13) DAN MCCUE CFO/COO	40 00			X				71,224	0	7,410
(14) KELLY WESSELS COO	40 00			X				55,549	0	7,410

Part VII

1b	Sub-Total	▼			
c	Total from continuation sheets to Part VII, Section A	▼			
d	Total (add lines 1b and 1c)	▼	236,353	0	22,230

\$100,000 of reportable compensation from the organization

3	Did the organization list any former 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

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

(A) Name and business address	(B) Description of services	(C) Compensation
SOUTHERN OREGON INSULATION 525 NW F ST GRANTS PASS OR 97526	RESIDENTIAL HOUSING RETROFITS AND UPGRAD	338,657
AUSLAND BUILDERS INC 3935 HIGHLAND AVENUE GRANTS PASS OR 97526	CONSTRUCTION	335,745

\$100,000 of compensation from the organization ■-2

Part VIII

Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns	1a	31,495		
	b	Membership dues	1b			
	c	Fundraising events	1c			
	d	Related organizations	1d			
	e	Government grants (contributions)	1e	12,440,695		
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	3,322,006		
	g	Noncash contributions included in lines 1a-1f \$		2,590,357		
	h	Total. Add lines 1a-1f		15,794,196		
Program Service Revenue	2a	FEES FOR SERVICES	Business Code			
			624200	1,749,696	1,749,696	
	b	FOOD SALES	624200	370,402	370,402	
	c	LOW INCOME HOUSING	624200	323,675	323,675	
	d	AMERICORPS SITE FEES	624200	130,525	130,525	
	e	VISTA PARTNERS	624200	88,750	88,750	
	f	All other program service revenue				
	g	Total. Add lines 2a-2f		2,663,048		
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		125	125	
	4	Income from investment of tax-exempt bond proceeds				
	5	Royalties				
	6a	Gross rents	(i) Real	(ii) Personal		
	b	Less rental expenses				
	c	Rental income or (loss)				
	d	Net rental income or (loss)				
	7a	Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other		
				257,500		
	b	Less cost or other basis and sales expenses		186,746		
	c	Gain or (loss)		70,754		
	d	Net gain or (loss)		70,754	70,754	
	8a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18	a	34,432		
	b	Less direct expenses	b	26,475		
	c	Net income or (loss) from fundraising events		7,957		7,957
	9a	Gross income from gaming activities See Part IV, line 19	a			
	b	Less direct expenses	b			
	c	Net income or (loss) from gaming activities				
	10a	Gross sales of inventory, less returns and allowances	a			
	b	Less cost of goods sold	b			
	c	Net income or (loss) from sales of inventory				
		Miscellaneous Revenue	Business Code			
	11a	TRANSIT ADVERTISING	624200	40,030	40,030	
	b	MISCELLANEOUS	624200	14,517	14,517	
	c	ENDOWMENT FUND INCOME	624200	5,099	5,099	
	d	All other revenue				
	e	Total. Add lines 11a-11d		59,646		
	12	Total revenue. See Instructions		18,595,726	2,753,543	40,030
					7,957	

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 or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the United States. See Part IV, line 21.				
2	Grants and other assistance to individuals in the United States. See Part IV, line 22.	3,724,657	3,724,657		
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.	258,583		258,583	
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.	4,628,597	4,013,345	612,432	2,820
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions).				
9	Other employee benefits.	1,155,597	1,008,720	146,471	406
10	Payroll taxes.	532,912	456,399	76,213	300
11	Fees for services (non-employees):				
a	Management.				
b	Legal.	62,588	33,930	28,658	
c	Accounting.	27,740	15,038	12,702	
d	Lobbying.				
e	Professional fundraising services. See Part IV, line 17.	10,040			10,040
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).	370	201	169	
12	Advertising and promotion.				
13	Office expenses.	497,873	434,157	60,097	3,619
14	Information technology.				
15	Royalties.				
16	Occupancy.	805,658	735,913	69,745	
17	Travel.	264,243	234,320	29,923	
18	Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19	Conferences, conventions, and meetings.				
20	Interest.	48,274	5,565	42,709	
21	Payments to affiliates.				
22	Depreciation, depletion, and amortization.	621,417	62,996	558,421	
23	Insurance.	149,468	142,604	6,864	
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	UBIT	-15	-15		
b	IN-KIND FOOD	2,590,357	2,590,357		
c	SUBCONTRACT SERVICES	556,686	535,164	21,522	
d	VEHICLE OPERATING EXPEN	549,162	540,819	8,343	
e	All other expenses	521,597	499,452	10,764	11,381
25	Total functional expenses. Add lines 1 through 24e.	17,005,804	15,033,622	1,943,616	28,566
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 or note to any line in this Part X

				(A)		(B)
				Beginning of year		End of year
Assets	1	Cash—non-interest-bearing		269,895	1	1,120,202
	2	Savings and temporary cash investments		106,182	2	122,948
	3	Pledges and grants receivable, net		1,405,548	3	1,068,557
	4	Accounts receivable, net		21,023	4	11,525
	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		23,036	8	26,568
	9	Prepaid expenses and deferred charges		8,856	9	14,161
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a19,606,733			
	b	Less accumulated depreciation	10b4,479,490	13,749,172	10c	15,127,243
	11	Investments—publicly traded securities			11	
	12	Investments—other securities See Part IV, line 11			12	
	13	Investments—program-related See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets See Part IV, line 11			15	
	16	Total assets. Add lines 1 through 15 (must equal line 34)		15,583,712	16	17,491,204
Liabilities	17	Accounts payable and accrued expenses		1,124,486	17	1,136,895
	18	Grants payable			18	
	19	Deferred revenue			19	
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability Complete Part IV of Schedule D			21	
	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L			22	
	23	Secured mortgages and notes payable to unrelated third parties		1,307,890	23	1,285,446
	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		50,667	25	43,934
	26	Total liabilities. Add lines 17 through 25		2,483,043	26	2,466,275
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		4,962,156	27	5,863,830
	28	Temporarily restricted net assets		8,138,513	28	9,161,099
	29	Permanently restricted net assets			29	
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.					
	30	Capital stock or trust principal, or current funds			30	
	31	Paid-in or capital surplus, or land, building or equipment fund			31	
	32	Retained earnings, endowment, accumulated income, or other funds			32	
	33	Total net assets or fund balances		13,100,669	33	15,024,929
	34	Total liabilities and net assets/fund balances		15,583,712	34	17,491,204

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	18,595,726
2	Total expenses (must equal Part IX, column (A), line 25)	2	17,005,804
3	Revenue less expenses Subtract line 2 from line 1	3	1,589,922
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	13,100,669
5	Net unrealized gains (losses) on investments	5	12,593
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	321,745
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	15,024,929

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

		Yes	No
1	Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
2b	Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	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? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O		No
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?	Yes	
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	Yes	

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.

▶ Information about Schedule A (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2013

Open to Public Inspection

Name of the organization UNITED COMMUNITY ACTION NETWORK	Employer identification number 93-0587136
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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 33¹/₃% 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 33¹/₃% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2)**. (Complete Part III)
- 10

☐

An organization organized and operated exclusively to test for public safety See **section 509(a)(4)**.
- 11

☐

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

a

☐

Type I

b

☐

Type II

c

☐

Type III - Functionally integrated

d

☐

Type III - Non-functionally integrated

e

☐

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

f

☐

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

g

☐

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

(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									

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) 2009	(b) 2010	(c) 2011	(d) 2012	(e) 2013	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	15,768,229	14,754,124	17,767,272	15,387,072	15,794,196	79,470,893
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	15,768,229	14,754,124	17,767,272	15,387,072	15,794,196	79,470,893
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4						79,470,893

Section B. Total Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2009	(b) 2010	(c) 2011	(d) 2012	(e) 2013	(f) Total
7 Amounts from line 4	15,768,229	14,754,124	17,767,272	15,387,072	15,794,196	79,470,893
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	3,803	3,634	2,136	237	125	9,935
9 Net income from unrelated business activities, whether or not the business is regularly carried on		5,950		-7,429	-8,505	-9,984
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV.)	11,342	155,202	21,412	487,469	70,754	746,179
11 Total support (Add lines 7 through 10)						80,217,023
12 Gross receipts from related activities, etc. (see instructions)					12	10,626,380
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here						▶

Section C. Computation of Public Support Percentage		
14	Public support percentage for 2013 (line 6, column (f) divided by line 11, column (f))	14 99 070 %
15	Public support percentage for 2012 Schedule A, Part II, line 14	15 99 010 %
16a	33 1/3% support test—2013. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization	<input type="checkbox"/>
b	33 1/3% support test—2012. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization	<input type="checkbox"/>
17a	10%-facts-and-circumstances test—2013. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization	<input type="checkbox"/>
b	10%-facts-and-circumstances test—2012. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization	<input type="checkbox"/>
18	Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions	<input type="checkbox"/>

Part IIIPart III

Support Schedule for Organizations Described in Section 509(a)(2)
(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2009	(b) 2010	(c) 2011	(d) 2012	(e) 2013	(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) 2009	(b) 2010	(c) 2011	(d) 2012	(e) 2013	(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 2013 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2012 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage		
17 Investment income percentage for 2013 (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from 2012 Schedule A, Part III, line 17	18	
19a 33 1/3% support tests—2013. 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—2012. 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.** 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

Return Reference	Explanation	
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SCHEDULE D
(Form 990)

Supplemental Financial Statements

OMB No 1545-0047

2013

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ 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. ▶ Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

Name of the organization UNITED COMMUNITY ACTION NETWORK	Employer identification number 93-0587136
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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? <div><input type="checkbox"/> Yes<input type="checkbox"/> No</div>	
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? <div><input type="checkbox"/> Yes<input type="checkbox"/> No</div>	

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

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

▶ \$ _____

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Cat No 52283D

Schedule D (Form 990) 2013

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	106,182	96,679	134,109	111,230	100,731
b Contributions					
c Net investment earnings, gains, and losses	17,692	10,014	-6,906	23,497	10,499
d Grants or scholarships			30,000		
e Other expenditures for facilities and programs					
f Administrative expenses	366	511	524	619	
g End of year balance	123,508	106,182	96,679	134,109	111,230

- 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)

No
- 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. Complete if the organization answered 'Yes' to Form 990, Part IV, line 11a. 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		2,423,628		2,423,628
b Buildings		14,432,224	2,450,425	11,981,799
c Leasehold improvements		83,914	29,739	54,175
d Equipment		2,666,967	1,999,326	667,641
e Other				
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				15,127,243

Part XI

Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered 'Yes' to Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements	1	18,812,806
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains on investments	2a	12,593
b	Donated services and use of facilities	2b	178,012
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII)	2d	
e	Add lines 2a through 2d	2e	190,605
3	Subtract line 2e from line 1	3	18,622,201
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	-26,475
c	Add lines 4a and 4b	4c	-26,475
5	Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)	5	18,595,726

Part XII

Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' to Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements	1	17,210,291
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	178,012
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII)	2d	26,475
e	Add lines 2a through 2d	2e	204,487
3	Subtract line 2e from line 1	3	17,005,804
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	17,005,804

Part XIII

Supplemental Information

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.

Return Reference	Explanation
PART V, LINE 4	UCAN HOLDS ENDOWMENT FUNDS WITH THE OREGON COMMUNITY FOUNDATION. A PORTION OF THE FUNDS INCLUDES CONTRIBUTIONS FROM THE RICHARD SNELL TRUST. FUNDS ARE TO BE USED FOR UCAN'S GUARDIANSHIP PROGRAM, BUT THE PRINCIPAL MAY BE SPENT IF REVENUES ARE INSUFFICIENT. THE REMAINDER OF THE FUND INCLUDES A BOARD-DESIGNATED GENERAL ENDOWMENT, ESTABLISHED IN 2006. BOTH FUNDS ARE LEGALLY OWNED BY OCF AND ARE NOT DEPOSITORY ACCOUNTS.
PART XI, LINE 4B - OTHER ADJUSTMENTS	DIRECT FUNDRAISING EXPENSES DEDUCTED FROM GROSS RECEIPTS -26,475
PART XII, LINE 2D - OTHER ADJUSTMENTS	DIRECT FUNDRAISING EXPENSES DEDUCTED FROM GROSS RECEIPTS 26,475

[illegible]

SCHEDULE 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.
▶ Information about Schedule G (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2013

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
UNITED COMMUNITY ACTION NETWORK

Employer identification number
93-0587136

Part I

Fundraising Activities. Complete if the organization answered "Yes" to Form 990, Part IV, line 17.
Form 990-EZ filers are not required to complete this part.

1

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

a

☒ Mail solicitations

b

☐ Internet and email solicitations

c

☐ Phone solicitations

d

☐ In-person solicitations

e

☐ Solicitation of non-government grants

f

☐ Solicitation of government grants

g

☒ Special fundraising events

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			
1 APPLIED CASE SOLUTIONS PO BOX 7 MURPHY, OR 97533	WINDOWS OF HOPE		No	34,432	14,340	20,092
2						
3						
4						
5						
6						
7						
8						
9						
10						
Total ▶				34,432	14,340	20,092

3

List all states in which the organization is registered or licensed to solicit contributions 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	(b) Event #2	(c) Other events	(d) Total events
		WINDOWS OF HOPE AUCTION (event type)	(event type)	(total number)	(add col (a) through col (c))
Revenue	1	Gross receipts	34,432		34,432
	2	Less Contributions . .			
	3	Gross income (line 1 minus line 2)	34,432		34,432
Direct Expenses	4	Cash prizes			
	5	Noncash prizes . .			
	6	Rent/facility costs . .			
	7	Food and beverages .			
	8	Entertainment			
	9	Other direct expenses .	26,475		26,475
	10	Direct expense summary Add lines 4 through 9 in column (d) ▶			
	11	Net income summary Subtract line 10 from line 3, column (d) ▶			
					7,957

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.

Revenue		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col (a) through col (c))
	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Non-cash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	<div><div><div>Yes</div><div>No</div></div><div>%</div></div>	<div><div><div>Yes</div><div>No</div></div><div>%</div></div>	<div><div><div>Yes</div><div>No</div></div><div>%</div></div>	
	7 Direct expense summary Add lines 2 through 5 in column (d) ▶				
	8 Net gaming income summary Subtract line 7 from line 1, 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	<table><tr><td>13a</td><td>%</td></tr><tr><td>b An outside facility</td><td><table><tr><td>13b</td><td>%</td></tr></table></td></tr></table>	13a	%	b An outside facility	<table><tr><td>13b</td><td>%</td></tr></table>	13b	%
13a	%						
b An outside facility	<table><tr><td>13b</td><td>%</td></tr></table>	13b	%				
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.** 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).

Return Reference	Explanation
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Schedule I
(Form 990)

Department of the Treasury
Internal Revenue Service

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

▶ Information about Schedule I (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2013

Open to Public
Inspection

Name of the organization
UNITED COMMUNITY ACTION NETWORK

Employer identification number
93-0587136

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.

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance

2

Enter total number of section 501(c)(3) and government organizations listed in the line 1 table

▶

3

Enter total number of other organizations listed in the line 1 table

▶

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) ENERGY ASSISTANCE AND HEAT RELATED REPAIRS	14102	2,725,586			
(2) WEATHERIZATION TREATMENTS	80	352,277			
(3) RENT, MORTGAGE, AND DEPOSIT ASSISTANCE	1314	569,676			
(4) OTHER SUPPORT - GRANTS FOR TRANSPORTATION ASSISTANCE, TEMPORARY LODGING ASSISTANCE, PHONE, AUTO REPAIR, CLOTHING AND BEDDING	136	40,004			

Part IV Supplemental Information. Provide the information required in Part I, line 2, Part III, column (b), and any other additional information.	
Return Reference	Explanation
PART I, LINE 2	UTILITIES AND RENT ASSISTANCE IS TRACKED THROUGH THE STATE DATA COLLECTION SYSTEM CALLED OPUS IT SHOWS THE AVAILABLE FUNDS AND EVERY TIME THAT ASSISTANCE IS GRANTED, THE BALANCE AVAILABLE DECREASES THOSE EXPENDITURES CAN BE BALANCED TO THE EXPENDITURES MADE IN THE ACCOUNTING SYSTEM EXPENDITURE REVIEW IS DONE REGULARLY, DEPENDING ON THE PROGRAM, BUT AT A MINIMUM, MONTHLY THROUGH THE REVIEW OF THE AGENCY FINANCIAL STATEMENTS BY THE FISCAL OFFICER, CFO, EXECUTIVE DIRECTOR, FINANCE COMMITTEE, BOARD OF DIRECTORS, AND POLICY COUNCIL

SCHEDULE M
(Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

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

►Information about Schedule M (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2013

Open to Public Inspection

Name of the organization
UNITED COMMUNITY ACTION NETWORK

Employer identification number
93-0587136

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded				
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory	X	2,479,375	2,590,357	USDA/OFB VALUATION RATES
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ► ()				
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

30a

During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 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?

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?

32a

Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?

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

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Cat No 51227J

Schedule M (Form 990) (2013)

Part II

Supplemental Information.

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.

Return Reference	Explanation
PART I, COLUMN (B)	NUMBER OF POUNDS OF FOOD RECEIVED

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.
▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2013

Open to Public Inspection

Name of the organization
UNITED COMMUNITY ACTION NETWORK

Employer identification number
93-0587136

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11	THE BOARD OF DIRECTORS WAS GIVEN A COPY OF THE 990 FOR REVIEW AT A REGULARLY SCHEDULED BOARD MEETING
FORM 990, PART VI, SECTION B, LINE 12C	THE ORGANIZATION HAS ALL STAFF AND BOARD MEMBERS REVIEW THE CONFLICT OF INTEREST POLICY AND ATTEST TO COMPLYING WITH IT. IN THE POLICY, IT STATES THAT STAFF AND BOARD MEMBERS ARE REQUIRED TO INFORM APPROPRIATE INDIVIDUALS IN REASONABLE TIME FRAMES ON ANY CONFLICTS OF INTEREST WHEN THEY ARRIVE.
FORM 990, PART VI, SECTION B, LINE 15	<p>THE ORGANIZATION'S CEO, EXECUTIVE DIRECTOR OR TOP MANAGEMENT OFFICIAL THE EXECUTIVE DIRECTOR'S SALARY IS DETERMINED BY THE BOARD OF DIRECTORS. WHEN ASKED BY THE BOARD, HUMAN RESOURCES MANAGER WILL PROVIDE SALARY SURVEY INFORMATION. OTHER OFFICERS OR KEY EMPLOYEES OF THE ORGANIZATION AS STATED IN UCAN PERSONNEL POLICIES, UCAN MAINTAINS A COMPENSATION PLAN FOR ALL POSITIONS. THE PLAN INCLUDES FOR EACH POSITION A MINIMUM AND A MAXIMUM RATE. THE RANGES REFLECT THE RELATIVE RESPONSIBILITIES OF THE CLASS, AVAILABILITY OF LABOR, MARKET RATES OF PAY AND FINANCIAL CONDITIONS OF THE AGENCY. THE EXECUTIVE DIRECTOR OR DESIGNEE WILL KEEP THE COMPENSATION PLAN CURRENT BY ARRANGING FOR PERIODIC STUDIES OF MARKET SALARY RATES AND MAKING APPROPRIATE RECOMMENDATIONS TO THE BOARD. PERFORMANCE SALARY INCREASES FOR PERFORMANCE SALARY INCREASES ARE NOT AUTOMATICALLY GRANTED TO EMPLOYEES. AFTER AN EVALUATION OF INDIVIDUAL WORK PERFORMANCE IS COMPLETED, AN EMPLOYEE IS ELIGIBLE FOR RECOGNITION OF WORK PERFORMANCE THROUGH A PERFORMANCE SALARY INCREASE. THE PROGRAM DIRECTOR HAS AUTHORITY TO GRANT INCREASES UP TO FIVE PERCENT. INCREASES OF FIVE PERCENT OR MORE MUST BE APPROVED BY THE EXECUTIVE DIRECTOR AND SUPPORTED BY CONTINUOUS EXCEPTIONAL PERFORMANCE AND BE ACCOMPANIED BY DOCUMENTATION FROM PROGRAM DIRECTOR. PROGRAM DIRECTORS SHALL USE DISCRETION IN MAKING RECOMMENDATIONS. COMPENSATION PLAN ADJUSTMENTS. THE COMPENSATION PLAN FOR UCAN PERSONNEL SHALL PROVIDE REASONABLE COMPETITIVE RANGES OF PAY FOR EACH CLASSIFICATION OF EMPLOYMENT. THE EXECUTIVE DIRECTOR MAY MAKE ADJUSTMENTS IN A SALARY RANGE OR RANGES AS NECESSARY TO ATTRACT AND HOLD COMPETENT PERSONNEL. SUCH SALARY RANGE ADJUSTMENTS ARE TO BE DISTINGUISHED FROM SERVICE ANNIVERSARY SALARY INCREASES AS THEY ARE NOT INTENDED TO GIVE RECOGNITION TO LENGTH OR QUALITY OF SERVICE BUT ARE TO BE BASED SOLELY ON PREVAILING RATES OF PAY FOR THE VARIOUS CLASSES OF WORK. AN ADJUSTMENT IN SALARY RANGE DOES NOT, IN AND OF ITSELF, RESULT IN ANY SALARY INCREASE FOR EMPLOYEES WHOSE SALARY IS IN THAT RANGE. COST OF LIVING INCREASES WILL ONLY BE GIVEN BY THE UCAN BOARD OF DIRECTORS AT THE REQUEST OF THE EXECUTIVE DIRECTOR AND WITH APPROVAL OF HEAD START POLICY COUNCIL.</p>
FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION'S FINANCIAL STATEMENTS ARE AVAILABLE VIA THE FEDERAL AUDIT CLEARINGHOUSE ON-LINE AT HTTP://HARVESTER.CENSUS.GOV/SAC/DISSEM/ASP/INCOMPLETEENTITY.ASP USING UCAN'S FIN. THE ORGANIZATION'S GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICY ARE AVAILABLE UPON REQUEST FROM THE MAIN OFFICE IN ROSEBURG.