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Return of Organization Exempt From Income Tax

2014 Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

► Do not enter social security numbers on this form as it may be made public.

Open to Public

OMB No 1545-0047

	Form 990	C85
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Departi	ment of the Treasur	ry

	Interr	nal Rever	ue Service		Information about Fo	rm 990 and its instruction	ns is at www.irs.go v	//form990	•		Inspection
1	\overline{A}^-	For the	2014 calend	dar year, or tax	year beginning		, 2014, and endin	ıg			
2015			applicable	C	<u> </u>		,	_	D Employ	er ıdenti	fication number
5	_		ress change	BOYS AND O	GIRLS CLUBS	OF BEND			93-	1127	536
(2)		\blacksquare	ne change	INC.					E Telepho		
		$\overline{}$	al return	500 NW WAI	LL STREET				l		
JAN		\vdash		BEND, OR 9					(54.	1) 6.	17-2877
7		\vdash	return/terminated	•					_		
		⊢ Ame	ended return			DEBET DEALINA	10	1	G Gross re		
1/4		Арр	lication pending	F Name and addre	ess of principal officer	DEREK BEAUVA	15		a group retur		
				SAME AS C	ABOVE		<u> </u>	H(b) Are all	subordinates attach a list	included (see inst	17 Yes No
Via	1	Tax-ex	empt status	X 501(c)(3)	501(c) ()		7(a)(1) or527"			•	,
SCHURED	J	Web	site: ► WW	W.BGCBEND.	ORG		(H(c) Group	exemption nu	ımber 🕨	
(CD)	K	Form o	of organization	X Corporation	Trust Associat	ion Other ►	L Year of format	ion 199.	3 M s	tate of le	egal domicile OR
	Pa	rt I.	Summar	v			1				·
	201	1 E	Briefly descri	be the organizat	ion's mission or m	iost significant activit	es TO ENABL	E ALL	YOUNG	PEOP	LE,
	2					MOST, TO REAC					
,	ఆజ				E CITIZENS						
	흔	-									
	اقٍ⊣	2 (heck this bo	x M If the o	organization discoi	ntinued its operations	or disposed of mo	ore than 2	5% of its	net as	- – – – – – – – – – sets
·	≃ဗ	3 1	lumber of vo	ting members o	f the governing bo	dy (Part VI, line 1a).	•			3	18
	୍ ୧୪	4 N	lumber of in	dependent votin	g members of the	governing body (Parl	t VI, line 1b)			4	18
	اقبا	5 7	otal number	of individuals e	mployed in calend	ar year 2014 (Part V,	, line 2a)			5	75
	₹.	6 7	otal number	of volunteers (e	estimate if necessa	ary)				6	170
	2					l, column (C), line 12				7a	0.
	<u>جرخ</u>	b 1	Net unrelated	business taxab	le income from Fo	rm 990-T, line 34				7b	0.
	SC Activities & Governance							P	rior Year		Current Year
		8 (Contributions	and grants (Par	rt VIII, line 1h)				656,1	54.	587,503.
	ž	9 F	Program serv	rice revenue (Pa	rt VIII, line 2g)				383,5	79.	342,875.
	Revenue	10 I	nvestment in	come (Part VIII	, column (A), lines	3, 4, and 7d).			4,3	58.	1,184.
	ď	11 (Other revenue	e (Part VIII, colu	ımn (A), lines 5, 6	d, 8c, 9c, 10c, and 11	le)		187,9	59.	77,782.
1.5. Y		12	Total revenue	e – add lines 8 t	through 11 (must e	qual Part VIII, colum	n (A), line 12)	1	,232,0	50.	1,009,344.
(12		13 (Grants and si	mılar amounts p	oaid (Part IX, colu	mn (A), lines 1-3)	-				· · · · · · · · · · · · · · · · · · ·
Ã		14 E	Benefits paid	to or for memb	ers (Part IX, colun	n. (A). line 4)					
(() ()			-			is (Park & Out)	(A) (mes 5-10)		868,8	08	721,447.
()(CIO ()(CIO) ()(CIO)	9				(Part IX, column				000,0		721,111.
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6	₃ "∣				umn (A), lines 11a		ဖြ		450,4	56.	934,975.
~	•	18 7	Fotal expense	es Add lines 13	-17 (must equal P	art IX , column (A), lir	10=25) 2	1	,319,2	64.	1,656,422.
2	2	19 F	Revenue less	expenses. Sub	tract line 18 from	me_12OGDEN	UT		-87,2	14.	-647,078.
1	8 8							Beginnin	ng of Curren		End of Year
10		20 7	Total assets	(Part X, line 16)					959,2		296,467.
18°	44. 44.			s (Part X, line 2					291,5		275,911.
. 10	755	22 1	Net assets or	fund balances.	Subtract line 21 fr	om line 20			667,6		20,556.
حا ي	γPa		Signatur						00170	751.	20,330.
	Winds	r popaltu	es of porture 1 de	clare that I have eva	mined this return, includ	na accompanyina schedules	and statements, and to	the best of m	v knowledge	and belie	ef it is true correct and
11	Mediut	olete Dec	claration of propa	re (other than officer	r) is based on all informa	ng accompanying schedules ition of which preparer has a	iny knowledge	are best of th	y knowicage	and bein	or, it is use, correct, and
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P					OR 97702	-1			Phone no	(541	
9						above? (see instructi			•		X Yes No
$\subset_{\mathcal{I}}$	BA	A For	Paperwork R	reduction Act N	otice, see the sep	arate instructions.	TEL	EA0113L 05/	28/14		Form 990 (2014)
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Form 990 (2014)

40	(Expenses \$		uding grants of \$) (Revenue \$	
	d Other	ervices (Describe in Schedu	In ())		
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40	c (Code) (Expenses \$	including grants of \$) (Revenue	\$
					
					
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7,			D POSITIVE ENVIRONMENT FOR		
4:	a (Code) (Expenses \$ 1,31	.5, 641. including grants of \$) (Revenue	\$ 342,8
	and revenue, if a	any, for each program service	е геропеа.		
-	Section 501(c)(3) and 501(c)(4) organizations	accomplishments for each of its three largers are required to report the amount of gra	nts and allocations to other	reasured by expers, the total exper
4		these changes on Schedule			
3			ke significant changes in how it conducts	s, any program services?	Yes X
		these new services on Sche			
	Form 990 or 990				Yes X
2	Did the organizati	on undertake any significant pr	ogram services during the year which were r	not listed on the prior	
	POTENTIAL_	AS PRODUCTIVE, CAR	ING, RESPONSIBLE CITIZENS	-	
			ESPECIALLY THOSE WHO NEED	US MOST, TO REAC	H THEIR FUL
1	-	the organization's mission:			
		ent of Program Service Schedule O contains a respon	nse or note to any line in this Part III		

Form 990 (2014) BOYS AND GIRLS CLUBS OF BEND

Part IV Checklist of Required Schedules

- Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If 'Yes,' complete Schedule A
- 2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?
- 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
- 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
- 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
- 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.
- 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
- 8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If 'Yes,' complete Schedule D. Part III
- 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
- 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
- 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
 - **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
 - 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
 - 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
 - e Did the organization report an amount for other liabilities in Part X, line 25? If 'Yes,' complete Schedule D, Part 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
- 12a Did the organization obtain separate, independent audited financial statements for the tax year? If 'Yes,' complete Schedule D, Parts XI, and XII
 - **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
- 13 Is the organization a school described in section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule E
- 14a Did the organization maintain an office, employees, or agents outside of the United States?
 - **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
- 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
- 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
- 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)
- 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
- 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
- 20 a Did the organization operate one or more hospital facilities? If 'Yes,' complete Schedule H
 - b If 'Yes' to line 20a, did the organization attach a copy of its audited financial statements to this return?

		Yes	No
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	2	X	
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orn	m 990 (2014) BOYS AND GIRLS CLUBS OF BEND	93-1127536	P	age 4
Pai	rt IV Checklist of Required Schedules (continued)			
•	•		Yes	No
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization domestic government on Part IX, column (A), line 1? If 'Yes,' complete Schedule I, Parts I and II	on or		Х
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individual column (A), line 2? If 'Yes,' complete Schedule I, Parts I and III	als on Part IX,		х
23	Did the organization answer 'Yes' to Part VII, Section A, line 3, 4, or 5 about compensation of the organization and former officers, directors, trustees, key employees, and highest compensated employees? <i>If 'Yes,' comple Schedule J</i>	n's current ete		х
24.	a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100.00	├	 	
	the last day of the year, that was issued after December 31, 2002? If 'Yes,' answer lines 24b through complete Schedule K If 'No, 'go to line 25a	24d and 24a		Х
ŀ	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 any tax-exempt bonds?	defease 24c		
•	d Did the organization act as an 'on behalf of' issuer for bonds outstanding at any time during the year?	24d		
25 a	a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess be transaction with a disqualified person during the year? If 'Yes,' complete Schedule L, Part I	enefit 25a		Х
t	b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If 'Yes,' co Schedule L, Part I	year, and omplete 25b		х
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any curr former officers, directors, trustees, key employees, highest compensated employees, or disqualified p If 'Yes', complete Schedule L, Part II	ent or ersons?		Х
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substan contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family r of any of these persons? If 'Yes,' complete Schedule L, Part III	tial nember 27		Х
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part instructions for applicable filing thresholds, conditions, and exceptions)	IV	,	· ½ ·
á	a A current or former officer, director, trustee, or key employee? If 'Yes,' complete Schedule L, Part IV	28a		X
ŀ	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		Х
(c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) officer, director, trustee, or direct or indirect owner? If 'Yes,' complete Schedule L, Part IV	was an		Х
29	Did the organization receive more than \$25,000 in non-cash contributions? If 'Yes,' complete Schedule	e M 29	X	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualific contributions? If 'Yes,' complete Schedule M.	ed conservation 30		Х
31	Did the organization liquidate, terminate, or dissolve and cease operations? If 'Yes,' complete Schedu			Х
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If 'Yes,' complete Schedule N, Part II	32	х	
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations s 301 7701-2 and 301 7701-3? If 'Yes,' complete Schedule R, Part I	sections 33		Х
34	Was the organization related to any tax-exempt or taxable entity? If 'Yes,' complete Schedule R, Part and Part V, line 1	II, III, or IV,		X
35 a	a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
ı	b If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a entity within the meaning of section 512(b)(13)? If 'Yes,' complete Schedule R, Part V, line 2	controlled 35b		-
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable organization? If 'Yes,' complete Schedule R, Part V, line 2	related 36		Х
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization treated as a partnership for federal income tax purposes? If 'Yes,' complete Schedule R, Part VI	and that is		х
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 1 Note. All Form 990 filers are required to complete Schedule O	97	х	

BAA

Form **990** (2014)

Form 990 (2014) BOYS AND GIRLS CLUBS OF BEND Part V Statements Regarding Other IRS Filings and Tax Compliance	93-1127536	ra	ge 5
Cheek if Schedule O contains a response or note to any line in this Part V			\Box
Check it Schedule O contains a response of flote to any line in this Fait V		Yes	No
1 a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	3	163	110
b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	- 0		
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable ga (gambling) winnings to prize winners?	aming 1 c		Х
2 a 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 2 a	75		
b If at least one is reported on line 2a, did the organization file all required federal employment tax return	15 ² 2b	Х	
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?	3 a		X
b If 'Yes' has it filed a Form 990-T for this year? If 'No' to line 3b, provide an explanation in Schedule O	3 b		
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority of financial account in a foreign country (such as a bank account, securities account, or other financial account, b If 'Yes,' enter the name of the foreign country. ►	over, a count)?		X
See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (f	FBAR)		
5 a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5 a		X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction	ion? 5b		X
c If 'Yes,' to line 5a or 5b, did the organization file Form 8886-T?	5 c		
6 a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the solicit any contributions that were not tax deductible as charitable contributions?	organization 6 a		Х
b If 'Yes,' did the organization include with every solicitation an express statement that such contributions or gifts not tax deductible?	were 6 b		
7 Organizations that may receive deductible contributions under section 170(c).	×		**
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for go services provided to the payor?	oods and 7 a		X
b If 'Yes,' did the organization notify the donor of the value of the goods or services provided?	7 b		
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required Form 8282?	7 c		х
d If 'Yes,' indicate the number of Forms 8282 filed during the year	9 71		
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit con			X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract	ot? 7 f		X
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7 g		
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization form 1098-C?	7h		
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the spon	-	4 (%)	
organization have excess business holdings at any time during the year?	8		 :
 9 Sponsoring organizations maintaining donor advised funds. a Did the sponsoring organization make any taxable distributions under section 4966? 			
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9a 9b		
10 Section 501(c)(7) organizations. Enter:	35		
a Initiation fees and capital contributions included on Part VIII, line 12			ĺ
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b			1
11 Section 501(c)(12) organizations. Enter			-
a Cross prome from members or charabolders			į

a Gross income from members or shareholders **b** Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them) 11 b 12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? 12 a **b** If 'Yes,' enter the amount of tax-exempt interest received or accrued during the year 12 b 13 Section 501(c)(29) qualified nonprofit health insurance issuers. a Is the organization licensed to issue qualified health plans in more than one state? 13a Note. See the instructions for additional information the organization must report on Schedule O. **b** Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans 13b c Enter the amount of reserves on hand 13 c 14a Did the organization receive any payments for indoor tanning services during the tax year? Х 14a

b If 'Yes,' has it filed a Form 720 to report these payments? If 'No,' provide an explanation in Schedule O

14b

Governance, Management, and Disclosure For each 'Yes' response to lines 2 through 7b below, and for a 'No' 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 or note to any line in this Part VI X Section A. Governing Body and Management Yes No 1 a Enter the number of voting members of the governing body at the end of the tax year 1 a 18 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. 18 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 X 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? X 3 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? Х 4 Did the organization become aware during the year of a significant diversion of the organization's assets? 5 Х Did the organization have members or stockholders? 6 X 7 a 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? 7 a **b** Are any governance decisions of the organization reserved to (or subject to approval by) members. stockholders, or persons other than the governing body? 7 b Х Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following X a The governing body? 8 a b Each committee with authority to act on behalf of the governing body? 8Ь Х 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 X Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.) Yes No 10 a Did the organization have local chapters, branches, or affiliates? 10 a Х 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 11 a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? 11 a Х **b** Describe in Schedule O the process, if any, used by the organization to review this Form 990 SEE SCHEDULE O 34 ŵÌ 12a Did the organization have a written conflict of interest policy? If 'No,' go to line 13 12 a Х **b** Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise Х to conflicts? 12 b c Did the organization regularly and consistently monitor and enforce compliance with the policy? If 'Yes.' describe in Schedule O how this was done X 12 c 13 Did the organization have a written whistleblower policy? X 13 14 Did the organization have a written document retention and destruction policy? 14 X Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? a The organization's CEO, Executive Director, or top management official 15 a X **b** Other officers or key employees of the organization SEE SCHEDULE O X 15 b 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? X 16 a b If 'Yes,' did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements? 16_b Section C. Disclosure 17 List the states with which a copy of this Form 990 is required to be filed > OR 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. Another's website Upon request Other (explain in Schedule O) 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. SEE SCHEDULE O

BEND OR 97701 541-617-2877

State the name, address, and telephone number of the person who possesses the organization's books and records

DEREK BEAUVAIS 500 NW WALL STREET

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Part VIII 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

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

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

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

				(C))					
(A) Name and Title	(B) Average hours per	thar	one both dire	box, an o ector/	unles fficer truste	eck mores s personant and a ee)	on	Reportable compensation from	(E) Reportable compensation from related organizations	(F) Estimated amount of other compensation
	week (list any hours for related organiza- tions below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former		(W-2/1099-MISC)	from the organization and related organizations
(1) JIM SCHELL	8	Ī								
CHAIRMAN	0	X		Х	<u> </u>			0.	0.	0.
COLLEEN GOLDBLATT DIRECTOR		x						0.	0.	0.
(3) PETER M YONAN	8									
DIRECTOR	-	x						0.	0.	0.
(4) YVONNE ZBRANAK	8									
DIRECTOR	0	X						0.	0.	0.
(5) SUSAN B REED	8]								
SECRETARY	0	X		Х				0.	0.	0.
(6) AARON J TRUDEL	8									
DIRECTOR	0	X						0.	0.	0.
(7) MICHAEL WYNSCHENK	8									
DIRECTOR	0	X						0.	0.	0.
(8) TAMI MACLEOD	8	Į				1				
DIRECTOR	0	X						0.	0.	_0.
(9) SUZANNE KELSO								_	_	
TREASURER	0	X		X	<u> </u>			0.	0.	0.
(10) ANNA HIGGINS	8	ļ								
DIRECTOR	0	X						0.	0.	0.
(11) ROZ EATON	8	١,,			l				_	
DIRECTOR	0	X	-			\vdash		0.	0.	0.
C12) GINA MILLER DIRECTOR	$-\frac{8}{0}$	X						0.	0.	0.
(13) JIM CROWELL	8									
DIRECTOR		Х						0.	0.	0.
(14) NATASHA HENDERSON DIRECTOR	8	x						0.	0.	0.
DIKECIOK	1 0	ΙΛ.	ш			\sqcup		<u> </u>		<u> </u>

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Part VII Section A. Officers, Directors, 11		I				 	u i i i	I riight st son	ipensacea Emp	Continued)
,	(B)			(C	-) sition					
· (A)	Average (do not check more than one hours box, unless person is both an		(D)	(E)	(F)					
Name and title	per				direct	or/trus	tee)	Reportable compensation from	Reportable compensation from	Estimated amount of other
	(list any hours	9 5	Su	윷	Ke	em F	For	the organization (W-2/1099-MISC)	related organizations (W-2/1099-MISC)	compensation from the
	for	direc	탈	Officer	Key employee	oloy:	큺			organization and related
	related organiza	호 호	읦		glo	မီ ဋ	,			organizations
	- tions below	or director	nstitutional trustee	l	èe	per				
	dotted line)	%	ée			Highest compensated employee				
	_					_ a				
(15) SHON_RAE								_	_	_
DIRECTOR	0	X						0.	0.	0.
(16) TIA ROONEY										_
DIRECTOR	0	X			<u> </u>			0.	0.	0.
(17) ERIN REILLY	8	ł								_
DIRECTOR	0	X						0.	0.	0.
(18) RYAN HOLMES	8	1						_	_	
DIRECTOR	0	X						0.	0.	0.
(19) LISA MAXWELL	$-\frac{40}{}$	-			l				_	_
EXECUTIVE DIRECTOR	0	1			X			6,400.	0.	0.
(20) DEREK BEAUVAIS	40				١				_	_
EXECUTIVE DIRECTOR	0	_			X			49,509.	0.	0.
(21)		-								
(22)	 -	 -							-	
(22)		-								
(23)			\vdash		\vdash					<u> </u>
(23)	 	1								
(24)										·
<u> </u>	1	1								
(25)										
	7	1								
1 b Sub-total							>	55,909.	0.	0.
c Total from continuation sheets to Part VII, Sec	tion A						>	0.	0.	0.
d Total (add lines 1b and 1c)							>	55,909.	0.	0.
2 Total number of individuals (including but not limited	ed to those I	ısted	abov	ve) v	who	recei	ved	more than \$100,00	0 of reportable comp	ensation
from the organization 0										· · · · · · · · · · · · · · · · · · ·
										Yes No
3 Did the organization list any former officer, dire			, key	em/	ploy	yee,	or h	nighest compensat	ted employee	
on line 1a ⁵ If 'Yes,' complete Schedule J for su	ich individu	ial								3 X
4 For any individual listed on line 1a, is the sum	of reportab	le co	mpe	ensa	tion	and	oth	er compensation	from	
the organization and related organizations grea	iter than \$1	50,0	007	ור זו	es	com	oiet	e Scheaule J for		4 X
5 Did any person listed on line 1a receive or accr	ue comper	satio	n fr	οm	anv	unre	late	ed organization or	individual	- 1.76
for services rendered to the organization? If 'Ye	es,' comple	te S	chea	lule	J fo	r suc	h p	erson	marriadai	5 X
Section B. Independent Contractors										
1 Complete this table for your five highest compe- compensation from the organization. Report compensation from the organization.	ensated ind ensation for	epen the c	dent alen	t cor dar v	ntra: vear	ctors endu	tha na v	it received more th vith or within the ori	nan \$100,000 ot ganization's tax year	_
					,		· · · · ·	(B)		
(A) Name and business ad	dress							Description of	of services	(C) Compensation
2 Total number of independent contractors (including		ited t	o tho	se l	ıstec	l abo	ve)	who received more	than	
\$100,000 of compensation from the organization	n ► 0									
RAA		TEEA	22001	000	20/15					Form 990 (2014)

Part VIII	Statement of Revenue
-----------	----------------------

		Check if Schedule O o	contains a	respo	onse or note to an	iy line in this Part V	/111		
	•					(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
SS	1 a	Federated campaigns.		1 a	50,103.				
ant unt		Membership dues	-	1 b	30,103.	1			
Gr		Fundraising events	-	1c		1]
ts.		•	-						
Gif ilar		Related organizations		1 d					
ıs,	е	Government grants (contributio	ins)	1 e	<u>6,061.</u>]			
itor ir S	f	All other contributions, gifts, gr	rants, and						
bu!		All other contributions, gifts, gr similar amounts not included a	bove	1 f	531,339.				
, <u>F</u>	g	Noncash contributions included	in lines 1a-1	f: \$	49,389.				
Contributions, Gifts, Grants and Other Similar Amounts	h	Total. Add lines 1a-1f		_	•	587,503.			
			•		Business Code	00.,000.			
믑	2 a	PROGRAM FEES		r		330,370.	330,370.	······································	
}ev	b					12,505.	12,505.		
e F	~	MEMBERSHIP DUES & A	722F22WF	ᇑᆉ		12,505.	12,505.		ļ
Σį	٠				 				
သီ	a		- -					· · · · · · · · · · · · · · · · · · ·	
am	е								
Program Service Revenue	f	All other program service	e revenue						
P	g	Total. Add lines 2a-2f			•	342,875.		74	**
	3	Investment income (incli	uding divid	dends	, interest and				
		other similar amounts)	-		•	1,184.			1,184.
	4	Income from investment	of tax-ex	empt	bond proceeds. 🟲				
	5	Royalties			•				
		Γ	(ı) Rea	ıl	(II) Personal	-: 140 ° ° ° ° ° ° ° ° ° ° ° ° ° ° ° ° ° ° °	3984	.1843.5.	7: No. 1
	6a	Gross rents				, å,		1	*)
	ь	Less rental expenses					Y i sails		
		Rental income or (loss)			 	·#+	- 1 4	, 2) g . g & # .	
		Net rental income or (loss)						<u> </u>	<u> </u>
		` [-	(ı) Securi	ties	(II) Other			1-10MP4	¥ 1
	7 a	Gross amount from sales of assets other than inventory	(i) Securi		(ii) Other		-	1 2	3381 - 100
		assets other trial inventory					1	149 4	* 1
	ь	Less cost or other basis					İ	**	<u>.</u>
		and sales expenses					» · 🖟 · · · · · ·	i in light	· · · · · · · · · · · · · · · · · · ·
		Gain or (loss)				***		`#'	
	d	Net gain or (loss)							
ø	8 a	Gross income from fund	raising ev	ents				4	-
2		(not including _ \$,
Š		of contributions reported	on line 1	c).					1
æ		See Part IV, line 18		а	107,994.	د ش	_^	*	:
ē	b	Less: direct expenses		b	30,212.				
Other Reven		Net income or (loss) from	m fundrais	sina e		77,782.	1	· · · · · · · · · · · · · · · · · · ·	77,782.
•				-		77,702.			11,102.
	Эa	Gross income from game See Part IV, line 19	ing activit	ies. a					1
		Less direct expenses		b			Į		
		Net income or (loss) from	m aamina	_					
					lies -				
	10 a	Gross sales of inventory	, less retu						
	_	and allowances	-	a					
		Less cost of goods sold		ь	L				
	С	Net income or (loss) from		ınver					
		Miscellaneous Revenue	е		Business Code				
	11 a			L					
	b	' 		[
	c								
	d	All other revenue							
	e	Total. Add lines 11a-11d	j	<u>-</u>	>				
	12	Total revenue. See instr	ructions		•	1,009,344.	342,875.	0.	78,966.
						,,		·	, , , , , , , , , , , , , , , , , , , ,

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 (A) (B) (D) Do not include amounts reported on lines Total expenses Program service Management and Fundraising 6b, 7b, 8b, 9b, and 10b of Part VIII. expenses general expenses expenses Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21 Grants and other assistance to domestic individuals. See Part IV, line 22 Grants and other assistance to foreign organizations, foreign governments, and for-eign individuals. See Part IV, lines 15 and 16 Benefits paid to or for members. Compensation of current officers, directors, trustees, and key employees. 55,909 39,136 11,182 5,591. Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) n 0 0 0. Other salaries and wages 562,000 404,640 146,120. 11,240. Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) 5,975 4,302. 1,553 120. <u>25,0</u>20 Other employee benefits. 34,750 9,035 695. 10 Payroll taxes 62,813 45,225. 16,332. 1,256. 11 Fees for services (non-employees): a Management **b** Legal c Accounting 7,460 7.460 **d** Lobbying e Professional fundraising services See Part IV, line 17 -311934 f Investment management fees 1,107 1,107 g Other (If line 11g amt exceeds 10% of line 25, column 29,339 29,339. (A) amount, list line 11g expenses on Schedule () 6,248. Advertising and promotion 2,937. 2,374 937. Office expenses 15,880 4,628 10,545 707. 14 Information technology Royalties 15 16 Occupancy 41,084 40,525 148 411. 17 Travel 9,943 3,056 6,092 795. Payments of travel or entertainment expenses for any federal, state, or local public officials Conferences, conventions, and meetings 19 20 Interest 21 Payments to affiliates 1,561 22 Depreciation, depletion, and amortization 14,984 13,423. 23 Insurance 18,467 18,467 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.) 590,203 590,203 a LOSS ON DISCONTINUED OPERATION b SUPPLIES 80,571 61,587 16,635 2,349. 54,356 <u>36, 962</u> C REPAIRS & MAINTENANCE 17,394 d DUES, FEES & SUBSCRIPTIONS 26,377 10,688 13,627 2,062. 38,956. 3,970 34,837 All other expenses 149. 25 Total functional expenses. Add lines 1 through 24e 1,656,422 1,315,641 314,469 26,312. 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)

Balance Sheet

Part X

Check if Schedule O contains a response or note to any line in this Part X (B) End of year (A) Beginning of year 1 Cash - non-interest-bearing 136,289 71,677. 2 2 Savings and temporary cash investments 3 Pledges and grants receivable, net 3 Accounts receivable, net 4 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L 5 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 Notes and loans receivable, net 7 8 Inventories for sale or use Prepaid expenses and deferred charges 9 982 2,288 10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D 10 a 211,941 10 b **b** Less accumulated depreciation 182,398 622,845 10 c 29,543. 11 Investments - publicly traded securities 11 Investments - other securities See Part IV, line 11 28,922. 12 30,095. Investments - program-related See Part IV, line 11 13 13 Intangible assets 14 14 15 15 Other assets. See Part IV, line 11 170,184 162,864. 16 Total assets. Add lines 1 through 15 (must equal line 34) 959,222 16 296,467. Accounts payable and accrued expenses 17 125,426 17 116,222. 18 18 Grants payable 19 Deferred revenue Tax-exempt bond liabilities. 20 21 21 Escrow or custodial account liability Complete Part IV of Schedule D 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. Unsecured notes and loans payable to unrelated third parties 21,800 24 16,500. 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 144,362 25 143,189. 291,588. 26 Total liabilities. Add lines 17 through 25 275,911. Organizations that follow SFAS 117 (ASC 958), check here > X and complete Fund Balances lines 27 through 29, and lines 33 and 34. Unrestricted net assets 394,117 27 -172,403.Temporarily restricted net assets 100,233 28 19,675. Permanently restricted net assets 173,284 29 173,284. Organizations that do not follow SFAS 117 (ASC 958), check here > and complete lines 30 through 34. ō Capital stock or trust principal, or current funds 30 30 Paid-in or capital surplus, or land, building, or equipment fund 31 Retained earnings, endowment, accumulated income, or other funds 32 32 Šet 33 Total net assets or fund balances 667,634 20,556. Total liabilities and net assets/fund balances 34 34 959,222 296,467. BAA Form 990 (2014)

TEEA0111L 05/28/14

Forr	1 990 (2014) BOYS AND GIRLS CLUBS OF BEND	<u>93-1127536</u>		Page 12
Pa	t 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	1,009	,344.
2	Total expenses (must equal Part IX, column (A), line 25)	2	1,656	,422.
3	Revenue less expenses Subtract line 2 from line 1	3	-647	,078.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	667	,634.
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	20	,556.
Pa	t XII Financial Statements and Reporting			
	Check if Schedule O contains a response or note to any line in this Part XII			
			Ye	s No
1	Accounting method used to prepare the Form 990 Cash X Accrual Other		1	
	If the organization changed its method of accounting from a prior year or checked 'Other,' explain in Schedule O		* * * * * * * * * * * * * * * * * * *	
2	Were the organization's financial statements compiled or reviewed by an independent accountant?		2 a	X
	If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reseparate basis, consolidated basis, or both Separate basis Both consolidated and separate basis	viewed on a		
	Were the organization's financial statements audited by an independent accountant?		2b	K
	If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a s basis, consolidated basis, or both X Separate basis Consolidated basis Both consolidated and separate basis	eparate		,
•	If 'Yes' to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the review, or compilation of its financial statements and selection of an independent accountant?	audit,	2 c	х
_	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O			5 <u>.</u>
	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Sir Audit Act and OMB Circular A-133?		3 a	X
	o If 'Yes,' did the organization undergo the required audit or audits? If the organization did not undergo the require or audits, explain why in Schedule O and describe any steps taken to undergo such audits	d audit	3 b	
BAA			Form 99	(2014)

SCHEDULE. A (Form 990 or 990-EZ)

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.

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

OMB No 1545-0047

2014

Open to Public Inspection

Department of the Treasury Internal Revenue Service

BOYS AND GIRLS CLUBS OF BEND

Employer identification number 93-1127536

								<u> </u>					
Part		Reason for Public Cha						tions.					
The o	r <u>g</u> a	nization is not a private found	lation because it is (For lines 1 through 11,	check o	nly one	box)						
1		A church, convention of church	es, or association of ch	nurches described in sect	ion 170(b)(1)(A)(ī).						
2	П	A school described in section	n 170(b)(1)(A)(ii). (Att	ach Schedule E)									
3	П	A hospital or a cooperative h	ospital service organi	ization described in sec	tion 170)(b)(1)(A	A)(iii).						
4	П	A medical research organization	tion operated in conju	inction with a hospital o	describe	d in sec	tion 170(b)(1)(A)(iii) E	nter 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	X	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	Ш	A community trust described	in section 170(b)(1)(A)(vi). (Complete Part I	I)								
9		An organization that normally r from activities related to its exempestment income and unrel June 30, 1975 See section 5	empt functions – subject lated business taxable	ct to certain exceptions, a e income (less section)	and (2) n	o more i	than 33-1/3% of its suppo	ort from gross					
10		An organization organized ar	nd operated exclusive	ly to test for public safe	ety See	section	n 509(a)(4).						
11		An organization organized ar or more publicly supported o lines 11a through 11d that de	rganizations describe	d in section 509(a)(1) o	r sectio	n 509(a	(X2) . See section 509(a)	ut the purposes of one (X3). Check the box in					
а													
b													
С		Type III functionally integrated. organization(s) (see instruction	A supporting organizat	ion operated in connection	n with, ar	nd function	onally integrated with, its	supported					
۰		Type III non-functionally integr	•	•			cupported erganization(c)	that is not					
d	L.	functionally integrated The constructions) You must com	organization generally	must satisfy a distribut									
е		Check this box if the organiz integrated, or Type III non-fu	ation received a writte inctionally integrated	en determination from t	the IRS t	that is a	Type I, Type II, Type	II functionally					
f	Er	enter the number of supported											
		ovide the following information	•	d organization(s)									
		(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-9 above or IRC section (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)					
					Yes	No							
<u>(A)</u>													
<u>(B)</u>													
(C)													
(D)	D)												
(E)													
Total													

BAA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

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.)

Sec	tion A. Public Support							
Cale begi	ndar year (or fiscal year nning in) ►	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 201	4	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any 'unusual grants.')	734,878.	766,081.	1,108,473.	676,561.	600,0	009.	3,886,002.
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf							0.
3	The value of services or facilities furnished by a governmental unit to the organization without charge							0.
4	Total. Add lines 1 through 3	734,878.	766,081.	1,108,473.	676,561.	600,0	009.	3,886,002.
5	The portion of total contributions by each person (other than a governmental		*			ž ^y	,	
	unit or publicly supported organization) included on line 1 that exceeds 2% of the amount	* *	- *	- 🐉	_;	****	*	
	shown on line 11, column (f)	₩ ,>`	* ***		*** **********************************	> .,		231,424.
6	Public support. Subtract line 5 from line 4		,¥ · ;		ik ili.	\$ *	*	3,654,578.
<u>Sec</u>	tion B. Total Support			, 	,			
Cale begi	ndar year (or fiscal year nning in) ►	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 201	4	(f) Total
7	Amounts from line 4	734,878.	766,081.	1,108,473.	676,561.	600,0	09.	3,886,002.
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	5,927.	-1,508.	4,985.	4,358.	1,1	184.	14,946.
9	Net income from unrelated business activities, whether or not the business is regularly carried on	,						0.
10	Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI.)							0.
11	Total support. Add lines 7 through 10		in the state of th) m v v v	, ., s		3,900,948.
12	Gross receipts from related activ	rities, etc (see ins	tructions)				12	1,103,602.
	First five years. If the Form 990 is organization, check this box and	stop here		ırd, fourth, or fıfth t	ax year as a section	n 501(c)(3)		▶ 🗌
	tion C. Computation of Pu							
14	Public support percentage for 20 Public support percentage from		•	ne II, column (f))			14 15	93.68 % 89.17 %
	33-1/3% support test – 2014. If	the organization	did not check the	box on line 13, a	nd the line 14 is 3	ا 3-1/3% or n		check this box
	and stop here. The organization qualifies as a publicly supported organization b 33-1/3% support test — 2013. 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 pu	blicly supported o	rganization	a, and mic 1913.	55-17570 01 1	more,	Elleck this box
17 a	10%-facts-and-circumstances to or more, and if the organization the organization meets the 'facts	meets the 'facts-a	and-circumstance:	s' test, check this	box and stop her	e. Explain ii	n Part	VI how
	o 10%-facts-and-circumstances to or more, and if the organization organization meets the 'facts-an	meets the 'facts-a d-circumstances'	and-circumstance test The organiza	s' test, check this ation qualifies as	box and stop her a publicly support	e. Explain ii ed organiza	n Part ition	VI how the ►
BAA	Private foundation. If the organi	zation did not che	ck a box on line	15, 16a, 16b, 1/a				
					Scr	ieuule A (Fr	энн эч	30 or 990-EZ) 2014

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

(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II If the organization fails to qualify under the tests listed below, please complete Part II)

Sec	tion A. Public Support						//
	dar year (or fiscal yr beginning in)	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	// (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					/	
	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			/			
	Total. Add lines 1 through 5 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)		事等/毫世	美華教			
Sec	tion B. Total Support		/				
Calen	dar year (or fiscal yr beginning in) 🕨	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) Total
9	Amounts from line 6		1				
10 a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	/	/				
	Unrelated business taxable income (less section 511 taxes) from businesses acquired after pand 10b						
11	: Add lines 10a and 10b 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 VI)						
	Total support. (Add lines 9, 10c, 11 and 12)						
14	First five years. If the Form 990 organization, check this box and	is for the organiz stop here	ation's first, secoi	nd, third, fourth, c	or fifth tax year as	a section 501(c)(3)
Sec	tion C. Computation of Pu						
15	Public support percentage for 20	014 (line 8, colum	n (f) divided by lii	ne 13, column (f)))	15	%
16	Public support percentage from	2013 Schedule A	, Part III, line 15			16	0/0
Sec	tion D. Computation of Inv	estment Inco	me Percentage	e			
17	Investment income percentage t				ımn (f)).	17	%
18	Investment income percentage t				•	18	96
19 8	33-1/3% support tests – 2014. I is not more than 33-1/3%, check	f the organization	did not check the	box on line 14, a	and line 15 is mor as a publicly supp	e than 33-1/3%, a orted organization	and line 17
i	33-1/3% support tests — 2013. If line/18 is not more than 33-1/3%	f the organization	did not check a t	oox on line 14 or I	line 19a, and line	16 is more than 3	3-1/3%, and
	Private foundation. If the organi						▶H

Voc No

Part IV Supporting Organizations

(Complete only if you checked a box on line 11 of Part I. If you checked 11a of Part I, complete Sections A and B. If you checked 11b of Part I, complete Sections A and C. If you checked 11c of Part I, complete Sections A, D, and E. If you checked 11d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

- 1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If 'No,' describe in **Part VI** how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain
- 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If 'Yes,' explain in **Part VI** how the organization determined that the supported organization was described in section 509(a)(1) or (2)
- 3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If 'Yes,' answer (b) and (c) below
- **b** Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If 'Yes,' describe in **Part VI** when and how the organization made the determination
- c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If 'Yes,' explain in **Part VI** what controls the organization put in place to ensure such use
- 4a Was any supported organization not organized in the United States ('foreign supported organization')? If 'Yes' and if you checked 11a or 11b in Part I, answer (b) and (c) below
- **b** Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If 'Yes,' describe in **Part VI** how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.
- c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If 'Yes,' explain in **Part VI** what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes
- 5 a Did the organization add, substitute, or remove any supported organizations during the tax year? If 'Yes,' answer (b) and (c) below (if applicable) Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document)
- **b Type I or Type II only.** Was any added or substituted supported organization part of a class already designated in the organization's organizing document?
- c Substitutions only. Was the substitution the result of an event beyond the organization's control?
- 6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (a) its supported organizations, (b) individuals that are part of the charitable class benefited by one or more of its supported organizations; or (c) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If 'Yes,' provide detail in Part VI
- 7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in IRC 4958(c)(3)(C)), a family member of a substantial contributor, or a 35-percent controlled entity with regard to a substantial contributor? If 'Yes,' complete Part I of Schedule L (Form 990)
- 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7° If 'Yes, complete Part I of Schedule L (Form 990)
- 9 a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If 'Yes,' provide detail in **Part VI**
- **b** Did one or more disqualified persons (as defined in line 9(a)) hold a controlling interest in any entity in which the supporting organization had an interest? *If 'Yes,' provide detail in Part VI*
- c Did a disqualified person (as defined in line 9(a)) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If 'Yes,' provide detail in Part VI
- 10 a Was the organization subject to the excess business holdings rules of IRC 4943 because of IRC 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If 'Yes, answer (b) below
 - **b** Did the organization, have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).

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	10b		

Pa	rt IV Supporting Organizations (continued)			<u> </u>
	•		Yes	No
	Has the organization accepted a gift or contribution from any of the following persons? a A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the			
	governing body of a supported organization?	11a		
	b A family member of a person described in (a) above?	11b		
_	c A 35% controlled entity of a person described in (a) or (b) above? If 'Yes' to a, b, or c, provide detail in Part VI	11c		
Se	ction B. Type I Supporting Organizations			
1	Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint		Yes	No
•	or elect at least a majority of the organization's directors or trustees at all times during the tax year? If 'No,' describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any,			
	applied to such powers during the tax year	1		
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If 'Yes,' explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.	2		
Se	ction C. Type II Supporting Organizations	<u> </u>		_
			Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If 'No,' describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s)	1	_4	~
Se	ction D. All Type III Supporting Organizations			
			Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (1) a written notice describing the type and amount of support provided during the prior tax year, (2) a copy of the Form 990 that was most recently filed as of the date of notification, and (3) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?	**. ¹	} *	
	organization's governing documents in effect on the date of notification, to the extent hot previously provided?		7.	
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If 'No,' explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s)	2		
3	By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If 'Yes,' describe in Part VI the role the organization's supported organizations played in this regard	1 47.	`^*	
Sec	ction E. Type III Functionally-Integrated Supporting Organizations	<u> </u>		
1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions):			
	a The organization satisfied the Activities Test Complete line 2 below			
	b The organization is the parent of each of its supported organizations. <i>Complete line 3 below</i>			
	c The organization supported a governmental entity Describe in Part VI how you supported a government entity (see instruction	7S)		
2	Activities Test Answer (a) and (b) below.	Г	Yes	No.
	a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the		163	140
	supported organization(s) to which the organization was responsive? If 'Yes,' then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted			
	substantially all of its activities	2a	- 1	
	b Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If 'Yes,' explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement	2b		
3	Parent of Supported Organizations Answer (a) and (b) below.			
	a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>Provide details in Part VI</i>	3a		
	b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If 'Yes,' describe in Part VI the role played by the organization in this regard	3b]

Par				
1	Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nother Type III non-functionally integrated supporting organizations must complete	ovembe Secti	er 20, 1970. See instructi ons A through E.	ons. All
Sec	tion A — Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8		
Sec	tion B — Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)			***
a	Average monthly value of securities	1a		
Ŀ	Average monthly cash balances	1b		
C	Fair market value of other non-exempt-use assets	1c		
	f Total (add lines 1a, 1b, and 1c)	1d		
•	Discount claimed for blockage or other factors (explain in detail in Part VI)	* ?}		100g
2	Acquisition indebtedness applicable to non-exempt-use assets	2		
3	Subtract line 2 from line 1d	3		
4	Cash deemed held for exempt use Enter 1-1/2% of line 3 (for greater amount, see instructions)	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by 035	6	, ,	
7	Recoveries of prior-year distributions	7	*	
8	Minimum Asset Amount (add line 7 to line 6)	8		
Sec	tion C — Distributable Amount		W. T	Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	- 4	· · · · · · · · · · · · · · · · · · ·
2	Enter 85% of line 1	2	7,- 3 (3	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4	Enter greater of line 2 or line 3	4	. \$	
5	Income tax imposed in prior year	5	•	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	2	
7	Check here if the current year is the organization's first as a non-functionally-inte (see instructions)	grated	Type III supporting org	ganization
BAA			Schedule A (For	m 990 or 990-EZ) 2014

Parl	Type III Non-Functionally Integrated 509(a)(3) Su	pporting Organiza	tions (continued)	
Sect	ion D – Distributions			Current Year
1	Amounts paid to supported organizations to accomplish exempt pu	rposes		
2	Amounts paid to perform activity that directly furthers exempt purposes on excess of income from activity	of supported organizations	,	
3	Administrative expenses paid to accomplish exempt purposes of su	ipported organizations		
4	Amounts paid to acquire exempt-use assets			
5	Qualified set-aside amounts (prior IRS approval required)		• •	
6	Other distributions (describe in Part VI) See instructions			
7	Total annual distributions. Add lines 1 through 6			
	Distributions to attentive supported organizations to which the organization Part VI). See instructions.	on is responsive (provide	details	
9	Distributable amount for 2014 from Section C, line 6			
10	Line 8 amount divided by Line 9 amount			
Sect	ion E — Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2014	(iii) Distributable Amount for 2014
1	Distributable amount for 2014 from Section C, line 6			2
	Underdistributions, if any, for years prior to 2014 (reasonable cause required – see instructions)	*		\$
3	Excess distributions carryover, if any, to 2014		^_ } I	· Ý ¥,
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b			3	*
С		₹.	***	* **
d	* * * * * * * * * * * * * * * * * * * *		/ \\$ \$/	× 1/4 /
е	From 2013	· 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	3 43%	4 (A ::
f	Total of lines 3a through e		<u> </u>	· - «.»· · ·
g	Applied to underdistributions of prior years	: 19.)» ·
h	Applied to 2014 distributable amount	*. K .	1:	
i	Carryover from 2009 not applied (see instructions)			*
j	Remainder Subtract lines 3g, 3h, and 3i from 3f	_		
4	Distributions for 2014 from Section D, line 7 \$		- 1	
a	Applied to underdistributions of prior years	4. 1721-2- 3		- 30" (2.4.)
b	Applied to 2014 distributable amount	*/ 2 2 34	8	, , , , , , , , , , , , , , , , , , , ,
С	Remainder Subtract lines 4a and 4b from 4			
5	Remaining underdistributions for years prior to 2014, if any Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions)			* *
6	Remaining underdistributions for 2014 Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions)		,	
7	Excess distributions carryover to 2015. Add lines 3j and 4c		•	3 £
8	Breakdown of line 7			
а				
ь				
С				
d	Excess from 2013			
e	Excess from 2014			
				·

BAA

Schedule A (Form 990 or 990-EZ) 2014

Part III, line 12. Also complete this part for any additional information. (See instructions).

SCHEDULE D (Form 990)

Supplemental Financial Statements

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

Attach to Form 990.

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

OMB No 1545-0047

Department of the Treasury Internal Revenue Service Name of the organization

Open to Public Inspection Employer identification number

	BOYS AND GIRLS CLUBS OF BE INC.	IND	02-1127526
		au Advised Funds or Other Cimilar F	93-1127536
Par	t	wered 'Yes' to Form 990, Part IV, lin	ne 6.
		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		
5	Did the organization inform all donors and do are the organization's property, subject to the		n donor advised funds
6	Did the organization inform all grantees, done for charitable purposes and not for the benefit impermissible private benefit?	ors, and donor advisors in writing that grant fi it of the donor or donor advisor, or for any oth	unds can be used only her purpose conferring Yes No
Par	t II: Conservation Easements.	swered 'Yes' to Form 990, Part IV, lin	20.7
	Purpose(s) of conservation easements held be		ie /.
1	Preservation of land for public use (e.g.,	<u> </u>	on of a historically important land area
	Protection of natural habitat		on of a certified historic structure
			If of a certified flistoric structure
2	Preservation of open space	held a qualified conservation contribution in the f	form of a consequation easement on the
2	last day of the tax year	Tield a qualified conservation contribution in the i	form of a conservation easement on the
			Held at the End of the Tax Year
á	Total number of conservation easements		2 a
t	Total acreage restricted by conservation ease	ements	2 b
(Number of conservation easements on a cert	ified historic structure included in (a).	2 c
•	Number of conservation easements included structure listed in the National Register	in (c) acquired after 8/17/06, and not on a his	storic 2 d
3	Number of conservation easements modified, tratax year ►	insferred, released, extinguished, or terminated b	y the organization during the
4	Number of states where property subject to cons	ervation easement is located >	
5	Does the organization have a written policy roand enforcement of the conservation easement	egarding the periodic monitoring, inspection, ents it holds?	handling of violations,
6	Staff and volunteer hours devoted to monitoring,	inspecting, and enforcing conservation easemen	its during the year
7	Amount of expenses incurred in monitoring, insp	ecting, and enforcing conservation easements du	uring the year
8	Does each conservation easement reported of and section 170(h)(4)(B)(ii)?	on line 2(d) above satisfy the requirements of	section 170(h)(4)(B)(i) Yes No
9		ts conservation easements in its revenue and exp to the organization's financial statements tha	
Par	तु ।।। Organizations Maintaining Colle	ections of Art, Historical Treasures, swered 'Yes' to Form 990, Part IV, Im	or Other Similar Assets.
1;	a If the organization elected, as permitted under art, historical treasures, or other similar assets h in Part XIII, the text of the footnote to its final	neld for public exhibition, education, or research in	
ı	b If the organization elected, as permitted under historical treasures, or other similar assets held following amounts relating to these items	er SFAS 116 (ASC 958), to report in its reven for public exhibition, education, or research in fur	ue statement and balance sheet works of art, rtherance of public service, provide the
	(i) Revenue included in Form 990, Part VIII,	line 1	► \$
	(ii) Assets included in Form 990, Part X		► \$
2	amounts required to be reported under SFAS	· · · · · · · · · · · · · · · · · · ·	nancial gain, provide the following
i	a Revenue included in Form 990, Part VIII, line		- \$
- 1	b Assets included in Form 990, Part X		, ► \$

Part III Organizations Mainta	ining Collection	s of Art, Historic	cal Treasures, c	or Other Similar Ass	ets (continu	ed)
3 Using the organization's acquisition items (check all that apply):	, accession, and othe	r records, check any	of the following that a	are a significant use of its	collection	
a Public exhibition		d Loan or e	exchange programs			
b Scholarly research		e Other				
c Preservation for future gener	ations				· -	
4 Provide a description of the organiz Part XIII	ation's collections and	d explain how they fur	ther the organization	n's exempt purpose in		
5 During the year, did the organiza to be sold to raise funds rather the	nan to be maintained	I as part of the orga	ınızatıon's collectior	า?	Yes	No
Part IV Escrow and Custodia line 9, or reported an	I Arrangements. amount on Form	Complete if the 990, Part X, lin	organization ar e 21.	nswered 'Yes' to Fo	rm 990, Part	IV,
1 a Is the organization an agent, trus on Form 990, Part X?	stee, custodian, or of	ther intermediary for	contributions or of	ther assets not included	Yes	No
b If 'Yes,' explain the arrangement	in Part XIII and con	plete the following	table			_
c Beginning balance				1c	Amount	
d Additions during the year				1 d		
e Distributions during the year				1 e		
f Ending balance				16		
2 a Did the organization include an a	mount on Form 990	Part X line 21 for	escrow or custodia		Yes	TNo.
b If 'Yes,' explain the arrangement				•		No
Part V. Endowment Funds. C	omplete if the or	ganization answ	ered 'Yes' to Fo	orm 990, Part IV, Iir	e 10.	
	(a) Current year	(b) Prior year	(c) Two years bad	ck (d) Three years back	(e) Four years	back
1 a Beginning of year balance	28,922.	47,695	. 44,95	8. 46,484	41,	680.
b Contributions	250.	1,918				
c Net investment earnings, gains, and losses	1,179.	2,486	. 4,97	771,526	. 4,	804.
d Grants or scholarships		22,965	. 1,86	50.		
 Other expenditures for facilities and programs 			38			
f Administrative expenses	256.	212				
g End of year balance	30,095.	28,922	. 47,69	95. 44,958.	46,	484.
2 Provide the estimated percentage		end balance (line 1				
a Board designated or quasi-endowm	ent ►	%				
b Permanent endowment ►	100.00%					
c Temporarily restricted endowmer		%				
The percentages in lines 2a, 2b,	and 2c should equal	100%				
3 a Are there endowment funds not in t organization by	he possession of the o	organization that are h	neld and administere	d for the	Yes	No
(i) unrelated organizations					3a(i) X	
(ii) related organizations					3a(ii)	X
b If 'Yes' to 3a(II), are the related of	organizations listed a	s required on Sched	dule R?		3b	
4 Describe in Part XIII the intended	duses of the organiz	ation's endowment	funds SEE PAF	RT XIII		
Part VI Land, Buildings, and	Equipment.					
Complete if the organi		'Yes' to Form 9	90, Part IV, line	11a. See Form 990), Part X, lin	e 10.
Description of property		t or other basis evestment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book va	lue
1 a Land						
b Buildings						
c Leasehold improvements			22,244.	17,827.	4,	417.
d Equipment			35,876.	34,126.		750.
e Other			153,821.	130,445.		376.
Total. Add lines 1a through 1e (Column	nn (d) must equal Fo	rm 990, Part X, colu				543.
BAA				Schedi	ule D (Form 990)	

• Complete if the organization answered	d 'Yes' to Form 990	Part IV. line 11b. See	Form 990	Part X line 12
(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation:		
(1) Financial derivatives				
(2) Closely-held equity interests				
(3) Other OREGON COMMUNITY FOUNDATION	30,095.	END OF YEAR MARKE	T VALUE	· · · · · · · · · · · · · · · · · · ·
				······································
(A) (B) (C) (D) (E)				
(C)			_	
(D)	-			
(E)				
(F)				
(G)				
(H)				
(l)				
Total. (Column (b) must equal Form 990, Part X, column (B) line 12.)	30,095.			
Part VIII Investments - Program Related.		N/A		
Complete if the organization answered				
(a) Description of investment type	(b) Book value	(c) Method of valuation C	ost or end-of-	year market value
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
(10)				
Total (Column (b) must equal Form 990, Part X, column (B) line 13.)	1		1.0883	otto yt
Part IX Other Assets. Complete if the organization answered	1 'Yes' to Form 990	Part IV line 11d See	Form 990	Part X line 15
	scription	, 1 411 14, 1110 114. 000	1 01111 330,	(b) Book value
(1) BENEFICIAL INTEREST LEAD TRUST	•			19,675.
(2) DUE FROM UNRESTRICTED FUNDS				143,189.
(3)				<u> </u>
(4)				
(5)				<u> </u>
(6)				
(7)			-	
(8)	•			
(9)	_			
	(P) Inc. 15.)	-	•	162 064
Total. (Column (b) must equal Form 990, Part X, column (B), IIIIe 13)			162,864.
Part X Other Liabilities. Complete if the organization answered 'Yes' to F	orm 990 Part IV line 11	e or 11f See Form 990 Part	X line 25	
(a) Description of liability	(b) Book value	1000 10111 000, 1 011	7, 1110 20	
(1) Federal income taxes				
(2) DUE TO PERM RESTRICTED FUNDS	143,18	19.		
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
(10)				
(11) Total. (Column (b) must equal Form 990, Part X, column (B) line 25.)	► 143,18	-		

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

SEE PART XIII

Concadiç i	Com sse, zerr Bold IMB CHOBB Of BEND		1121	- 1 age
Part XI	Reconciliation of Revenue per Audited Financial Statem	ents With Revenue per Re	eturn.	
_	Complete if the organization answered 'Yes' to Form 990	, Part IV, line 12a.		
1 Tota	revenue, gains, and other support per audited financial statements		1	1,205,712
2 Amo	unts included on line 1 but not on Form 990, Part VIII, line 12.			
a Net ι	unrealized gains (losses) on investments	2 a		
b Dona	ated services and use of facilities .	2b 196,368.	1	
c Reco	overies of prior year grants.	2 c	1	
d Othe	r (Describe in Part XIII)	2 d	1	
e Add	lines 2a through 2d .		2 e	196,368.
3 Subt	ract line 2e from line 1		3	1,009,344.
4 Amoi	unts included on Form 990, Part VIII, line 12, but not on line 1	1 1		, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
a Inves	stment expenses not included on Form 990, Part VIII, line 7b	4 a		
b Othe	r (Describe in Part XIII)	4 b	1	
c Add	lines 4a and 4b		4 c	
5 Tota	I revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 1.	2)	5	1,009,344.
	Reconciliation of Expenses per Audited Financial States		Return	
	Complete if the organization answered 'Yes' to Form 990			
1 Tota	I expenses and losses per audited financial statements	·	1	1,852,790.
	unts included on line 1 but not on Form 990, Part IX, line 25:		,	
a Dona	ated services and use of facilities	2a 196,368.		
b Prior	year adjustments	2 b	1 °	
c Othe	r losses	2 c	7	
d Othe	r (Describe in Part XIII)	2 d	1 1	
e Add	lines 2a through 2d		2 e	196,368.
3 Subt	ract line 2e from line 1		3	1,656,422.
4 Amo	unts included on Form 990, Part IX, line 25, but not on line 1:	1 1		
a Inve	stment expenses not included on Form 990, Part VIII, line 7b	4 a	* :	
b Othe	r (Describe in Part XIII)	4 b		
	lines 4a and 4b		4 c	
	expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line	18)	5	1,656,422.
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 XI, line 2d and 4b; and Part XII, lines 2d and 4b Also complete this part to provide any additional information.

PART V, LINE 4 - INTENDED USES OF ENDOWMENT FUND

PRINCIPAL ENDOWMENT IS PERMANENTLY RESTRICTED. INTEREST EARNED ON ENDOWMENT IS UNRESTRICTED AND WILL BE USED TO FUND THE CLUB'S OPERATIONS.

PART X - FIN 48 FOOTNOTE

THE ORGANIZATION IS EXEMPT FROM FEDERAL AND STATE INCOME TAXES, WITH THE EXCEPTION OF FEDERAL TAXES FOR NET PROFITS ON UNRELATED BUSINESS INCOME, UNDER INTERNAL REVENUE CODE SECTION 501(C)(3).

BAA

PART X - FIN 48 FOOTNOTE (CONTINUED)

ON JANUARY 1, 2009, THE ORGANIZATION ADOPTED NEW ACCOUNTING GUIDANCE RELATED TO UNCERTAIN INCOME TAX POSITIONS. THE ORGANIZATION WILL RECOGNIZE IN ITS FINANCIAL STATEMENTS THE BENEFIT OF A TAX POSITION WHEN IT BELIEVES THAT TAX POSITION WILL MORE LIKELY THAN NOT BE SUSTAINED ON AUDIT BASED ON THE TECHNICAL MERITS OF THE POSITION. FOR AN EXEMPT ORGANIZATION, UNCERTAIN TAX POSITIONS COULD RESULT FROM UNRELATED BUSINESS INCOME ACTIVITIES OR ACTIONS THAT JEOPARDIZE ITS STATUS AS TAX-EXEMPT, SUCH AS POLITICAL ACTIVITY, SUBSTANTIAL LOBBYING EXPENDITURES OR EXCESSIVE UNRELATED BUSINESS ACTIVITIES. THE ORGANIZATION HAS CONCLUDED THAT IT HAD NO UNRECOGNIZED INCOME TAX BENEFITS AT JANUARY 1, 2014 OR DECEMBER 31, 2014, AND IT HAS NO TAX POSITIONS FOR WHICH IT ESTIMATES A SIGNIFICANT CHANGE OVER THE NEXT 12 MONTHS.

THE ORGANIZATION IS SUBJECT TO EXAMINATION BY STATE AND FEDERAL TAX AUTHORITIES.

WITH FEW EXCEPTIONS, THE ORGANIZATION IS NO LONGER SUBJECT TO EXAMINATION BY MAJOR

TAXING AUTHORITIES FOR YEARS BEFORE 2010.

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.

OMB No. 1545-0047 2014

Department of the Treasury Internal Revenue Service

► Attach to Form 990 or Form 990-EZ.

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

Open to Public Inspection

Name (of the organization BOYS AND GIRI	LS CLUBS O	F BEND				Employer identifica	
	INC. Fundraising Activities. Comp	aloto if the orac	nizotion o	nawarad "	Vas' to Form 000. Dort	IV line	93-112753	6
Par	Form 990-EZ filers are not re	equired to comp	lete this p	art.	res to rollil 990, Part	iv, iiie	17.	
1	Indicate whether the organization	raised funds thi	rough any	of the foll	owing activities Check	all that	apply.	
а	X Mail solicitations			е	X Solicitation of non-	governn	nent grants	
ь	Internet and email solicitations	5		f	X Solicitation of gove	ernment	grants	
С	Phone solicitations			а	X Special fundraising	events		
d	X In-person solicitations							
	Did the organization have a written o employees listed in Form 990, Par	r oral agreement	t with any i	ndividual (including officers, directo	rs, truste	es or key	Yes X No
b	If 'Yes,' list the ten highest paid individence compensated at least \$5,000 by the	uduals or entities			_			
(i)	Name and address of individual	(ii) Activity		fundraiser	(iv) Gross receipts	(v) Ar	nount paid to	(vi) Amount paid to
	or entity (fundraiser)		have custor of contr	dy or control ibutions?	from activity	fundra	etained by) aiser listed in olumn (i)	(or retained by) organization
			Yes	No				
1								
2								
3								
4								- /-
5								
6							· ,	
7								
8					-			
9								
10								
		<u> </u>	<u> </u>	i	···	 		
Total 3	List all states in which the organization	on is registered (or licensed	to solicit c	ontributions or has been	potified i	t is exempt from	0.
	or licensing	on is registered t	or neerisea	to somer c	onandations of hids been	notined i	t is exempt from	registration
								
		 .						
					· 			
					- 			
								
						_		- -
							· · · ·	

Sche		G (Form 990 or 990-EZ) 2014 BOYS AI	ND GIRLS CLUBS	OF BEND	93-112	27536 Page 2
Par			the organization ar	nswered 'Yes' to Fo	rm 990, Part IV, Iır	ne 18, or reported
R			(a) Event #1 BE GREAT LUNCH (event type)	(b) Event #2 GOLF FORE KIDS (event type)	(c) Other events 2 (total number)	(d) Total events (add column (a) through column (c))
REVENU	1	Gross receipts	58,829.	21,152.	28,013.	107,994.
E	2	Less Contributions				
	3	Gross income (line 1 minus line 2)	58,829.	21,152.	28,013.	107,994.
	4	Cash prizes				
D	5	Noncash prizes			20.	20.
DIRECT	6	Rent/facility costs		7,289.	453.	7,742.
	7	Food and beverages	1,814.	8,057.	5,584.	15,455.
X P	8	Entertainment				
EXPENSES	9	Other direct expenses	3,030.		3,965.	6,995.
	11	Direct expense summary Add lines 4 thin Net income summary Subtract line 10 fr Gaming. Complete if the organiza \$15,000 on Form 990-EZ, line 6a	om line 3, column (d)	s' to Form 990, Par	t IV, line 19, or rep	30, 212. 77, 782. orted more than
REVENUE	1	Gross revenue	(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add column (a) through column (c))
						· · · · · · · · · · · · · · · · · · ·
E D X	2	Cash prizes				
D X P E N	3	Noncash prizes				
C S T E S	4	Rent/facility costs				72.1.
	5	Other direct expenses				
	6	Volunteer labor	Yes %	Yes%	Yes 8	
	7	Direct expense summary Add lines 2 the	rough 5 in column (d)		•	
	8	Net gaming income summary. Subtract I	ine 7 from line 1, colum	ın (d)	>	
	als th	er the state(s) in which the organization cone organization licensed to conduct gamin lo,' explain	* -			Yes No
		re any of the organization's gaming license 'es,' explain	es revoked, suspended	or terminated during the	e tax year?	Yes No

Sche	dule G (Form 990 or 990-EZ) 2014 BOYS AND GIRLS CLUBS OF BEND	93-1127	/536	Page 3
11	Does the organization operate gaming activities with nonmembers?	-	Yes	No
12	ls 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 conducted in:	1 1		
	The organization's facility	13a		%
ь	An outside facility	13b		%
14	Enter the name and address of the person who prepares the organization's gaming/special events books and recor	ds		
	Name •	 -		-
	Address •		-	
15 a	Does the organization have a contact with a third party from whom the organization receives gaming rever	iue ⁹	Yes	No
b	of Yes,' enter the amount of gaming revenue received by the organization ► \$ and	the amour	nt	
	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			
а	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 to be distributed to other exempt organizations or spent i	n the		
Day	organization's own exempt activities during the tax year > \$	olumana /	\ (
Par	t IV Supplemental Information. Provide the explanations required by Part I, line 2b, c and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide a information (see instructions).	ny additi	onal	V),

TEEA3703L 09/16/14

Schedule **G** (Form 990 or 990-EZ) 2014

BAA

SCHEDULE M (Form 990).

Noncash Contributions

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

OMB No 1545-0047 2014

Department of the Treasury Internal Revenue Service

► Attach to Form 990.

Name of the organization BOYS AND GIRLS CLUBS OF BEND

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

Open To Public Inspection

Employer identification number

	INC.			93-	112753	36		_
Par	t 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	Meth noncash	od of o	d) determi bution a	ning amounts
1	Art — Works of art							
2	Art - Historical treasures							
3	Art - Fractional interests							
4	Books and publications							
5	Clothing and household goods		, A					
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	25	42,366.	DONOR	VAL	UE	
20	Drugs and medical supplies			,	,			
21	Taxidermy							
22	Historical artifacts							
23	Scientific specimens		-					
24	Archeological artifacts							
25	Other ► (SUPPLIES)	Х	19	7,023.	COMPAI	R SA	LES	
26	Other • ()							
27	Other ()							
28	Other ()							
29	Number of Forms 8283 received by the organization organization completed Form 8283, Part IV, Done			r which the	29			
							Yes	No
30-	During the year, did the organization receive by contri	hition any n	ronarty reported in Part I	lines 1.28 that it must				
300	hold for at least three years from the date of the initia							
	purposes for the entire holding period?		,	·		30 a		Х
t	If 'Yes,' describe the arrangement in Part II							
	Does the organization have a gift acceptance police	•	_		ons?	31	_	X
	Does the organization hire or use third parties or noncash contributions?	related orga	nizations to solicit, pro	cess, or sell		32 a		Х
	If 'Yes,' describe in Part II							
33	If the organization did not report an amount in column describe in Part II	(c) for a typ	e of property for which co	olumn (a) is checked,				
544	For Pananuark Poduction Act Natice can the Inc		F 000		Sahadula	88 /5 :	000	(0014)

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.

SCHEDULE M - ADDITIONAL INFORMATION

PART I COLUMN B IS NUMBER OF CONTRIBUTIONS

	_	Lighting	•	Dissolution o	r Significant Die	Fermination Discolution or Significant Disposition of Assets		OMB No
Form 990 or 990-	EZ)	Complete if	Ψ	ered 'Yes' to Form 99	0, Part IV, lines 31 or 3	Complete if the organization answered 'Yes' to Form 990, Part IV, lines 31 or 32; or Form 990-EZ, line 36.	l	20
Department c	Department of the Treasury	1	Attach certified copies to see the second seco	► Attach to Form 99	Attach certified copies of any articles of dissolution, resolutions, or plans, — Attach to Form 900 or 900 EX.	► Attach certified copies of any articles of dissolution, resolutions, or plans. ► Attach to Form 990 or 990-EZ.		Open t
Internal Reve	Internal Revenue Service	, mormat	ion about schedule in (LUTIII 330 OF 330-E.Z.)	allu its illstructions is	al www.iis.gov/io/iiisso.		dsii.
Name of the	Name of the organization BOYS AND GIRLS CLUBS OF	ILS CLUBS (OF BEND				Employer identification number	n number
	INC.						93-1127536	
Part	Liquidation, Termination, or Dissolution. Complete this part in line 36. Part I can be directed if additional space is needed	n, or Dissolu	ution. Complete this	s part if the organ	ization answered "	Part Liquidation, Termination, or Dissolution. Complete this part if the organization answered 'Yes' to Form 990, Part IV, line 31, or Form 99 line 36. Part I can be diplicated it additional space is peeded.	', line 31, or F	orm 99
-	(a) Description of asset(s) distributed or transaction expenses paid	(b) Date of distribution	(c) Fair market value of asset(s) distributed or amount of transaction expenses	(d) Method of determining FMV for asset(s) distributed or transaction expenses	(e) EIN of recipient	(f) Name and address of recipient	of recipient	(a)

OMB No 1545-0647 2014 Open to Public Inspection

or Form 990-EZ,

	(g) IRC section of recipient(s) (if tax-exempt) or type of entity		ļ			No				
	(g) IRC recipien exempt)					Yes				
							ď	79	2 p	2c
	(f) Name and address of recipient									
								: :		
	(e) EIN of recipient		5 5							
needed.	(d) Method of determining FMV for asset(s) distributed or transaction expenses						lion	Siterine profession	ransieree organizaur	ion?
dditional space is i	(c) Fair market value of asset(s) distributed or amount of transaction expenses						ployee of the organization?	insieree organizations or for a successor or t	or ior, a successor or t	or transferee organizat
Juplicated if a	(b) Date of distribution						ustee, or key em	successor or us	לים וווים וווים מו	r of a successor
line 36. Part I can be duplicated it additional space is needed	(a) Description of asset(s) distributed or transaction expenses paid						Did or will any officer, director, trustee, or key employee of the organization.	a become a minecial of musice of a successor of maisfelde organization? Become an employee of or independent contractor for a curcescor or transferse organization?	Second and employee of, of much	c Become a direct or indirect owner of a successor or transferee organization?
	-				ļ	,	2 ,	9 <u>-</u>	3	ũ

Schedule N (Form 990 or 990-EZ) (2014)

TEEA4701L 05/28/14

2 d

d Receive, or become entitled to, compensation or other similar payments as a result of the organization's liquidation, termination, or dissolution?

e If the organization answered 'Yes' to any of the questions on lines 2a through 2d, provide the name of the person involved and explain in Part III.

BAA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or Form 990-EZ.

Note: If the organization distributed all of its assets during the tax year, then Form 990, Part X, column (B), line 16 (Total assets), and line 26 (Total labbilities), should equal ·O. 3 Did the organization distribute its assets in accordance with its governing instrument(s)? If 'No,' describe in Part III 4 a is the organization required to notify the attorney general or other appropriate state official of its intent to dissolve, liquidate, or terminate? 5 Did the organization required to notify the attorney general or other appropriate state official of its intent to dissolve, liquidate, or terminate? 5 Did the organization discharge or pay all of its liabilities in accordance with state laws? 6 a Did the organization discharge or pay all of its liabilities during the year? 6 a Did the organization discharge or pay all of its liabilities during the year? 6 b If 'Yes,' id line 6b, describe in Part III how the organization defeased or otherwise settled these liabilities If 'No' to line 6b, explain in Part III how the organization defeased or otherwise settled these liabilities If 'No' to line 6b, explain in Part III how the organization distributed or farmareton asset(s) distributed or farmareton a	ar, then Form 990, Part X, column (B), line 16 (Total asseming instrument(s)? If 'No,' describe in Part III propriate state official of its intent to dissolve, liquidate, c e with state laws?. he year? bilities during the tax year in accordance with the internal Revenue Code or otherwise settled these liabilities If 'No' to line 6b,	s), and line 26 3 terminate? 44 6a nd state laws? 6b	Yes No
e with a point of the point of	ning instrument(s)? If 'No,' describe in Part III bropriate state official of its intent to dissolve, Irquidate, c with state laws?. he year? bilities during the tax year in accordance with the internal Revenue Code or otherwise settled these liabilities If 'No' to line 6b,		`
or other or	e with state laws?. he year? bilities during the tax year in accordance with the internal Revenue Code or otherwise settled these liabilities. If 'No' to line 6b,		
or oth	he year? bilites during the tax year in accordance with the internal Revenue Code or otherwise settled these liabilities If 'No' to line 6b,		
or off	bilites during the tax year in accordance with the internal Revenue Code or otherwise settled these liabilities. If 'No' to line 6b,		
03 c			
(a) Description of asset(s) distribution asset(s) distributed or distributed or transaction expenses paid asset(s) distributed or annount of transaction expenses SCHOLARSHIP LITIES (b) Date of asset(s) distributed or annount of transaction expenses 8/31/14 590, 203 (C.) ELITIES	lore Than 25% of the Organization's Assets. Complete this part if the organization answered line 36. Part II can be duplicated if additional space is needed.	omplete this part if the organization pace is needed.	answered
SCHOLARSHIP LITIES	ф <u>-</u> -	(f) Name and address of recipient	(g) IRC section of recipient(s) (if taxexempt) or type of entity
	J3 COST	B&G CLUBS OF REDMOND/TERREBONNE 1379 SW 15TH ST REDMOND, OR 97756	501 (C) (3)
2 Did or will any officer, director, trustee, or key employee of the organization:	zation:		Yes No
a Become a director or trustee of a successor or transferee organization?	٦٦		×
b Become an employee of, or independent contractor for, a successor or transferee organization?	or transferee organization?	2b	×
c Become a direct or indirect owner of a successor or transferee organization?	zation?	:	×
d Receive, or become entitled to, compensation or other similar payments as a result of the organization's significant disposition of assets?	nts as a result of the organization's significant disposition		×
E in the organization answered les to any of the questions of miles sa through su, provide the fighte of the person involved and explain in Fart III.? BAA	In EE, provide the fighter of the person involved and explaining	Schedule N (Form 990 or 990-EZ) (2014)	990-EZ) (2014)

93-1127536

Page 3

Part III Supplemental Information. Provide the information required by Part I, lines 2e and 6c, and Part II, line 2e. Also complete this part to provide any additional information.

PART II, LINE 2E - NAME AND EXPLANATION FOR INVOLVEMENT IN SUCESSOR

BOARD MEMBERS NICOLE MACTAVISH, STEVE BRYANT, AND JASON MOONEY TRANSITIONED TO THE REDMOND/TERREBONNE CLUB'S BOARD OF DIRECTORS. BRANDI MCCLENNON, OPERATIONS DIRECTOR, TEMPORARILY PERFORMED HER DUTIES AS OPERATIONS DIRECTOR AT THE REDMOND/TERREBONNE CLUB BEFORE REJOINING THE BEND CLUB.

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.

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

2014

OMB No 1545-0047

Department of the Treasury Internal Revenue Service

Name of the organization BOYS AND GIRLS CLUBS OF BEND INC.

Employer identification number

93-1127536

FORM 990, PART VI, LINE 11B - FORM 990 REVIEW PROCESS

THE 990 WAS REVIEWED BY MANAGEMENT PRIOR TO FILING.

FORM 990, PART VI, LINE 15B - COMPENSATION REVIEW & APPROVAL PROCESS - OFFICERS & KEY EMPLOYEES

COMPENSATION FOR THE PRESIDENT/CPO IS DETERMINED BY A REVIEW PROCESS/COMPARABLES

CONDUCTED BY THE EXECUTIVE COMMITTEE. ALL OTHER EMPLOYEE COMPENSATION IS DETERMINED

BY THE PRESIDENT, UTILIZING COMPARABLES (SALARY SURVEYS FROM THE INDUSTRY) AND

PERFORMANCE.

FORM 990, PART VI, LINE 19 - OTHER ORGANIZATION DOCUMENTS PUBLICLY AVAILABLE

GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS ARE MADE AVAILABLE TO THE PUBLIC UPON REQUEST.