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Form 990

Department of the Treasury Internal Revenue Service

# **Return of Organization Exempt From Income Tax**

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

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

► Information about Form 990 and its instructions is at <u>www.IRS.gov/form990</u>

OMB No 1545-0047

Open to Public Inspection

A Fo	or the	e 2015 ca	ılendar year, or tax year beginni	ng 01-01-2015 , and ending 12-31-20	15					
		applicable	C Name of organization LEWIS CLARK CREDIT UNION			D Emplo	oyer ider	ntification number		
☐ Add	lress c	hange	LEWIS COME CREST CHICK			82-0	215955	5		
┌ Nar	ne cha	ange	Doing business as							
┌ Inıt	ıal retu	urn				E Tolonh	one numl	har		
Fina	al .		Number and street (or P O box if r 1626 17th St	nail is not delivered to street address) Room/su	ute					
		rmınated				(208	(208)746-7233			
_		return on pending	Lewiston, ID 835014046	ntry, and ZIP or foreign postal code		<b>G</b> Gross	receipts \$	3,634,379		
			<b>F</b> Name and address of pri	ncipal officer	H(2) I		. raturn	for		
			Trisha Baker	merpar officer		s this a group ubordinates?		TYes ▼No		
			1626 17th St Lewiston, ID 83501			re all subord	ınates	TYes TNo		
			LCWISCON, ID 03301		I	icluded?	l.at	(accumatruations)		
I Tax	x-exer	mpt status	「 501(c)(3)	(insert no )				(see instructions) nber ► 1232		
J W	ebsit	e: ► ww	w lewisclarkcu org							
			Corporation Trust Association	on	<b>L</b> Year	of formation 1	939 <b>M</b>	State of legal domicile ID		
Pa	rt I	Sum	nmary							
Governance	<u>n</u> -	nembers	by providing loan and savings a	·						
50	2	Check th	nis box 🕶 if the organization di	scontinued its operations or disposed o	of more tha	in 25% of its	net ass	sets		
	3	Number	of voting members of the govern	ing body (Part VI, line 1a)			з	7		
les				of the governing body (Part VI, line 1b)			4	7		
Activities &				calendar year 2015 (Part V, line 2a)			5	29		
Ş A	6	Total nui	mber of volunteers (estimate if r	necessary)			6	9		
	7a	Total uni	related business revenue from P	art VIII, column (C), line 12			7a	0		
	ьΛ	let unrela	ated business taxable income fr	om Form 990-T, line 34			7b	4,086		
						Prior Year		Current Year		
_	8	Contr	ibutions and grants (Part VIII, l	ıne 1h)			0	0		
Revenue	9	Progra	am service revenue (Part VIII, l		3,330	,796	3,606,941			
ewe:	10			n (A ), lines 3, 4, and 7d )		20	,100	27,438		
Ξ.	11			, lines 5, 6d, 8c, 9c, 10c, and 11e)			0	0		
	12	Total 12)	revenue—add lines 8 through 11	l (must equal Part VIII, column (A), lin	е	3,350	,896	3,634,379		
	13		s and similar amounts paid (Pari	t IX, column (A), lines 1-3)			0	0		
	14			IX, column (A), line 4)			0			
	15			ee benefits (Part IX, column (A), lines		1,235	005	1,329,086		
Expenses		5-10				1,233		1,329,000		
ē	16a	P rofe:	ssional fundraising fees (Part IX	, column (A), line 11e)			0	0		
五	Ь		undraising expenses (Part IX, column (E							
	17			lines 11a-11d, 11f-24e)	·	1,546		1,908,130		
	18			ust equal Part IX, column (A), line 25)		2,781	_	3,237,216		
 €8	19	Kever	iue iess expenses. Suptract line	18 from line 12		569 ng of Current		397,163 End of Year		
Not Assets or Fund Balances	20	Total	accete (Part V line 16)			51,624	292	57,110,785		
d B	21					149	-	156,869		
2 E E	22			: line 21 from line 20	·	51,475		56,953,916		
			nature Block			/	, <del>-</del>	,,		
my kr	rer h	edge and las any k		amined this return, including accompar mplete Declaration of preparer (other t						
			e or print name and title							
			Print/Type preparer's name	Preparer's signature	Date	Check T If	PTIN			
Paid	t		<u> </u>			self-employed				
Pre	pare	er ⊢	Firm's name			Firm's EIN 🟲				
	-	ılv 🏻 🖯	Firm's address 🟲			Phone no				

May the IRS discuss this return with the preparer shown above? (see instructions)

. ┌Yes ┌No

Par	t III	Statement of	Program Servi	ce Accomplishments		i age 🗷
				onse or note to any line in this P	art III	<u> </u>
1			anızatıon's mıssıon			
		nember's premier fi mbers achieve fina		o build long-term member relati	onships To excerise sound and	l ethical business practices
2				nt program services during the		
			new services on Sc	hedule O		Tes   No
3	servi	ces?		ake significant changes in how i	t conducts, any program	. 「Yes 「No
	If"Y∈	s," describe these	changes on Schedu	ile O		
4	exper	nses Section 501	(c)(3) and 501(c)(4)	e accomplishments for each of it organizations are required to re each program service reported		
4a	(Code	e	) (Expenses \$	ıncludıng grants of \$	) (Revenue \$	)
		e out member's premie cial success	er financial institution To l	build long-term member relationships T	o exercise sound and ethical business	practices To help members achieve
4b	(Cod	e	) (Expenses \$	including grants of \$	) (Revenue \$	)
4c	(Code	e Additional Data	) (Expenses \$	ıncludıng grants of \$	) (Revenue \$	)
4d		-	s (Describe in Sche			
		enses \$		uding grants of \$	0)(Revenue\$	0 )
4e	Tota	l program service	expenses ►	0		

Part IV	Chec	klist	of Re	auired	Sche	dule

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1		No
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	2		Νo
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		No
4	Section 501(c)(3) organizations.  Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year?  If "Yes," complete Schedule C, Part II	4		
5	Is the organization a section $501(c)(4)$ , $501(c)(5)$ , or $501(c)(6)$ organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure $98-19$ ?  If "Yes," complete Schedule C, Part III	5		No
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts?  If "Yes," complete Schedule D, Part I	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets?  If "Yes," complete Schedule D, Part III	8		No
9	Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part $V$	10		No
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VIII, VIII, IX, or X as applicable			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10?  If "Yes," complete Schedule D, Part VI.	11a	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		No
	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>	11c		No
	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		No
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		No
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		No
12a	Did the organization obtain separate, independent audited financial statements for the tax year?  If "Yes," complete Schedule D, Parts XI and XII	12a		No
	Was the organization included in consolidated, independent audited financial statements for the tax year?  If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		No
L3	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		No
L4a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b		No
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		No
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		No
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and $11e^{7}$ If "Yes," complete Schedule G, Part I (see instructions)	17		No
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	18		No
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		No
	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20Ь		

Par	t IV Checklist of Required Schedules (continued)			
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		Νo
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	23		No
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.  Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b		
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If "Yes," complete Schedule L, Part II	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantia contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>			No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
а	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>			
		28a		Νo
D	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		Νo
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule $M$	29		Νo
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part $I$ .	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets?  If "Yes," complete Schedule N, Part II	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I	33		No
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section $512(b)(13)$ ? If "Yes," complete Schedule R, Part V, line 2	35b		
36	<b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?	38	Yes	

	990 (2015)			Page
Pai	**T V Statements Regarding Other IRS Filings and Tax Compliance  Check if Schedule O contains a response or note to any line in this Part V			
			Yes	No
	Enter the number reported in Box 3 of Form 1096 Enter -0 - if not applicable 1a 29			
	Enter the number of Forms W-2G included in line 1a Enter -0 - if not applicable 1b 0			
	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c		
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?  Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	2b	Yes	
За	Did the organization have unrelated business gross income of \$1,000 or more during the year?	За	Yes	
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule $O$	3b	Yes	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		No
Ь	If "Yes," enter the name of the foreign country  See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		No
С	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?	5c		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
	Organizations that may receive deductible contributions under section 170(c).			
	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		
	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		
d	If "Yes," indicate the number of Forms 8282 filed during the year			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	79 7h		
8	Sponsoring organizations maintaining donor advised funds.  Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time	7.1		
	during the year?	8		
9a	Did the sponsoring organization make any taxable distributions under section 4966?	9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		
10	Section 501(c)(7) organizations. Enter			
	Initiation fees and capital contributions included on Part VIII, line 12 10a			
D	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities			
11	Section 501(c)(12) organizations. Enter			
а	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 )			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year			
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? <b>Note.</b> See the instructions for additional information the organization must report on Schedule O	13a		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans			
c	Enter the amount of reserves on hand			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		Νo
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	14h	I	I

Part VI Governance, Management, and D	Disclosure
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Se	ction A. Governing Body and Management			
			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year 7			
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O			
b	Enter the number of voting members included in line 1a, above, who are independent 1b 7			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? .	3		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets? .	5		No
6	Did the organization have members or stockholders?	6	Yes	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	Yes	
b	7b		No	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
а	The governing body?	8a	Yes	
b	Each committee with authority to act on behalf of the governing body?	8b	Yes	
	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No
Se	ction B. Policies (This Section B requests information about policies not required by the Internal R	<u>even</u> u		
		$\longrightarrow$	Yes	No
	Did the organization have local chapters, branches, or affiliates?	10a	Yes	
	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	Yes	
	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
	Describe in Schedule O the process, if any, used by the organization to review this Form 990			
	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes	
	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	Yes	
L3	Did the organization have a written whistleblower policy?	13	Yes	
L4	Did the organization have a written document retention and destruction policy?	14	Yes	
<b>L</b> 5	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?			
	The organization's CEO, Executive Director, or top management official	15a	Yes	
Ь	Other officers or key employees of the organization	15b	Yes	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)			
	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		Νo
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b		
	ction C. Disclosure			
<b>L7</b>	List the States with which a copy of this Form 990 is required to be filed.  ID			
18	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c) (3)s only) available for public inspection. Indicate how you made these available. Check all that apply			
<b>L</b> 9	Own website 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			

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

►Mary Light 1626 17th St Lewiston, ID 835014046 (208) 746-7233

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

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

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

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

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

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

(A) Name and Title	(B) A verage hours per week (list any hours	more pers	than on is	one bot	not box h ar or/tr	checl c, unle n office	ess er )	(D) Reportable compensation from the organization	(E) Reportable compensation from related organizations (W- 2/1099-	(F) Estimated amount of other compensation
	for related organizations below dotted line)	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(W- 2/1099- MISC)	(W- 2/1099- MISC)	from the organization and related organizations
(1) Roberta Samuels Director	2	х						0	0	0
(2) Jim Jenkins Director	2	х						0	0	0
(3) Sherry Kumm Chaırman	2	х						0	0	0
(4) Mike McAllister Director	2	х						0	0	C
(5) Katy Miller Director	4	х						0	0	(
(6) Mike Moehrle Director	2	х						0	0	(
(7) Adam Stallcop Director	2	х						0	0	(
(8) Trisha Baker CEO/President	40			х	х	х		89,860	0	(
										Form <b>990</b> (2015

t VII	Section A. Officers	Directors,	Trustees,	Kev Emr	olovees	, and Highest	Compensated I	mplovees	(continued
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	<b>(A)</b> Name and Title	(B) A verage hours per week (list any hours	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(E Repor comper from organiza 2/1099	table nsation the tion (W-	(E) Reportable compensation from related organizations (W- 2/1099-MISC)		(F) Estima mount o compens from t	ted fother ation he	
		for related organizations below dotted line)	Institutional Trustee Individual trustee or director		Officei	Key employee	Highest compensated employee	Former			,		rganizati relate organiza	ed	
												-			
										+					
										+					
								+							
												+			
1b	Sub-Total						•								
c d	Total from continuation sheet Total (add lines 1b and 1c) .	=			٠.	٠.			89	9,860	0			0	
2	Total number of individuals (in \$100,000 of reportable compe	cluding but not	lımıted	to the	ose		d abov	e) wl	ho receive	d more th	an				
3	Did the organization list any fo	-				key	emplo	yee,	or highes	t compen	sated employee		Yes	No	
4	on line 1a? If "Yes," complete S For any individual listed on line organization and related organ individual	e 1a, is the sum	of repo	rtabl	e co							3		No	
5	7 100														
S	ection B. Independent Co	ntractors													
1	Complete this table for your five compensation from the organization												tax year		
		(A) lame and business									(B) cription of services		(C) Compensation		
			_				_								

Part VIII		Statement of Revenue  Check if Schedule O contains a response or note to any line in this Part VIII									
		Check if Schedi	ule O contains a respor	nse or note to any lir	(A) Total revenue	(B) Related or	(C) Unrelated	(D) Revenue			
					Total revenue	exempt function revenue	business revenue	excluded from tax under sections			
						10101140		512-514			
इ इ	1a	Federated cam									
Grants mounts	Ь	Membership du	es <b>1b</b>								
A G	С	Fundraising eve	ents 1c								
Giffs, illar A	d	Related organiz	ations <b>1d</b>								
ons, Gifts, Grants Similar Amounts	e	Government grants	s (contributions) <b>1e</b>								
Contributions, and Other Sim	f	All other contributions similar amounts no	ons, gifts, grants, and <b>1f</b> ot included above								
音音	g	Noncash contribute 1a-1f \$	ons included in lines								
Cont	h		s 1a-1f		0						
e e				Business Code							
¥еп	2a	Loans to Members		522100	2,680,566	2,680,566	0	0			
28	Ь	Program Fees		522100	466,819	466,819	0	0			
2 0 0	C	Misc Fees		522100	459,556	459,556	0	0			
Ser.	d										
Program Serwce Revenue	e	A.II									
Ş	f	All other progra	am service revenue		0	0	0	0			
<u>~</u>	g		s 2a - 2f	-	3,606,941						
	3		ome (including dividend ar amounts)		27,438	27,438	О	О			
	4		tment of tax-exempt bond		0	0	0	0			
	5	Royalties	<u> </u>	▶	0	0	0	0			
	6a	Gross rents	(ı) Real	(II) Personal							
		Less rental									
	b	expenses									
	C	Rental income or (loss)	0	0							
	d	Net rental inco	me or (loss)								
	7a	Gross amount	(ı) Securities	(II) O ther							
		from sales of assets other than inventory									
	ь	Less cost or other basis and sales expenses									
	c	Gain or (loss)	0	0							
	d	Net gain or (los	s)								
₩ue	8a	Gross income f events (not inc	_								
Other Revenue		\$of contributions See Part IV , lin									
ţ.	   k	Less direction	penses b								
0			(loss) from fundraising	events <b>»</b> -							
			rom gaming activities	,							
			а								
			penses b								
			(loss) from gaming activ	vities							
	104	Gross sales of returns and allo									
	ь	Less cost of a	oods sold <b>b</b>								
			(loss) from sales of inve	entory 🛌							
		Miscellaneous	s Revenue	Business Code							
	11a										
	ь										
	С										
	d	All other reven		_							
	е		s 11a-11d	•	0						
	l <b>1</b> 2	Total revenue	See Instructions	ا _ ا	I	I		I			

	990 (2015)				Page <b>1</b> (
	Statement of Functional Expenses				
Section	on 501(c)(3) and 501(c)(4) organizations must complete all columns				
	Check if Schedule O contains a response or note to any line in t	<u>hıs Part IX</u> T	(B)		
	ot include amounts reported on lines 6b, o, 9b, and 10b of Part VIII.	(A) Total expenses	Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21				
2	Grants and other assistance to domestic individuals See Part IV, line 22				
3	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	89,860			
6	Compensation not included above, to disqualified persons (as defined under section $4958(f)(1)$ ) and persons described in section $4958(c)(3)(B)$				
7	Other salaries and wages	875,829			
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	92,655			
9	Other employee benefits	188,858			
10	Payroll taxes	81,884			
11	Fees for services (non-employees)				
а	Management	63,984			
ь	Legal	24,930			
c	Accounting	16,875			
d	Lobbying	25/51.5			
e	Professional fundraising services See Part IV, line 17				
f	Investment management fees				
g	Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	239,769			
12	Advertising and promotion	198,534			
13	Office expenses	651,998			
14	Information technology	5,444			
15	Royalties	2,111			
16	Occupancy	67,854			
17	Travel	28,317			
18	Payments of travel or entertainment expenses for any federal, state, or local public officials	20,027			
19	Conferences, conventions, and meetings				
20	Interest	225,847			
21	Payments to affiliates	25,999			
22	Depreciation, depletion, and amortization	61,644			
23	Insurance	9,035			
24	Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24e If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O)				
а	Cash Over/Short	874			
b	Annual Meeting Exp	4,309			
c	Misc Exp	35,865			
d	Gain/Loss	-622			
e	All other expenses	247,474			
25	Total functional expenses. Add lines 1 through 24e	3,237,216	0	0	(
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation Check here ► ☐ if following SOP 98-2 (ASC 958-720)				

		Check if Schedule O contains a response or note to any lii	ne ın thı	s Part X	<u></u> .	<u>.</u> .	· · ·
					(A) Beginning of year		(B) End of year
	1	Cash-non-interest-bearing			936,017	1	1,293,460
	2	Savings and temporary cash investments			5,233,134	2	3,281,084
	3	Pledges and grants receivable, net		3			
	4	Accounts receivable, net		4			
ts	5	Loans and other receivables from current and former offickey employees, and highest compensated employees C Schedule L					
	6	Loans and other receivables from other disqualified pers section 4958(f)(1)), persons described in section 4958 contributing employers and sponsoring organizations of voluntary employees' beneficiary organizations (see inst II of Schedule L		5			
Assets	_				42,000,472	6	40,000,007
₹	7	Notes and loans receivable, net			42,900,172	7	49,936,067
	8	Inventories for sale or use			200 200	8	111.010
	9 10a	Prepaid expenses and deferred charges Land, buildings, and equipment cost or other basis	 		622,999	9	411,849
	ь	Complete Part VI of Schedule D  Less accumulated depreciation	10a 10b	2,577,592 1,234,237		10c	1,343,355
		·			1,334,134		1,343,333
	11	Investments—publicly traded securities				11	
	12	Investments—other securities See Part IV, line 11		12			
	13	Investments—program-related See Part IV, line 11 .				13	
	14	Intangible assets	507.040	14	044.070		
	15	Other assets See Part IV, line 11			597,816		844,970
	16	<b>Total assets.</b> Add lines 1 through 15 (must equal line 34			51,624,292		57,110,785
	17	Accounts payable and accrued expenses			149,170	17	156,869
	18	Grants payable				18	
	19	Deferred revenue				19	
	20	Tax-exempt bond liabilities				20	
10	21	Escrow or custodial account liability Complete Part IV	of Sche	dule D		21	
Liabilities	22	Loans and other payables to current and former officers, key employees, highest compensated employees, and di		•			
ত্ৰ		persons Complete Part II of Schedule L				22	_
Ë	23	Secured mortgages and notes payable to unrelated third	parties			23	
	24	Unsecured notes and loans payable to unrelated third pa	irties			24	
	25	Other liabilities (including federal income tax, payables tand other liabilities not included on lines 17-24) Complete Part X of Schedule D	to relate	ed third parties,			
						25	
	26	Total liabilities. Add lines 17 through 25			149,170	26	156,869
ce s		Organizations that follow SFAS 117 (ASC 958), check he lines 27 through 29, and lines 33 and 34.	ere ► 「	and complete			
<u>다</u>	27	Unrestricted net assets				27	
8	28	Temporarily restricted net assets				28	
₽	29	Permanently restricted net assets				29	
Assets of Fund Balance		Organizations that do not follow SFAS 117 (ASC 958), complete lines 30 through 34.	heck he	re ► 🔽 and			
o v	30	Capital stock or trust principal, or current funds			46, 155, 794	30	51,587,154
ž	31	Paid-in or capital surplus, or land, building or equipment			0	31	0
ar N	32	Retained earnings, endowment, accumulated income, or			5,319,328	32	5,366,762
Ž Š	33	Total net assets or fund balances			51,475,122	33	56,953,916
Z	34	Total liabilities and net assets/fund balances			51,624,292	34	57,110,785

	250 (2013)				raye 12
Par	Reconcilliation of Net Assets  Check if Schedule O contains a response or note to any line in this Part XI				√
	Check it believance of contains a response of note to any line in this rate XI I I I I I I	 			• • •
1	Total revenue (must equal Part VIII, column (A), line 12)	1		3,6	534,379
2	Total expenses (must equal Part IX, column (A), line 25)	2		3,2	237,216
3	Revenue less expenses Subtract line 2 from line 1	3		3	397,163
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) $\cdot$ .	4		51,4	475,122
5	Net unrealized gains (losses) on investments	5			0
6	Donated services and use of facilities	6			0
7	Investment expenses	7			0
8	Prior period adjustments	8			0
9	Other changes in net assets or fund balances (explain in Schedule O)	9		5,0	081,631
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10		56,9	953,916
Par	t XIII Financial Statements and Reporting				
	Check if Schedule O contains a response or note to any line in this Part XII				<u>. ୮</u>
				Yes	No
1	Accounting method used to prepare the Form 990				
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a	Yes	
	If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or revious a separate basis, consolidated basis, or both	ewed on			
	Separate basis Consolidated basis Both consolidated and separate basis				
b	Were the organization's financial statements audited by an independent accountant?		2b	Yes	
	If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a sep basis, consolidated basis, or both	arate			
	Separate basis Consolidated basis Both consolidated and separate basis				
С	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversign of the audit, review, or compilation of its financial statements and selection of an independent accountant		2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain Schedule O	ın			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	ne	За		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits		3b		

#### **Additional Data**

**Software ID:** 15000352

**Software Version:** v1.00

**EIN:** 82-0215955

Name: LEWIS CLARK CREDIT UNION

#### Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

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

Mutual Membership Benefit programs General/Other Promoting the financial well being of 7/305 members by providing loan savings at competitive rates

DLN: 93493103004426

OMB No 1545-0047

Open to Public

# **SCHEDULE D**

(Form 990)

Department of the Treasury Internal Revenue Service

# **Supplemental Financial Statements**

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

Inspection Employer identification number

ame of the organization WIS CLARK CREDIT UNION		Employer identification number
WIS CHARK CREDIT UNION		82-0215955
rt I Organizations Maintaining Dono		
Complete if the organization answer	•	
<del>-</del>	(a) Donor advised funds	(b)Funds and other accounts
Total number at end of year		
Aggregate value of contributions to (during year)		
Aggregate value of grants from (during year)		
Aggregate value at end of year		
Did the organization inform all donors and donor funds are the organization's property, subject to		
Did the organization inform all grantees, donors, used only for charitable purposes and not for the conferring impermissible private benefit?	benefit of the donor or donor advisor, or fo	r any other purpose <b>Yes No</b>
rt II Conservation Easements. Comple	<u> </u>	on Form 990, Part IV, line 7.
Purpose(s) of conservation easements held by the Preservation of land for public use (e.g., recrease.)		an historically important land area
Protection of natural habitat		a certified historic structure
Preservation of open space		
Complete lines 2a through 2d if the organization	held a qualified conservation contribution	in the form of a conservation
easement on the last day of the tax year		
		Held at the End of the Year
Total number of conservation easements		2a
Total acreage restricted by conservation easeme		2b
Number of conservation easements on a certified	` ,	2c
Number of conservation easements included in ( historic structure listed in the National Register	c) acquired after 8/17/06, and not on a	2d
Number of conservation easements modified, tra	nsferred, released, extinguished, or termin	ated by the organization during the
tax year 🛌		
Number of states where property subject to cons	ervation easement is located ►	
Does the organization have a written policy regard violations, and enforcement of the conservation of		andling of <b>Yes No</b>
Staff and volunteer hours devoted to monitoring, year	inspecting, handling of violations, and enfo	orcing conservation easements during the
<b>-</b>		
A mount of expenses incurred in monitoring, insp	ecting, handling of violations, and enforcing	g conservation easements during the year
<b>▶</b> \$		
Does each conservation easement reported on Ii (B)(i) and section $170(h)(4)(B)(ii)$ ?	ne 2(d) above satisfy the requirements of	section 170(h)(4)
In Part XIII, describe how the organization report balance sheet, and include, if applicable, the text the organization's accounting for conservation ea	of the footnote to the organization's financ	
t III Organizations Maintaining Collec		
Complete if the organization answer		
If the organization elected, as permitted under S works of art, historical treasures, or other similar service, provide, in Part XIII, the text of the foot	assets held for public exhibition, education	on, or research in furtherance of public
If the organization elected, as permitted under S works of art, historical treasures, or other similar service, provide the following amounts relating to	assets held for public exhibition, education	
i) Revenue included on Form 990, Part VIII, line	1	<b>►</b> \$
i) Assets included in Form 990, Part X		<b>►</b> \$
If the organization received or held works of art, following amounts required to be reported under s		s for financial gain, provide the
Revenue included on Form 990, Part VIII, line 1	<del>-</del>	<b>►</b> \$

**b** Assets included in Form 990, Part X

Part II	Organizations Maintaining (continued)	Collections of A	rt, His	torica	l Trea	asures, c	r Otl	her Similar As	ssets	
	ng the organization's acquisition, accilection items (check all that apply)	ession, and other reco	ords, ch	·		_		-	e of its	
а Г	Public exhibition		d	Γ L	oan or	exchange p	rograi	ms		
ь Г	Scholarly research		е	Гο	ther					
c $\Gamma$	Preservation for future generations									
	vide a description of the organization't XIII	's collections and exp	laın hov	w they fu	ırther t	he organıza	ition's	exempt purpose	ın	
ass	ring the year, did the organization soli sets to be sold to raise funds rather th	an to be maintained a						ımılar <b>🕝 Yes</b>	☐ No	
Part I\	Escrow and Custodial Arra Complete if the organization a Part X, line 21.		Form	990, Pa	art IV,	line 9, or	repo	rted an amoun	t on Form	າ 990,
	the organization an agent, trustee, cus luded on Form 990, Part X?	stodian or other intern	nediary	for con	trıbutıo	ns or other	asset	rs not <b>Yes</b>	┌ No	
<b>b</b> 1	f "Yes," explain the arrangement in Pa	art XIII and complete	the fol	lowing t	able			Ame	ount	
	Beginning balance	·		J			1c			
_	Additions during the year						1d			
	Distributions during the year						1e			
f E	Ending balance						1f			
	I the organization include an amount o	n Form 990. Part X. lı	ne 21.	for escr	ow or c	ustodial ac	count	liability? <b>☐ Yes</b>	No	
								, ,	,	
b If"	Yes," explain the arrangement in Part	XIII Check here if th	he expl	anation	has be	en provided	lın Pa	rt XIII		Γ
Part V										
	•	(a)Current year		or year				Three years back	(e)Four yea	ars back
<b>1a</b> Be	ginning of year balance									
<b>b</b> Co	ntributions · · · · · · ·									
	t investment earnings, gains, and ses									
<b>d</b> Gr	ants or scholarships									
	her expenditures for facilities d programs									
<b>f</b> Ad	ministrative expenses									
	d of year balance									
<b>2</b> Pro	vide the estimated percentage of the	current year end bala	nce (lın	e 1g, co	olumn (	a)) held as		•		
	ard designated or quasi-endowment 🕨	•	,		·					
	manent endowment 🗠									
<b>c</b> Ter	mporarily restricted endowment Fee percentages on lines 2a, 2b, and 2c	should equal 100%								
<b>3a</b> Are	there endowment funds not in the posanization by		ızatıon	that are	held a	nd admınıst	ered f	or the	Yes	No
	unrelated organizations							3a		
(ii)	related organizations					Ē		За	(ii)	
	Yes" on 3a(11), are the related organız							3	b	
	scribe in Part XIII the intended uses of		ndowm	ent fund	ls					
Part V	Land, Buildings, and Equip Complete if the organization a		orm 0	ON Dar	-+ T\/	ına 112 C	oo Fo	rm 000 Dart V	lino 10	
	Description of property	answered res to r		(a) ost or othe	er basıs	(b) Cost or other	er basıs	Accumulated	( <b>d</b> )Book	value
4_ !				(ınvestm		(other	<u> </u>		+	222.24=
	l		•		0		33,245			333,245
	dings		-		0	-,-	00,572 0	<del> </del>	0	930,354
	pment	· · · · · ·	·  -		0		43,775	<u> </u>	-	79,756
e Othe	•	· · · · ·	·			<del>                                     </del>	۰۵,۰۰۵	304,01	0	. 5,750

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

1,343,355

Part VII	Investments—Other Securities. Co See Form 990, Part X, line 12.	omplete if the or	ganızatıon answere	d 'Yes' on For	m 990, Part IV, line 11b.
	(a) Description of security or categor (including name of security)	у	(b)Book value		(c)Method of valuation or end-of-year market value
(1)Financia	al derivatives			0000	or ella or year market value
	-held equity interests				
(3)Other					
Total (Colur	nn (b) must equal Form 990, Part X, col (B) line 12)		•		
	Investments—Program Related		<u> </u>		
	Complete if the organization answere	d 'Yes' on Form '	990, Part IV, line 1	1c.See Form 9	990, Part X, line 13.
	(a) Description of investment		(b) Book value		<b>c)</b> Method of valuation or end-of-year market value
					,
Total (Colum	nn (b) must equal Form 990, Part X, col (B) line 13 )		•		
	Other Assets. Complete if the organizati			, line 11d See F	orm 990, Part X, line 15
	(a) Desc	cription			(b) Book value
	mn (b) must equal Form 990, Part X, col.(B) line				
Part X	<b>Other Liabilities.</b> Complete if the org See Form 990, Part X, line 25.	ganization answe	red 'Yes' on Form	990, Part IV, l	ine 11e or 11f.
1.	(a) Description of liability	(b) Book va	lue		
Federal inc	ome taxes				
Total. (Colum	nn (b) must equal Form 990, Part X, col (B) line 25 )	<u>*                                     </u>			

Par		evenue per Audited Financial Sta Ization answered 'Yes' on Form 990,			per R	eturn
1		r support per audited financial statements		•	1	
2	Amounts included on line 1 bu	t not on Form 990, Part VIII, line 12				
а	Net unrealized gains (losses) o	on investments	2a			
b	Donated services and use of fa	icilities	2b			
c	Recoveries of prior year grants		2c			
d	Other (Describe in Part XIII )		2d			
e	Add lines $2a$ through $2d$				2e	
3	Subtract line ${f 2e}$ from line ${f 1}$ .				3	
4	Amounts included on Form 990	O, Part VIII, line 12, but not on line <b>1</b>				
а	Investment expenses not inclu	uded on Form 990, Part VIII, line 7b .	4a			
b	Other (Describe in Part XIII )		4b			
c	Add lines <b>4a</b> and <b>4b</b>				<b>4</b> c	
5	Total revenue Add lines 3 and	<b>4c.</b> (This must equal Form 990, Part I, line	12)		5	
Part		rpenses per Audited Financial Starzation answered 'Yes' on Form 990,			es per	Return.
1		audited financial statements			1	
2	Amounts included on line 1 but	t not on Form 990, Part IX, line 25				
а	Donated services and use of fa	icilities	2a			
b	Prior year adjustments		2b			
С	Otherlosses		2c			
d	Other (Describe in Part XIII )		2d			
e	Add lines <b>2a</b> through <b>2d</b>				2e	]
3	Subtract line ${f 2e}$ from line ${f 1}$ .				3	
4	Amounts included on Form 990	O, Part IX, line 25, but not on line 1:				
а	Investment expenses not inclu	uded on Form 990, Part VIII, line 7b	.   4a			
b	Other (Describe in Part XIII )		4b			
c	Add lines <b>4a</b> and <b>4b</b>				4c	
5	Total expenses Add lines <b>3</b> ar	nd <b>4c.</b> (This must equal Form 990, Part I, li	ne 18	)	5	
Pari	XIII Supplemental Info	ormation			·	
		Part II, lines 3, 5, and 9, Part III, lines 1a	and 4	Part IV Junes 1 h and	2 h	
Part	V, line 4, Part X, line 2, Part XI,	lines 2d and 4b, and Part XII, lines 2d and				de any addıtıonal
Intor	mation	T				
	Return Reference	Explanation				

Part XIII Supplemental Information (continued)								
Return Reference	Explanation							

Schedule D (Form 990) 2015

efile GRAPHIC print - DO NOT PROCESS

As Filed Data -

DLN: 93493103004426

OMB No 1545-0047

2015

Open to Public Inspection

## SCHEDULE O (Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 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.

Name of the organization LEWIS CLARK CREDIT UNION

Employer identification number

82-0215955

### 990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part III, Line 2	Remote Deposit Capture
Form 990, Part VI, Section A, Line 6	The Credit Union is a member owned financial cooperative
Form 990, Part VI, Section A, Line 7a	During the annual meeting the membership has the right to nominate and elect Directors
Form 990, Part VI, Section B, Line 11b	Provided to the Board of Directors at the monthly meeting
Form 990, Part VI, Section B, Line 12c	Annually, the Directors are required to review the current conflict of interest policy and sign the acknowledgement
Form 990, Part VI, Section B, Line 15	The Board of Directors sets the CEO's salary via information complied through an independa nt provided of such information. The staff wages are set by CEO based on merit and market demands.
Form 990, Part VI, Section C, Line 19	Governing documents, conflicts of interest policy are available upon request
Form 990, Part XI, Line 9	Current funds increased \$5,431,382 and other comp increased \$349,751