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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 www.irs.gov/form990	OMB No 1545-0047 2015 Open to Public Inspection

A For the 2015 calendar year, or tax year beginning 04-01-2015 , and ending 03-31-2016

B Check if applicable ☐ Address change ☐ Name change ☐ Initial return ☐ Final return/terminated ☐ Amended return ☐ Application pending	C Name of organization BADDOUR CENTER		D Employer identification number 64-0578661
	Doing business as		E Telephone number (662) 562-0100
	Number and street (or P O box if mail is not delivered to street address) PO BOX 97	Room/suite	G Gross receipts \$ 9,256,019
	City or town, state or province, country, and ZIP or foreign postal code SENATOBIA, MS 38668		
	F Name and address of principal officer JIM AINSWORTH 3297 HWY 51 S SENATOBIA, MS 38668		
I Tax-exempt status ☒ 501(c)(3) ☐ 501(c) () (insert no) ☐ 4947(a)(1) or ☐ 527		H(a) Is this a group return for subordinates? ☐ Yes ☒ No H(b) Are all subordinates included? ☐ Yes ☐ No If "No," attach a list (see instructions) H(c) Group exemption number ▶	
J Website: ▶ WWW.BADDOUR.ORG			

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities THE BADDOUR CENTER IS DEDICATED TO PROVIDING A MODEL RESIDENTIAL COMMUNITY FOR ADULTS WITH MILD TO MODERATE INTELLECTUAL DISABILITIES IN AN ENVIRONMENT THAT PROMOTES MAXIMUM GROWTH INTELLECTUALLY, SPIRITUALLY, PHYSICALLY, SOCIALLY, EMOTIONALLY, AND VOCATIONALLY		
	2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	19
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	19
	5 Total number of individuals employed in calendar year 2015 (Part V, line 2a)	5	316
6 Total number of volunteers (estimate if necessary)	6		
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0	
b Net unrelated business taxable income from Form 990-T, line 34	7b		
Revenue		Prior Year	Current Year
	8 Contributions and grants (Part VIII, line 1h)	1,091,711	664,464
	9 Program service revenue (Part VIII, line 2g)	4,775,413	4,868,657
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	930,927	659,408
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,283,711	1,126,696
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	8,081,762	7,319,225
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	286,859	333,163
	14 Benefits paid to or for members (Part IX, column (A), line 4)		0
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	5,608,426	5,426,210
	16a Professional fundraising fees (Part IX, column (A), line 11e)		0
	b Total fundraising expenses (Part IX, column (D), line 25) ☒ 350,829		
	17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	2,598,541	2,394,383
	18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	8,493,826	8,153,756
	19 Revenue less expenses Subtract line 18 from line 12	-412,064	-834,531
Net Assets or Fund Balances		Beginning of Current Year	End of Year
	20 Total assets (Part X, line 16)	16,843,092	15,099,762
	21 Total liabilities (Part X, line 26)	1,102,724	1,195,953
	22 Net assets or fund balances Subtract line 21 from line 20	15,740,368	13,903,809

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	*****			2016-08-01	
	Signature of officer			Date	
Paid Preparer Use Only	JIM AINSWORTH CHAIRMAN				
	Type or print name and title				
	Print/Type preparer's name JERRY W PITTS		Preparer's signature JERRY W PITTS		Date 2016-07-13
	Check ☒ if self-employed		PTIN P01296965		
	Firm's name ▶ WILLIAMS PITTS & BEARD PLLC			Firm's EIN ▶ 64-0933806	
	Firm's address ▶ 2042 MCINGVALE RD STE A HERNANDO, MS 386328706			Phone no (662) 429-4436	

May the IRS discuss this return with the preparer shown above? (see instructions) ☐ Yes ☐ No

Part III

Statement of Program Service Accomplishments

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

☐

1

Briefly describe the organization's mission

OUR VISION THE BADDOUR CENTER IS COMMITTED TO GIVING MEN AND WOMEN THE OPPORTUNITY FOR LIVES OF DIGNITY, JOY AND HOPE THROUGH THE DEDICATION AND SUPPORT OF FAMILY AND FRIENDS, RESIDENTS CAN ACCOMPLISH GOALS, ENJOY LIFELONG FRIENDSHIPS AND REALIZE THEIR GREATEST POTENTIAL IN EVERY AREA OF LIFE

2

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

☐ Yes ☒ No

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

3

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

☐ Yes ☒ No

If "Yes," describe these changes on Schedule O

4

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

4a	(Code) (Expenses \$ 4,691,174 including grants of \$ 333,163) (Revenue \$ 5,008,147)
RESIDENTIAL SERVICES 1 RESIDENTIAL SERVICES IS RESPONSIBLE FOR ENSURING THAT QUALITY PROGRAMS, SERVICES AND OPPORTUNITIES ARE OFFERED TO INDIVIDUALS WITH INTELLECTUAL DISABILITIES FOR THE PURPOSE OF PROMOTING MAXIMUM INDEPENDENCE IN THE LEAST RESTRICTIVE ENVIRONMENT POSSIBLE THE STAFF WORKS CLOSELY WITH THE RESIDENTS AND THEIR FAMILIES AS WELL AS THE OTHER PROGRAM DIVISIONS TO ENSURE THE MOST APPROPRIATE SUPPORTS AND SERVICES ARE IN PLACE TO ASSIST RESIDENTS IN MAINTAINING A WELL BALANCED AND HEALTHY LIFESTYLE 2 THE CENTER IS COMMITTED TO SUPPORTING THE RIGHTS OF INDIVIDUALS WITH INTELLECTUAL DISABILITIES AND EMPOWERS RESIDENTS TO MAKE DECISIONS AND CHOICES WHICH WILL LEAD TO PERSONAL SATISFACTION AND QUALITY OF LIFE 3 THE BADDOUR CENTER'S RESIDENTIAL COMMUNITY CONSISTS OF 14 GROUP HOMES AND 4 APARTMENT UNITS REGARDLESS OF THE LIVING ARRANGEMENT, MANY TEACHING OPPORTUNITIES ARE AVAILABLE TO ASSIST RESIDENTS IN ACHIEVING INDEPENDENT LIVING SKILLS 4 THE HEALTH AND PHYSICAL WELL-BEING OF EACH RESIDENT IS ASSESSED AND MAINTAINED THROUGH THE PROVISION OF SERVICES IN AN ON-SITE HEALTH CLINIC 5 CASE MANAGEMENT IS PROVIDED FOR ALL RESIDENTS AND IS THE PROCESS USED TO TRACK INDIVIDUAL RESIDENT PROGRESS ACROSS ALL PROGRAM AREAS 6 A PERSON-CENTERED APPROACH TO PLANNING WITH EACH RESIDENT IS UTILIZED TO ENSURE INDIVIDUAL GOALS AND DREAMS FOR THE FUTURE ARE IDENTIFIED AND ADDRESSED 7 THE EDUCATION AND RESEARCH DIVISION IS DESIGNED TO IMPROVE THE LIVES OF ADULTS WITH INTELLECTUAL DISABILITIES BY ADVANCING THE KNOWLEDGE AND UNDERSTANDING OF THEIR SPECIFIC CHARACTERISTICS AND NEEDS 8 EDUCATION AND RESEARCH PROGRAMS INCLUDE INDIVIDUAL AND GROUP COUNSELING TO ASSIST IDENTIFIED RESIDENTS WITH PERSONAL GROWTH AND EDUCATIONAL CLASSESS AND INDIVIDUALIZED PROGRAMMING OFFERED TO ENHANCE THE SOCIAL AND BEHAVIOURAL SKILLS OF RESIDENTS FURTHER, CONTINUING EDUCATION OPPORTUNITIES WERE PROVIDED TO STAFF MEMEBERS TO ENHANCE JOB SPECIFIC SKILLS AS IT RELATES TO SERVING RESIDENTS AND UNIVERSITY STUDENT PRACTITUM EXPERIENCES WERE OFFERED TO ENCOURAGE EMERGING PROFESSIONAL TO SPECIALIZE IN WORKING WITH OUR POPULATION	

4b	(Code) (Expenses \$ 1,647,862 including grants of \$) (Revenue \$ 902,793)
VOCATIONAL SERVICES 1 THE VOCATIONAL SERVICES DIVISION PROVIDES RESIDENTS AND DAY CLIENTS WORK OPPORTUNITIES IN HAND-PACKING, DISPLAY ASSEMBLY, CUSTOM FULFILLMENT, GREENHOUSE/NURSERY WORK, GROUNDS MAINTENANCE AND GARDEN CENTER RETAIL/CUSTOMER SERVICES THROUGH THESE JOBS, THE RESIDENTS GAIN BOTH SKILLS AND CONFIDENCE AND EARN A PAYCHECK 2 EACH RESIDENT RECEIVES THE INDIVIDUALIZED RESOURCES AND TRAINING NECESSARY TO LEARN NEW JOB SKILLS, DEVELOP JOB KEEPING SKILLS, MEET CHALLENGES AND BE PRODUCTIVE 3 THE VOCATIONAL DIVISION OFFERS HORTICULTURAL THERAPY TO RESIDENTS WHO WISH TO PARTICIPATE IN THIS PROGRAM, GARDENING SERVES AS A MEDIUM THROUGH WHICH RESIDENTS LEARN LIFE SKILLS SUCH AS NURTURING, NATURAL CONSEQUENCES AND TEAM WORK THE PROGRAM IS PROVIDED THROUGH ALTERNATIVE VOCATIONAL SERVICES (AVS) 4 THE VOCATIONAL DIVISION OFFERS BOTH THE NEWEST AND YOUNGEST RESIDENTS JOB TRAINING THROUGH THE SHAPE PROGRAM SHAPE IS PROVIDED THROUGH AVS IN A THERAPEUTIC ENVIRONMENT THAT FOCUSES PRIMARILY ON DEVELOPMENT OF WORK SKILLS AND BEHAVIORS 5 REACH IS ANOTHER AVS PROGRAM DESIGNED FOR SENIORS WHO ARE NEITHER READY NOR WILLING TO CEASE EMPLOYMENT REACH FOCUES ON SKILL MAINTENANCE IN A SLOWER PACED ENVIRONMENT 6 VOCARE PROVIDES SKILLS ASSESSMENT, CAREER INTEREST INVENTORIES AND JOB EXPLORATION TO RESIDNETS ALREADY ACTIVELY ENGAGED IN THE WORK PROGRAM VOCARE STRATEGIES ARE PERSON-CENTERED AND INCLUDE SPECIALIZED TESTING, SITUATIONAL ASSESSMENTS, JOB TRY OUTS, ON-THE-JOB TRAINING, WORK ADJUSTMENT SESSIONS AND ONE-ON-ONE CAREER COUNSELING 7 THE VOCATIONAL DIVISION WORKS CLOSELY WITH THE CENTER'S OTHER DIVISIONS TO ENSURE RESIDENTS' WORK EXPERIENCES BALANCE WITH OTHER CENTER OFFERINGS	

4c	(Code) (Expenses \$ 706,677 including grants of \$) (Revenue \$ 28,634)
COMMUNITY LIFE 1 THE COMMUNITY LIFE DIVISION PLAYS A KEY ROLE IN RESIDENTS' LIVES AND IS MADE OF FIVE MAJOR DEPARTMENTS SINCE THE BADDOUR CENTER WAS FOUNDED ON CHRISTIAN PRINCIPLES AND CONTINUES TO BE AFFILIATED WITH THE UNITED METHODIST CHURCH, A PART-TIME CHAPLAIN IS EMPLOYED TO IMPLEMENT AND COORDINATED OPPORTUNITIES FOR WORSHIP AND STUDY RESIDENTS PARTICIPATE IN SPIRITUAL GROWTH PROGRAMS, CHAPEL AND OTHER ACTIVITIES IN THE SPIRITUAL GROWTH DEPARTMENT A WEEKLY PRAYER LIST IS ALSO PUBLISHED 2 THE PHYSICAL FITNESS DEPARTMENT CREATES A PERSONAL EXERCISE PROGRAM FOR EACH RESIDENT, INCLUDING CARDIOVASCULAR AND STRENGTH-BUILDING EXERCISES THIS DEPARTMENT ALSO OFFERS INTRAMURAL AND SPECIAL OLYMPICS 3 THE RECREATION DEPARTMENT PROVIDES RESIDENTS OPPORTUNITIES TO PARTICIPATE IN A VARIETY OF ON- AND OFF-CAMPUS LEISURE ACTIVITIES THE GOALS OF THIS PROGRAM ARE TO HELP THE RESIDENTS DEVELOP APPROPRIATE SOCIAL SKILLS AND TO PROVIDE ACTIVITIES THAT ARE FUN AND ENTERTAINING 4 THE PERFORMING AND CREATEIVE ARTS (PCA) DEPARTMENT OFFERS CLASSES IN ART, MUSIC, MIME/LYRICAL DANCE (HEARTS IN MOTION - HIM), PUPPERTY, DRAMA, LITERATURE, VOICE AND A VARIETY OF OTHER ARTS AND CRAFTS VENUES 5 LAST BUT CERTAINLY NOT LEAST, THE MIRACLES, THE BADDOUR CENTER'S NATIONALLY RECOGNIZED RESIDENT CHOIR AND THE MIRACLES ENCORE, A SMALL GROUP ENSEMBLE, MAKES UP THE FINAL AREA OF COMMUNITY LIFE THEIR MINISTRY IS TO GLORIFY GOD, DEMONSTRATE THE ABILITIES OF PERSONS WITH INTELLECTUAL DISABILITIES AND TELL THE STORY OF THE BADDOUR CENTER RESIDENTS AUDITIION TO BE ONE OF THE 25 TO 28 MEMBERS WHO ATTEND MANDATORY PRACTICES WEEKLY	

4d	Other program services (Describe in Schedule O)
	(Expenses \$ including grants of \$) (Revenue \$)

4e	Total program service expenses ▶ 7,045,713
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Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21		No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	23		No
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b		No
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>	27		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33		No
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	34		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes	

Part V

Statements Regarding Other IRS Filings and Tax Compliance

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

		Yes	No			
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.	1a	19			
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.	1b	0			
c	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.	2a	316			
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			
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a			No	
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				
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	
b	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	
c	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				
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 goods and services provided to the payor?	7a	Yes			
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b			No	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c			No	
d	If "Yes," indicate the number of Forms 8282 filed during the year.	7d				
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e			No	
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f			No	
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g			No	
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h			No	
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time 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					
a	Initiation fees and capital contributions included on Part VIII, line 12.	10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.	10b				
11	Section 501(c)(12) organizations. Enter					
a	Gross income from members or shareholders.	11a				
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them).	11b				
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.	12b				
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? Note. 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.	13b				
c	Enter the amount of reserves on hand.	13c				
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a			No	
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.	14b				

Part VI

Governance, Management, and Disclosure

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

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year		
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O		
b	Enter the number of voting members included in line 1a, above, who are independent		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	Yes	
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?		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		No
6	Did the organization have members or stockholders?		No
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		No
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following		
a	The governing body?	Yes	
b	Each committee with authority to act on behalf of the governing body?	Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O		No

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

	Yes	No
10a		No
b		
11a	Yes	
b		
12a	Yes	
b		No
c	Yes	
13	Yes	
14	Yes	
15		
a	Yes	
b	Yes	
If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)		
16a		No
b		
16b		

Section C. Disclosure

17	List the States with which a copy of this Form 990 is required to be filed
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. ☐ Own website ☐ Another's website ☐ Upon request ☒ Other (explain in Schedule O)
19	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year
20	State the name, address, and telephone number of the person who possesses the organization's books and records BADDOUR CENTER PO BOX 97 SENATOBIA, MS 38668 (662) 366-6938

Part VII

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

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

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

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

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

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

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

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

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

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099- MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) PARKE PEPPER EXECUTIVE DI	50 00	X						105,454	0	18,050
(2) JIM AINSWORTH CHAIRMAN	4 00	X		X				0	0	0
(3) JONATHAN HANCOCK VICE-CHAIRMA	3 00	X		X				0	0	0
(4) JUDY STARKEY SECRETARY	3 00	X		X				0	0	0
(5) BAILEY MEEKS TREASURER	3 00	X		X				0	0	0
(6) PHIL SWIFT TRUSTEE	3 00	X						0	0	0
(7) JOHN SPOONER TRUSTEE	0 50	X						0	0	0
(8) MARK ALLEN TRUSTEE	0 50	X						0	0	0
(9) SHEA BADDOUR VEAZEY TRUSTEE	0 30	X						0	0	0
(10) DAVID PECK TRUSTEE	3 00	X						0	0	0
(11) PRESS YORK TRUSTEE	1 00	X						0	0	0
(12) PAUL BADDOUR TRUSTEE	1 50	X						0	0	0
(13) PAUL BADDOUR JR TRUSTEE	0 50	X						0	0	0
(14) DON BADDOUR TRUSTEE	1 00	X						0	0	0

Part VII

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099- MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(15) MARGY GRAHAM TRUSTEE	0 30	X						0	0	0
(16) JAMES E SWANSON SR NON VOTING T	0 00	X						0	0	0
(17) CAROLE HANEY TRUSTEE	0 50	X						0	0	0
(18) TOM HUNT TRUSTEE	3 00	X						0	0	0
(19) SANDY ROGERS TRUSTEE	0 50	X						0	0	0
(20) DON SCIPPER TRUSTEE	0 50	X						0	0	0
(21) JIM GENESSE NON-VOTING T	0 00	X						0	0	0
(22) REV VICKIE WHITE NON-VOTING T		X						0	0	0
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								105,454		18,050

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

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		No
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>		No
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization Report compensation for the calendar year ending with or within the organization's tax year	
(A) Name and business address	(B) Description of services
2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization	

Part VIII

Statement of Revenue

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

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514		
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns . . .	1a	7,976					
	b	Membership dues	1b						
	c	Fundraising events	1c	44,883					
	d	Related organizations	1d						
	e	Government grants (contributions)	1e						
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	611,605					
	g	Noncash contributions included in lines 1a-1f \$		77,208					
	h	Total. Add lines 1a-1f			664,464				
Program Service Revenue			Business Code						
	2a	TUITION		623990	4,868,657	4,868,657			
	b								
	c								
	d								
	e								
	f	All other program service revenue							
	g	Total. Add lines 2a-2f			4,868,657				
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		573,369	6,323		567,046		
	4	Income from investment of tax-exempt bond proceeds . .							
	5	Royalties							
	6a	Gross rents	(i) Real	(ii) Personal					
		b	Less rental expenses						
		c	Rental income or (loss)						
		d	Net rental income or (loss)						
	7a	Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other					
		b	Less cost or other basis and sales expenses						
		c	Gain or (loss)						
		d	Net gain or (loss)						86,039
	8a	Gross income from fundraising events (not including \$ 44,883 of contributions reported on line 1c) See Part IV, line 18							
		a	139,923						
		b	Less direct expenses						b
	c	Net income or (loss) from fundraising events . .		55,779					
	9a	Gross income from gaming activities See Part IV, line 19							
		a							
		b	Less direct expenses	b					
	c	Net income or (loss) from gaming activities . .							
	10a	Gross sales of inventory, less returns and allowances							
		a	1,045,018						
		b	Less cost of goods sold						b
	c	Net income or (loss) from sales of inventory . .		902,793	902,793				
Miscellaneous Revenue		Business Code							
11a	ALL OTHER			139,490	139,490				
b	THE MIRACLES			24,103	24,103				
c	VENDING			3,036	3,036				
d	All other revenue			1,495	1,495				
e	Total. Add lines 11a-11d			168,124					
12	Total revenue. See Instructions			7,319,225	6,031,936		567,046		

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns All other organizations must complete column (A)

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21				
2	Grants and other assistance to domestic individuals See Part IV, line 22	333,163	333,163		
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	199,306	112,571	60,372	26,363
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	4,220,078	3,686,311	361,516	172,251
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	40,999	35,088	4,025	1,886
9	Other employee benefits	653,259	575,542	50,333	27,384
10	Payroll taxes	312,568	270,145	31,900	10,523
11	Fees for services (non-employees)				
a	Management	363,328	281,424	66,326	15,578
b	Legal				
c	Accounting				
d	Lobbying				
e	Professional fundraising services See Part IV, line 17				
f	Investment management fees				
g	Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)				
12	Advertising and promotion	3,042	577	1,572	893
13	Office expenses	235,080	163,736	36,705	34,639
14	Information technology	42,430	18,351	16,529	7,550
15	Royalties				
16	Occupancy	700,682	688,478	9,147	3,057
17	Travel	52,028	30,194	13,660	8,174
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	6,470	4,338	1,712	420
20	Interest	13,161		13,161	
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	453,096	419,478	27,295	6,323
23	Insurance	368,892	334,944	29,134	4,814
24	Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24e If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O)				
a	SHOP PARTS & EXPENSE	46,861	41,848	3,342	1,671
b	FUEL & OIL	43,611	41,260	1,472	879
c	FUNDRAISING EXPENSE	26,266			26,266
d	DUES AND SUBSCRIPTIONS	16,489	5,039	9,965	1,485
e	All other expenses	22,947	3,226	19,048	673
25	Total functional expenses. Add lines 1 through 24e	8,153,756	7,045,713	757,214	350,829
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)	126,233	50,493	50,493	25,247

Part X

Balance Sheet

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

					(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing				1	
	2	Savings and temporary cash investments			158,754	2	132,159
	3	Pledges and grants receivable, net				3	
	4	Accounts receivable, net			275,939	4	195,528
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L.					
						5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L.					
						6	
	7	Notes and loans receivable, net				7	
	8	Inventories for sale or use			104,853	8	111,105
	9	Prepaid expenses and deferred charges			69,356	9	5,469
	10a	Land, buildings, and equipment—cost or other basis. Complete Part VI of Schedule D.	10a	17,963,735			
	b	Less: accumulated depreciation	10b	12,478,880	5,735,978	10c	5,484,855
	11	Investments—publicly traded securities			10,498,212	11	9,170,646
	12	Investments—other securities. See Part IV, line 11.				12	
	13	Investments—program-related. See Part IV, line 11.				13	
Liabilities	14	Intangible assets				14	
	15	Other assets. See Part IV, line 11.				15	
	16	Total assets. Add lines 1 through 15 (must equal line 34).			16,843,092	16	15,099,762
	17	Accounts payable and accrued expenses			791,313	17	857,753
	18	Grants payable				18	
	19	Deferred revenue			311,411	19	338,200
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D.				21	
	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L.				22	
	23	Secured mortgages and notes payable to unrelated third parties				23	
Net Assets or Fund Balances	24	Unsecured notes and loans payable to unrelated third parties				24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D.				25	
	26	Total liabilities. Add lines 17 through 25.			1,102,724	26	1,195,953
		Organizations that follow SFAS 117 (ASC 958), check here ☒ and complete lines 27 through 29, and lines 33 and 34.					
	27	Unrestricted net assets			9,762,012	27	8,334,745
	28	Temporarily restricted net assets			1,263,996	28	830,689
	29	Permanently restricted net assets			4,714,360	29	4,738,375
		Organizations that do not follow SFAS 117 (ASC 958), check here ☐ and complete lines 30 through 34.					
	30	Capital stock or trust principal, or current funds				30	
	31	Paid-in or capital surplus, or land, building or equipment fund				31	
	32	Retained earnings, endowment, accumulated income, or other funds				32	
	33	Total net assets or fund balances			15,740,368	33	13,903,809
	34	Total liabilities and net assets/fund balances			16,843,092	34	15,099,762

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	7,319,225
2	Total expenses (must equal Part IX, column (A), line 25)	2	8,153,756
3	Revenue less expenses Subtract line 2 from line 1	3	-834,531
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	15,740,368
5	Net unrealized gains (losses) on investments	5	-998,500
6	Donated services and use of facilities	6	-3,528
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	13,903,809

Part XII Financial Statements and Reporting

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

	Yes	No
1 Accounting method used to prepare the Form 990 ☐ Cash ☒ Accrual ☐ Other If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	2a	No
2b Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	2b	Yes
2c If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O	2c	Yes
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a	No
3b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	3b	

SCHEDULE A
(Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.
▶ Information about Schedule A (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization BADDOUR CENTER	Employer identification number 64-0578661
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Part I

Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is (For lines 1 through 11, check only one box)

- 1

☐

A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2

☐

A school described in **section 170(b)(1)(A)(ii).**(Attach Schedule E (Form 990 or 990-EZ))
- 3

☐

A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4

☐

A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state _____
- 5

☐

An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II)
- 6

☐

A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7

☒

An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II)
- 8

☐

A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II)
- 9

☐

An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See**section 509(a)(2).** (Complete Part III)
- 10

☐

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

☐

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

☐

Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization **You must complete Part IV, Sections A and B.**
- b

☐

Type II. A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s) **You must complete Part IV, Sections A and C.**
- c

☐

Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions) **You must complete Part IV, Sections A, D, and E.**
- d

☐

Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions) **You must complete Part IV, Sections A and D, and Part V.**
- e

☐

Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization
- f

Enter the number of supported organizations _____
- g

Provide the following information about the supported organization(s)

(i) Name of supported organization	(ii)EIN	(iii) Type of organization (described on lines 1- 9 above (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		
Total						

Part II

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a)2011	(b)2012	(c)2013	(d)2014	(e)2015	(f)Total
1 Gifts, grants, contributions, and membership fees received (Do not include any unusual grants)	1,264,558	924,389	3,783,854	1,091,711	664,464	7,728,976
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	1,264,558	924,389	3,783,854	1,091,711	664,464	7,728,976
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4						7,728,976

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a)2011	(b)2012	(c)2013	(d)2014	(e)2015	(f)Total
7 Amounts from line 4	1,264,558	924,389	3,783,854	1,091,711	664,464	7,728,976
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	248,075	210,032	512,427	614,869	567,046	2,152,449
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI)	76,615	9,825	115,910	363,629	168,124	734,103
11 Total support. Add lines 7 through 10						10,615,528
12 Gross receipts from related activities, etc (see instructions)					12	6,228,045
13 First five years.If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ▶						☒

Section C. Computation of Public Support Percentage

14	Public support percentage for 2015 (line 6, column (f) divided by line 11, column (f))	14	72 810 %
15	Public support percentage for 2014 Schedule A, Part II, line 14	15	78 210 %
16a	33 1/3% support test—2015.If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization	☒	
b	33 1/3% support test—2014.If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization	☒	
17a	10%-facts-and-circumstances test—2015.If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization	☒	
b	10%-facts-and-circumstances test—2014.If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization	☒	
18	Private foundation.If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions	☒	

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a)2011	(b)2012	(c)2013	(d)2014	(e)2015	(f)Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a)2011	(b)2012	(c)2013	(d)2014	(e)2015	(f)Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						
14 First five years.If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ▶						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2015 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2014 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2015 (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from 2014 Schedule A, Part III, line 17	18	

19a 33 1/3% support tests—2015.If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ▶

b 33 1/3% support tests—2014.If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ▶

20 Private foundation.If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ▶

Part IV

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

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>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.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer (b) and (c) below.</i>		
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)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes" and if you checked 11a or 11b in Part I, answer (b) and (c) below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>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.</i>		
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)? <i>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.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>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).</i>		
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? <i>If "Yes," provide detail in Part VI.</i>		
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? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part II of Schedule L (Form 990).</i>		
9a 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))? <i>If "Yes," provide detail in Part VI.</i>		
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? <i>If "Yes," provide detail in Part VI.</i>		
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? <i>If "Yes," provide detail in Part VI.</i>		
10a 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)? <i>If "Yes," answer b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).</i>		
11 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?		
b A family member of a person described in (a) above?		
c A 35% controlled entity of a person described in (a) or (b) above? <i>If "Yes" to a, b, or c, provide detail in Part VI.</i>		

Part IV

Supporting Organizations (continued)

Section B. Type I Supporting Organizations

	Yes	No
1 Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization’s directors or trustees at all times during the tax year? <i>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.</i>		
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? <i>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.</i>		

Section C. Type II Supporting Organizations

	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)? <i>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).</i>		

Section 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?		
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? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
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? <i>If "Yes," describe in Part VI the role the organization’s supported organizations played in this regard.</i>		

Section E. Type III Functionally-Integrated Supporting Organizations

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. Complete line 3 below. c ☐ The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).			
2 Activities Test Answer (a) and (b) below.			
a Did substantially all of the organization’s activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>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.</i>			
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? <i>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.</i>			
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>			
b Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>			

Part V

Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1

Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov 20, 1970 **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E

☐

Section 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	

Section 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)	1	
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI) _____		
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	

Section C - Distributable Amount		Current Year	
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1	2	
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	
7	Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions) ☐		

Part V

Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions	Current Year
1Amounts paid to supported organizations to accomplish exempt purposes	
2Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3Administrative expenses paid to accomplish exempt purposes of supported organizations	
4Amounts paid to acquire exempt-use assets	
5Qualified set-aside amounts (prior IRS approval required)	
6Other distributions (describe in Part VI) See instructions	
7Total annual distributions. Add lines 1 through 6	
8Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
9Distributable amount for 2015 from Section C, line 6	
10Line 8 amount divided by Line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2015	(iii) Distributable Amount for 2015
1Distributable amount for 2015 from Section C, line 6			
2Underdistributions, if any, for years prior to 2015 (reasonable cause required--see instructions)			
3Excess distributions carryover, if any, to 2015			
dFrom 2013.			
eFrom 2014.			
fTotal of lines 3a through e			
gApplied to underdistributions of prior years			
hApplied to 2015 distributable amount			
iCarryover from 2010 not applied (see instructions)			
jRemainder Subtract lines 3g, 3h, and 3i from 3f			
4Distributions for 2015 from Section D, line 7 \$			
aApplied to underdistributions of prior years			
bApplied to 2015 distributable amount			
cRemainder Subtract lines 4a and 4b from 4			
5Remaining underdistributions for years prior to 2015, if any Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions)			
6Remaining underdistributions for 2015 Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions)			
7Excess distributions carryover to 2016. Add lines 3j and 4c			
8Breakdown of line 7			
cExcess from 2013.			
dFrom 2014.			
eFrom 2015.			

Part VI **Supplemental Information.**

Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

Return Reference

Explanation

PART II, LINE 10

734,103

SCHEDULE D
(Form 990)

Supplemental Financial Statements

OMB No 1545-0047

2015

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

► 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.

Name of the organization
BADDOUR CENTER

Employer identification number

64-0578661

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 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 donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No	
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No	

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

1

Purpose(s) of conservation easements held by the organization (check all that apply)

☐ Preservation of land for public use (e g , recreation or education) ☐ Preservation of an historically important land area
☐ Protection of natural habitat ☐ Preservation of a certified historic structure
☐ Preservation of open space

2

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

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

3

Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ► _____

4

Number of states where property subject to conservation easement is located ► _____

5

Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

☐ Yes ☐ No

6

Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year
► _____

7

Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year
► \$ _____

8

Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

☐ Yes ☐ No

9

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

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

1a

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

b

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

(i)

Revenue included on Form 990, Part VIII, line 1
► \$ _____

(ii)

Assets included in Form 990, Part X
► \$ _____

2

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

a

Revenue included on Form 990, Part VIII, line 1
► \$ _____

b

Assets included in Form 990, Part X
► \$ _____

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

(continued)

3

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

a

☐ Public exhibition

d

☐ Loan or exchange programs

b

☐ Scholarly research

e

☐ Other

c

☐ Preservation for future generations

4

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

5

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

☐ Yes

☐ No

Part IV Escrow and Custodial Arrangements.

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

1a

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

☒ Yes

☐ No

b

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

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

1c

Amount

1d

1e

1f

2a

Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?

☐ Yes

☒ No

b

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

☐

Part V Endowment Funds.

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

	(a)Current year	(b)Prior year	b (c)Two years back	(d)Three years back	(e)Four years back
1a Beginning of year balance	5,978,356	6,225,567	4,081,118	3,996,063	4,040,417
b Contributions	146,991	202,847	1,693,573	242,690	354,651
c Net investment earnings, gains, and losses	-110,040	232,763	626,127	377,858	67,101
d Grants or scholarships	266,476	584,475		147,666	170,000
e Other expenditures for facilities and programs	179,767	98,346	175,251	382,319	292,266
f Administrative expenses				5,508	3,840
g End of year balance	5,569,064	5,978,356	6,225,567	4,081,118	3,996,063

2

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

a

Board designated or quasi-endowment

b

Permanent endowment

c

Temporarily restricted endowment

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

3a

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

(i) unrelated organizations

3a(i)

Yes

No

(ii) related organizations

3a(ii)

Yes

No

b

If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?

3b

4

Describe in Part XIII the intended uses of the organization's endowment funds

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" to Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a)Cost or other basis (investment)	(b)Cost or other basis (other)	(c)Accumulated depreciation	(d)Book value
1a Land		528,505		528,505
b Buildings		11,731,304	7,429,465	4,301,839
c Leasehold improvements				
d Equipment		3,707,018	3,498,552	208,466
e Other		1,996,908	1,550,863	446,045
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				5,484,855

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return				
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.				
1	Total revenue, gains, and other support per audited financial statements	1	6,003,652	
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12			
a	Net unrealized gains (losses) on investments	2a	-998,500	
b	Donated services and use of facilities	2b	16,090	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d	2e	-982,410	
3	Subtract line 2e from line 1	3	6,986,062	
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII)	4b	333,163	
c	Add lines 4a and 4b	4c	333,163	
5	Total revenue Add lines 3 and 4c.(This must equal Form 990, Part I, line 12)	5	7,319,225	

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.				
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.				
1	Total expenses and losses per audited financial statements	1	7,840,211	
2	Amounts included on line 1 but not on Form 990, Part IX, line 25			
a	Donated services and use of facilities	2a	19,618	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d	2e	19,618	
3	Subtract line 2e from line 1	3	7,820,593	
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII)	4b	333,163	
c	Add lines 4a and 4b	4c	333,163	
5	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)	5	8,153,756	

Part XIII Supplemental Information
--

Provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Return Reference	Explanation
SCHEDULE D, PAGE 2, PART IV, LINE 1B	THE CENTER ADMINISTERS THE SPENDING ACCOUNTS OF EACH RESIDENT WHICH INCLUDES MAINTAINING A SEPARATE DEPOSITORY ACCOUNT AT A LOCAL BANK FOR THE AGGREGATE OF RESIDENT FUNDS. DEPOSITS AND WITHDRAWALS ARE MADE AS INSTRUCTED BY THE RESIDENT, PARENT OR LEGAL GUARDIAN AND A SEPARATE ACCOUNTING OF TRANSACTIONS AND ACCOUNT BALANCE BY EACH RESIDENT IS MAINTAINED BY THE CENTER AND REPORTED MONTHLY TO PARENTS AND LEGAL GUARDIANS. THE CENTER ALSO MAINTAINS A SEPARATE DEPOSITORY ACCOUNT FOR A MINISTRIES FUND ESTABLISHED BY THE RESIDENTS USING FUNDS COLLECTED BY THE RESIDENTS EACH SUNDAY AT CHAPEL. THE EXPENDITURE OF THESE FUNDS IS AT THE SOLE DISCRETION OF THE RESIDENTS. THE CENTER DOES NOT CHARGE FOR ITS ADMNISTRATION SERVICES.
SCHEDULE D, PAGE 2, PART V, LINE 4	THE CENTER'S ENDOWMENT FUNDS WILL BE USED IN ACCORDANCE WITH THE RESTRICTIONS IMPOSED BY DONORS AT THE TIME OF DONATION.
SCHEDULE D, PAGE 4, PART XI, LINE 4B	TUITION 333,163
SCHEDULE D, PAGE 4, PART XII, LINE 4B	TUITION 333,163

[illegible]

SCHEDULE G
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding
Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.
▶ Attach to Form 990 or Form 990-EZ.
▶ Information about Schedule G (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2015

Open to Public Inspection

Name of the organization
BADDOUR CENTER

Employer identification number
64-0578661

Part I Fundraising Activities.

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

- 1

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

a

☐ Mail solicitations

b

☐ Internet and email solicitations

c

☐ Phone solicitations

d

☐ In-person solicitations

e

☐ Solicitation of non-government grants

f

☐ Solicitation of government grants

g

☐ Special fundraising events
- 2a

Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services?

☐ Yes ☐ No
- b

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

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
Total ▶						

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

Part II Fundraising Events.

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

Revenue		(a)Event #1 <u>FASHION SHOW</u> (event type)	(b)Event #2 <u>GOLF TOURNAMENT</u> (event type)	(c)Other events <u></u> (total number)	(d) Total events (add col (a) through col (c))	
	1	Gross receipts	88,871	50,716	45,219	184,806
	2	Less Contributions	19,605	3,821	21,457	44,883
	3	Gross income (line 1 minus line 2)	69,266	46,895	23,762	139,923
	4	Cash prizes				
Direct Expenses	5	Noncash prizes	12,783			12,783
	6	Rent/facility costs	3,577	8,618		12,195
	7	Food and beverages	18,885	1,774	11,434	32,093
	8	Entertainment				
	9	Other direct expenses	10,327	10,158	6,588	27,073
	10	Direct expense summary Add lines 4 through 9 in column (d) ▶				84,144
	11	Net income summary Subtract line 10 from line 3, column (d) ▶				55,779

Part III Gaming.

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

Revenue		(a)Bingo	(b)Pull tabs/Instant bingo/progressive bingo	(c)Other gaming	(d) Total gaming (add col (a) through col (c))
	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	☐ Yes.....% ☐ No	☐ Yes.....% ☐ No	☐ Yes.....% ☐ No	
	7 Direct expense summary Add lines 2 through 5 in column (d) ▶				
	8 Net gaming income summary Subtract line 7 from line 1, column (d). ▶				

9 Enter the state(s) in which the organization conducts gaming activities _____

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

b If "No," explain _____

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

b If "Yes," explain _____

Schedule G (Form 990 or 990-EZ) 2015

11

Does the organization conduct gaming activities with nonmembers?

☐ Yes ☐ No

12

Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming?

☐ Yes ☐ No

13

Indicate the percentage of gaming activity conducted in

a	The organization's facility		%
b	An outside facility		%

14

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

Name 

Address 

15a

Does the organization have a contract with a third party from whom the organization receives gaming revenue?

☐ Yes ☐ No

b

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

c

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

Name 

Address 

16

Gaming manager information

Name 

Gaming manager compensation  \$ _____

Description of services provided 

☐ Director/officer ☐ Employee ☐ Independent contractor

17

Mandatory distributions

a

Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?

☐ Yes ☐ No

b

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

Part IV

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

Return Reference	Explanation
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Schedule I
(Form 990)

Department of the
Treasury
Internal Revenue Service

Grants and Other Assistance to Organizations,
Governments and Individuals in the United States

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.

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

OMB No 1545-0047

2015

Open to Public
Inspection

Name of the organization
BADDOUR CENTER

Employer identification number
64-0578661

Part I

General Information on Grants and Assistance

- 1

Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☒ Yes ☐ No
- 2

Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II

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

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

2

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

3

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

Part IIIGrants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22

Part III can be duplicated if additional space is needed

(a)Type of grant or assistance	(b)Number of recipients	(c)Amount of cash grant	(d)Amount of non-cash assistance	(e)Method of valuation (book, FMV, appraisal, other)	(f)Description of non-cash assistance
(1) ASSISTANCE TO RESIDENTS	32	333,163			

Part IVSupplemental Information. Provide the information required in Part I, line 2, Part III, column (b), and any other additional information.

Return Reference	Explanation
SCHEDULE I, PAGE 4, PART IV	EXPLANATION THE BADDOUR CENTER OFFERS LIMITED FINANCIAL ASSISTANCE TO RESIDENTS TO REDUCE THE COST OF TUITION TUITION ASSISTANCE IS AWARDED BASED ON INDIVIDUAL NEEDS FOR A PERIOD OF ONE YEAR BY A COMMITTEE COMPOSED OF STAFF AND BOARD MEMBERS

SCHEDULE M
(Form 990)

Noncash Contributions

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

► Attach to Form 990.

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

OMB No 1545-0047

2015

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
BADDOUR CENTER

Employer identification number
64-0578661

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles	X	1	3,438	COMPARABLE SALES
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded	X	6	42,904	FMV
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				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ► (OTHER)	X	3	30,866	FMV
26 Other ► ()				
27 Other ► ()				
28 Other ► ()				

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

29

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which is not required to be used for exempt purposes for the entire holding period?

30a

No

b If "Yes," describe the arrangement in Part II

31 Does the organization have a gift acceptance policy that requires the review of any non-standard contributions?

31

No

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?

32a

No

b If "Yes," describe in Part II

33 If the organization did not report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II

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

Cat No 51227J

Schedule M (Form 990) (2015)

Part II

Supplemental Information.

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

Return Reference	Explanation
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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.**

OMB No 1545-0047

2015

**Open to Public
Inspection**

Name of the organization BADDOUR CENTER	Employer identification number 64-0578661
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Return Reference	Explanation
FORM 990 - ORGANIZATION'S MISSION	OUR VISION THE BADDOUR CENTER IS COMMITTED TO GIVING MEN AND WOMEN THE OPPORTUNITY FOR LIVES OF DIGNITY, JOY AND HOPE. THROUGH THE DEDICATION AND SUPPORT OF FAMILY AND FRIENDS, RESIDENTS CAN ACCOMPLISH GOALS, ENJOY LIFELONG FRIENDSHIPS AND REALIZE THEIR GREATEST POTENTIAL IN EVERY AREA OF LIFE

Return Reference	Explanation
FORM 990, PAGE 2, PART III, LINE 4A	3 THE BADDOUR CENTER'S RESIDENTIAL COMMUNITY CONSISTS OF 14 GROUP HOMES AND 4 APARTMENT UNITS REGARDLESS OF THE LIVING ARRANGEMENT, MANY TEACHING OPPORTUNITIES ARE AVAILABLE TO ASSIST RESIDENTS IN ACHIEVING INDEPENDENT LIVING SKILLS 4 THE HEALTH AND PHYSICAL WELL-BEING OF EACH RESIDENT IS ASSESSED AND MAINTAINED THROUGH THE PROVISION OF SERVICES IN AN ON-SITE HEALTH CLINIC 5 CASE MANAGEMENT IS PROVIDED FOR ALL RESIDENTS AND IS THE PROCESS USED TO TRACK INDIVIDUAL RESIDENT PROGRESS ACROSS ALL PROGRAM AREAS 6 A PERSON-CENTERED APPROACH TO PLANNING WITH EACH RESIDENT IS UTILIZED TO ENSURE INDIVIDUAL GOALS AND DREAMS FOR THE FUTURE ARE IDENTIFIED AND ADDRESSED 7 THE EDUCATION AND RESEARCH DIVISION IS DESIGNED TO IMPROVE THE LIVES OF ADULTS WITH INTELLECTUAL DISABILITIES BY ADVANCING THE KNOWLEDGE AND UNDERSTANDING OF THEIR SPECIFIC CHARACTERISTICS AND NEEDS 8 EDUCATION AND RESEARCH PROGRAMS INCLUDE INDIVIDUAL AND GROUP COUNSELING TO ASSIST IDENTIFIED RESIDENTS WITH PERSONAL GROWTH AND EDUCATIONAL CLASSES AND INDIVIDUALIZED PROGRAMMING OFFERED TO ENHANCE THE SOCIAL AND BEHAVIOURAL SKILLS OF RESIDENTS FURTHER, CONTINUING EDUCATION OPPORTUNITIES WERE PROVIDED TO STAFF MEMEBERS TO ENHANCE JOB SPECIFIC SKILLS AS IT RELATES TO SERVING RESIDENTS AND UNIVERSITY STUDENT PRACTITUM EXPERIENCES WERE OFFERED TO ENCOURAGE EMERGING PROFESSIONAL TO SPECIALIZE IN WORKING WITH OUR POPULATION

Return Reference	Explanation
FORM 990, PAGE 2, PART III, LINE 4B	WHICH RESIDENTS LEARN LIFE SKILLS SUCH AS NURTURING, NATURAL CONSEQUENCES AND TEAM WORK. THE PROGRAM IS PROVIDED THROUGH ALTERNATIVE VOCATIONAL SERVICES (AVS). 4. THE VOCATIONAL DIVISION OFFERS BOTH THE NEWEST AND YOUNGEST RESIDENTS JOB TRAINING THROUGH THE SHAPE PROGRAM. SHAPE IS PROVIDED THROUGH AVS IN A THERAPEUTIC ENVIRONMENT THAT FOCUSES PRIMARILY ON DEVELOPMENT OF WORK SKILLS AND BEHAVIORS. 5. REACH IS ANOTHER AVS PROGRAM DESIGNED FOR SENIORS WHO ARE NEITHER READY NOR WILLING TO CEASE EMPLOYMENT. REACH FOCUSES ON SKILL MAINTENANCE IN A SLOWER PACED ENVIRONMENT. 6. VOCARE PROVIDES SKILLS ASSESSMENT, CAREER INTEREST INVENTORIES AND JOB EXPLORATION TO RESIDENTS ALREADY ACTIVELY ENGAGED IN THE WORK PROGRAM. VOCARE STRATEGIES ARE PERSON-CENTERED AND INCLUDE SPECIALIZED TESTING, SITUATIONAL ASSESSMENTS, JOB TRY-OUTS, ON-THE-JOB TRAINING, WORK ADJUSTMENT SESSIONS AND ONE-ON-ONE CAREER COUNSELING. 7. THE VOCATIONAL DIVISION WORKS CLOSELY WITH THE CENTER'S OTHER DIVISIONS TO ENSURE RESIDENTS' WORK EXPERIENCES BALANCE WITH OTHER CENTER OFFERINGS.

Return Reference	Explanation
FORM 990, PAGE 2, PART III, LINE 4C	3 THE RECREATION DEPARTMENT PROVIDES RESIDENTS OPPORTUNITIES TO PARTICIPATE IN A VARIETY OF ON- AND OFF-CAMPUS LEISURE ACTIVITIES THE GOALS OF THIS PROGRAM ARE TO HELP THE RESIDENTS DEVELOP APPROPRIATE SOCIAL SKILLS AND TO PROVIDE ACTIVITIES THAT ARE FUN AND ENTERTAINING 4 THE PERFORMING AND CREATIVE ARTS (PCA) DEPARTMENT OFFERS CLASSES IN ART, MUSIC, MIME/LYRICAL DANCE (HEARTS IN MOTION - HIM), PUPPETRY, DRAMA, LITERATURE, VOICE AND A VARIETY OF OTHER ARTS AND CRAFTS VENUES 5 LAST BUT CERTAINLY NOT LEAST, THE MIRACLES, THE BADDOUR CENTER'S NATIONALLY RECOGNIZED RESIDENT CHOIR AND THE MIRACLES ENCORE, A SMALL GROUP ENSEMBLE, MAKES UP THE FINAL AREA OF COMMUNITY LIFE THEIR MINISTRY IS TO GLORIFY GOD, DEMONSTRATE THE ABILITIES OF PERSONS WITH INTELLECTUAL DISABILITIES AND TELL THE STORY OF THE BADDOUR CENTER RESIDENTS AUDITION TO BE ONE OF THE 25 TO 28 MEMBERS WHO ATTEND MANDATORY PRACTICES WEEKLY

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 2	PAUL BADDOUR DON BADDOUR TRUSTEE TRUSTEE BROTHER PAUL BADDOUR, JR DON BADDOUR TRUSTEE TRUSTEE NEPHEW MARGY GRAHAM DON BADDOUR TRUSTEE TRUSTEE COUSIN SHEA BADDOUR VEAZEY DON BADDOUR TRUSTEE TRUSTEE DAUGHTER PAUL BADDOUR MARGY GRAHAM TRUSTEE TRUSTEE COUSIN PAUL BADDOUR, JR MARGY GRAHAM TRUSTEE TRUSTEE 2ND COUSIN DON BADDOUR MARGY GRAHAM TRUSTEE TRUSTEE 2ND COUSIN SHEA BADDOUR VEAZEY MARGY GRAHAM TRUSTEE TRUSTEE 2ND COUSIN PAUL BADDOUR, JR PAUL BADDOUR TRUSTEE TRUSTEE SON DON BADDOUR PAUL BADDOUR TRUSTEE TRUSTEE BROTHER MARGY GRAHAM PAUL BADDOUR TRUSTEE TRUSTEE COUSIN SHEA BADDOUR VEAZEY PAUL BADDOUR TRUSTEE TRUSTEE NEICE SHEA BADDOUR VEAZEY PAUL BADDOUR, JR TRUSTEE TRUSTEE COUSIN PAUL BADDOUR PAUL BADDOUR, JR TRUSTEE TRUSTEE FATHER DON BADDOUR PAUL BADDOUR, JR TRUSTEE TRUSTEE UNCLE MARGY GRAHAM PAUL BADDOUR, JR TRUSTEE TRUSTEE 2ND COUSIN PAUL BADDOUR SHEA BADDOUR VEAZEY TRUSTEE TRUSTEE UNCLE PAUL BADDOUR, JR SHEA BADDOUR VEAZEY TRUSTEE TRUSTEE COUSIN DON BADDOUR SHEA BADDOUR VEAZEY TRUSTEE TRUSTEE FATHER MARGY GRAHAM SHEA BADDOUR VEAZEY TRUSTEE TRUSTEE 2ND COUSIN

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 11B	FORM 990 IS REVIEWED BY EACH MEMBER OF THE CENTER'S AUDIT COMMITTEE, THE CHAIRPERSON OF THE FINANCE AND INVESTMENT COMMITTEE AND THE CHAIRPERSON OF THE BOARD OF TRUSTEES A COPY OF FORM 990 IS MAILED IN A TIMELY MANNER TO EACH MEMBER OF THE BOARD OF TRUSTEES PRIOR TO THE FILING DUE DATE

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 12C	THE CENTER REQUESTS AN ANNUAL REPRESENTATION FROM EACH TRUSTEE REGARDING COMPLIANCE WITH THE CENTER'S CONFLICTS OF INTEREST POLICY AND CODE OF ETHICS THE EXECUTIVE COMMITTEE MUST APPROVE TRANSACTIONS WITH RELATED PARTIES THAT EXCEED A MINIMUM THRESHOLD AND, EACH QUARTER, A REPORT OF ALL RELATED PARTY TRANSACTIONS IS PRESENTED TO THE EXECUTIVE COMMITTEE

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 15A	THE BADDOUR CENTER'S COMPENSATION PLAN IS THE BASIS FOR DETERMINING SALARY RANGES FOR ALL EMPLOYEES. THE PLAN UTILIZES A SERIES OF COMPENSABLE FACTORS TO ANALYZE RESPECTIVE JOB DESCRIPTIONS AND ESTABLISH JOB/PAY GRADES AND ACCOMPANYING SALARY RANGES. GRADES CLASSIFY BETWEEN 5 AND 25. IDEALLY, EACH GRADE'S MID-POINT IS ALIGNED WITH THE MARKET. THE PLAN IS STRATEGICALLY DESIGNED SO THAT UPWARD (OR DOWNWARD) CHANGES AND/OR FLUCTUATIONS OF A SPECIFIC CLASSIFICATION(S) DO NOT NEGATIVELY IMPACT THE OVERALL INTEGRITY OF THE PLAN. EMPLOYEES WHOSE EVALUATION SCORES MEET CERTAIN KNOWN LEVELS ARE ELIGIBLE FOR MERIT INCREASES. THE PERCENTAGE OF INCREASE IS BASED ON MANY FACTORS, INCLUDING PROJECTED CPI AND IS AFFIRMED BY THE CENTER'S BOARD OF TRUSTEES. IF AND WHEN AVAILABLE, EMPLOYEE BONUSES ARE ESTABLISHED USING SIMILAR FORMULAS. HUMAN RESOURCES MIGHT ALSO, SOMETIMES, BE REQUIRED TO ADJUST (I.E., INCREASE) CERTAIN EMPLOYEE/GRADES IN ORDER TO PREVENT COMPRESSION AND/OR INVERSION OF A GRADE/RANGE. THE EXECUTIVE DIRECTOR'S INITIAL SALARY WAS SET BY THE BOARD OF TRUSTEES AND THE CHIEF OPERATING OFFICER'S INITIAL SALARY WAS SET BY THE EXECUTIVE DIRECTOR. BOTH WERE DONE WITHIN THE FRAMEWORK OF THE COMPENSATION PLAN. ANY SUBSEQUENT INCREASES FOR EITHER POSITION ARE CONSISTENT WITH THE AFOREMENTIONED POINTS OF THE COMPENSATION PLAN. ANY POTENTIAL INCREASES AND/OR BONUSES WHICH MIGHT FALL OUTSIDE OF THE PLAN'S GUIDELINES WOULD HAVE TO BE REVIEWED/APPROVED BY THE EXECUTIVE COMMITTEE OF THE BOARD OF TRUSTEES.

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 18	THE CENTER PROVIDES COPIES OF ITS GOVERNING DOCUMENTS, CONFLICTS OF INTEREST POLICY , CODE OF ETHICS AND FINANCIAL STATEMENTS UPON REQUEST

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 19	NO DOCUMENTS AVAILABLE TO THE PUBLIC

Return Reference	Explanation
FORM 990, PART XI, LINE 9	TUITION -333,163 TUITION 333,163