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990

Return of Organization Exempt From Income Tax

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

OMB No 1545-0047 15

Inspection

Department of the Treasury Internal Revenue Service

▶ 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.

Open to Public

Ā	For th	e 2015 calendar year, or tax year b	eginning July 1	, 2015	, and er	ding Ju	ne 30		, 20 16	
_		C Name of organization					D Employer ide	itification	number	-
В	Check if ap	Building Fund Cotte	y College							
	Addre	Boung huguness as					42-6	07801	6	
		change Number and street (or P O box if ma	all is not delivered to street addre	ss)	Room/su	ite	E Telephone nu	nber		
-	Initial	0000 0 1 7					515-	255-33	153	
-	Final		try, and ZIP or foreign postal cod	e	<u> </u>		020			
: H	termin	nated					G Gross receipts	s	879	3,947
 -	return Applic	Des Moines, IA 303					H(a) Is this a grou		Yes	
Ĺ L	pendir	ng ' '					subordinates		\vdash	
, <u> </u>		Kathy A. Soppe, sam		4047(.)(4)		607	H(b) Are all subord If "No," attac			NO
<u>'</u>		empt status x 501(c)(3) 501(c		4947(a)(1)	or	527	1	•	•	
<u>.</u>		te: ▶ www.peointernationa			1		H(c) Group exem			
_			X Association Other	<u> </u>	LY	ar or forma	tion 1960 M	State of leg	jai domicile	<u>IA</u>
~	art l	Summary								
3	1	Briefly describe the organization's mission								
	2	for purposes of construc		nd main	tenano	ce_or_	Cottey Co.	rređe'	Neva	.aa,
1.00m.1.	<u> </u>	Missouri, 64772, a quali							. 	- -
Losniilain Goorganii	2	Check this box ▶ ☐ If the organization								_
		Number of voting members of the govern						3		5
q	5 4	Number of independent voting members	of the governing body (Part	VI, line 1b).				4		5
Activities B	≝ 5	Total number of individuals employed in	calendar year 2015 (Part V,	line 2a)				5		0
÷	₹ 6	Total number of volunteers (estimate if ne	ecessary)					6		5
~	₹ 7a	Total unrelated business revenue from Pa	art VIII, column (C), line 12					7a		
	ь	Net unrelated business taxable income fr	om Form 990-T, line 34					7b		
							Prior Year		Current Y	'ear
	. 8	Contributions and grants (Part VIII, line 1)	h)		. 		470,2	30	466	5 <u>,5</u> 27
01100110	[9	Program service revenue (Part VIII, line 2g	g)			L				
è	10	Investment income (Part VIII, column (A)					54,3	97	45	,869
٥	11 ا	Other revenue (Part VIII, column (A), line								
بَيْن		Total revenue - add lines 8 through 110	- 00 //11 - 11 11				524,6	27	512	2,396
		Grants and similar amounts paid (Part IX-	107				340,2			,400
وء		Benefits paid to or for members (Part IX,								
٠.		Salaries, other compensation, employee								
<u>ئ</u> خـ		Professional fundraising fees (Parrix, col								
, NO.	13 1	Total fundraising expenses (PartilX, colur								
ú		Other expenses (Part IX, column (A), Ilne					6,6	08		5,939
ا! قر		Total expenses Add lines 13-17 (must ex					346,8			,339
ور.	19	Revenue less expenses Subtract line 18					177,7			,057
ূঁ	8 3	Trevenue less expenses oublider into 10	THORITIMO IZ				nning of Current Y		End of Ye	
) ន	[20	Total assets (Part X, line 16)					2,541,7	02	2,796	.026
Net Assets or	E 21	Total liabilities (Part X, line 26)					463,7			9,979
et	22	Net assets or fund balances Subtract lin				•	2,077,9		2,336	
	art II	Signature Block				,		1		7 5 1
17	nder per	naities of periury. I declare that I have examine	ed this return, including accom-	panying sched	iules and s	tatements,	and to the best of	my knowi	edge and b	elief, it is
tr	ue, corre	ect, and complete Declaration of preparer (other	than officer) is based on all info	rmation of wh	nch prepar	er has any k	nowledge			
		Wather a. Some	M _				lif-	7/16		
Si	ign	Signature of officer	,, <u> </u>				Date			
H	ere	Kathy A. Soppe, Dire	ector of Finance	/Treasu	rer					
		Type or print name and title	ocor or randinos,	110000						
_		Print/Type preparer's name	Preparer's signature		Date		Check	If PTIN		
Pa	id						self-employe	ı ''		
	eparer	Firm's name			1		Firm's EIN			
Us	se Only	Firm's address					Phone no			
M	ay the I	RS discuss this return with the preparer s	hown above? (see instruction	ns)					Yes	No
_		rwork Reduction Act Notice, see the ser			·	· · · · ·	<u> </u>	<u></u>		0 (2015)

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,"		1	
	complete Schedule A	1	х	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	2		_x
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to			
	candidates for public office? If "Yes," complete Schedule C, Part I	3		x
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h)			
	election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		_x
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues,			
	assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C,			
	Part III	5		х
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		х
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,	1		
	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		х
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes,"			
	complete Schedule D, Part III	8		x_
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		_x
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		х
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			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes,"			
	complete Schedule D, Part VI	11a	_	х
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		x
С	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		х
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets		1	
	reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		x
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		x
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses			
	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		x
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			
	Schedule D, Parts XI and XII	12a		х
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If			
	"Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional.	12b	х	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		_x_
	Did the organization maintain an office, employees, or agents outside of the United States?	14a		x
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking,			
	fundraising, business, investment, and program service activities outside the United States, or aggregate			
	foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b		_x_
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or			
	for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		x
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other			
	assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		<u> x</u>
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		х
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		<u>x_</u> _
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		х
			aan	

Part	Checklist of Required Schedules (continued)			T
	The state of the s	20-	Yes	No
	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a 20b		X
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?			
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21	х	
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			
22	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		x
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the			<u> </u>
20	organization's current and former officers, directors, trustees, key employees, and highest compensated			
	employees? If "Yes," complete Schedule J	23		x
24 a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than			
	\$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b			
	through 24d and complete Schedule K If "No," go to line 25a	24a		×
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year			
	to defease any tax-exempt bonds?	24c		
đ	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25 a	Section $501(c)(3)$, $501(c)(4)$, and $501(c)(29)$ organizations. Did the organization engage in an excess benefit			
	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		х
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior			
	year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ?			l
	If "Yes," complete Schedule L, Part I	25b	_	х
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any			
	current or former officers, directors, trustees, key employees, highest compensated employees, or			
\	disqualified persons? If "Yes," complete Schedule L, Part II	26		×
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	1 1		.,
00	entity or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		X
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
а	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	282		x
	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete	200		
	Schedule L, Part IV 1	28b		x
С	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof)			
•	was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		х
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	_	Х
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified			
	conservation contributions? If "Yes," complete Schedule M	30		Х
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N,			
	Part I	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes,"			
	complete Schedule N, Part II	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			
	sections 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I	33		X
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III,		v	
	or IV, and Part V, line 1	34	<u>X</u>	
35 a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable	330		<u> </u>
36	related organization? If "Yes," complete Schedule R, Part V, line 2	36	Х	
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization	_		
J1	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R,			
	Part VI	37		х
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and	-	-	
	19? Note. All Form 990 filers are required to complete Schedule O	38	х	
		Form		/2015)

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Part				
	Check if Schedule O contains a response or note to any line in this Part V	' 	Yes	للل
	Enter the number reported in Pox 2 of Form 1006. Enter 0 of not applicable.		168	No
1 a	Enter the humber reported in Box 3 of Point 1090. Enter 40-11 not applicable			, ,
	Enter the number of Forms W-2G included in line 1a Enter-0- in not applicable		1,	,
	Did the organization comply with backup withholding rules for reportable payments to vendors and			
	reportable gaming (gambling) winnings to prize winners?	1c	x	
	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 0		·	
	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b		
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)			
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		<u>x</u>
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		×
b	If "Yes," enter the name of the foreign country ▶	` .	^	. 1
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts			ıÌ
	(FBAR)		-	
	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		_ X
	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b	-	_ X
	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			1
	organization solicit any contributions that were not tax deductible as charitable contributions?	6a		х
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or			ĺ
	gifts were not tax deductible?	6b		
	Organizations that may receive deductible contributions under section 170(c).			
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods			ا ــــا
	and services provided to the payor?	7a		x
	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		<u> </u>
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was			
	required to file Form 8282?	7c		x
d	If "Yes," indicate the number of Forms 8282 filed during the year			<u> </u>
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		x
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		<u> </u>
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the			ا . ـ ـ ـ ا
	sponsoring organization have excess business holdings at any time during the year?	8		<u></u>
9	Sponsoring organizations maintaining donor advised funds.			
а	Did the sponsoring organization make any taxable distributions under section 4966?	9a		
b		9b		
10	Section 501(c)(7) organizations. Enter			
а	Initiation fees and capital contributions included on Part VIII, line 12			
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b			
11	Section 501(c)(12) organizations. Enter			
	Gross income from members or shareholders			
	Gross income from other sources (Do not net amounts due or paid to other sources			
	against amounts due or received from them)		-	
12 a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		L
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year			i
13	Section 501(c)(29) qualified nonprofit health insurance issuers.			
	Is the organization licensed to issue qualified health plans in more than one state?	13a		
u	Note. See the instructions for additional information the organization must report on Schedule O			
h	Enter the amount of reserves the organization is required to maintain by the states in which			
J	the organization is licensed to issue qualified health plans			
_	Enter the amount of reserves on hand			
	Did the organization receive any payments for indoor tanning services during the tax year?	14a		х
	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	14b		
JSA 5510		Form	990	(2015)

Part VI

	response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O			
	Check if Schedule O contains a response or note to any line in this Part VI	• • •	<u></u>	x
Sect	ion 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	V		
	If there are material differences in voting rights among members of the governing body, or if the governing			
	body delegated broad authority to an executive committee or similar committee, explain in Schedule O.			
b	Enter the number of voting members included in line 1a, above, who are independent			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with			
_	any other officer, director, trustee, or key employee?	2		x
3	Did the organization delegate control over management duties customarily performed by or under the direct			
•	supervision of officers, directors, or trustees, or key employees to a management company or other person?	3		×
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		х
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		х
6	Did the organization have members or stockholders?	6		х
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint			
	one or more members of the governing body?	7a		×
b	Are any governance decisions of the organization reserved to (or subject to approval by) members,			
	stockholders, or persons other than the governing body?	7b	x	İ
8	Did the organization contemporaneously document the meetings held or written actions undertaken during	a de la companya de l		1000
•	the year by the following	建設	3 . T.	8-1
а	The governing body?	8a	x	1
b	Each committee with authority to act on behalf of the governing body?	8b	х	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at			
3	the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		×
Secti	ion B. Policies (This Section B requests information about policies not required by the Internal Revenue	Cod	e.)	
			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a		х
	If "Yes," did the organization have written policies and procedures governing the activities of such chapters,			
U	affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
44.	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	х	
11a	Describe in Schedule O the process, if any, used by the organization to review this Form 990			
b	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	X	dimension of the
12a	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give			
D	rise to conflicts?	12b	×	
_	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes,"			
C	describe in Schedule O how this was done	12c	х	
42	Did the organization have a written whistleblower policy?	13	х	<u> </u>
13	Did the organization have a written document retention and destruction policy?	14	x	
14	Did the process for determining compensation of the following persons include a review and approval by			
15	independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?	To the second		
	The organization's CEO, Executive Director, or top management official See Schedule	15a	. ~(31380	- STEELE
a b	Other officers or key employees of the organization	15b		
U	Other officers or key employees of the organization		75.1	A
160	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement	***		第 第
104	with a taxable entity during the year?	16a	NAME OF STREET	X
h	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its		1000	
U	participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the	燃	2	
	organization's exempt status with respect to such arrangements?	16b	PM 271	32/2006
Sect	ion C. Disclosure	,	<u> </u>	
	List the states with which a copy of this Form 990 is required to be filed ▶ None			
17 18	Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section	501/	-1(3)-	- Calu
18	available for public inspection. Indicate how you made these available. Check all that apply.	3U I (၁)(၁)S	опіу
	Own website X Another's website X Upon request Other (explain in Schedule O)			
40		orost	nalısı	,
19	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of int financial statements available to the public during the tax year	erest	holic	, and
20	State the name, address, and telephone number of the person who possesses the organization's books and record	le 🕨		
20	Kathy A. Soppe, 3700 Grand Avenue, Des Moines, IA 50312 515-255-3153			

Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No"

•		,
990 (2015)		Page

01111 000 (2	,	1										
Part VII		Compensation	of	Officers,	Directors,	Trustees,	Key	Employees,	Highest	Compensated	Employees,	and
		Independent C	onti	actors								
		Check if Sched	ule	O contains	s a response	or note to	any li	ne in this Part	VII			x

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

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

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

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	orga	niza	tion	cor	npen	sate	ed any current offic	er, director, or trus	tee
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	box,	unles er and	Pos heck ss pe	rson	than or Highest compensated	an	(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
(1) Maria Baseggio	.2									
President until 10/2015	39.8	х		х			_	0	0	0
(2) Beth Ledbetter	.2			ļ						
President after 10/2015	39.8	х		х			-	0	0	0
(3) Sue Baker	.2									
First Vice President	35.8	х	_	x	-		-	0	0	0
(4) Brenda Atchison	.2	ł								•
Second Vice President	33.8	х	<u> </u>	X	├			0	0	0
(5) Patti Brolin-Ribi	.2	-								
Organizer	33.8	X		х	├	ļ		0	0	0
(6) Cathy Moss	.2	ļ		ŀ			ŀ			•
Recording Secretary	22.3	X	ļ	х	-	 	-	0	0	0
_(7) Jackie Matt	.1	`			ĺ	1	1			
Executive Director	39.9		₩	x	-		 	0	0	0
(8) Kathy Soppe, Director of	5	-	1	l				0	0	0
Finance/Treasurer	39.5			×	-		 	- 0	0	0
_(9)										
(10)	 									
(11)										
(12)										
(13)										
(14)	·									

Form **990** (2015)

JSA 5E1050 1 000

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(do i	not ch unles	Pos neck ss pe	C) sition more erson	n of hand the hand th	ne an	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reporte compensat relate organiza (W-2/1099	able ion from id tions	(F) Estimated amount of other compensation from the organization and related organizations
		tee	ustee			ensated					
(15)		1									
(16)											
(17)					-						
(18)											
		_			ļ	-					
(19)		<u> </u>									
(20)											
(21)											
(22)					-			,			
(23)		ļ									
(23)											
(24)		-						1			
(25)											
1b Sub-total c Total from continuation sheets to Part V d Total (add lines 1b and 1c)	II, Section A		· ·	· ·	::	· · ·	> >		2100	00 - (
2 Total number of individuals (including but reportable compensation from the organiz		o thos	se lis	stec	d ab	ove)	who	received more th	an \$100,0	00 of	
3 Did the organization list any former employee on line 1a? If "Yes," complete Sc	hedule J for s	uch ın	divid	dual	<i>'</i>						Yes No
4 For any individual listed on line 1a, is to organization and related organizations individual	greater tha	n \$1	50,0	000	?	f "Ye	es, "	complete Sched	ule J for	n the such	
5 Did any person listed on line 1a receive for services rendered to the organization?	or accrue c	ompe	nsat	tion	fro	m an	y u	nrelated organizat	ion or indi		5 x
Section B. Independent Contractors		د ما مد:				-44		that recovered many	- +b #40	000	
 Complete this table for your five highest compensation from the organization. Rep year 											
(A) Name and business	address					_		(B) Description of se	ervices	C	(C) Compensation
N/A							+				
							\pm				
							\perp				
2 Total number of independent contract received more than \$100,000 of compens							to	those listed abo	ve) who		

	90 (2) VIII		nue					
		Check if Schedule O co	ntains a respon	se or note to an	y line in this Part V	<u>III</u>		<u> </u>
				,	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from ta under sections 512-514
ह्य	1a	Federated campaigns	1a		,			
9	b	Membership dues						
¥	C	Fundraising events	1c					
إق	d	Related organizations	1d					İ
티	е	Government grants (contribu	itions) 1e					
ē	f	All other contributions, gifts,	grants,					
₹		and similar amounts not included	dabove . 1f	466,527				
and Other Similar Amounts	9	Noncash contributions included i	in lines 1a-1f \$	···	466 507			
- 1	h	Total. Add lines 1a-1f	<u> </u>		466,527		<u> </u>	
ğ				Business Code				
Š	2a							
9	b		<u> </u>	<u> </u>		· · · · · · · · · · · · · · · · · · ·		
<u> </u>	C		-					
Program Service Revenue	d							
Jrar	е							
ĕ	f g	All other program service rev Total . Add lines 2a-2f	enue	•		 	1	
-	3		cluding dividen				· -	
	3	and other similar amounts).	-		26,359			26,359
ĺ	4	Income from investment of			·			
	5	Royalties						
1		•	(ı) Real	(II) Personal				
İ	6a	Gross rents						
-	b	Less rental expenses						
	c	Rental income or (loss)					_	
	d	Net rental income or (loss).						
	7 a	Gross amount from sales of	(i) Secunties	(II) Other				
		assets other than inventory	386,061					
	b	Less, cost or other basis						
		and sales expenses	366,551					
	С	Gain or (loss)	19,510					
	d	Net gain or (loss)		<u></u>	19,510			19,510
<u>.</u>	8a	Gross income from fundra	aisıng					
eun		events (not including \$						j
e S		of contributions reported on	line 1c)					
Other Revenue		See Part IV, line 18						
8	b	Less direct expenses	b	L			-	
l	C	Net income or (loss) from fu		<u> </u>		 	_	
	9a	Gross income from gaming						
		See Part IV, line 19						
1		Less direct expenses				*-	İ	
	С	Net income or (loss) from g		· · · · · · · P				
Ì	10a	Gross sales of invent	•					
ļ		returns and allowances		F	1			
	b	Less cost of goods sold Net income or (loss) from sa	b					
ŀ	с	Miscellaneous Revenu		Business Code			 	
ł				220230 0000				
	11a							
ļ	b							-
	С	All other revenue					_	
	d	All other revenue						<u> </u>
	e	Total Add lines 11a-11d .			512,396		 	45.869

Pa	t IX Statement of Functional Expenses tion 501(c)(3) and 501(c)(4) organizations must	S	All other organization	es must complete col	ump (A)
Sec	Check if Schedule O contains a resp		11 5 111/		
	not include amounts reported on lines 6b, 7b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
	Grants and other assistance to domestic organizations				
'	and domestic governments See Part IV, line 21	247,400	247,400		
	Grants and other assistance to domestic				
2	Individuals See Part IV, line 22				
2	Grants and other assistance to foreign				
3	organizations, foreign governments, and foreign				
	individuals. See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
	Compensation of current officers, directors,				
·	trustees, and key employees				_
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				
	Pension plan accruals and contributions (include				
•	section 401(k) and 403(b) employer contributions)				
9	Other employee benefits				<u> </u>
10	Payroll taxes				
11	Fees for services (non-employees):				
	Management				
	Legal				
С	Accounting	1,000		1,000	
d	Lobbying				
	Professional fundraising services See Part IV, line 17.				
1	Investment management fees	2,271		2,271	
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				
13	Office expenses	1,216		1,216	
14	Information technology				
15	Royalties				
16	Occupancy				
17	Travel				
18					
	for any federal, state, or local public officials				
19	Conferences, conventions, and meetings				
20	Interest	1			
21	Payments to affiliates				
22	Depreciation, depletion, and amortization				<u> </u>
23	Insurance				
24	·				
	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)				
	Currency Exchange	2,452	2,452		
)	2,452	2,102		
	:				
,					
	All other expenses				
	Total functional expenses. Add lines 1 through 24e	254,339	249,852	4,487	
	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 following SOP 98-2 (ASC 958-720)				

Balance Sheet Part X Check if Schedule O contains a response or note to any line in this Part X. (A) Beginning of year End of year 390,716 1 295,099 Cash - non-interest-bearing Savings and temporary cash investments 579,529 2 2 1,136,971 3 3 Accounts receivable, net 4 4 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L 5 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L 6 7 Inventories for sale or use _______ 8 9 10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D 10c Investments - publicly traded securities 1,482,386 11 1,289,937 11 89,071 12 74,019 12 13 13 14 14 15 15 2,541,702 2,796,026 16 16 17 17 18 18 463,712 19 19 459,979 Tax-exempt bond liabilities 20 20 Escrow or custodial account liability. Complete Part IV of Schedule D 21 21 22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and 22 Secured mortgages and notes payable to unrelated third parties 23 23 24 Unsecured notes and loans payable to unrelated third parties. 24 25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X 25 Total liabilities. Add lines 17 through 25... 463,712 26 26 459,979 Organizations that follow SFAS 117 (ASC 958), check here complete lines 27 through 29, and lines 33 and 34. Balances Unrestricted net assets 27 27 28 28 Fund 29 29 Organizations that do not follow SFAS 117 (ASC 958), check here | x | and complete lines 30 through 34. Assets or Capital stock or trust principal, or current funds 30 30 Paid-in or capital surplus, or land, building, or equipment fund 31 31 32 Retained earnings, endowment, accumulated income, or other funds 2,077,990 32 2,336,047 Net 33 2,077,990 33 2,336,047 2,796,026 2,541,702 34 34

Page	1	2
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onn 95	90 (2013)			- '	90 . =
Part					
	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			396
2	Total expenses (must equal Part IX, column (A), line 25)	2			339
3	Revenue less expenses Subtract line 2 from line 1	3		<u>158,</u>	057
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	2,	077,	990
5	Net unrealized gains (losses) on investments	5			
6	Donated services and use of facilities	6			
7	Investment expenses	7			
8	Prior period adjustments	8			
9	Other changes in net assets or fund balances (explain in Schedule O)	9			
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line	1			
	33, column (B))	10	2,	236,	047
Part	XII Financial Statements and Reporting				
	Check if Schedule O contains a response or note to any line in this Part XII				x
				Yes	No
1	Accounting method used to prepare the Form 990 Cash Accrualx Other Mod. C		_		
	If the organization changed its method of accounting from a prior year or checked "Other," ex	plaın ı	ın		
	Schedule O				
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a	<u> </u>	х
	If "Yes," check a box below to indicate whether the financial statements for the year were com	piled o	or		
	reviewed on a separate basis, consolidated basis, or both				
	Separate basis Consolidated basis Both consolidated and separate basis				
b	Were the organization's financial statements audited by an independent accountant?		2b	x	
	If "Yes," check a box below to indicate whether the financial statements for the year were audite				
	separate basis, consolidated basis, or both				
	Separate basis X Consolidated basis Both consolidated and separate basis				
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for or	versigl	nt		
	of the audit, review, or compilation of its financial statements and selection of an independent acco	_	_	х	
	If the organization changed either its oversight process or selection process during the tax year, ex	plaın ı	ın		
	Schedule O				
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set	forth i	ın		
	the Single Audit Act and OMB Circular A-133?			ļ	х
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not under				
	required audit or audits, explain why in Schedule O and describe any steps taken to undergo such aud		3b		
			Form	990	(2015)

SCHEDULE A (Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Name of the organization

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

Open to Public Inspection

Employer identification number

Bu:	ildir	ng <u>Fund Cottey</u> Co.	llege				42-6078	3016
Pa	rt I	Reason for Public Cha	rity Status (All o	rganizations must c	omplete	e this pa	art.) See instructions	
The	organi	zation is not a private four	ndation because it	is: (For lines 1 through	gh 11, ch	eck only	one box.)	
1	A	church, convention of chu	irches, or associat	tion of churches desci	ribed in s	ection 1	70(b)(1)(A)(i).	
2		school described in section						
3		hospital or a cooperative						
4	A	medical research organiz	ation operated in	conjunction with a hos	spital des	scribed in	n section 170(b)(1)(A)	(iii). Enter the
		ospital's name, city, and st		·····				
5	A	n organization operated f	or the benefit of	a college or universit	y owned	d or ope	rated by a governme	ntal unit described ii
		ection 170(b)(1)(A)(iv). (C						
6	A	federal, state, or local go	vernment or gover	rnmental unit describe	d in sect	ion 170(b)(1)(A)(v).	
7	A	n organization that norma	ally receives a sub	stantial part of its su	pport fro	om a go	vernmental unit or fro	om the general public
	de	escribed in section 170(b)	(1)(A)(vi). (Compl	ete Part II)				
8	Α	community trust describe	d in section 170(b	o)(1)(A)(vi). (Complete	Part II)			
9	A	n organization that norma	ally receives (1) m	nore than 331/3% of	its suppo	ort from	contributions, member	ership fees, and gross
	re	eceipts from activities rela	ated to its exemp	t functions - subject	to certai	in excep	tions, and (2) no mo	re than 331/3% of its
	SI	upport from gross invest	ment income and	d unrelated business	taxable	income	e (less section 511	tax) from businesses
	a	cquired by the organization	n after June 30, 19	75. See section 509 ((a)(2). (C	omplete	Part III)	
10	\square A	n organization organized a	and operated exclu	usively to test for publi	c safety	See sec	tion 509(a)(4).	
11	XA	n organization organized a	and operated exclu	usively for the benefit o	of, to per	form the	functions of, or to car	ry out the purposes o
	01	ne or more publicly suppo	rted organizations	described in section 5	509(a)(1) or sect	ion 509(a)(2). See sec	tion 509(a)(3). Check
	th	ne box in lines 11a through	n 11d that describe	es the type of support	ing orgai	nızation	and complete lines 11e	e, 11f, and 11g.
а		Type I A supporting orga	anization operated	, supervised, or contr	olled by	its supp	orted organization(s),	typically by giving
		the supported organizatio	n(s) the power to	regularly appoint or e	elect a m	ajority o	f the directors or trust	tees of the supporting
		organization You must co	omplete Part IV, S	ections A and B.				
b	X	Type II A supporting orga	anization supervise	ed or controlled in co	nnection	with its	supported organization	on(s), by having
		control or management o	of the supporting o	rganization vested in	the sam	e persor	ns that control or man	age the supported
		organization(s) You must						
С		Type III functionally integ			ited in co	onnectio	n with, and functional	ly integrated with,
		its supported organization						
d		Type III non-functionally	integrated A sup	porting organization of	perated	in conne	ection with its support	ted organization(s)
		that is not functionally inte	egrated The organ	nization generally mus	st satisfy	a distrib	oution requirement and	an attentiveness
		requirement (see instructi	ions) You must co	omplete Part IV, Sect	ions A a	nd D, an	d Part V.	
е		Check this box if the orga	inization received	a written determinatio	n from t	he IRS tl	hat it is a Type I, Type I	l, Type III
		functionally integrated, or	Type III non-funct	ionally integrated sup	porting o	organizat	tion	
f	Enter	r the number of supported	organizations					1
g	Prov	ide the following information						
	(i) Nam	ne of supported organization	(ii) EIN	(iii) Type of organization				(vi) Amount of
				(described on lines 1-9 above (see instructions))		ur governing ment?	support (see instructions)	other support (see instructions)
				, , , , , , , , , , , , , , , , , , , ,			,	,
			<u> </u>		Yes	No		
(A)	Cott	ey College						
(~)			44-0545271	2	X		247,400	
(B)								
(5)					<u> </u>			
(C)						ĺ		
·~/		<u> </u>				ļ		
(D)								
(5)					ļ			
(E)								
\ <u>-</u> /					<u> </u>			
	- 1		1	1	1		247 400	

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)

Sect	tion A. Public Support					·	
Cale	ndar 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	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						-
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.						
Sec	tion B. Total Support				<u> </u>		
Cale	ndar year (or fiscal year beginning in) 🕨	(a) 2011	(b) 2012	(c) 2013	(d) 2014	(e) 2015	(f) Total
7	Amounts from line 4					,	
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
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)						
11	Total support. Add lines 7 through 10				<u> </u>	!	
12	Gross receipts from related activities, etc. (
13	First five years. If the Form 990 is 1 organization, check this box and stop here	·					
	tion C. Computation of Public Sup			44 1 (0)	<u> </u>	T	
14	Public support percentage for 2015 (I						<u>%</u>
15	Public support percentage from 2014 331/3% support test - 2015. If the contract of the contrac	Schedule A, Pa	art II, line 14		and line 14 in	334/2 % or mo	ma shook
16a	this box and stop here . The organizati						
h	331/3% support test - 2014. If the						
D	check this box and stop here. The org						
17a	10%-facts-and-circumstances test -		•				
	10% or more, and if the organization Part VI how the organization meets	n meets the "fa	cts-and-circums	tances" test, ch	neck this box a	nd stop here. E	Explain in
h	organization						▶ 🔲
J	15 is 10% or more, and if the org						
	Explain in Part VI how the organizat supported organization	ion meets the '	"facts-and-cırcuı	mstances" test	The organization	on qualifies as a	publicly
18	Private foundation. If the organization						
	instructions						
			 			Schedule A (Form 9	

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

<u>Sect</u>	tion A. Public Support				,	· · · · · · · · · · · · · · · · · · ·	
Caler	idar 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		}			}	
_	The value of services or facilities						
5	1						
	furnished by a governmental unit to the			·			
_	organization without charge	 					
	Total. Add lines 1 through 5		<u> </u>				
7 a	Amounts included on lines 1, 2, and 3						
_	received from disqualified persons						
D	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)				_		
Sec	tion B. Total Support						
	ndar year (or fiscal year beginning in)	(a) 2011	(b) 2012	(c) 2013	(d) 2014	(e) 2015	(f) Total
9	Amounts from line 6,						
	Gross income from interest, dividends,						
	payments received on securities loans,						
	rents, royalties and income from similar						
h	Unrelated business taxable income (less						
U	' i						
	section 511 taxes) from businesses						
	acquired after June 30, 1975	 	 				
	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					į	
	(Explain in Part VI)						
13	Total support. (Add lines 9, 10c, 11,						
	and 12)						
14	First five years. If the Form 990 is fi	or the organiza	ition's first seco	nd. third. fourth	or fifth tax ve	ear as a section	501(c)(3)
• •	organization, check this box and stop here	-			-		
Sec	tion C. Computation of Public Sup			· · · · · · · · · · · · · · · · · · ·			
15	Public support percentage for 2015 (line 8)			nn (f))	-	15	%
16	Public support percentage from 2014 Sche					16	
	tion D. Computation of Investmen					10	
				12 column (f)		47	0/
17	Investment income percentage for 2015 (III			-		17	<u>%</u>
18	Investment income percentage from 2014					18	%
19 a	33 1/3 % support tests - 2015. If the org						
	17 is not more than 331/3 %, check th	is box and sto	p here. The org	anization qualifie	s as a publicly		
b	331/3% support tests - 2014. If the orga	anization did not					
b	331/3% support tests - 2014. If the orgaline 18 is not more than 331/3%, check	anization did not this box and s	top here. The or	ganizatıon qualıfi	es as a publicly	supported organiz	zation 🕨 🔃
b 20	331/3% support tests - 2014. If the orga	anization did not this box and s	top here. The or	ganizatıon qualıfi	es as a publicly	supported organiz	zation 🕨 🔃

Part IV Supporting

Supporting Organizations

(Complete only if you checked a box in 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.)

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

Part	V Supporting Organizations (continued)			
			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
а	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c)			
	below, the governing body of a supported organization?	11a		Х
b	A family member of a person described in (a) above?	11b		Х
	A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.	11c		X
Secti	on 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? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or	1		
	controlled the organization's activities. If the organization had more than one supported organization,			
	describe how the powers to appoint and/or remove directors or trustees were allocated among the supported			
	organizations and what conditions or restrictions, if any, applied to such powers during the tax year	1_		
2	Did the organization operate for the benefit of any supported organization other than the supported			
	organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part			
	VI how providing such benefit carried out the purposes of the supported organization(s) that operated,			
	supervised, or controlled the supporting organization	2		
Secti	on 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)? If "No," describe in Part VI how control			
	or management of the supporting organization was vested in the same persons that controlled or managed			
	the supported organization(s)	1	Х	
Secti	on D. All Type III Súpporting Organizations			
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the		Yes	NO
•	organization's tax year, (i) a written notice describing the type and amount of support provided during the prior		i	
	tax year, (II) a copy of the Form 990 that was most recently filed as of the date of notification, and (III) copies of		}	
	the organization's governing documents in effect on the date of notification, to the extent not previously			
_	provided?	1		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how			
	the organization maintained a close and continuous working relationship with the supported organization(s)		1	
_		2		_
3	By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's			
	income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's			
	supported organizations played in this regard.			
Socti	on E. Type III Functionally-Integrated Supporting Organizations	3_		
	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see ins	dm rodi.	200	
1	The organization satisfied the Activities Test Complete line 2 below	ucu	His).	
a	The organization satisfied the Activities rest Complete line 2 below The organization is the parent of each of its supported organizations. Complete line 3 below			
b	The organization is the parent of each of its supported organizations complete time a bolow. The organization supported a governmental entity Describe in Part VI how you supported a government entity (see	inetrii	tionel	
·	The diganization supported a governmental entity beschibe in rail virious you supported a government entity (see	111311111	Yes	No
2	Activities Test Answer (a) and (b) below.			110
а	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? 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		ł	
	that these activities constituted substantially all of its activities	2a		
b	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the			
	reasons for the organization's position that its supported organization(s) would have engaged in these		1	
	activities but for the organization's involvement	2b		
2	Parent of Supported Organizations Answer (a) and (b) below.			
3 a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or			
a	trustees of each of the supported organizations? <i>Provide details in Part VI.</i>	3a		
b	Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each			
	of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard .	3b		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organi	zations	S	
1 Check here if the organization satisfied the Integral Part Test as a qualifying other Type III non-functionally integrated supporting organizations must com			structions. All
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)
Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year).			
a Average monthly value of securities	1a		
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	/-integra	ited Type III supporting	organization (see
instructions)	-		•

Part		Supporting Organizat	ions (continuea)	
Secti	on D - Distributions			Current Year
1	Amounts paid to supported organizations to accomplish ex			<u> </u>
2	Amounts paid to perform activity that directly furthers exen			
	organizations, in excess of income from activity			
3	Administrative expenses paid to accomplish exempt purpo	zations	· · · · · · · · · · · · · · · · · · ·	
4	Amounts paid to acquire exempt-use assets			
5	Qualified set-aside amounts (prior IRS approval required)			
6	Other distributions (describe in Part VI) See instructions			
7	Total annual distributions. Add lines 1 through 6			
8	Distributions to attentive supported organizations to which	the organization is resp	onsive	
	(provide details in Part VI) See instructions			
9	Distributable amount for 2015 from Section C, line 6			
10	Line 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
1	Distributable amount for 2015 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2015	,		
	(reasonable cause required-see instructions)			
3	Excess distributions carryover, if any, to 2015			
а				
b				
С				
d	From 2013			
е	From 2014			
f	Total of lines 3a through e			
g	Applied to underdistributions of prior years			
h				
<u>i</u>	Carryover from 2010 not applied (see instructions)			
<u>j</u>	Remainder Subtract lines 3g, 3h, and 3i from 3f			
4	Distributions for 2015 from Section			
	D, line 7 \$			·
<u>a</u>		<u> </u>		
	Applied to 2015 distributable amount			
<u>c</u>				
5	Remaining underdistributions for years prior to 2015, if			
	any Subtract lines 3g and 4a from line 2 (if amount			
	greater than zero, see instructions) Remaining underdistributions for 2015 Subtract lines 3h			
6	•			
	and 4b from line 1 (if amount greater than zero, see			
7	instructions) Excess distributions carryover to 2016. Add lines 3j			
7	•			
8	and 4c Breakdown of line 7			<u> </u>
a	DIEGRACIOWITOT IIIIE I	 		
a b				
C	Excess from 2013			
d				
e				
	LA0633 110111 20 10		L	·

Employer identification number ► Information about Schedule I (Form 990) and its instructions is at www.irs.gov/form990. Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22. Governments, and Individuals in the United States Grants and Other Assistance to Organizations, ► Attach to Form 990. Department of the Treasury Internal Revenue Service Name of the organization SCHEDULE (Form 990)

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Build	Building Fund Cottey College	42-6078016	
Part I	Part 1 General Information on Grants and Assistance		
1 Do	Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and	or assistance, and	ſ
the	the selection criteria used to award the grants or assistance?		ž
2 De	2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.		
Part II	Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form	on 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.	is needed.	

1 (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
(1) Cottey College, 1000 W Austin	1202420144	(6/1/-/103	001 210	C	W/ N	K/ N	ر الم د : د کم الم
Nevada, MO 04//2	1/76560155	201 (C) (3)	0041147	D	N/A	N/A	brug. Barne.
	т-						
(3)							
(4)							
	Γ-						
(5)							
(9)							
(2)							
(8)							
(6)							
(10)							
(11)							
(12)						-	
	nd government	organizations l	organizations listed in the line 1 table	able		•	1
3 Enter total number of other organizations listed in the line 1 table.	listed in the lin	9 1 table				•	1
For Paperwork Reduction Act Notice, see the Instructions for Form 990.	tions for Form 99	· o				Sch	Schedule I (Form 990) (2015)

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Schedule I (Form 990) (2015)

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art III	Grants and Other Assistance to Domestic Part III can be duplicated if additional space		luals. Complete ded.	if the organization	on answered "Yes" on F	Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22 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
_						
2						
, m						
4						
ıo						
9						
7						
art IV	Supplemental Information. Provide the information required in Part I, line 2, Part III, column (b), and any other additional information.	the information	on required in Pa	art I, line 2, Part I	II, column (b), and any c	ther additional information.
t I	Line 2The organization's	bylaws die	dictate that a	all income is	to be used for (used for Cottey College for repairs
nd ma	ance. Such requests m	st be	approved by the		trustees of the rep	the reporting organization.
indmi e	re only	ece;	docı	that a	approved	expenditures have been completed.
he bo	rustees of the			rves		Colle
eceive	cial reports fro			 coll	funds.	
		:				

SCHEDULE O (Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

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

2015

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OMB No 1545-0047

Department of the Treasury Internal Revenue Service

➤ Attach to Form 990 or 990-EZ.

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

Name of the organization

Employer Identification number

42-6078016

Building rand Cottey College 42 0070010
Part VI, Line 11: Copies of Form 990 were provided to each member of the board of
trustees and to the audit committee of parent organization prior to filing. A formal
review process was conducted with the audit committee, with opportunities for
questions from that committee and the board of trustees to be addressed before the
return was filed.
Part VI, Line 12c: Conflicts of Interest policies and signature pages are distributed
yearly to each member of the board of trustees. Signature pages are collected at the
office in Des Moines, IA and monitored for completion. Any conflicts of interest that
arise pursuant to this process or otherwise throughout the year are to be reported
immediately, and the remaining members take the appropriate action.
Part VI, Lines 15a-15b: The organization's Executive Director is employed by the
related "parent" organization, International Chapter of the P.E.O. Sisterhood, and the
organization shares her services with International Chapter. The International Chapter
explains on its Form 990 the process determining the Executive Director's
compensation. A similar arrangement exists for the Director of Finance/Treasurer.
Part VI, Line 19: Governing documents, conflicts of interest policies and financial
statements are available to members of the parent corporation only. These items are
not available to the general public.

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OMB No 1545-0047

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► Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.

► Attach to Form 990.

Related Organizations and Unrelated Partnerships

SCHEDULE R (Form 990)

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

Department of the Treasury Internal Revenue Service Name of the organization

Employer identification number Inspection

42-6078016

Building Fund Cottey College

Identification of Disregarded Entities Complete if the organization answered "Yes" on Form 990, Part IV, line 33. Part I

(a)	(q)	(3)	(p)	(0)	(j)
Name, address, and EIN (frapplicable) of disregarded entity	Primary activity	Legal domicile (state or foreign country)	Total income	End-of-year assets	Direct controlling entity
(1)					
(2)					
(3)					
(4)					
(5)					
(9)					

IV, line 34 because it had
anizations Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had ons during the tax year.
 unizations Complete if the organization answered "Ye or during the tax year.
Identification of Related Tax-Exempt Organizations Co
Part

Office of ittole related tax-exempt organizations during t	tile tan year.						
(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public chanty status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	(b)(13) ed
						Yes	°N
(1) Int'l Chapter P.E.O. Sisterhood 42-0453829							
3700 Grand Ave, Des Moines, IA 50312	membership org	Iowa	501(c)(4) N/A	N/A	N/A		×
(2) P.E.O. Educational Loan Fund 42-6078059							
3700 Grand Ave, Des Moines, IA 50312	loan fund	Іома	501(c)(3)	7	See Pt VII		×
(3) P.E.O. Int'l Peace Schol. Fund 42-6078058							
3700 Grand Ave, Des Moines, IA 50312	schol fund	Iowa	501(c)(3)	7	See Pt VII		×
(4) P.E.O. Prog. for Continuing Educ. 23-7405311							
3700 Grand Ave, Des Moines, IA 50312	grant fund	Iowa	501(c)(3)	7	See Pt VII		×
(5) Cottey College 44-0545271							
1000 West Austin, Nevada MO 64772	college	Missouri	501(c)(3) 2	2	See Pt VII	_	×
(6) P.E.O. Scholar Awards 42-1379026							
3700 Grand Ave, Des Moines, IA 50312	schol fund	Iowa	501(c)(3) 7	7	See Pt VII		×
(7) P.E.O. Foundation 42-6094564							
3700 Grand Ave, Des Moines, IA 50312	educ scholarshıp	Iowa	501(c)(3)	7	See Pt VII		×

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Schedule R (Form 990) 2015

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OMB No 1545-0047

Open to Public

► Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37. ► Attach to Form 990.

Related Organizations and Unrelated Partnerships

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

Department of the Treasury Internal Revenue Service

SCHEDULE R (Form 990)

Inspection

Employer identification number 42-6078016

Identification of Disregarded Entities Complete if the organization answered "Yes" on Form 990, Part IV, line 33. Building Fund Cottey College Name of the organization

Name, address	Name, address, and EiN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	Primary activity Legal domicile (state Total income or foreign counity)	End-of-year assets	Direct controlling entity
Part II one or more related	Identification of Related Tax-Exempt Organizations Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.	e organization an	swered "Yes" on F	orm 990, Part IV	/, line 34 because	it had

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public chanty status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	2(b)(13) lled <i>?</i>
						Yes	No
(1) Cottey College Endowment Fund 42-6078017 3700 Grand Ave, Des Moines, IA 50312	endow. fund	Iowa	501(c)(3)	501(c)(3) 11-Type II	See Pt VII		×
(2) P.E.O. STAR Scholarship Fund 30-0583651 3700 Grand Ave, Des Moines, IA 50312	schol fund	Iowa	501(c)(3)	7	See Pt VII		×
(3)							
(4)							
(5)							
(9)							
(7)							
For Paperwork Reduction Act Notice, see the Instructions for Form 990.					Schedule R (Form 990) 2015	R (Form 99	0) 2015

Page Z	Identification of Related Organizations Taxable as a Partnership Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a partnership during the tax year.	(b) (c) (d) Predominant Share of total Share of end-of- one controlling income (related from state of end of state or st									Identification of Related Organizations Taxable as a Corporation or Trust Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.	(a) (b) (c) (d) (d) (e) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f	Yes No								
Schedule R (Form 990) 2015	Part III Identification of Related because it had one or mo	(a) Name, address, and EIN of related organization	4/N(1)	*** (** (**)	(2)	(3)	(4)	(5)	(9)	(7)	Part IV Identification of Related line 34 because it had or	(a) Name, address, and EIN of n		(1) N/A	(2)	(3)	(4)	147	(5)	(9)	(7)

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Page 3

Schedule R (Form 990) 2015

b, or 36.	
ations Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.	
/es" on Form 990,	
ation answered "Y	
ete if the organiz	is schedule.
inizations Comple	arts II, III, or IV of this schedu
Vith Related Orga	entity is listed in Parts
Transactions With	Somplete line 1 if any entity is listed
Part V	Note. Co

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had an action managed to the last		
lowing transactions with one or more related organizations listed in Parts II-17 or a controlled entity	נפס בו בשנים ובו אינ	1a ×
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		-14 -:
		- 1
		1f ×
		1g ×
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is line, including cove	red relationships and trans	
(q)	(၁)	(p)
ransaction type (a-s)	Amount involved	method of determining amount involved
ب	ן נ	1 0
Q	4 /	Cash-rMV
	200	Schedule R (Form 990) 2015
	Transaction type (a-s)	and training

Unrelated Organizations Taxable as a Partnership Complete if the organization answered "Yes" on Form 990, Part IV, line 37. Part VI Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships

(a) (b) Legal domicile Predominant Are all ps. Name, address, and EIN of entity (state or foreign income (relatied, soft) (country) uncleaded, soft (country) uncleaded, soft (country) uncleaded, soft (country) uncleaded, soft (country) uncleaded, soft (country) uncleaded, soft (country) uncleaded, soft (country) uncleared, soft	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under	(e) Are all partners section 501(c)(3) organizations?	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?	(I) Code V - UBI amount in box 20 of Schedule K-1 (Form 1065)	(I) General or managing partner?	(k) Percentage ownership
			sections 512-514)	Yes No			Yes No		Yes No	
(1)										
(2)										
(3)										
(4)							-			
(5)										
(9)				-						
(7)		-					_		-	
16)										
(6)										
(6)										
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Part VII	Supplemental Information Provide additional information for responses to questions on Schedule R (see instructions).
Part II,	, Lines (2)-(7) pg. 1/2, Lines (1)-(2) pg. 2/2, col (f): The direct
control	ling entity for referenced related organizations is The International Chapter
of the I	P.E.O. Sisterhood. The executive board of this organization either appoints
trustees	s or governs directly for each of the aforementioned related organizations.
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