

EXTENSION GRANTED UNTIL 5/15/18

Return of Organization Exempt From Income Tax

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

16

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 Inspection

A F	or the	2016 calendar year, or tax year beginning $\mathrm{JUL}1,2016$ and ending	JUN 30, 2017							
Во	heck if	C Name of organization	D Employer identification number							
_		ORANGE COUNTY PARTNERSHIP FOR TOUNG								
<u></u>	_change]Name	CHILDREN INC.								
change Doing business as 50-1044152										
<u> </u>	_lreturn	Number and street (or P.O. box if mail is not delivered to street address) Room/sui								
L_	Final return/ termin-	120 PROVIDENCE ROAD 101	919-967-9091							
_	ated Amende	City or town, state or province, country, and ZIP or foreign postal code	G Gross receipts \$ 3,007,595.							
<u> </u>	Jreturn Applica-	CHAPED HIDD, NC 2/314	H(a) Is this a group return							
L_	_tion pending	F Name and address of principal officer.ROBIN PULVER	for subordinates? Yes X No							
-		120 PROVIDENCE ROAD, SUITE 101, CHAPEL HILI								
		npt status. 501(c)(3)								
			H(c) Group exemption number rar of formation. 1993 M State of legal domicile; NC							
		Summary	al of formation. 2000 M otate of logar dofficier. 210							
_	1 B	riefly describe the organization's mission or most significant activities. TO ENSURE	THAT EVERY CHILD IN							
Activities & Governance		RANGE COUNTY ARRIVES AT SCHOOL HEALTHY AND F	READY TO SUCCEED.							
ra La	_	heck this box if the organization discontinued its operations or disposed of mi								
Ş	ĺ	umber of voting members of the governing body (Part VI, line 1a)	3 13							
Ğ	i	umber of independent voting members of the governing body (Part VI, line 1b)	4 13							
SS		otal number of individuals employed in calendar year 2016 (Part V, line 2a)	5 9							
ŠĘ	6 T	otal number of volunteers (estimate if necessary)	6 76							
\cti	7a T	otal unrelated business revenue from Part VIII, column (C), line 12	7a 0.							
	b N	et unrelated business taxable income from Form 990-T, line 34	7b 0.							
			Prior Year Current Year							
<u>a</u>	8 C	ontributions and grants (Part VIII, line 1h)	3,109,146. 2,979,515.							
ē	9 P	rogram service revenue (Part VIII, line 2g)	1,329. 15,028.							
Revenue	1	vestment income (Part VIII, column (A), lines 3, 4, and 7d)	292. 331.							
_		ther revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	4,435. 11,976.							
		otal revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	3,115,202. 3,006,850. 2,182,185. 2,083,214.							
		irants and similar amounts paid (Part IX, column (A), lines 1-3)	0. 2,162,163. 2,063,214.							
		enefits paid to or for members (Part IX, column (A), line 4)	517,596. 582,332.							
Expenses	,	alaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	0. 302,332.							
Den)	rofessional fundraising fees (Part IX, column (A), line 11e) otal fundraising expenses (Part IX, column (D), line 25)								
Ä		otal fundraising expenses (Part IX, Column (A), lines 11a-11d, 11f-24e)	347,060. 351,135.							
	J	otal expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	3,046,841. 3,016,681.							
	1	evenue less expenses Subtract line #8-from line 12	68,3619,831.							
Ses Ses		RECEIVED	Beginning of Current Year End of Year							
and	20 T	otal assats (Part V line 16)	474,630. 477,822.							
t Assets nd Balano	21 T	otal liabilities (Part X, line 26)	32,460. 45,483.							
誓	22 N	otal liabilities (Part X, line 26) let assets or fund balances. Subtract line 21 from line 202018	442,170. 432,339.							
	ırt II (Signature Block								
Und	er penalt	ies of perjury, I declare that I have examined this return, prolinging accompanying schedules and stat	ements, and to the best of my knowledge and belief, it is							
true,	Under penalties of perjury, I declare that I have examined this return, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.									
		Signature of Officer	Date Date							
Sig		, -	Date							
Her	e [KERRY MOORE, VICE-PRESIDENT Type or print name and title								
			Date Check PTIN							
Dair		Print/Type preparer's name Preparer's signature Preparer's Signature								
	Paid BRADLEY S. HAMBY BRADLEY S. HAMBY 05/15/18 self-employed P00229049 Preparer Firm's name MAST, EVANS & ISENHOUR, L.L.P. Firm's EIN 56-1758856									
_		Firm's address P O BOX 1029	Firm's EIN ▶ 56-1758856							
200	CONOVER, NC 28613-1029 Phone no. 828-464-2812									
May	the IR	S discuss this return with the preparer shown above? (see instructions)	X Yes No							
	01 11-11-		Form 990 (2016)							

632001 11-11-16 LHA For Paperwork Reduction Act Notice, see the separate instructions. SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION



4d Other program services (Describe in Schedule O.)

(Expenses \$ 158,861. including grants of \$

151,310.) (Revenue \$

4e Total program service expenses

2,634,262.

Form 990 (2016)

CHILDREN INC.

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Form 990 (2016) CHILDREN INC
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	Х	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	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		Х
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			
	sımılar amounts as defined ın Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5		X
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,			
	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7_		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		х
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		Х
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		Х
ď	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			7,
	Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		X
	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		Λ
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses		х	
40-	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	120		х
h	Was the organization included in consolidated, independent audited financial statements for the tax year?	12a		
D	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
	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		Х
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		Х
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		Х
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	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		Х
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		X
		Form	990	(2016)

Form 990 (2016) CHILDREN INC.

Part IV Checklist of Required Schedules (continued)

			Yes	No
20 a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		X
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
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	X	
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	Х	
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? If "Yes," complete			
	Schedule J	23		Х
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the			
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete			
	Schedule K. If "No", go to line 25a	24a		X
þ	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		
	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			7.7
	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? If "Yes," complete			37
	Schedule L, Part I	25b		X
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,"			37
	complete Schedule L, Part II	26		Х
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			х
28	of any of these persons? If "Yes," complete Schedule L, Part III	27		
26	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? If "Yes," complete Schedule L, Part IV	28a		X
	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		X
	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer,	200		
·	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		X
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, or IV, and			
	Part V, line 1	34		<u> </u>
35a	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 related organization?			
	If "Yes," complete Schedule R, Part V, line 2	36		<u> </u>
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			_
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		_ <u>X</u> _
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	X	
		Form	990 (2016)

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Pa	rt 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					
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable 1b 0	1	[[
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming	1				
	(gambling) winnings to prize winners?	1c	X			
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 9	ł	}	1		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X			
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)					
За	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		X		
b	If "Yes," has it filed a Form 990-T for this year? If "No," to line 3b, provide an explanation in Schedule O	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		Х		
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).		j	1		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		X		
b	b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?					
С	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?	5c				
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit		}			
	any contributions that were not tax deductible as charitable contributions?	6a		X		
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts					
	were not tax deductible?	6b_	<u> </u>	<u> </u>		
7	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 and services provided to the payor?	7a		X		
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b				
C	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required		}	1		
	to file Form 8282?	7c	<u> </u>	X		
d	If "Yes," indicate the number of Forms 8282 filed during the year					
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e	Ĺ			
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		L		
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		L		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		L		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the		<u> </u>			
	sponsoring organization have excess business holdings at any time during the year?	8				
9	Sponsoring organizations maintaining donor advised funds.					
а	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

b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities

11 Section 501(c)(12) organizations. Enter.

a Gross income from members or shareholders

b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)

12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Fo

b If "Yes," enter the amount of tax-exempt interest received or accrued during the year

13 Section 501(c)(29) qualified nonprofit health insurance issuers.

a Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O

b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans

c Enter the amount of reserves on hand

14a Did the organization receive any payments for indoor tanning services during the tax year?

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

114	1	l	l
11b			
orm 1041?	12a		
12b			
	L		
	13a		
	1		
	ļ	1	1
13b	1	1	1
13c	<u> </u>	L	<u> </u>
	14a	L	X
dule O	14b		

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10b

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

Section A. Governing Body and Management 1a End the number of voting members of the governing body at the end of the tax year if there are material differences unlong rights among members of the governing body, or difference in the governing body deligible throat authority to an excutive committee or similar committee, region in Schedule 0. b Enter the number of voting members included in the 1s, above, who are independent 2 Did any officer, director, trustee, or key employee have a farmly relationship or a business relationship with any other officers, director, trustee, or key employees 1s and a family relationship or a business relationship with any other officers, director, trustee, or key employees 1s or management duties customarily performed by or under the direct supervision of officers, director, or trustees, or key employees to a management company or other person? 2 Did the organization base is a superflicant charges to this governing documents ance the prior Form 990 was flac? 3 Did the organization have members or stockholders as of the organization have members or stockholders of 1s of the organization have members or stockholders or officers of the organization have members or stockholders or officers of the organization have members or stockholders or persons other than the governing body? 5 Ava any governance decisions of the organization reserved to for aubject to approval by) members, stockholders, or persons other than the governing body? 5 But the organization have members of the programization actions undertaken during the year by the following: 8 X 8 Y 8 Did the organization of the organization reserved to for aubject to approval by) members, stockholders, or persons other than the governing body? 8 Each committee with authority to act on behalf of the governing body? 9 Is there any officer, director, frustee, or key employee listed in Part VI, Section A, who cannot be reached at the governing body? 10 Is the organization have a written program of the program of the organiza		Check if Schedule O contains a response or note to any line in this Part VI			X
these are material differences in uniting new members of the governing body, or the governing body deligitated broad authority to an executive committee or similar committee, explain in Scheduld 0, be first the number of vibraging members in other does not not a committee, explain in Scheduld 0, be first the number of vibraging members included in the 1s, ablow, who are undependent 1 1 1 1 3 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Sec				
there are insterial differences in voting optits among members of the governing body, of the governing body of the governing body? 5 Did the organization have members of stockholders? 5 Did the organization have members of stockholders? 6 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? 5 Para any governance decision of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? 5 Did the organization nations of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? 5 Did the organization nations of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? 6 Did the organization ontemporations of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? 7 Did the organization ontemporations of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? 8 Did the organization ontemporations of the organization reserved the persons of the organization have persons of the organization have in the governing body? 8 Each committee with authority to act on behalf of the governing body? 9 Each committee with authority to act on behalf of the governing body? 10 Did the organization have written policies and procedures governing the activates of				Yes	No
body delegated broad authority to an executive committee or smills committee, oxplain in Schedule 0. b Effet the number of whoring members included for the 1s, above, who are independent Did any officer, director, trustee, or key employee have a farmly relationship or a business relationship with any other officer, director, trustee, or key employees to a management duthes customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person? 3	1a	Enter the number of voting members of the governing body at the end of the tax year 13			
b Enter the number of voting members included in line 1a, above, who are independent 1b 1 3 2 2 3 3 4 4 5 5 5 5 4 5 5 5 5 5 5 5 5 5 5 5		If there are material differences in voting rights among members of the governing body, or if the governing	1]	}
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, furstee, or key employee? 3 Did the organization delegate control over management duties customanly performed by or under the direct supervision of officers, directors, or frustees, or key employees to a management company or other person? 3 J X Did the organization nake any significant changes to its governing documents since the prior Form 990 was fixed? 4 J X Did the organization nake any significant changes to its governing documents since the prior Form 990 was fixed? 5 Did the organization have members a stockholders? 6 Did the organization have members as stockholders? 7 Did the organization have members as tockholders, or other persons who had the power to elect or appoint one or more members of the governing body? 5 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? 5 Did the organization nake members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? 6 Did the organization electrosis of the organization reserved to (or subject to approval by) members, stockholders, or persons often than the governing body? 7 Did the organization electrosis of the organization reserved to (or subject to approval by) members, stockholders, or persons often than the governing body? 8 Did the organization reserved the members and addresses in Schedule O 8 Did the organization reserved the members and addresses in Schedule O 9 Did the organization have local chapters, branches, or affiliates? 10 Did the organization have local chapters, branches, or affiliates? 10 Did the organization have a written policy of this Form 990 of thi		body delegated broad authority to an executive committee or similar committee, explain in Schedule 0.	j	}	ł
Section B. Policies (five grangation charges to five grangation of segments of the organization 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? 4. Did the organization become aware during the year of a significant diversion of the organization's assets? 5. Did the organization have members as tockholders, or other persons who had the power to elect or appoint one or more members of the governing body? 5. Are any operanace described of the persons who had the power to elect or appoint one or more members of the governing body? 5. Are any operanace described of the governing body? 5. Are any operanace described of the governing body? 5. Are any operanace described of the governing body? 6. Are the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: 7. To Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: 8. To Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: 8. To Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: 9. To Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: 10. To Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: 10. To Did the organization normal authority to act on behalf of the governing body? 10. To Did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? 10. The organization have a written policies and procedures governing the activities of	b	Enter the number of voting members included in line 1a, above, who are independent 15			İ
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b Describe in Schedule O the process, if any, used by the organization to review this Form 990 12a Did the organization have a written conflict of interest policy? If "No," go to line 13 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? 12b X 12c X 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? 12c X 13 Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done 13 Did the organization have a written whistleblower policy? 14 Did the organization have a written document retention and destruction policy? 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? 16 Did the organization's CEO, Executive Director, or top management official 16 Other officers or key employees of the organization 16 If "Yes" to line 15 a or 15b, describe the process in Schedule O (see instructions). 16 Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? 16 If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements? 16b Section C. Disclosure 17 List the states with which a copy of this Form 990 is required to be filed Money of the feed Money		and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
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THE CORPORATION - 919-967-9091 120 PROVIDENCE ROAD, SUITE 101, CHAPEL HILL, NC 27514	20	· · · · · · · · · · · · · · · · · · ·			
120 PROVIDENCE ROAD, SUITE 101, CHAPEL HILL, NC 27514	20				
	63200		Form	990	(2016)

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, 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.

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

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

(A) Name and Title	(B) Average hours per week	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from	(E) Reportable compensation from related	(F) Estimated amount of other
	(list any hours for related organizations below line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	the organization (W-2/1099-MISC)	organizations (W-2/1099-MISC)	compensation from the organization and related organizations
(1) EMILY BIVINS DIRECTOR	0.50	x						0.	0.	0.
(2) MIA BURROUGHS	0.50	 ^-	-	-	├	├─			·	0.
DIRECTOR	1 3 3 3 3	x			1	1		0.	0.	0.
(3) CHRISTOPHER BROOK	0.50	H			┢	-				
DIRECTOR - PRESIDENT		X		x	1	1		0.	0.	0.
(4) SIOBHAN COLGAN	0.50	П								
DIRECTOR		X						0.	0.	0.
(5) BRAXTON FOUSHEE	0.50	Π								
DIRECTOR		X						0.	0.	0.
(6) STEPHEN JACKSON	0.50						1	_	_	
DIRECTOR - SECRETARY		Х	\Box	X			Ш	0.	0.	0.
(7) CHRISTINE LEE	0.50	_						•		•
DIRECTOR	1-2-52	X	_					0.	0.	0.
(8) JEAN B. MANKOWSKI	0.50									•
DIRECTOR - TREASURER	0 50	X		X		ļ	_	0.	0.	0.
(9) ADRIANA MARTINEZ DIRECTOR	0.50	x	- 1					0.	0.	0
(10) COBY AUSTIN	0.50	1	\dashv		-	-	Н	<u> </u>	0.	0.
DIRECTOR	0.30	$ \mathbf{x} $	- 1					0.	0.	0.
(11) ROBIN PULVER	37.50	1	\dashv		-	-	-			
EXECUTIVE DIRECTOR	1 37 330	x		x				85,367.	0.	12,048.
(12) TODD WIRT	0.50		\neg		-	\vdash	Н	03/30/1		
DIRECTOR		x						0.	0.	0.
(13) KERRY MOORE	0.50				_					
DIRECTOR - VICE PRESIDENT		$ \mathbf{x} $	- (x				0.	0.	0.
(14) LUCINDA MUNGER	0.50									
DIRECTOR - PAST OFFICER		х		X				0.	0.	0.
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				-1			\vdash			
	L	oxdot	_1			لسا	لــا	<u></u>		

Part VII Section A. Officers, Directors, Trus	stees, Key Em	ploy	ees	, an	d Hi	ighe	st C	Compensated Employe	es (continued)				
(A)	(B)	1			C)			(D)	(E)		{	(F)	
Name and title	Average hours per	(do	not c	Pos heck	more	than	one	Reportable	Reportable		1	stimate	
	week			ss pe id a d				compensation	compensation from related		1	nount other	
	(list any	į						the	organization		1	pensa	
	hours for	r direc			}	Pg.		organization	(W-2/1099-MI			om th	
	related	stee o	ustee			eusat		(W-2/1099-MISC)			org	anızat	ion
	organizations below	at to	ana t		loyee	8 8	ł				1	d relat	
	line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former				orga	anızatı	ons
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1b Sub-total	L			لـــا		·	 	85,367.	 .	0.	1	2,0	48.
c Total from continuation sheets to Part V	II, Section A						>	0.		0.			0.
d Total (add lines 1b and 1c)							<u> </u>	85,367.		0.	1	2,0	48
2 Total number of individuals (including but r compensation from the organization	ot limited to th	ose	liste	ed ab	oove	e) wh	no re	eceived more than \$100	,000 of reportab	.е 			(
3 Did the organization list any former officer,	director or tri	ietor	. ko	v en	nnlo	.vaa	orl	highest compensated a	mployee op	ļ		Yes	No
line 1a? If "Yes," complete Schedule J for s		.3100	, 110	y C(1	· · · · ·	yee,	, 0	riigriest compensated ei	ripioyee or		3		X
4 For any individual listed on line 1a, is the su		le co	mpe	ensa	ation	and	d oth	ner compensation from t	the organization	1		\neg	
and related organizations greater than \$15	-							•	J		4		X
5 Did any person listed on line 1a receive or a	•				•		elat	ed organization or indivi	dual for services				
rendered to the organization? If "Yes," com Section B. Independent Contractors	plete Schedul	∍ <u>J</u> fo	or st	ich j	oers	on					5		<u> X</u>
1 Complete this table for your five highest co										pens	ation f	rom	
the organization Report compensation for (A)	the calendar y	ear e	<u>endı</u>	ng w	/ith o	or w	<u>ithin</u>	the organization's tax y (B)	rear.		(0	21	
Name and business	address	NC	NE	<u> </u>			4	Description of s	ervices	c	ompei		n
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							7						
							\dashv						
							+						
								·					
2 Total number of independent contractors (i \$100,000 of compensation from the organic	•	ot lin	nited	d to	thos C		sted	above) who received m	ore than				
					_						Form	990 (2	2016

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CHILDREN INC.

Part VIII Statement of Revenue Check if Schedule O contains a response or note to any line in this Part VIII Revenue excluded from tax under sections 512 - 514 **(B)** Related or Unrelated Total revenue exempt function business revenue revenue Contributions, Gifts, Grants and Other Similar Amounts 1 a Federated campaigns 1a **b** Membership dues 1b c Fundraising events 1c d Related organizations 1d 1e 2,726,391. e Government grants (contributions) f All other contributions, gifts, grants, and 253,124 similar amounts not included above g Noncash contributions included in lines 1a-1f \$ 2,979,515 Total. Add lines 1a-1f Business Code 15,028 2 a MISCELLANEOUS 900099 15,028. Program Service Revenue All other program service revenue 15,028. Total. Add lines 2a-2f Investment income (including dividends, interest, and 331 331. other similar amounts) Income from investment of tax-exempt bond proceeds 5 Royalties (ı) Real (ii) Personal 6 a 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) Securities (II) Other assets other than inventory b Less: cost or other basis and sales expenses c Gain or (loss) d Net gain or (loss) 8 a Gross income from fundraising events (not Other Revenue including \$ contributions reported on line 1c). See 7,857 Part IV, line 18 745. b Less direct expenses 7,112 7,112. c Net income or (loss) from fundraising events 9 a Gross income from gaming activities. See Part IV, line 19 b Less direct expenses c Net income or (loss) from gaming activities 10 a Gross sales of inventory, less returns and allowances b Less. cost of goods sold c Net income or (loss) from sales of inventory Miscellaneous Revenue Business Code 900099 4,864 4,864 11 a REIMBURSEMENT OF b d All other revenue 4,864 e Total, Add lines 11a-11d 006,850 19,892 0. Total revenue. See instructions. 7,443.

t of Europianal European

ecu	on 501(c)(3) and 501(c)(4) organizations must com			mplete column (A).	
	Check if Schedule O contains a respon				
	not include amounts reported on lines 6b, 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	2 054 642	2 054 642		
	and domestic governments. See Part IV, line 21	2,054,643.	2,054,643.		
2	Grants and other assistance to domestic	00 504	00 574	1	
	ındıvıduals See Part IV, line 22	28,571.	28,571.		
3	Grants and other assistance to foreign			1	
	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	85,367.	55,253.	30,114.	
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	371,484.	244,789.	126,695.	
8	Pension plan accruals and contributions (include				
	section 401(k) and 403(b) employer contributions)	10,900.	7,126.	3,774.	
9	Other employee benefits	78,988.	46,862.	32,126.	
0	Payroll taxes	35,593.	23,550.	12,043.	
1	Fees for services (non-employees):				
а	Management	i			
ь	Legal				
С	Accounting	106,738.	13,313.	93,425.	
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,				
9	column (A) amount, list line 11g expenses on Sch O.)	81,125.	65,366.	15,759.	
2	Advertising and promotion	299.	208.	91.	
3	Office expenses	16,054.	2,835.	13,219.	
4	Information technology	4,799.	2,094.	2,705.	
- 5	Royalties				
6	Occupancy	49,007.	25,474.	23,533.	
7	Travel	10,372.	4,990.	5,382.	
	Ţ.	10/3/2:		3,302.	
8	Payments of travel or entertainment expenses	<u> </u>	Ì	<u> </u>	
^	for any federal, state, or local public officials	10,555.	3,704.	6,851.	
9	Conferences, conventions, and meetings	10,333.	3,704.	0,031.	
0	Interest				
1	Payments to affiliates				
2	Depreciation, depletion, and amortization	7,404.	907.	6,497.	
3	Other expanses Itemize expanses not covered	7,404.	307.	U, ±3/•	
4	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 0.)				
а	EDUCATIONAL SUPPLIES	48,305.	48,305.		
a b	COMPUTERS/PRINTERS > 50	4,996.	4,996.		
_	SALES TAX EXPENSE	4,689.	=,,,,,,,,,	4,689.	
ч С	TRAINING	$\frac{1}{3,178}$	1,119.	2,059.	
ď		3,614.	157.	3,457.	
e	All other expenses Total functional expenses. Add lines 1 through 24e	3,016,681.	2,634,262.	382,419.	
5	Joint costs. Complete this line only if the organization	3,010,001.	4,032,404.	304,413.	
6			ł	<u> </u>	
	reported in column (B) joint costs from a combined	ĺ		l	
	educational campaign and fundraising solicitation.		Į.		

Form **990** (2016)

	Check if Schedule O contains a response or note to any line in this Part	X		
		(A) Beginning of year		(B) End of year
1	Cash - non-interest-bearing		1	455 000
2	Savings and temporary cash investments	474,630.	2	477,822.
3	Pledges and grants receivable, net		3	
4	Accounts receivable, net		4	
5	Loans and other receivables from current and former officers, directors,			
1	trustees, key employees, and highest compensated employees. Comple	ete		
1	Part II of Schedule L	<u> </u>	_5	
6	Loans and other receivables from other disqualified persons (as defined	under		
1	section 4958(f)(1)), persons described in section 4958(c)(3)(B), and cont	ributing		
1	employers and sponsoring organizations of section 501(c)(9) voluntary			
	employees' beneficiary organizations (see instr). Complete Part II of Sch	L	6	
7	Notes and loans receivable, net		7	
8	Inventories for sale or use	 	8	
9	Prepaid expenses and deferred charges		9	
10a	Land, buildings, and equipment cost or other			
	basis. Complete Part VI of Schedule D			
b	Less: accumulated depreciation [10b]		10c	
11	Investments - publicly traded securities		11	·
12	Investments - other securities See Part IV, line 11		12	
13	Investments - program-related. See Part IV, line 11		13	
14	Intangible assets		14	
15	Other assets See Part IV, line 11	474 630	15	477 000
16	Total assets. Add lines 1 through 15 (must equal line 34)	474,630.	16	477,822. 45,483.
17	Accounts payable and accrued expenses	32,460.	17	45,463
18	Grants payable	 	18	
19	Deferred revenue		19	
20	Tax-exempt bond liabilities		20	
21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
22	Loans and other payables to current and former officers, directors, trust	· 1		
ĺ	key employees, highest compensated employees, and disqualified personal part is of Sebestille I.	ons.		
	Complete Part II of Schedule L		22	
23	Secured mortgages and notes payable to unrelated third parties		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 3	, at		
1	Schedule D	. 01	25	
26	Total liabilities. Add lines 17 through 25	32,460.	26	45,483.
+20	Organizations that follow SFAS 117 (ASC 958), check here ► X			10,100
	complete lines 27 through 29, and lines 33 and 34.			
27	Unrestricted net assets	173,611.	27	170,555.
28	Temporarily restricted net assets	268,559.	28	261,784.
29	Permanently restricted net assets		29	
	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	442,170.	33	432,339.
34	Total liabilities and net assets/fund balances	474,630.	34	477,822.

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Form	1990 (2016) CHILDREN INC.	20	-184	4192	Pa	ge 12
Pa	rt 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		3,000	5,8	50.
2	Total expenses (must equal Part IX, column (A), line 25)	2		3,01	6,6	81.
3	Revenue less expenses Subtract line 2 from line 1	3				31.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4		44	2,1	70.
5	Net unrealized gains (losses) on investments	5				
6	Donated services and use of facilities	6				
7	Investment expenses	7				
8	Prior period adjustments	8				
9	Other changes in net assets or fund balances (explain in Schedule O)	9				0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33,					
	column (B))	10		43	<u>2,3</u>	<u> 39.</u>
Pa	rt XIII 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 Cash Corual X Other MODIFIE	D C	<u>ASH</u>	} {	:	
	If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule	Ο.				
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?			2a		Х
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed	d on a		1 1)
	separate basis, consolidated basis, or both.			1 1		1
	Separate basis Consolidated basis Both consolidated and separate basis					
b	Were the organization's financial statements audited by an independent accountant?			2b	X	L
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separat	e basi	s,	1 1		
	consolidated basis, or both			1 }]
	Separate basis X Consolidated basis Both consolidated and separate basis			1 1		Ì
C	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the	e audr	t,	[]	- <u></u> -	
	review, or compilation of its financial statements and selection of an independent accountant?			2c	X	L
	If the organization changed either its oversight process or selection process during the tax year, explain in Sch	edule (0.	1 1		
За	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Si	ngle A	udrt	 		
	Act and OMB Circular A-133?			3a		Х
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the requ	ired au	ıdıt	}		1
	or audits, explain why in Schedule O and describe any steps taken to undergo such audits			3b		L
				Form	990 ((2016)

SCHEDULE A

(Form 990 or 990-EZ)

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.

Open to Public

OMB No 1545-0047

Inspection

Department of the Treasury Internal Revenue Service

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

ORANGE COUNTY PARTNERSHIP FOR YOUNG Employed

CHILDREN INC.

Employer identification number 56-1844192

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 12, 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). 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: 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) A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v). 6 X An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II) A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.) An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: 10 L 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.) An organization organized and operated exclusively to test for public safety. See section 509(a)(4). 12 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 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g. 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. 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. rts supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E. Jype 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. Check this box if the organization received a written determination from the IRS that it is a Type I, Type III, Type III functionally integrated, or Type III non-functionally integrated supporting organization. f Enter the number of supported organizations Provide the following information about the supported organization(s). (iv) Is the organization listed (ii) EIN (i) Name of supported (iii) Type of organization (v) Amount of monetary (vi) Amount of other your governing document? (described on lines 1-10 organization support (see instructions) support (see instructions) Yes above (see instructions))

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. 632021 09-21-16 Schedule A (Form 990 or 990-EZ) 2016

Total

Schedule A (Form 990 or 990-EZ) 2016 CHILDREN INC.

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Part II	Support Schedule for (Organizations Described in Sec	ctions 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)

Se	ction A. Public Support						
Cale	endar year (or fiscal year beginning in)	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(f) Total
1	Gifts, grants, contributions, and		1 1				
	membership fees received. (Do not						
	include any "unusual grants ")	2427675.	2725990.	3000513.	3103717.	2979515.	14237410.
2	Tax revenues levied for the organ-			_			
	ization'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	2427675.	2725990.	3000513.	3103717.	2979515.	14237410.
5	The portion of total contributions	,					
	by each person (other than a	İ					
	governmental unit or publicly						
	supported organization) included			İ			
	on line 1 that exceeds 2% of the						
	amount shown on line 11,						
	column (f)						
_6	Public support. Subtract line 5 from line 4						14237410.
Sec	ction B. Total Support						
Cale	endar year (or fiscal year beginning in) 🕨	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(f) Total
7	Amounts from line 4	2427675.	2725990.	3000513.	3103717.	2979515.	14237410.
8	Gross income from interest,			_			
	dividends, payments received on						
	securities loans, rents, royalties						
	and income from similar sources	593.	420.	409.	292.	331.	2,045.
9	Net income from unrelated business				_		
	activities, whether or not the						
	business is regularly carried on			i			
10	Other income. Do not include gain						
	or loss from the sale of capital						
	assets (Explain in Part VI)	19,694.	6,636.	9,405.	11,013.	27,004.	73,752.
11	Total support. Add lines 7 through 10						14313207.
	Gross receipts from related activities,		· · · /			12	
13	First five years. If the Form 990 is for		first, second, third	d, fourth, or fifth ta	ıx year as a sectioi	n 501(c)(3)	
Sec	organization, check this box and stop ction C. Computation of Publ	here ic Support Per	rcentage				
14	Public support percentage for 2016 (line 6, column (f) di	vided by line 11. c	olumn (f))	-	14	99.47 %
	Public support percentage from 2015			(7)	ľ	15	99.63 %
	33 1/3% support test - 2016. If the o			line 13, and line 1	ı 14 ıs 33 1/3% orm		
	stop here. The organization qualifies			•		,	► X
b	33 1/3% support test - 2015. If the o	organization did no	t check a box on li	ne 13 or 16a, and	line 15 is 33 1/3%	or more, check th	•
	and stop here. The organization qual						ightharpoons
17a	10% -facts-and-circumstances tes	t - 2016. If the org:	anization did not c	heck a box on line	13, 16a, or 16b, a	and line 14 is 10%	or more.
	and if the organization meets the "fac						
	meets the "facts-and-circumstances"						▶ □
b	10% -facts-and-circumstances test					7a, and line 15 is	10% or
	more, and if the organization meets th						
	organization meets the "facts-and-circ						ightharpoons
18	Private foundation. If the organizatio						s▶□
						dule A (Form 990	

Schedule A (Form 990 or 990 EZ) 2016 CHILDREN INC.

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

	(Complete only if you checked qualify under the tests listed to			organization falled	to qualify under	Part II. If the organiz	zation fails to
Sec	ction A. Public Support						
	ndar year (or fiscal year beginning in) ►	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016/	(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 per- formed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3	Gross receipts from activities that		<u></u>		/		
	are not an unrelated trade or bus-						
	iness under section 513		\		/		
4	Tax revenues levied for the organ-		,		/	-	
7	ization's benefit and either paid to		//	/	1		
	or expended on its behalf		-		"		
5	The value of services or facilities		"			+	
3	furnished by a governmental unit to		",	Í			
	the organization without charge						
_	•			*/		-	
	Total. Add lines 1 through 5			<u> </u>		 	
1 a	Amounts included on lines 1, 2, and		,	1			
Ь	3 received from disqualified persons 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		7				
	Public support. (Subtract line 7c from line 6)		/	1			
Sec	tion B. Total Support	•	/	·	\		
Cale	ndar year (or fiscal year beginning in)	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(f) Total
	- ' ' ' ' ' ' '						
9	Amounts from line 6	,/	(3) 20 10	(0) 2011	1	(0) 2010	
_	Amounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	1	(2) 20:0	(0)2011		(0) 2010	
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties		(2) 20.0	(0,20)		(9/2010	
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources		(2) 20.0	(4)2011		(9/2010	
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income		(2)	(4)2011		(9/2010	
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses		(2)	(4)2011		(9/2010	
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975			(7,20)		(9/2010	
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975. Add lines 10a and 10b. Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on.			(4) 2011		(9/2010	
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975. Add lines 10a and 10b. Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on. Other income. Do not include gain or loss from the sale of capital.			(4)2011		\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975. Add lines 10a and 10b. Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on. Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI)			(4) 2011		,	
10a b c 11 12	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975. Add lines 10a and 10b. Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on. Other income. Do not include gain or loss from the sale of capital.						
10a b c c 11 12 13 14	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975. Add lines 10a and 10b. Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on. Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI). Total support. (Add lines 9, 10c, 11, and 12). First five years If the Form 990 is for	r the organization's	s first, second, thir				
10a b c 11 12 13 14 Sec	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975. Add lines 10a and 10b. Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on. Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI). Total support. (Add lines 9, 10c, 11, and 12). First five years of the Form 990 is for check this box and stop here.	r the organization's	s first, second, thir	d, fourth, or fifth ta			ation,
10a b c 11 12 13 14 Sec 15	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975. Add lines 10a and 10b. Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on. Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI). Total support. (Add lines 9, 10c, 11, and 12). First five years of the Form 990 is for check this box and stop here.	r the organization's	s first, second, third rcentage vided by line 13, c	d, fourth, or fifth ta		on 501(c)(3) organiza	ation,
10a b c 11 12 13 14 Sec 15 16	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975. Add lines 10a and 10b. Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on. Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI). Total support. (Add lines 9, 10c, 11, and 12). First five years of the Form 990 is for check this box and stop here. tion C. Computation of Publi	r the organization's ic Support Pelline 8, column (f) dis Schedule A, Part	s first, second, thin rcentage vided by line 13, c	d, fourth, or fifth ta		on 501(c)(3) organiza	ation,
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Part IV | Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V)

Section	A. All	Supporting	Organizations
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- 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
- Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).
- 3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer
- b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination
- c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.
- 4a Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes," and if you checked 12a or 12b in Part I, answer (b) and (c) below
- b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations
- c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes
- 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)
- 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?
- 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.
- 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).
- 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).
- 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.
- 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.
- c 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.
- 10a 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
 - b Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings)

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trustees of each of the supported organizations? Provide details in Part VI.		**	1		
 	u		32		
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of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.			3b		-

Schedule A (Form 990 or 990 EZ) 2016 CHILDREN INC. 56-1844192 Page 6 Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI) See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E. (B) Current Year Section A - Adjusted Net Income (optional) 1 Net short-term capital gain 1 2 Recoveries of prior-year distributions 2 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) 8 Adjusted Net Income (subtract lines 5, 6, and 7 from line 4) 8 (B) Current Year Section B - Minimum Asset Amount (A) Prior Year (optional) 1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year) a_Average monthly value of securities 1a 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 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 Recoveries of prior-year distributions 7 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 2 Enter 85% of line 1 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

Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see

Schedule A (Form 990 or 990-EZ) 2016

Distributable Amount. Subtract line 5 from line 4, unless subject to

emergency temporary reduction (see instructions)

instructions)

Sche	dule A (Form 990 or 990-EZ) 2016 CHILDREN INC.			66-1844192 Page 7	
	Type III Non-Functionally Integrated 509	(a)(3) Supporting Org	anizations (continued)		
Sect	ion D - Distributions			Current Year	
1	Amounts paid to supported organizations to accomplish exe	empt purposes			
2	2 Amounts paid to perform activity that directly furthers exempt purposes of supported				
	organizations, in excess of income from activity				
3	Administrative expenses paid to accomplish exempt purpos	es of supported organization	าร		
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 t	the organization is responsive	e		
	(provide details in Part VI) See instructions				
9	Distributable amount for 2016 from Section C, line 6				
10	Line 8 amount divided by Line 9 amount				
Sect	ion E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2016	(iii) Distributable Amount for 2016	
1	Distributable amount for 2016 from Section C, line 6				
2	Underdistributions, if any, for years prior to 2016 (reason-				
	able cause required- explain in Part VI). See instructions				
3	Excess distributions carryover, if any, to 2016.				
a					
	From 2013				
	From 2014				
	From 2015				
	Total of lines 3a through e				
	Applied to underdistributions of prior years				
	Applied to 2016 distributable amount				
	Carryover from 2011 not applied (see instructions)				
	Remainder. Subtract lines 3g, 3h, and 3i from 3f.				
4	Distributions for 2016 from Section D,				
	line 7. \$				
- — а	Applied to underdistributions of prior years				
	Applied to 2016 distributable amount				
	Remainder. Subtract lines 4a and 4b from 4				
5	Remaining underdistributions for years prior to 2016, if				
	any Subtract lines 3g and 4a from line 2. For result greater				
	than zero, explain in Part VI. See instructions				
6	Remaining underdistributions for 2016. Subtract lines 3h				
	and 4b from line 1 For result greater than zero, explain in				
	Part VI. See instructions	ļ			
7	Excess distributions carryover to 2017. Add lines 3j				
	and 4c	1			
8	Breakdown of line 7				
a					
	Excess from 2013				
	Excess from 2014				
_					

Schedule A (Form 990 or 990-EZ) 2016

d Excess from 2015e Excess from 2016

Schedule A (Form 990 or 990 EZ) 2016 CHILDREN INC.

56-1844192 Page 8

Schedule A (Form 990 or 990-E	2016 CHILDREN INC.	56-1844192 Page
Part IV, Section A, line 1; Part IV, Sec	Information. Provide the explanations required by Part II, line 10; Part II, line 17 lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c, Part IV, Section B, lin ion D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Past 8, and 8; and Part V, Section E, lines 2, 5, and 6 Also complete this part for any additional sections.	es 1 and 2; Part IV, Section C, art V, Section B, line 1e, Part V,
SCHEDULE A, PART	II, LINE 10, EXPLANATION FOR OTHER INCOM	E:
SALES TAX REFUND		
2012 AMOUNT: \$	1,196.	
2013 AMOUNT: \$	1,252.	
2014 AMOUNT: \$	1,134.	
2015 AMOUNT: \$	4,435.	····
2016 AMOUNT: \$	4,864.	
MISCELLANEOUS IN	COME	
2013 AMOUNT: \$	3,518.	
2014 AMOUNT: \$	4,552.	
2015 AMOUNT: \$	1,329.	
2016 AMOUNT: \$	15,028.	
SPECIAL EVENTS		
2012 AMOUNT: \$	18,498.	
2013 AMOUNT: \$	1,866.	
2014 AMOUNT: \$	3,719.	
2015 AMOUNT: \$	5,249.	
2016 AMOUNT: \$	7,112.	
		

SCHEDULE D

(Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
Attach to Form 990.
Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.
ORANGE COUNTY PARTNERSHIP FOR YOUNG Employed

016 Open to Public

OMB No 1545-0047

Inspection

Name of the organization CHILDREN INC.

Employer identification number 56-1844192

Pa	t I Organizations Maintaining Donor Advise	ed Funds or Other Similar Funds of	or Accounts.Complete if the
	organization answered "Yes" on Form 990, Part IV, Iir	ne 6.	
		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		
5	Did the organization inform all donors and donor advisors in	writing that the assets held in donor advised	l funds
	are the organization's property, subject to the organization's	exclusive legal control?	└ Yes
6	Did the organization inform all grantees, donors, and donor a	advisors in writing that grant funds can be us	sed only
	for charitable purposes and not for the benefit of the donor	or donor advisor, or for any other purpose co	inferring
	impermissible private benefit?		Yes No
Pa	t II Conservation Easements. Complete if the or	ganization answered "Yes" on Form 990, Par	rt IV, line 7
1	Purpose(s) of conservation easements held by the organizat	ion (check all that apply)	
	Preservation of land for public use (e.g., recreation or e	education) Preservation of a historic	cally important land area
	Protection of natural habitat	Preservation of a certifie	ed historic structure
	Preservation of open space		
2	Complete lines 2a through 2d if the organization held a quali	fied conservation contribution in the form of	
	day of the tax year.		Held at the End of the Tax Year
а	Total number of conservation easements		2a
	Total acreage restricted by conservation easements		2b
	Number of conservation easements on a certified historic str	· ·	2c
d	Number of conservation easements included in (c) acquired	after 8/17/06, and not on a historic structure	
_	listed in the National Register		2d
3	Number of conservation easements modified, transferred, re	leased, extinguished, or terminated by the o	rganization during the tax
	year -		
4	Number of states where property subject to conservation ea		
5	Does the organization have a written policy regarding the per	- · · · · · · · · · · · · · · · · · · ·	Yes No
	violations, and enforcement of the conservation easements i		, ,
6	Staff and volunteer hours devoted to monitoring, inspecting,	nanding of violations, and enforcing conser	vation easements during the year
7	Amount of expenses incurred in monitoring, inspecting, hand	ding of violations, and enforcing consequation	n accoments during the year
•	\$ \$	and emorcing conservation	rreasements during the year
8	Does each conservation easement reported on line 2(d) above	ve satisfy the requirements of section 170(b)	(A)(R)(i)
Ū	and section 170(h)(4)(B)(ii)?	or satisfy the requirements or section 17 of h	Yes No
9	In Part XIII, describe how the organization reports conservati	on easements in its revenue and expense st	
_	include, if applicable, the text of the footnote to the organiza	· ·	· ·
	conservation easements		g
Par	t III Organizations Maintaining Collections o	f Art, Historical Treasures, or Oth	er 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 (AS	SC 958), not to report in its revenue statemer	nt and balance sheet works of art,
	historical treasures, or other similar assets held for public exl	hibition, education, or research in furtherance	e of public service, provide, in Part XIII,
	the text of the footnote to its financial statements that descri	bes these items.	
b	If the organization elected, as permitted under SFAS 116 (AS	SC 958), to report in its revenue statement ar	nd balance sheet works of art, historical
	treasures, or other similar assets held for public exhibition, e-	ducation, 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 tre	asures, or other similar assets for financial g	ain, provide
	the following amounts required to be reported under SFAS 1	16 (ASC 958) relating to these items:	
а	Revenue included on Form 990, Part VIII, line 1		> \$
b	Assets included in Form 990, Part X		> \$
LHA	For Paperwork Reduction Act Notice, see the Instruction	s for Form 990.	Schedule D (Form 990) 2016

	dule D (Form 990) 2016 CHILDRE							<u>56-18</u>			<u>ige 2</u>
Par	t III Organizations Maintaining C										
3	Using the organization's acquisition, access	on, and other record	ds, chec	k any of the	following that are	a sign	ıfıcant	use of rts	collection	n items	s
	(check all that apply):		_								
а	Public exhibition	C			hange programs						
b	Scholarly research	e	• 🗀	Other							
C	Preservation for future generations										
4	Provide a description of the organization's control of the organization of the organiz	•		-	-	•		ose in Par	t XIII		
5	During the year, did the organization solicit of					ılar as	sets	_	7		1
	to be sold to raise funds rather than to be m								Yes_		No
Pai	t IV Escrow and Custodial Arran		ete if the	e organizatio	n answered "Yes"	on Fo	rm 990	0, Part IV,	line 9, or		
	reported an amount on Form 990, Pa										
1a	Is the organization an agent, trustee, custod	ian or other intermed	diary for	contribution	is or other assets r	not inc	luded	_	7		1
	on Form 990, Part X?							<u> </u>	」 Yes		No
þ	If "Yes," explain the arrangement in Part XIII	and complete the fo	llowing	table [.]				_			
									Amount	1	
С	Beginning balance						1c				
q	Additions during the year						1d_				
е	Distributions during the year						1e_				
f	Ending balance						1f_				
	Did the organization include an amount on F					-	?	L	J Yes	<u> </u>	No
_	If "Yes," explain the arrangement in Part XIII										
Par	t V Endowment Funds. Complete										
		(a) Current year	(b) F	rior year	(c) Two years back	(d)	Three y	ears back	(e) Four	years t	<u>pack</u>
1a	Beginning of year balance					4			<u> </u>		
b	Contributions					+-					
С	Net investment earnings, gains, and losses					+			ļ		
d	Grants or scholarships		<u> </u>			+-			-		
е	Other expenditures for facilities					1					
	and programs					+-					
f	Administrative expenses	<u> </u>				+					
g	End of year balance	<u> </u>	L		<u></u>	Щ.			L		
2	Provide the estimated percentage of the cur	rent year end baland	-	g, column (a	a)) held as:						
a	Board designated or quasi-endowment		_%								
b	Permanent endowment	%									
С	Temporarily restricted endowment	%									
_	The percentages on lines 2a, 2b, and 2c sho										
3a	Are there endowment funds not in the posse	ession of the organiz	ation tha	at are neid a	na aaministerea to	r the	organi	zation	Г	V. I	
	by									Yes	NO
	(i) unrelated organizations								3a(i)	\longrightarrow	
1.	(ii) related organizations If "Yes" on line 3a(ii), are the related organizations	stione lieted as assure	rad == ^	abadula Da					3a(ii)	+	
	.,,	•							3b		
Par	Describe in Part XIII the intended uses of the tVI Land, Buildings, and Equipm		winent	rurius							
· ai	Complete if the organization answere) Dart II	/ line 11a S	See Form 900 Dad	Y line	10				
	Description of property	(a) Cost or o				_		, _d T	(d) Paci	- volue	
	Description of property	basis (investr					mulate ciation	- 1	(d) Book	value	,
	Land	Dasis (1114-311		Dasis	(3.7.67)	200100					
	Land		_								
	Buildings					-		 -			
	Leasehold improvements	 	_								
	Equipment Other		-								
_	Add lines 1a through 1a (Column (d) must e	aual Form 000 Part	Y colur	nn (R) line 1	001						0.

Schedule D (Form 990) 2016 CHILDREN IN	iC.	5	6-1844192 Page 3
Part VII Investments - Other Securities.			
Complete if the organization answered "Yes"			
(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation. Cost or el	nd-of-year market value
(1) Financial derivatives			
(2) Closely-held equity interests	 		
(3) Other	 		
(A)	 		
(B)	 	 	
(C)	 		
(D)	 		
<u>(E)</u>	 		
			
(H)	 		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)	 		
Part VIII Investments - Program Related.			
Complete if the organization answered "Yes"	on Form 990, Part IV, line 1	11c. See Form 990. Part X. line 13	
(a) Description of investment	(b) Book value	(c) Method of valuation Cost or er	nd-of-year market value
(1)			
(2)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9)	ļ		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.)		 	
Part IX Other Assets.			
Complete if the organization answered "Yes"	on Form 990, Part IV, line 1 Description	1d. See Form 990, Part X, line 15	(h) Dealescales
	Description		(b) Book value
<u>(1)</u>			
(2)			
(3)			
(4) (5)			
(6)			
(7)			
(8)			
(9)			
Total. (Column (b) must equal Form 990, Part X, col. (B) lin	e 15)		
Part X Other Liabilities.			
Complete if the organization answered "Yes"	on Form 990, Part IV, line 1	1e or 11f See Form 990, Part X, line 2	5
1. (a) Description of liability	(t	b) Book value	
(1) Federal income taxes			
(2)			
(3)			
(5)			
(6)			
(8)			

Total. (Column (b) must equal Form 990, Part X, col (B) line 25) 2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII X

Schedule D (Form 990) 2016

CHILDREN INC. 56-1844192 Page 4 Schedule D (Form 990) 2016 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. Total revenue, gains, and other support per audited financial statements 2 Amounts included on line 1 but not on Form 990, Part VIII, line 12 a Net unrealized gains (losses) on investments 2a b Donated services and use of facilities 2b c Recoveries of prior year grants 2c d Other (Describe in Part XIII.) 2d e Add lines 2a through 2d 2e 3 Subtract line 2e from line 1 3 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 b Other (Describe in Part XIII) 4h c Add lines 4a and 4b 4ċ 5 Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12) 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 2 Amounts included on line 1 but not on Form 990, Part IX, line 25. a Donated services and use of facilities 2a **b** Prior year adjustments 2b c Other losses 2c d Other (Describe in Part XIII) 2d e Add lines 2a through 2d 2e 3 3 Subtract line 2e from line 1 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 b Other (Describe in Part XIII) 4h c Add lines 4a and 4b 4c Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.) 5 | Part XIII | Supplemental Information. Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b, Part V, line 4; Part XI, line 2; Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b Also complete this part to provide any additional information. PART X, LINE 2: THE ORANGE COUNTY PARTNERSHIP FOR YOUNG CHILDREN IS EXEMPT FROM PAYMENT OF INCOME TAXES UNDER THE PROVISION OF SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE, EXCEPT TO THE EXTENT OF TAXES ON ANY UNRELATED BUSINESS FASB ASC 740 PROVIDES GUIDANCE FOR HOW UNCERTAIN TAX POSITIONS INCOME. SHOULD BE RECOGNIZED, MEASURED, PRESENTED, AND DISCLOSED IN THE FINANCIAL FASB ASC 740 REQUIRES EVALUATION OF TAX POSITIONS TAKEN OR STATEMENTS. EXPECTED TO BE TAKEN IN THE COURSE OF PREPARING FINANCIAL STATEMENTS TO DETERMINE WHETHER THE TAX POSITIONS ARE "MORE-LIKELY-THAN-NOT" TO BE SUSTAINED BY THE APPLICABLE TAX AUTHORITY. THE ORANGE COUNTY PARTNERSHIP FOR YOUNG CHILDREN DOES NOT BELIEVE HTERE ARE ANY UNRECOGNIZED TAX BENEFITS OR COSTS AS OF JUNE 30, 2016. 632054 08-29-16 Schedule D (Form 990) 2016

2016.05070 ORANGE COUNTY PARTNERSHIP F 1553___1

14120515 724572 1553

ORANGE COUNTY PARTNERSHIP FOR YOUNG 56-1844192 Page 5 Schedule D (Form 990) 2016 CHILDREN I Part XIII Supplemental Information (continued) CHILDREN INC. Schedule D (Form 990) 2016

SCHEDULE 1 (Form 990)

Department of Internal Revenu Name of th

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

OMB No 1545-0047

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

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epartment c	► Attach to Form 990.	Open to Public
ternal Reve.	ternal Revenue Service ► Information about Schedule I (Form 990) and its instructions is at www.irs.gov/form990.	Inspection
lame of t	lame of the organization ORANGE COUNTY PARTNERSHIP FOR YOUNG	Employer identification number
		56-1844192
Part I	Part I General Information on Grants and Assistance	
1 Doe	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	
crite	criteria used to award the grants or assistance?	X Yes

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 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

Part l

recipient that received more than \$5,000. Part II can be duplicated if additional space is needed	\$5,000. Part II car	n be duplicated if additi	onal space is need	ed.			
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, EMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
ALPHABET SOUP							
CARRBORO, NC 27510	56-2141466		142,500.	766.			NCPK
CHAPEL HILL - CARRBORO SCHOOLS 750 MERRITT MILL RD							
CHAPEL HILL, NC 27514	56-6001004	GOVERNMENT	590,012.	0			NCPK
CHAPEL HILL TRAINING OUTBRACH							KIDSCOPE CHILD CARE
800 EASTOWNE DR							REALLIA CONSOLIANI, KIDSCOPE INCREDIBLE YEARS
CHAPEL HILL, NC 27514	56-2046321	501 (C) (3)	429,865.	0			PARENT BABY, NCPK
WOTHERTOOSE SECTIONS READ WITHOUT							
PO BOX 901							CHILDCARR ONAL.THV
CHAPEL HILL, NC 27514	56-1514058	501 (C) (3)	95,150.	0			ENHANCEMENT & MMCI CLASS
COMMUNITY SCHOOL FOR PEOPLE UNDER							
SIX - 400 CALDWELL ST - CHAPEL							
HILL, NC 27514	56-0961645	501 (C) (3)	. 000, 66	1,577.			NCPK
FREEDOM HOUSE RECOVERY CENTER							
104 NEW STATESIDE DR							
CHAPEL HILL, NC 27516	56-1082674	501 (C) (3)	19,000.	0			TRIPLE P
2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table	and government or	ganizations listed in the	e line 1 table				

3 Enter total number of other organizations listed in the line 1 table LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule I (Form 990) (2016)

Page 1 Schedule I (Form 990) MOTHER READ, TIME TO READ PAMILY LITERACY PROGRAM SAFE FAMILIES PROGRAM (h) Purpose of grant or assistance 56-1844192 **ICPK** NCPK NCPK (g) Description of non-cash assistance Schedule I (Form 990) CHILDREN INC.

Part II Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.) (f) Method of valuation (book, FMV, appraisal, other) 0 (e) Amount of non-cash assistance ö ö Ö ٥. 616. (d) Amount of cash grant 181,716. 221,628, 59,900 56,310. 10,000, 142,500 (c) IRC section if applicable 501 (C) (3) 501 (C) (3) 501 (C) (3) GOVERNMENT 56-6000327 56-1433933 56-6001090 56-1356356 33-1208662 02-0551351 (P) EIN CHILDREN INC. ORANGE COUNTY RAPE CRISIS CENTER 1506 E. FRANKLIN STREET STE 302 ORANGE COUNTY LITERACY COUNCIL ORANGE COUNTY PUBLIC LIBRARY (a) Name and address of organization or government HILLSBOROUGH, NC 27278 HILLSBOROUGH, NC 27278 HILLSBOROUGH, NC 27278 ORANGE COUNTY SCHOOLS CHAPEL HILL, NC 27514 CHAPEL HILL, NC 27514 200 N. GREENSBORO ST 137 W. MARGARET LANE 1001 S, COLUMBIA ST TINY TOTS CHILDCARE CARRBORO, NC 27519 323 CRAWFORD ROAD SPANISH FOR FUN 200 E. KING ST

Schedule I (Form 990) (2016) CHILDREN INC.

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

Part III Gran be duplicated if additional space is needed.

Page 2

56-1844192

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 noncash assistance
NUTRITION AND PHYSICAL ACTIVITY	66	26 570	, v		
Part IV Supplemental Information. Provide the information required in	ured in Part I, lin	e 2, Part III, column	Part I, line 2, Part III, column (b); and any other additional information.	dditional information.	
PART I, LINE 2:					
ANNUAL PROGRAM AND FISCAL MONITORING ARE		PERFORMED F	FOR EACH AC	ACTIVITY IN	
ORDER TO VERIFY THAT PROGRAM OBJECTIVE	TIVES ARE	MET AND	FUNDS ARE	ARE ACCOUNTED FOR	
AS DESCRIBED IN THE CONTRACT.					
632102 11-01-16		32			Schedule I (Form 990) (2016)

SCHEDULE L Transactions With Interested Persons
(Form 990 or 990-EZ) ► Complete if the organization answered "Yes" on Form 990, Part IV, line 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.

OMB No 1545-0047

Department of the Treasury Internal Revenue Service	▶ Information	about Schedul	Attach e L (Form 9	to Form 90 or 990	990 or Fo J-EZ) and its	m 990-E instruction	Z. ns is a	t www.irs.gov/	form9:	90.		pen 1	ro Put	olic
Name of the organization	CHILDRI	COUNTY EN INC.							56	-18	r iden		ion nu	ımber
Part I Excess B	enefit Trans	actions (se	ction 501(c	c)(3), sec	tion 501(c)	4), and 5	01(c)(29) organizatio	ns on	ly)				
	the organization					25a or 25	b, or	Form 990-EZ, F	art V,	line 4	0b			
(a) Name of disqualif	fied person	(b) Relationsl person	nip betwee and orgar	•	alified	(c) De	scription of tra	nsacti	on			Corre	ected?
		`	-									┯	es	140
												\perp	\Box	
					}-							+	$\overline{}$	
2 Enter the amount of	tax incurred by	the organization	on manage	ers or dis	qualified p	ersons du	iring t	he year under						
section 4958										> \$				
3 Enter the amount of	tax, if any, on lir	ne 2, above, re	eimbursed	by the o	rganızatıon					> \$				
Part II Loans to	and/or Fron	nintereste	d Person	ns.										
Complete if	the organization	answered "Ye	es" on Forr	n 990-E	Z, Part V, lır	e 38a or	Form	990, Part IV, III	ne 26,	or if th	ne orga	anizat	ion	
reported an	amount on Forn	n 990, Part X,						 						
(a) Name of interested person	(b) Relation with organiz		pose i	Loan to or from the	(e) Or		(f)	Balance due		i) in ault?		ard or	J (17 *	Vritten ement?
interested person	With Organiz	3,10	org	o From	- 1 ' ' '	amount			Yes		Yes	nittee? No	Yes	
				0 (1.1011)	}		-		Tes	INO	162	140	Tes	No
				}	}				1	<u> </u>	<u> </u>	<u> </u>	 	↓
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					1						Ĺ		<u> </u>	
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Total						▶ \$	ı		 	<u> </u>	1	<u> </u>	 	٠
Part III Grants or	Assistance	_							<u> </u>					
	the organization				T			4.0.7			 -			
(a) Name of interes	ted person	intereste	onship bet ed person i irganizatior	and	, , ,	nount of stance		(d) Type assistar			•) Purp assist	oose o ance	Ť
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LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule L (Form 990 or 990-EZ) 2016

Complete if the organization answere (a) Name of interested person	(b) Relationship between person and the organization	n inte	ested	(c) Amour transact		(d) Description of transaction	(e) Sharing of organization's revenues?		
			1	 				No.	
LUCINDA MUNGER								X	
MIA BURROUGHS	COUNTY COMMI	SSIC	NER	811,	640.	ALLOCATIONS		X	
ADRIANA MARTINEZ	KEY EMPLOYEE	OF	SPA	181,	716.	SPANISH FOR		X	
EMILY BIVINS	KEY EMPLOYEE			590,	012.	CHAPEL HILL		X	
KERRY MOORE	KEY EMPLOYEE					CHAPEL HILL		X	
TODD WIRT	KEY EMPLOYEE	OF	ORA	221,	628.	ORANGE COUN		Х	
Part V Supplemental Information Provide additional information for res	ponses to questions on Sc	hedule	L (see	instructions).					
SCH L, PART IV, BUSINESS	TRANSACTIONS	INV	DLVI	NG INTE	REST	ED PERSONS:			
(A) NAME OF PERSON: LUCIN	DA MUNGER								
(B) RELATIONSHIP BETWEEN	INTERESTED PE	RSOI	AN	D ORGAN	IZAT	ION:			
BOARD MEMBER OF ORANGE CO	LITERACY COU	NCII	, K	EY EMPL	OYEE	OF ORANGE	CO L	IBR	
(D) DESCRIPTION OF TRANSA	CTION: ORANGE	COT	ЛТY	LITERA	CY C	OUNCIL AND			
ORANGE COUNTY LIBRARY ARE	GRANTEES								
(A) NAME OF PERSON: MIA E	URROUGHS								
(B) RELATIONSHIP BETWEEN	INTERESTED PE	RSON	I ANI	ORGAN	IZAT	ION:			
COUNTY COMMISSIONER FOR C	RANGE COUNTY								
(D) DESCRIPTION OF TRANSA	CTION: ALLOCA	TION	IS TO	CHAPE	L HI	LL-CARRBORO			
SCHOOLS AND ORANGE COUNTY	SCHOOLS ARE	GRAN	TEE!	3					
(A) NAME OF PERSON: ADRIA	NA MARTINEZ								
(B) RELATIONSHIP BETWEEN	INTERESTED PE	RSON	ANI	ORGAN	IZAT	ION:			
KEY EMPLOYEE OF SPANISH F	OR FUN								
(D) DESCRIPTION OF TRANSA	CTION: SPANISI	H FC	R FU	JN IS A	GRA	NTEE			
(A) NAME OF PERSON: EMILY	BIVINS								
(B) RELATIONSHIP BETWEEN	INTERESTED PE	RSON	I ANI	ORGAN	ፐፖልጥ	TON.			

ORANGE COUNTY PARTNERSHIP FOR YOUNG Schedule L (Form 990 or 990-EZ) CHILDREN INC.

Schedule L (Form 990 or 990-E2) CHILDREN INC. 50-1044192 Page 2
Part V Supplemental Information Complete this part to provide additional information for responses to questions on Schedule L (see instructions)
KEY EMPLOYEE OF CHAPEL HILL-CARRBORO SCHOOLS
(D) DESCRIPTION OF TRANSACTION: CHAPEL HILL-CARRBORO SCHOOLS IS A
GRANTEE

(A) NAME OF PERSON: KERRY MOORE
(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:
KEY EMPLOYEE OF CHAPEL HILL-CARRBORO SCHOOLS
(D) DESCRIPTION OF TRANSACTION: CHAPEL HILL-CARRBORO SCHOOLS IS A
GRANTEE
(A) NAME OF PERSON: TODD WIRT
(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:
KEY EMPLOYEE OF ORANGE COUNTY SCHOOLS
(D) DESCRIPTION OF TRANSACTION: ORANGE COUNTY SCHOOLS IS A GRANTEE
,

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SCHEDULE O (Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on

Form 990 or 990-EZ or to provide any additional information.

Attach to Form 990 or 990-EZ.

OMB No 1545-0047 2016 Open to Public Inspection

Department of the Treasury Internal Revenue Service Name of the organization

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

ORANGE COUNTY PARTNERSHIP FOR YOUNG Emplo CHILDREN INC.

Employer identification number 56-1844192

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
WE FOCUS ON THE EARLY YEARS OF A CHILD'S LIFE, FROM BIRTH TO FIVE,
WHICH IS THE MOST CRITICAL TIME IN A CHILD'S DEVELOPMENT.
FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:
CHILD CARE AND EDUCATION QUALITY SERVICE ACTIVITIES INCLUDE QUALITY
ENHANCEMENT GRANTS FOR UPGRADES AND IMPROVEMENT OF TEACHER INTERACTIONS
AND TEACHING PRACTICES; PROVIDE TRAINING AND TECHNICAL ASSISTANCE TO
CHILD CARE PROFESSIONALS.
EXPENSES \$ 158,861. INCLUDING GRANTS OF \$ 151,310. REVENUE \$ 0.
FORM 990, PART VI, SECTION B, LINE 11B:
FORM 990 AND SCHEDULES ARE REVIEWED BY THE EXECUTIVE DIRECTOR, FINANCE
MANAGER, TREASURER AND CHAIRMAN PRIOR TO FILING.
FORM 990, PART VI, SECTION B, LINE 12C:
ALL BOARD MEMBERS SIGN A YEARLY CONFLICT OF INTEREST STATEMENT AND ALL
CONFLICTS ARE NOTED IN BOARD MEETINGS BEFORE VOTES ARE TAKEN. WE ARE
AUDITED AND MONITORED BY OUR GRANTOR ANNUALLY FOR COMPLIANCE.
FORM 990, PART VI, SECTION B, LINE 15:
COMPENSATION FOR THE EXECUTIVE DIRECTOR WAS REVIEWED USING AN ESTABLISHED
RUBRIC FROM OUR GRANTOR AND APPROVED BY THE EXECUTIVE COMMITTEE IN
FEBRUARY, 2013. THE EXECUTIVE DIRECTOR HIRING PROCESS WAS A COMPETITIVE
PROCESS BEFORE A BOARD SEARCH COMMITTEE. THE PROCESS INVOLVED SALARY
REVIEWS, COMPARISONS AND BOARD INPUT AND VOTING. A COMPENSATION REVIEW OF LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. Schedule O (Form 990 or 990-EZ) (2016) 632211 08-25-16