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Form 990

Department of the TreasuryInternal Revenue Service

Return of Organization Exempt From Income Tax

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

Do not enter social security numbers on this form as it may be made publicGo to [www.irs.gov/Form990](#) for instructions and the latest information.

OMB No 1545-0047

2018

Open to Public Inspection

A For the 2019 calendar year, or tax year beginning 01-01-2018, and ending 12-31-2018

B Check if applicable

☐ Address change

☐ Name change

☐ Initial return

☐ Final return/terminated

☐ Amended return

☐ Application pending

C Name of organizationBAY AREA COUNCIL

Doing business as

Number and street (or P O box if mail is not delivered to street address)333 SACRAMENTO STREET 10TH FLOOR

Room/suite

City or town, state or province, country, and ZIP or foreign postal codeSAN FRANCISCO, CA 94111

F Name and address of principal officerJULIE ROWE333 SACRAMENTO STREET 10TH FLOORSAN FRANCISCO, CA 94111

H(a) Is this a group return for subordinates?

☐ Yes☒ No

H(b) Are all subordinates included?

☐ Yes☐ No

If "No," attach a list (see instructions)H(c) Group exemption number ▶

D Employer identification number23-7325853

E Telephone number(415) 981-6600

G Gross receipts \$ 6,821,451

I Tax-exempt status

☐ 501(c)(3)☒ 501(c) (4) ◀ (insert no)☐ 4947(a)(1) or☐ 527

J Website: ▶ WWW.BAYAREACOUNCIL.ORG

K Form of organization

☒ Corporation☐ Trust☐ Association☐ Other ▶

L Year of formation 1945M State of legal domicile CA

Part ISummary

Activities & Governance

1 Briefly describe the organization's mission or most significant activitiesBAY AREA COUNCIL (BAC) ARE BUSINESS LEADERS COMMITTED TO WORKING WITH PUBLIC AND CIVIC LEADERS TO MAKE THE BAY AREA THE MOST INNOVATIVE, GLOBALLY COMPETITIVE, AND SUSTAINABLE REGION IN THE WORLD

2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets

3 Number of voting members of the governing body (Part VI, line 1a)

4 Number of independent voting members of the governing body (Part VI, line 1b)

5 Total number of individuals employed in calendar year 2018 (Part V, line 2a)

6 Total number of volunteers (estimate if necessary)

7a Total unrelated business revenue from Part VIII, column (C), line 12

7b Net unrelated business taxable income from Form 990-T, line 34

161

161

37

161

0

31,623

Revenue

8 Contributions and grants (Part VIII, line 1h)

9 Program service revenue (Part VIII, line 2g)

10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)

11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)

12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)

Prior Year

Current Year

4,346,008

4,820,377

1,021,692

1,209,835

17,769

4,866

265,206

454,245

5,650,675

6,489,323

Expenses

13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)

14 Benefits paid to or for members (Part IX, column (A), line 4)

15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)

16a Professional fundraising fees (Part IX, column (A), line 11e)

b Total fundraising expenses (Part IX, column (D), line 25) ▶148,215

17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)

18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)

19 Revenue less expenses Subtract line 18 from line 12

44,812

45,075

0

0

3,810,971

3,846,683

0

0

1,622,469

2,414,746

5,478,252

6,306,504

172,423

182,819

Net Assets or Fund Balances

20 Total assets (Part X, line 16)

21 Total liabilities (Part X, line 26)

22 Net assets or fund balances Subtract line 21 from line 20

Beginning of Current Year

End of Year

12,293,522

6,345,855

8,042,833

1,924,558

4,250,689

4,421,297

Part IISignature Block

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

Sign Here

Signature of officer

JULIE ROWE CONTROLLER

Type or print name and title

2019-11-14

Date

Paid Preparer Use Only

Print/Type preparer's name

Preparer's signature

Date 2019-11-14

Check ☐ if self-employedPTIN P00853132

Firm's name ▶ ARMANINO LLPFirm's EIN ▶ 94-6214841

Firm's address ▶ 12657 ALCOSTA BLVD STE 500SAN RAMON, CA 945834600Phone no (925) 790-2600

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

☒ Yes☐ No

For Paperwork Reduction Act Notice, see the separate instructions.Cat No 11282YForm 990 (2018)

Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III ☒**1** Briefly describe the organization's mission

OUR PROGRAM SERVICE ACCOMPLISHMENTS INCLUDE SUCCESSES WITHIN THE POLICY AND RESEARCH FRAMEWORK FOR BAY AREA INFRASTRUCTURE INCLUDING TRANSPORTATION, HOUSING AND LAND USE, HOMELESSNESS, WORKFORCE OF THE FUTURE, GENDER EQUITY AND DIVERSITY, WATER & CLIMATE RESILIENCE, EARLY CHILDHOOD EDUCATION, GOVERNMENT RELATIONS, HEALTHCARE & ENERGY

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

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

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes," describe these changes on Schedule O

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

4a	(Code) (Expenses \$ 3,988,179 including grants of \$ 45,075) (Revenue \$ 228,876)
	See Additional Data

4b	(Code) (Expenses \$ 498,523 including grants of \$) (Revenue \$ 980,959)
	See Additional Data

4c	(Code) (Expenses \$ 498,521 including grants of \$) (Revenue \$)
	See Additional Data

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

4e	Total program service expenses ▶ 4,985,223
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Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1	No
2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? 	2 Yes	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I 	3	No
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III 	5 Yes	
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I 	6	No
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II 	7	No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 	8	No
9 Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV 	9	No
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V 	10	No
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI 	11a Yes	
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII 	11b	No
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII 	11c	No
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX 	11d Yes	
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 	11e	No
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X 	11f Yes	
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII 	12a	No
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional 	12b Yes	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	No
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a Yes	
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV 	14b Yes	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV 	15	No
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV 	16	No
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions) 	17	No
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II 	18 Yes	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III 	19	No
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a	No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	
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 Yes	
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III 	22	No

Part IV Checklist of Required Schedules (continued)

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

Part V Statements Regarding Other IRS Filings and Tax ComplianceCheck if Schedule O contains a response or note to any line in this Part V ☐

		Yes	No	
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1a	54	
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b	0	
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	Yes	

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	37			
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)				2b	Yes	
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?				3a		No
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O				3b		
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?				4a	Yes	
b If "Yes," enter the name of the foreign country ►CH See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)						
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?				5a		No
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?				5b		No
c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?				5c		
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?				6a	Yes	
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?				6b	Yes	
7 Organizations that may receive deductible contributions under section 170(c).						
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?				7a		
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 to file Form 8282?				7c		
d If "Yes," indicate the number of Forms 8282 filed during the year				7d		
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?				7e		
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?				7f		
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?				7g		
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?				7h		
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?						
				8		
9a Did the sponsoring organization make any taxable distributions under section 4966?				9a		
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?				9b		
10 Section 501(c)(7) organizations. Enter						
a Initiation fees and capital contributions included on Part VIII, line 12				10a		
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities				10b		
11 Section 501(c)(12) organizations. Enter						
a Gross income from members or shareholders				11a		
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)				11b		
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?						
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year				12b		
13 Section 501(c)(29) qualified nonprofit health insurance issuers.						
a Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O				13a		
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans				13b		
c Enter the amount of reserves on hand				13c		
14a Did the organization receive any payments for indoor tanning services during the tax year?				14a		No
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O				14b		
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N				15		No
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O				16		No

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

Section A. Governing Body and Management

		Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year	1a 161		
If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O			
b Enter the number of voting members included in line 1a, above, who are independent	1b 161		
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		No
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		No
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		No
5 Did the organization become aware during the year of a significant diversion of the organization's assets?	5		No
6 Did the organization have members or stockholders?	6	Yes	
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	Yes	
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b	Yes	
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
a The governing body?	8a	Yes	
b Each committee with authority to act on behalf of the governing body?	8b	Yes	
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No

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

	Yes	No
10a Did the organization have local chapters, branches, or affiliates?	10a Yes	
b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b Yes	
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a Yes	
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	12a Yes	
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b Yes	
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c Yes	
13 Did the organization have a written whistleblower policy?	13 Yes	
14 Did the organization have a written document retention and destruction policy?	14 Yes	
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?		
a The organization's CEO, Executive Director, or top management official	15a Yes	
b Other officers or key employees of the organization	15b Yes	
If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)		
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	No
b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b	

Section C. Disclosure

17 List the States with which a copy of this Form 990 is required to be filed: CA

18 Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
☐ Own website ☒ Another's website ☒ Upon request ☐ Other (explain in Schedule O)

19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records:
 JIM WUNDERMAN 333 SACRAMENTO STREET 10TH FLOOR SAN FRANCISCO, CA 94111 (415) 981-6600

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 ☐

□

● List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

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

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

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

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

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

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

[illegible]

Part VII	Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)
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[illegible]

1b Sub-Total			
c Total from continuation sheets to Part VII, Section A			
d Total (add lines 1b and 1c)	2,337,327	0	463,505

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization ► 16

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

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
FUTURE STATE 21001 WEBSTER ST STE 520 OAKLAND, CA 94612	CONSULTING	164,670
STOREFRONT POLITICAL MEDIA 160 PINE STREE STE 700 SAN FRANCISCO, CA 94111	MEDIA SERVICES	160,000
FAIRMONT SAN FRANCISCO 950 MASON STREET SAN FRANCISCO, CA 94106	CATERING/EVENT SERVICES	118,190
M HACKETT PRODUCTIONS 426 FUNSTON AVENUE SAN FRANCISCO, CA 94118	EVENT PRODUCTIONS	107,155

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ▶ 4

Form 990 (2018)

Page 9

Part VIII

Statement of Revenue

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

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns . . .	1a				
	b	Membership dues . . .	1b	3,518,000			
	c	Fundraising events . . .	1c	597,125			
	d	Related organizations	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	705,252			
	g	Noncash contributions included in lines 1a - 1f \$					
	h	Total. Add lines 1a-1f	4,820,377				
Program Service Revenue			Business Code				
	2a	PROGRAM SERVICE FEES	900099	980,959	980,959		
	b	PACIFIC SUMMITT	900009	228,876	228,876		
	c						
	d						
	e						
	f	All other program service revenue					
	9	Total. Add lines 2a-2f	1,209,835				
Other Revenue	3		Investment income (including dividends, interest, and other similar amounts)	4,972		4,972	
	4		Income from investment of tax-exempt bond proceeds				
	5		Royalties				
	6a	(i) Real		(ii) Personal			
		Gross rents					
		b Less rental expenses					
		c Rental income or (loss)					
	d	Net rental income or (loss)					
	7a	(i) Securities		(ii) Other			
		Gross amount from sales of assets other than inventory					
		b Less cost or other basis and sales expenses		106			
		c Gain or (loss)		-106			
	d	Net gain or (loss)		-106		-106	
	8a	Gross income from fundraising events (not including \$ 597,125 of contributions reported on line 1c) See Part IV, line 18		a	756,725		
		b Less direct expenses		b	332,022		
		c Net income or (loss) from fundraising events			424,703		424,703
	9a	Gross income from gaming activities See Part IV, line 19		a			
		b Less direct expenses		b			
		c Net income or (loss) from gaming activities					
	10a	Gross sales of inventory, less returns and allowances		a			
b Less cost of goods sold		b					
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue		Business Code					
11a	MISCELLANEOUS		900099	29,542		29,542	
b							
c							
d	All other revenue						
e	Total. Add lines 11a-11d			29,542			
12	Total revenue. See Instructions			6,489,323	1,209,835	0	
						459,111	

Form 990 (2018)

Part IX Statement of Functional Expenses

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

Check if Schedule O contains a response or note to any line in this Part IX ☐**Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.**

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21.	45,075	45,075		
2 Grants and other assistance to domestic individuals. See Part IV, line 22.				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, line 15 and 16.				
4 Benefits paid to or for members.				
5 Compensation of current officers, directors, trustees, and key employees.	668,120		668,120	
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.	2,340,334	1,971,337	266,262	102,735
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions).	375,841	316,583	42,760	16,498
9 Other employee benefits.	265,592	223,716	30,217	11,659
10 Payroll taxes.	196,796	165,767	22,390	8,639
11 Fees for services (non-employees):				
a Management.				
b Legal.	60,248		60,248	
c Accounting.	44,488	22,244	22,244	
d Lobbying.				
e Professional fundraising services. See Part IV, line 17.				
f Investment management fees.				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O).	436,982	368,084	68,898	
12 Advertising and promotion.	85,451	85,451		
13 Office expenses.	162,528	136,902	18,491	7,135
14 Information technology.	118,519	99,832	18,687	
15 Royalties.				
16 Occupancy.	520,749	438,643	82,106	
17 Travel.	135,904	114,476	21,428	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19 Conferences, conventions, and meetings.				
20 Interest.				
21 Payments to affiliates.				
22 Depreciation, depletion, and amortization.	78,052	46,831	31,221	
23 Insurance.	39,760	23,856	15,904	
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O):				
a MEMBER EVENTS	500,018	500,018		
b BAD DEBT EXPENSE	225,000	225,000		
c TAXES	132,837	132,837		
d SOFTWARE	64,764	38,858	25,906	
e All other expenses	-190,554	29,713	-221,816	1,549
25 Total functional expenses. Add lines 1 through 24e.	6,306,504	4,985,223	1,173,066	148,215
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720).				

Part X Balance SheetCheck if Schedule O contains a response or note to any line in this Part IX ☐

			(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing	119,877	1	267,806
	2	Savings and temporary cash investments	3,109,945	2	2,343,965
	3	Pledges and grants receivable, net	122,148	3	596,382
	4	Accounts receivable, net	628,779	4	817,489
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L		6	
	7	Notes and loans receivable, net		7	
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges	203,483	9	204,749
	10a	Land, buildings, and equipment—cost or other basis. Complete Part VI of Schedule D	332,970		
	b	Less: accumulated depreciation	160,396		
			183,131	10c	172,574
	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	7,926,159	15	1,942,890	
16	Total assets. Add lines 1 through 15 (must equal line 34)	12,293,522	16	6,345,855	
Liabilities	17	Accounts payable and accrued expenses	1,238,256	17	1,463,948
	18	Grants payable		18	
	19	Deferred revenue	335,300	19	460,610
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D	6,469,277	25	0
	26	Total liabilities. Add lines 17 through 25	8,042,833	26	1,924,558
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here ☒ and complete lines 27 through 29, and lines 33 and 34.				
	27	Unrestricted net assets	4,250,689	27	4,421,297
	28	Temporarily restricted net assets		28	
	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	4,250,689	33	4,421,297	
34	Total liabilities and net assets/fund balances	12,293,522	34	6,345,855	

Part XI Reconciliation of Net AssetsCheck 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	6,489,323
2	Total expenses (must equal Part IX, column (A), line 25)	2	6,306,504
3	Revenue less expenses Subtract line 2 from line 1	3	182,819
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	4,250,689
5	Net unrealized gains (losses) on investments	5	-12,211
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	4,421,297

Part XII Financial Statements and ReportingCheck if Schedule O contains a response or note to any line in this Part XII ☐

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

Additional Data

Software ID:

Software Version:

EIN: 23-7325853

Name: BAY AREA COUNCIL

Form 990 (2018)

Form 990, Part III, Line 4a:

COMBINED POLICY PROGRAMS AND PROJECTS INCLUDE TRANSPORTATION, HOUSING AND LAND USE, HOMELESSNESS, WORKFORCE DEVELOPMENT, GENDER EQUITY AND DIVERSITY, WATER AND CLIMATE RESILIENCE, EARLY CHILDHOOD EDUCATION, GOVERNMENT RELATIONS, HEALTHCARE AND ENERGY

Form 990, Part III, Line 4b:

THE BAY AREA COUNCIL ECONOMIC INSTITUTE COMMISSIONS TOP QUALITY RESEARCH PROJECTS AND PROVIDES POLLING ON VARIOUS SUBJECT MATTERS RESEARCH AND INVESTIGATIVE REPORTS ARE COMPILED SO THAT OBJECTIVE DECISIONS CAN BE MADE CONCERNING POLICY FORMATION RESEARCH WORK IS PERFORMED IN EACH OF THE DEFINED PROGRAM AREAS TO INCLUDE TRANSPORTATION, HOUSING AND LAND USE, HOMELESSNESS, WORKFORCE DEVELOPMENT, GENDER EQUALITY AND DIVERSITY, WATER AND CLIMATE RESILIENCE, EARLY CHILDHOOD EDUCATION, GOVERNMENT RELATIONS, HEALTHCARE AND ENERGY

Form 990, Part III, Line 4c:

THE BAY AREA FAMILY OF FUNDS FOCUSES ON REDUCING POVERTY AND ENCOURAGING SMART GROWTH IN BAY AREA LOW AND MODERATE-INCOME ("LMI")
NEIGHBORHOODS

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ALEXANDER COATE BOARD MEMBER	2 00	X						0	0	0
ANDREW GIACOMINI SECRETARY	2 00	X		X				0	0	0
ADAMA IWU BOARD MEMBER	2 00	X						0	0	0
ANTHONY BASSILI BOARD MEMBER	2 00	X						0	0	0
ANURAG VARMA BOARD MEMBER	2 00	X						0	0	0
ALEX MEHRAN SR BOARD MEMBER	2 00	X						0	0	0
BERNARD J TYSON VICE- CHAIR	2 00	X		X				0	0	0
CHARLES HEAD BOARD MEMBER	2 00	X						0	0	0
BRENDA SANTORO BOARD MEMBER	2 00	X						0	0	0
CARLA BORAGNO BOARD MEMBER	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
CARSTEN VOECKER BOARD MEMBER	2 00	X						0	0	0
CHRIS LYTLE BOARD MEMBER	2 00	X						0	0	0
CHRIS RIVIELLE BOARD MEMBER	2 00	X						0	0	0
CAROL CHRIST BOARD MEMBER	2 00	X						0	0	0
DARLENE GEE BOARD MEMBER	2 00	X						0	0	0
DAVID KAVAL BOARD MEMBER	2 00	X						0	0	0
DAVID HART BOARD MEMBER	2 00	X						0	0	0
CHANTEL MANDEL BOARD MEMBER	2 00	X						0	0	0
DAVID WEISS BOARD MEMBER	2 00	X						0	0	0
DEAN FEALK BOARD MEMBER	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
DEBRA BEAN BOARD MEMBER	2 00	X						0	0	0
ELAINE FORBES BOARD MEMBER	2 00	X						0	0	0
DENNIS RODRIGUEZ BOARD MEMBER	2 00	X						0	0	0
ELIZABETH DAVIS BOARD MEMBER	2 00	X						0	0	0
ERIC RAFF BOARD MEMBER	2 00	X						0	0	0
GARY HALL BOARD MEMBER	2 00	X						0	0	0
GLENN SHANNON BOARD MEMBER	2 00	X						0	0	0
GRACE CRUNICAN BOARD MEMBER	2 00	X						0	0	0
FRANCISCO CASTILLO BOARD MEMBER	2 00	X						0	0	0
HANUMANTHA UNNAVA BOARD MEMBER	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
IVAR SATERO BOARD MEMBER	2 00	X						0	0	0
JAMES WENING BOARD MEMBER	2 00	X						0	0	0
JANET LAMKIN BOARD MEMBER	2 00	X						0	0	0
JED YORK BOARD MEMBER	2 00	X						0	0	0
JEFFREY GERARD BOARD MEMBER	2 00	X						0	0	0
GORDON CHILDRESS BOARD MEMBER	2 00	X						0	0	0
JERRY BROWN BOARD MEMBER	2 00	X						0	0	0
JES PEDERSEN BOARD MEMBER	2 00	X						0	0	0
JIM LEVINE BOARD MEMBER	2 00	X						0	0	0
JIM WALLACE BOARD MEMBER	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JOHN ADAMS BOARD MEMBER	2 00	X						0	0	0
JOHN DECERO BOARD MEMBER	2 00	X						0	0	0
JOHN DEL SANTO BOARD MEMBER	2 00	X						0	0	0
JOHN TORTORA BOARD MEMBER	2 00	X						0	0	0
JONATHAN FEARNE BOARD MEMBER	2 00	X						0	0	0
JONATHAN LECOMPTE BOARD MEMBER	2 00	X						0	0	0
JOHN GAUDER BOARD MEMBER	2 00	X						0	0	0
JOSEPH OKPAKU BOARD MEMBER	2 00	X						0	0	0
KEVIN BUCKLES BOARD MEMBER	2 00	X						0	0	0
KAREN SILVERMAN BOARD MEMBER	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
KATE O'SULLIVAN BOARD MEMBER	2 00	X						0	0	0
KAUSIK RAJGOPAL BOARD MEMBER	2 00	X						0	0	0
KEITH BRANT BOARD MEMBER	2 00	X						0	0	0
KENT STEINWERT BOARD MEMBER	2 00	X						0	0	0
KIRSTEN RITCHIE BOARD MEMBER	2 00	X						0	0	0
KOFI BONNER BOARD MEMBER	2 00	X						0	0	0
LARRY BAER BOARD MEMBER	2 00	X						0	0	0
LORENZO TREFETHEN BOARD MEMBER	2 00	X						0	0	0
MARC BADAIN BOARD MEMBER	2 00	X						0	0	0
MARK HANSEN BOARD MEMBER	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MARTIN KROPELNICKI BOARD MEMBER	2 00	X						0	0	0
MARY HUSS BOARD MEMBER	2 00	X						0	0	0
MARY PAPIAZIAN BOARD MEMBER	2 00	X						0	0	0
MICHAEL COVARRUBIAS CHAIRMAN	2 00	X		X				0	0	0
MICHAEL CASTRO BOARD MEMBER	2 00	X						0	0	0
MICHAEL SANGIACOMO BOARD MEMBER	2 00	X						0	0	0
MIKE GHIEMMETTI BOARD MEMBER	2 00	X						0	0	0
MILA ZELKHA BOARD MEMBER	2 00	X						0	0	0
NAPOLEON BRANDFORD III BOARD MEMBER	2 00	X						0	0	0
NORMA CAMACHO BOARD MEMBER	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
PATRICIA STANTON BOARD MEMBER	2 00	X						0	0	0
PAULA DOWNEY BOARD MEMBER	2 00	X						0	0	0
PEG MCALLISTER BOARD MEMBER	2 00	X						0	0	0
RANJANA CLARK BOARD MEMBER	2 00	X						0	0	0
RICHARD ROBBINS BOARD MEMBER	2 00	X						0	0	0
RICK WELTS BOARD MEMBER	2 00	X						0	0	0
ROB JAMES BOARD MEMBER	2 00	X						0	0	0
ROBERT NIBBI BOARD MEMBER	2 00	X						0	0	0
ROBERT REIDY BOARD MEMBER	2 00	X						0	0	0
SAM HAWGOOD BOARD MEMBER	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
SCOTT SYPHAX BOARD MEMBER	2 00	X						0	0	0
STEPHEN GAITLEY BOARD MEMBER	2 00	X						0	0	0
STEVEN KAY BOARD MEMBER	2 00	X						0	0	0
TERESA BRIGGS TREASURER	2 00	X		X				0	0	0
THOMAS BJORNSON BOARD MEMBER	2 00	X						0	0	0
TIMOTHY TOSTA BOARD MEMBER	2 00	X						0	0	0
TINA D'AGOSTIN BOARD MEMBER	2 00	X						0	0	0
VICTORIA JOSEPH BOARD MEMBER	2 00	X						0	0	0
MARK WHITELEY BOARD MEMBER	2 00	X						0	0	0
ANNABEL CHANG BOARD MEMBER	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
GEORGE MCCOWAN BOARD MEMBER	2 00	X						0	0	0
JOHN EDDY BOARD MEMBER	2 00	X						0	0	0
DAVID WENG BOARD MEMBER	2 00	X						0	0	0
PETE HILLAN BOARD MEMBER	2 00	X						0	0	0
MICK MURRAY BOARD MEMBER	2 00	X						0	0	0
AARON FENTON BOARD MEMBER	2 00	X						0	0	0
LEROY MORISHITA BOARD MEMBER	2 00	X						0	0	0
RON ZEFF BOARD MEMBER	2 00	X						0	0	0
JOE WALLACE BOARD MEMBER	2 00	X						0	0	0
CLINT REILLY BOARD MEMBER	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
WADE ROSE BOARD MEMBER	2 00	X						0	0	0
GREG JOHNSON BOARD MEMBER	2 00	X						0	0	0
SHANNON ADKINS BOARD MEMBER	2 00	X						0	0	0
STEVE O'CONNELL BOARD MEMBER	2 00	X						0	0	0
JEFF HELLER BOARD MEMBER	2 00	X						0	0	0
JIM BRYSKI BOARD MEMBER	2 00	X						0	0	0
TIM HOXIE BOARD MEMBER	2 00	X						0	0	0
GEORGE ROBERTS BOARD MEMBER	2 00	X						0	0	0
KEVIN WALSH BOARD MEMBER	2 00	X						0	0	0
JOHN PROTOPAPPAS BOARD MEMBER	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
ALEX WITTENBERG BOARD MEMBER	2 00	X						0	0	0
RICH HENRY BOARD MEMBER	2 00	X						0	0	0
CHRIS GRUWELL BOARD MEMBER	2 00	X						0	0	0
STAN TAYLOR BOARD MEMBER	2 00	X						0	0	0
LUKE KOWALSKI BOARD MEMBER	2 00	X						0	0	0
TONY GLASBY BOARD MEMBER	2 00	X						0	0	0
KEVIN CAPITANI BOARD MEMBER	2 00	X						0	0	0
VIKRUM AIYER BOARD MEMBER	2 00	X						0	0	0
ANDY BALL BOARD MEMBER	2 00	X						0	0	0
MAX MESSMER BOARD MEMBER	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
TOM SORLEY BOARD MEMBER	2 00	X						0	0	0
TUCK RICKARDS BOARD MEMBER	2 00	X						0	0	0
JONATHAN MAYES BOARD MEMBER	2 00	X						0	0	0
HARLAN KELLY BOARD MEMBER	2 00	X						0	0	0
FATHER MICHAEL ENGH SJ BOARD MEMBER	2 00	X						0	0	0
ROBERT FREED BOARD MEMBER	2 00	X						0	0	0
JEFFREY HOOPES BOARD MEMBER	2 00	X						0	0	0
ANDREW DOHRMANN BOARD MEMBER	2 00	X						0	0	0
JOEY HINSON BOARD MEMBER	2 00	X						0	0	0
ANNE BAKAR BOARD MEMBER	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
GEORGE MARCUS BOARD MEMBER	2 00	X						0	0	0
JOHN SOBRATO BOARD MEMBER	2 00	X						0	0	0
ALEX RANDOLPH BOARD MEMBER	2 00	X						0	0	0
MIKE ANDERSON BOARD MEMBER	2 00	X						0	0	0
DOROTHY LELAND BOARD MEMBER	2 00	X						0	0	0
JOHN DELUCA BOARD MEMBER	2 00	X						0	0	0
LARRY SONSINI BOARD MEMBER	2 00	X						0	0	0
JIM GREEN BOARD MEMBER	2 00	X						0	0	0
JOHN MCCLURE BOARD MEMBER	2 00	X						0	0	0
GARY MELTZER BOARD MEMBER	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
GEISHA WILLIAMS BOARD MEMBER	2 00	X						0	0	0
LISA DANIELS BOARD MEMBER	2 00	X						0	0	0
RACHEL FLYNN BOARD MEMBER	2 00	X						0	0	0
RANDI GERSON BOARD MEMBER	2 00	X						0	0	0
RHONDA JOHNSON BOARD MEMBER	2 00	X						0	0	0
MAHESH KHARKAR BOARD MEMBER	2 00	X						0	0	0
KATIE KINCAID BOARD MEMBER	2 00	X						0	0	0
KEITH KNOPF BOARD MEMBER	2 00	X						0	0	0
MICHAEL MATTHEWS BOARD MEMBER	2 00	X						0	0	0
MATT MIDDLEBROOK BOARD MEMBER	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MARTHA MILLER BOARD MEMBER	2 00	X						0	0	0
LIZ MINICK BOARD MEMBER	2 00	X						0	0	0
MARY MURPHY BOARD MEMBER	2 00	X						0	0	0
PETER WIJSAN BOARD MEMBER	2 00	X						0	0	0
SYLVIA KWAN BOARD MEMBER	2 00	X						0	0	0
TEKEDRA MAWAKANA BOARD MEMBER	2 00	X						0	0	0
SHERYL REUBEN BOARD MEMBER	2 00	X						0	0	0
TOM SHERWOOD BOARD MEMBER	2 00	X						0	0	0
SHERRI SAGER BOARD MEMBER	2 00	X						0	0	0
JACQUELINE PICCINI BOARD MEMBER	2 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
JOHN WAYLAND BOARD MEMBER	2 00	X						0	0	0
JAMES WUNDERMAN PRESIDENT & CEO	40 00			X				657,546	0	153,974
JOHN GRUBB COO	10 00 40 00			X				265,475	0	40,112
JEANINE HAWK CFO (THROUGH 12/2018)	40 00 10 00			X				214,768	0	37,625
JULIE ROWE CONTROLLER	40 00			X				95,045	0	28,023
MICAH WIENBERG PRESIDENT, BACEI	40 00 30 00				X			208,680	0	36,745
RAYMOND SEAN RANDOLPH SR ADVISOR, BAC AND BACEI	40 00 30 00					X		198,489	0	42,193
DEL CHRISTENSEN CHIEF OF GLOBAL BUS DEVEL	40 00					X		183,551	0	31,004
KRISTEN VERNON MEMBERSHIP/DEVEL OFFICER	40 00					X		179,915	0	45,966
MATT REGAN SR VP PUBLIC POLICY	40 00					X		167,754	0	16,517

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
LINDA BIDROSSIAN SR VP PUBLIC POLICY	40 00					X		166,104	0	31,346

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶Complete if the organization is described below. ▶Attach to Form 990 or Form 990-EZ.
▶Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047

2018

Open to Public Inspection

If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations Complete Parts I-A and B Do not complete Part I-C
- Section 501(c) (other than section 501(c)(3)) organizations Complete Parts I-A and C below Do not complete Part I-B
- Section 527 organizations Complete Part I-A only

If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)) Complete Part II-A Do not complete Part II-B
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)) Complete Part II-B Do not complete Part II-A

If the organization answered "Yes" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then

- Section 501(c)(4), (5), or (6) organizations Complete Part III

Name of the organization BAY AREA COUNCIL	Employer identification number 23-7325853
--	--

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV (see instructions for definition of "political campaign activities")
- 2 Political campaign activity expenditures (see instructions) ▶ \$
- 3 Volunteer hours for political campaign activities (see instructions) ▶

Part I-B Complete if the organization is exempt under section 501(c)(3).

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No
- 4a Was a correction made? ☐ Yes ☐ No
- b If "Yes," describe in Part IV

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$
- 3 Total exempt function expenditures Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b ▶ \$
- 4 Did the filing organization file **Form 1120-POL** for this year? ☐ Yes ☐ No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments For each organization listed, enter the amount paid from the filing organization's funds Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-
1				
2				
3				
4				
5				
6				

Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

A Check ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures)

B Check ☐ if the filing organization checked box A and "limited control" provisions apply

Limits on Lobbying Expenditures
(The term "expenditures" means amounts paid or incurred.)**(a)** Filing
organization's
totals**(b)** Affiliated
group totals

1a Total lobbying expenditures to influence public opinion (grass roots lobbying)

b Total lobbying expenditures to influence a legislative body (direct lobbying)

c Total lobbying expenditures (add lines 1a and 1b)

d Other exempt purpose expenditures

e Total exempt purpose expenditures (add lines 1c and 1d)

f Lobbying nontaxable amount Enter the amount from the following table in both columns

If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:
Not over \$500,000	20% of the amount on line 1e
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000
Over \$17,000,000	\$1,000,000

g Grassroots nontaxable amount (enter 25% of line 1f)

h Subtract line 1g from line 1a If zero or less, enter -0-

i Subtract line 1f from line 1c If zero or less, enter -0-

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?

☐ Yes ☐ No**4-Year Averaging Period Under section 501(h)**

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity

		(a)		(b)
		Yes	No	Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of			
a	Volunteers?			
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c	Media advertisements?			
d	Mailings to members, legislators, or the public?			
e	Publications, or published or broadcast statements?			
f	Grants to other organizations for lobbying purposes?			
g	Direct contact with legislators, their staffs, government officials, or a legislative body?			
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i	Other activities?			
j	Total. Add lines 1c through 1i			
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

	Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?	1	No
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	No
3 Did the organization agree to carry over lobbying and political expenditures from the prior year?	3	No

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

1	Dues, assessments and similar amounts from members	1	3,518,000
2	Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a	Current year	2a	
b	Carryover from last year	2b	
c	Total	2c	
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5	Taxable amount of lobbying and political expenditures (see instructions)	5	

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1, Part I-B, line 4, Part I-C, line 5, Part II-A (affiliated group list), Part II-A, lines 1 and 2 (see instructions), and Part II-B, line 1. Also, complete this part for any additional information.

Return Reference	Explanation
PART I-A, LINE 1	THE BAY AREA COUNCIL 501(C)(4) ORGANIZATION INCLUDES A CALIFORNIA POLITICAL ACTION COMMITTEE (BAY AREA COUNCIL POLITICAL ACTION COMMITTEE, BACPAC) THAT IS REGISTERED AND COMPLIES IN ACCORDANCE WITH CALIFORNIA'S FAIR POLITICAL PRACTICES ACT AND REGULATIONS THERE ARE LESS THAN 1% OF MEMBERSHIP DUES THAT ARE ATTRIBUTED TO OUR 501(C)(4) ADVOCACY ACTIVITY ALL LOBBYING IS DONE THROUGH THE BAY AREA COUNCIL POLITICAL ACTION COMMITTEE THE BAC 501(C)(4) MEMBERSHIP DUES SUPPORT ADVOCACY AND EDUCATION ON ISSUES BUT DOES NOT DIRECTLY SUPPORT LOBBYING ACTIVITY ALL LOBBYING ACTIVITY IS DONE THROUGH THE BACPAC

efile GRAPHIC print - DO NOT PROCESS		As Filed Data -		DLN: 93493318065329									
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. ▶ Go to www.irs.gov/Form990 for the latest information.			OMB No 1545-0047 2018 Open to Public Inspection								
Name of the organization BAY AREA COUNCIL				Employer identification number 23-7325853									
Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6.													
		(a) Donor advised funds		(b) Funds and other accounts									
1		Total number at end of year											
2		Aggregate value of contributions to (during year)											
3		Aggregate value of grants from (during year)											
4		Aggregate value at end of year											
5		Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No											
6		Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No											
Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.													
1 Purpose(s) of conservation easements held by the organization (check all that apply) ☐ Preservation of land for public use (e g , recreation or education) ☐ Preservation of an historically important land area ☐ Protection of natural habitat ☐ Preservation of a certified historic structure ☐ Preservation of open space													
2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year													
		Held at the End of the Year <table><tr><td>2a</td><td></td></tr><tr><td>2b</td><td></td></tr><tr><td>2c</td><td></td></tr><tr><td>2d</td><td></td></tr></table>				2a		2b		2c		2d	
2a													
2b													
2c													
2d													
a Total number of conservation easements													
b Total acreage restricted by conservation easements													
c Number of conservation easements on a certified historic structure included in (a)													
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register													
3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶													
4 Number of states where property subject to conservation easement is located ▶													
5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No													
6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶													
7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$													
8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No													
9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements													
Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8.													
1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items													
b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items (i) Revenue included on Form 990, Part VIII, line 1 ▶ \$ (ii) Assets included in Form 990, Part X ▶ \$													
2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items a Revenue included on Form 990, Part VIII, line 1 ▶ \$ b Assets included in Form 990, Part X ▶ \$													
For Paperwork Reduction Act Notice, see the Instructions for Form 990.													
		Cat No 52283D		Schedule D (Form 990) 2018									

Part III

Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3

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

a

☐ Public exhibition

b

☐ Scholarly research

c

☐ Preservation for future generations

d

☐ Loan or exchange programs

e

☐ Other

4

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

5

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

☐ Yes

☐ No

Part IV

Escrow and Custodial Arrangements.

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

1a

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

☐ Yes

☐ No

b

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

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

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

☐ Yes

☐ No

b

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

☐

Part V

Endowment Funds. Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a)Current year	(b)Prior year	(c)Two years back	(d)Three years back	(e)Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2

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

a

Board designated or quasi-endowment ▶

b

Permanent endowment ▶

c

Temporarily restricted endowment ▶

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

3a

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

(i)

unrelated organizations

(ii)

related organizations

b

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

	Yes	No
3a(i)		
3a(ii)		
3b		

4

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

Part VI

Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		31,789	25,057	6,732
d Equipment		237,252	84,348	152,904
e Other		63,929	50,991	12,938
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) . . . ▶				172,574

Part VII

Investments—Other Securities. Complete if the organization answered "Yes" on Form 990, Part IV, line 11b.
See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (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 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (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 11d See Form 990, Part X, line 15

(a) Description	(b) Book value
(1) DUE FROM RELATED PARTIES	1,942,890
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col (B) line 15) ▶	1,942,890

Part X

Other Liabilities. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f.
See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
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

☒

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements	1	7,013,084
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains (losses) on investments	2a	-12,211
b	Donated services and use of facilities	2b	203,950
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII)	2d	332,022
e	Add lines 2a through 2d	2e	523,761
3	Subtract line 2e from line 1	3	6,489,323
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII)	4b	
c	Add lines 4a and 4b	4c	0
5	Total revenue Add lines 3 and 4c . (This must equal Form 990, Part I, line 12)	5	6,489,323

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements	1	6,842,477
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	203,950
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII)	2d	332,022
e	Add lines 2a through 2d	2e	535,972
3	Subtract line 2e from line 1	3	6,306,505
4	Amounts included on Form 990, Part IX, line 25, but not on line 1 :		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII)	4b	
c	Add lines 4a and 4b	4c	0
5	Total expenses Add lines 3 and 4c . (This must equal Form 990, Part I, line 18)	5	6,306,505

Part XIII Supplemental Information

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

Return Reference	Explanation
See Additional Data Table	

Part XIII **Supplemental Information** *(continued)*

Return Reference	Explanation

Additional Data

Software ID:
Software Version:
EIN: 23-7325853
Name: BAY AREA COUNCIL

Supplemental Information

Return Reference	Explanation
PART X, LINE 2	BAY AREA COUNCIL INC IS EXEMPT FROM TAXATION UNDER INTERNAL REVENUE CODE SECTION 501(C)(4) AND BACF IS EXEMPT AS A 501(C)(3) BAC LLC IS SUBJECT TO BOTH FEDERAL AND STATE TAXATION FOR THE 2018 FINANCIAL YEAR, BAC LLC DID NOT GENERATE ANY INCOME THERE WAS NO FEDERAL AND STATE TAX LIABILITIES DUE FOR THE YEARS ENDED DECEMBER 31, 2018 GENERALLY ACCEPTED ACCOUNTING PRINCIPLES PROVIDE ACCOUNTING AND DISCLOSURE GUIDANCE ABOUT POSITIONS TAKEN BY AN ORGANIZATION IN ITS TAX RETURNS THAT MIGHT BE UNCERTAIN MANAGEMENT HAS CONSIDERED ITS TAX POSITIONS AND BELIEVES THAT ALL OF THE POSITIONS TAKEN BY BAC IN ITS FEDERAL AND STATE EXEMPT ORGANIZATION TAX RETURNS ARE MORE LIKELY THAN NOT TO BE SUSTAINED UPON EXAMINATION BAC'S RETURNS ARE SUBJECT TO EXAMINATION BY FEDERAL AND STATE TAXING AUTHORITIES, GENERALLY FOR THREE AND FOUR YEARS, RESPECTIVELY, AFTER THEY ARE FILED THE CHINA WFOE IS SUBJECT TO CHINESE ENTERPRISE INCOME TAX ("EIT"), VALUE ADDED TAX (VAT) APPLIED TO CERTAIN DISTRICTS IN CHINA, AND BUSINESS INCOME TAX ("BIT") PRESCRIBED BY CHINESE TAX LAWS AND ORDINANCES DURING 2018, THE CHINA GOVERNMENT TAX AUTHORITIES AUDITED THE WFOE FOR COMPLIANCE AND FOUND NO EXCEPTIONS IN RECORDING OF THE TAX LIABILITY AND SUBSEQUENT PAYMENTS ASSOCIATED WITH TAXES DUE

Supplemental Information	
Return Reference	Explanation
PART XI, LINE 2D - OTHER ADJUSTMENTS	SPECIAL EVENT EXPENSE 332,022

Supplemental Information	
Return Reference	Explanation
PART XII, LINE 2D - OTHER ADJUSTMENTS	SPECIAL EVENT EXPENSE 332,022

**SCHEDULE F
(Form 990)**

Department of the Treasury
Internal Revenue Service

Name of the organization
BAY AREA COUNCIL

Statement of Activities Outside the United States

- Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.
► Attach to Form 990.
► Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047

2018

**Open to Public
Inspection**

Employer identification number

23-7325853

Part I **General Information on Activities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 14b.

1 For grantmakers. Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☐ Yes ☐ No

2 For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States

3 Activities per Region (The following Part I, line 3 table can be duplicated if additional space is needed)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in region	(d) Activities conducted in region (by type) (e.g., fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for and investments in region
(1) See Add'l Data					
(2)					
(3)					
(4)					
(5)					
3a Sub-total	3	2			624,448
b Total from continuation sheets to Part I					0
c Totals (add lines 3a and 3b)	3	2			624,448

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)									
(2)									
(3)									
(4)									

- 2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter ► _____
- 3 Enter total number of other organizations or entities ► _____

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 16.

Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of non-cash assistance	(g) Description of non-cash assistance	(h) Method of valuation (book, FMV, appraisal, other)
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

Part IV Foreign Forms

- 1 Was the organization a U S transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U S Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* ☐ Yes ☒ No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U S Owner (see Instructions for Forms 3520 and 3520-A, don't file with Form 990)* ☐ Yes ☒ No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U S Persons with Respect to Certain Foreign Corporations (see Instructions for Form 5471)* ☒ Yes ☐ No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)* ☐ Yes ☒ No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U S Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* ☐ Yes ☒ No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713, don't file with Form 990)* ☐ Yes ☒ No

Part V Supplemental Information

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information (see instructions).

990 Schedule F, Supplemental Information

Return Reference	Explanation
PART I, LINE 3	METHOD USED TO ACCOUNT FOR EXPENDITURES IS DETERMINED BY ACTUAL VALUE PER U S TENDER EXPENDITURES REPRESENT EXPENSES INCURRED BY THE WIFE IN CHINA TO SUPPORT THE 3 DISTRICT CONTRACTS TO THAT ALIGNS WITH THE GLOBAL CHINA INITIATIVE WHICH FALLS IN THE LINE WITH BAC EXEMPT PURPOSE

Additional Data

Software ID:

Software Version:

EIN: 23-7325853

Name: BAY AREA COUNCIL

Form 990 Schedule F Part I - Activities Outside The United States

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i e , fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
SHANGHAI, CHINA	1	2	PROGRAM SERVICES TO PROVIDE ECONOMIC DEVELOPMENT IN THE BAY AREA AND CHINA	SERVICE FEES FOR BAC OFFICE IN YANGPU, HANGZHOU AND NANJING TO SUPPORT SVCS	324,713
HANGZHOU, CHINA	1	0	PROGRAM SERVICES TO PROVIDE ECONOMIC DEVELOPMENT IN THE BAY AREA AND CHINA	SERVICE FEES FOR BAC OFFICE IN YANGPU, HANGZHOU AND NANJING TO SUPPORT SVCS	131,134

Form 990 Schedule F Part I - Activities Outside The United States					
(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for region
NANJING, CHINA	1	0	PROGRAM SERVICES TO PROVIDE ECONOMIC DEVELOPMENT IN THE BAY AREA AND CHINA	SERVICE FEES FOR BAC OFFICE IN YANGPU, HANGZHOU AND NANJING TO SUPPORT SVCS	168,601

SCHEDULE G
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding
Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for instructions and the latest information

OMB No 1545-0047

2018

Open to Public Inspection

Name of the organization
BAY AREA COUNCIL

Employer identification number
23-7325853

Part I Fundraising Activities.

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

- 1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.
- a ☐ Mail solicitations

e ☐ Solicitation of non-government grants

b ☐ Internet and email solicitations

f ☐ Solicitation of government grants

c ☐ Phone solicitations

g ☐ Special fundraising events

d ☐ In-person solicitations
- 2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☐ Yes ☐ No
- b If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

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

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

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

		(a) Event #1	(b) Event #2	(c) Other events	(d)
		ANNUAL DINNER (event type)	ANNUAL SUMMIT (event type)	(total number)	Total events (add col (a) through col (c))
Revenue	1 Gross receipts	779,350	574,500		1,353,850
	2 Less Contributions	327,875	269,250		597,125
	3 Gross income (line 1 minus line 2)	451,475	305,250		756,725
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses	216,004	116,018		332,022
	10 Direct expense summary Add lines 4 through 9 in column (d) ▶				332,022
11 Net income summary Subtract line 10 from line 3, column (d) ▶				424,703	

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

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

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

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

b If "No," explain _____

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

b If "Yes," explain _____

11 Does the organization conduct gaming activities with nonmembers?	☐ Yes ☐ No						
12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming?	☐ Yes ☐ No						
13 Indicate the percentage of gaming activity conducted in:							
a The organization's facility	<table border="1" style="display: inline-table; border-collapse: collapse;"> <tr> <td style="width: 10%;">13a</td> <td style="width: 80%;"></td> <td style="width: 10%; text-align: right;">%</td> </tr> <tr> <td>13b</td> <td></td> <td style="text-align: right;">%</td> </tr> </table>	13a		%	13b		%
13a		%					
13b		%					
b An outside facility							
14 Enter the name and address of the person who prepares the organization's gaming/special events books and records							
Name ►							
Address ►							
15a Does the organization have a contract with a third party from whom the organization receives gaming revenue?	☐ Yes ☐ No						
b If "Yes," enter the amount of gaming revenue received by the organization ► \$ and the amount of gaming revenue retained by the third party ► \$							
c If "Yes," enter name and address of the third party							
Name ►							
Address ►							
16 Gaming manager information							
Name ►							
Gaming manager compensation ► \$							
Description of services provided ►							
☐ Director/officer ☐ Employee ☐ Independent contractor							
17 Mandatory distributions							
a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?							
☐ Yes ☐ No							
b Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ► \$							

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

Return Reference	Explanation
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Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

Schedule I
(Form 990)

Grants and Other Assistance to Organizations,
Governments and Individuals in the United States
Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No 1545-0047

2018

Open to Public
Inspection

Department of the
Treasury
Internal Revenue Service
Name of the organization
BAY AREA COUNCIL

Employer identification number
23-7325853

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☐ Yes ☒ No
- 2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) See Additional Data							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 12

3 Enter total number of other organizations listed in the line 1 table 9

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

Part III can be duplicated if additional space is needed

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

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

Return Reference	Explanation
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Additional Data

Software ID:
Software Version:
EIN: 23-7325853
Name: BAY AREA COUNCIL

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BELOVED OAKLAND (EASTSIDE ARTS ALLIANCE) 91 GREGORY LANE 11 OAKLAND, CA 94612	74-3073621	501(C)(3)	2,500				SPONSORSHIP - A BENEFIT CONCERT FOR THE EAST OAKLAND BLACK CULTURE ZONE
PLEASANT HILL CHAMBER OF COMMERCE 2001 GATEWAY PLACE SUITE 101E PLEASANT HILL, CA 94523	42-1307305	501(C)(6)	650				ANNUAL MEMBERSHIP CONTRIBUTION NOVEMBER 2017 - OCTOBER 2018

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SILICON VALLEY LEADERSHIP GROUP 235 MONTGOMERY STREET SUITE 760 SAN JOSE, CA 95110	94-2460352	501(C)(6)	7,500				SPONSORSHIP OF THE 2018 SENATOR FEINSTEIN FIRESIDE CHAT LUNCHEON
SAN FRANCISCO CHAMBER OF COMMERCE 235 MONTGOMERY STREET SUITE 760 SAN FRANCISCO, CA 94104	94-0881445	501(C)(6)	2,500				SPONSORSHIP OF THE 2018 CITY HALL ADVOCACY DAY

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BASHOF - BAY AREA SPORTS HALL OF FAME 465 CALIFORNIA STREET SUITE 806 SAN FRANCISCO, CA 94104	94-2618633	501(C)(3)	1,500				SPONSORSHIP OF THE BAY AREA SPORTS HALL OF FAME THE 39TH ANNUAL BAY AREA SPORTS HALL OF FAME ENSHRINEMENT, BANQUET, MONDAY, MAY 21, 2018
CHANGEORG 9777 GOLF LINKS ROAD OAKLAND, CA 94605		501(C)(3)	40				GENERAL DONATION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
OAKLAND ZOO 2969 BROADWAY OAKLAND, CA 94605	94-1687847	501(C)(3)	1,000				SPONSORSHIP OF THE OAKLAND ZOO
SUMMIT BANK FOUNDATION P O BOX 45788 OAKLAND, CA 94611	31-1648835	501(C)(3)	400				CONTRIBUTION FOR THE 2018 JOE MORGAN CELEBRITY GOLF TOURNAMENT, DIABLO COUNTRY CLUB

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UP FOR GROWTH 2001 GATEWAY PLACE SUITE 101E WASHINGTON, CA 20006	83-1381367	501(C)(3)	5,000				LOCAL SPONSOR
SILICON VALLEY LEADERSHIP GROUP 600 CALIFORNIA STREET SUITE 900 SAN JOSE, CA 95110	94-2460352	501(C)(3)	1,000				2018 REAL COALITION

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BRIDGE HOUSING PO BOX 837 SAN FRANCISCO, CA 94108	94-2827909	501(C)(3)	10,000				SPONSORSHIP OF THE BRIDGE HOUSING 35TH ANNIVERSARY GALA, OCTOBER 25, 2018
CAPITOL WEEKLY 91 GREGORY LANE 11 SACRAMENTO, CA 95812	46-0763322		1,000				SPONSORSHIP OF CAPITOL WEEKLY TOP 100 EVENT

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PLEASANT HILL CHAMBER OF COMMERCE 101 MONTGOMERY STREET SUITE 1350 PLEASANT HILL, CA 94523	43-1529707	501(C)(6)	650				MEMBERSHIP CONTRIBUTION
ENTERPRISE COMMUNITY PARNTERS 170 COLUMBUS AVENUE SUITE 240 SAN FRANCISCO, CA 94104	52-1231931	501(C)(3)	500				SPONSORSHIP CONTRIBUTION FOR SOIREE BY THE BAY

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
WILLIE L BROWN JR INSTITUTE ON POLITICS & PUBLIC SERVICE 275 BATTERY STREET SUITE 940 SAN FRANCISCO, CA 94133	42-1572763	501(C)(3)	1,000				SPONSORSHIP CONTRIBUTION FOR THE WILLIE BROWN INSTITUTE BREAKFAST CLUB OCTOBER 30, 2018
SAN FRANCISCO BUSINESS TIMES 155 SANSOME STREET 9TH FLOOR SAN FRANCISCO, CA 94111	59-3089188		6,000				SPONSORSHIP CONTRIBUTION FOR THE MOST ADMIRERD CEO'S OF 2018 - NOVEMBER 8, 2018

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
THE CITY CLUB 1000 HALL OF FAME AVENUE SAN FRANCISCO, CA 94104		501(C)(3)	75				ANNUAL CONTRIBUTION FOR THE CITY CLUB'S HOLIDAY FUND
NAISMITH MEMORIAL BASKETBALL HALL OF FAME 11 DUPONT CIRCLE NW SUITE 500 SPRINGFIELD, CA 01105	04-6128892	501(C)(3)	1,250				SPONSORSHIP CONTRIBUTION FOR THE 2018 ENSHRINMENT CELEBRATION OF RICK WELTZ

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ALLIANCE FOR JUSTICE 235 MONTGOMERY STREET SUITE 760 WASHINGTON, CA 20036	52-1009973	501(C)(3)	10				GENERAL DONATION
SAN FRANCISCO CHAMBER OF COMMERCE 235 MONTGOMERY STREET SUITE 760 SAN FRANCISCO, CA 94104	94-0834950	501(C)(6)	2,000				SPONSORSHIP CONTRIBUTION OF THE 2018 WARRIORS HOLIDAY HOOPS LUNCHEON IN SUPPORT OF EDUCATION AND YOUTH IN THE BAY AREA

Form 990, Schedule I, Part II, Grants and Other Assistance to Domestic Organizations and Domestic Governments.							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
METROPOLITAN TRANSPORTATION COMMISSION P O BOX 45788 SAN FRANCISCO, CA 94145			500				SPONSORSHIP OF WASHINGTON DC CONGRESSIONAL RECEPTION 2018

Schedule J (Form 990)	Compensation Information For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees ▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23. ▶ Attach to Form 990. ▶ Go to <u>www.irs.gov/Form990</u> for instructions and the latest information.	OMB No 1545-0047 2018 Open to Public Inspection
	Department of the Treasury Internal Revenue Service Employer identification number 23-7325853	
	Name of the organization BAY AREA COUNCIL	

Part I	Questions Regarding Compensation	
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1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. <table border="0" style="width: 100%;"> <tr> <td style="width: 50%; vertical-align: top;"> ☐ First-class or charter travel ☐ Travel for companions ☐ Tax indemnification and gross-up payments ☐ Discretionary spending account </td> <td style="width: 50%; vertical-align: top;"> ☐ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☐ Health or social club dues or initiation fees ☐ Personal services (e.g., maid, chauffeur, chef) </td> </tr> </table> b If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain. 2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a? 3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III. <table border="0" style="width: 100%;"> <tr> <td style="width: 50%; vertical-align: top;"> ☐ Compensation committee ☐ Independent compensation consultant ☒ Form 990 of other organizations </td> <td style="width: 50%; vertical-align: top;"> ☒ Written employment contract ☐ Compensation survey or study ☒ Approval by the board or compensation committee </td> </tr> </table> 4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization: a Receive a severance payment or change-of-control payment? b Participate in, or receive payment from, a supplemental nonqualified retirement plan? c Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III. Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9. 5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of: a The organization? b Any related organization? If "Yes," on line 5a or 5b, describe in Part III. 6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of: a The organization? b Any related organization? If "Yes," on line 6a or 6b, describe in Part III. 7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III. 8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III. 9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	☐ First-class or charter travel ☐ Travel for companions ☐ Tax indemnification and gross-up payments ☐ Discretionary spending account	☐ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☐ Health or social club dues or initiation fees ☐ Personal services (e.g., maid, chauffeur, chef)	☐ Compensation committee ☐ Independent compensation consultant ☒ Form 990 of other organizations	☒ Written employment contract ☐ Compensation survey or study ☒ Approval by the board or compensation committee	Yes No 1b 2 4a 4b 4c 5a 5b 6a 6b 7 8 9	Yes No No Yes No Yes No No No Yes No No
☐ First-class or charter travel ☐ Travel for companions ☐ Tax indemnification and gross-up payments ☐ Discretionary spending account	☐ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☐ Health or social club dues or initiation fees ☐ Personal services (e.g., maid, chauffeur, chef)					
☐ Compensation committee ☐ Independent compensation consultant ☒ Form 990 of other organizations	☒ Written employment contract ☐ Compensation survey or study ☒ Approval by the board or compensation committee					

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 JAMES WUNDERMAN PRESIDENT & CEO	(i)	513,745	100,000	43,801	133,000	20,974	811,520	0
	(ii)	0	0	0	0	0	0	0
2 JOHN GRUBB COO	(i)	217,245	45,000	3,230	27,506	12,606	305,587	0
	(ii)	0	0	0	0	0	0	0
3 JEANINE HAWK CFO (THROUGH 12/2018)	(i)	213,393	0	1,375	25,019	12,606	252,393	0
	(ii)	0	0	0	0	0	0	0
4 MICAH WIENBERG PRESIDENT, BACEI	(i)	192,450	13,000	3,230	24,139	12,606	245,425	0
	(ii)	0	0	0	0	0	0	0
5 RAYMOND SEAN RANDOLPH SR. ADVISOR, BAC AND BACEI	(i)	186,829	11,300	360	21,686	20,507	240,682	0
	(ii)	0	0	0	0	0	0	0
6 DEL CHRISTENSEN CHIEF OF GLOBAL BUS DEVEL	(i)	162,940	20,251	360	14,306	16,698	214,555	0
	(ii)	0	0	0	0	0	0	0
7 KRISTEN VERNON MEMBERSHIP/DEVEL OFFICER	(i)	159,555	20,000	360	20,833	25,133	225,881	0
	(ii)	0	0	0	0	0	0	0
8 MATT REGAN SR. VP PUBLIC POLICY	(i)	135,394	30,000	2,360	16,373	144	184,271	0
	(ii)	0	0	0	0	0	0	0
9 LINDA BIDROSSIAN SR. VP PUBLIC POLICY	(i)	145,544	19,900	660	17,549	13,797	197,450	0
	(ii)	0	0	0	0	0	0	0

Part III **Supplemental Information**

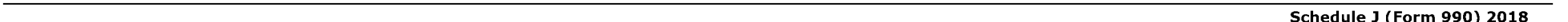
Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation
PART I, LINE 4B	THE CEO PARTICIPATED IN A NON-QUALIFIED RETIREMENT PLAN FOR THE AMOUNT OF \$100,000

Return Reference	Explanation
PART I, LINE 5	ONE OF OUR HIGHLY COMPENSATED EMPLOYEES IS PAID COMMISSION ON NEW MEMBERSHIPS

Return Reference	Explanation
PART I, LINE 7	SOME OFFICERS AND EMPLOYESS RECEIVED A BONUS BASED ON PERFORMANCE AS APPROVED BY BOARD OF DIRECTORS THESE PAYMENTS ARE INCLUDED IN THE W-2'S

Return Reference	Explanation
SCHEDULE J - EXPENSE REPORTING	THE BAY AREA COUNCIL HAS A WRITTEN POLICY REGARDING EXPENSE REPORT SUBMISSION AND REIMBURSEMENT POLICY NONE OF THE QUESTIONS IDENTIFIED IN 1 A ABOVE APPLY TO THE COUNCIL ALL EXPENSES MUST BE SUPPORTED BY EVIDENCE OF THE TYPE OF EXPENSE, BUSINESS PURPOSE AND RECEIPTS BUSINESS TRIP TRAVEL REQUIRING OVERNIGHT STAYS REQUIRE PRE-APPROVAL THE BAY AREA COUNCIL COMPENSATION POLICIES AND PROCEDURES FOR DETERMINING COMPENSATION ARE OUTLINED IN OUR EMPLOYEE POLICY MANUAL EVALUATIONS AND APPROVALS ARE SECURED FOR ALL STAFF MEMBERS INCLUDING THE CEO AND OTHER OFFICERS APPROVAL IS REQUIRED REGARDING BAC EMPLOYER CONTRIBUTION FOR HEALTH BENEFITS BAC PROVIDES UNIFORM EMPLOYER CONTRIBUTIONS FOR THOSE INDIVIDUALS ELECTING VARIOUS HEALTH BENEFIT COVERAGE THE EMPLOYER BENEFIT MAY VARY BETWEEN EMPLOYEES BECAUSE THE EMPLOYER CONTRIBUTION IS DEPENDING UPON WHETHER AN EMPLOYEE ELECTS ONLY FOR HIM OR HERSELF, FOR HIM/OR HER PLUS SPOUSE, OR FULL FAMILY COVERAGE OTHERS MAY WAIVE BENEFITS BECAUSE THEY ARE COVERED ELSEWHERE IN WHICH CASE THE EMPLOYER CONTRIBUTION IS LESS THAT WHAT BAC PROVIDES OR IS ZERO IF COVERAGES ARE FULLY WAIVED



Additional Data

Software ID:
Software Version:
EIN: 23-7325853
Name: BAY AREA COUNCIL

Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
JAMES WUNDERMAN PRESIDENT & CEO	(i)	513,745	100,000	43,801	133,000	20,974	811,520	0
	(ii)	0	0	0	0	0	0	0
JOHN GRUBB COO	(i)	217,245	45,000	3,230	27,506	12,606	305,587	0
	(ii)	0	0	0	0	0	0	0
JEANINE HAWK CFO (THROUGH 12/2018)	(i)	213,393	0	1,375	25,019	12,606	252,393	0
	(ii)	0	0	0	0	0	0	0
MICAH WIENBERG PRESIDENT, BACEI	(i)	192,450	13,000	3,230	24,139	12,606	245,425	0
	(ii)	0	0	0	0	0	0	0
RAYMOND SEAN RANDOLPH SR ADVISOR, BAC AND BACEI	(i)	186,829	11,300	360	21,686	20,507	240,682	0
	(ii)	0	0	0	0	0	0	0
DEL CHRISTENSEN CHIEF OF GLOBAL BUS DEVEL	(i)	162,940	20,251	360	14,306	16,698	214,555	0
	(ii)	0	0	0	0	0	0	0
KRISTEN VERNON MEMBERSHIP/DEVEL OFFICER	(i)	159,555	20,000	360	20,833	25,133	225,881	0
	(ii)	0	0	0	0	0	0	0
MATT REGAN SR VP PUBLIC POLICY	(i)	135,394	30,000	2,360	16,373	144	184,271	0
	(ii)	0	0	0	0	0	0	0
LINDA BIDROSSIAN SR VP PUBLIC POLICY	(i)	145,544	19,900	660	17,549	13,797	197,450	0
	(ii)	0	0	0	0	0	0	0

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury

Name of the organization
BAY AREA COUNCIL

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.

▶ Go to www.irs.gov/Form990 for the latest information.

OMB No 1545-0047

2018

Open to Public Inspection

Employer identification number

23-7325853

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	BAY AREA COUNCIL IS A BUSINESS MEMBERSHIP ORGANIZATION MAJOR COMPANIES JOIN THE BAY AREA COUNCIL AS MEMBERS

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 7A	THE BAY AREA COUNCIL EXECUTIVE COMMITTEE MAY ELECT A MEMBER TO THE COMMITTEE AND BOARD MEMBERS

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 7B	THE EXECUTIVE COMMITTEE OF THE BOARD OFFICIALLY MEETS 4 TIMES DURING EACH CALENDAR YEAR OR AS NECESSARY TO APPROVE DECISIONS BASED UPON DELEGATIONS OF AUTHORITY OUTLINED IN THE BY LAWS SHOULD DECISIONS REQUIRE BOARD APPROVAL, THESE ARE VOTED UPON BY THE ENTIRE BOARD DURING THE ANNUAL MEETING

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	THE AUDITED FINANCIAL STATEMENTS AND TAX RETURNS ARE CONDUCTED AND PREPARED BY AN INDEPENDENT CPA AUDIT FIRM. THE GENESIS OF INFORMATION PRESENTED ON THE 990 TAX RETURNS INCLUDES ALL OF THE AUDITED FIGURES. COPIES OF THE TAX RETURN ARE MADE AVAILABLE TO BOARD MEMBERS AND THE FINANCE COMMITTEE. WE SUBMIT THE 990 TAX RETURN FOR POSTING TO GUIDESTAR SO THAT ORGANIZATION'S ACTIVITIES ARE TRANSPARENT TO THE PUBLIC AT LARGE.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	THE CEO HAS RESPONSIBILITY FOR MONITORING COMPLIANCE WITH OUR POLICIES THESE POLICIES ARE CODIFIED IN OUR EMPLOYEE HANDBOOK, ACKNOWLEDGED BY EACH BOARD AND STAFF MEMBER AND ALSO R EVIEWED FOR COMPLIANCE WITH CURRENT LAWS AND REGULATIONS BY OUTSIDE LEGAL COUNCIL THE IND EPENDENT ACCOUNTANTS ALSO TEST FOR COMPLIANCE IN PERFORMING THEIR INDEPENDENT FINANCIAL AU DIT AT YEAR END

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15	THE PROCESS FOR DETERMINING COMPENSATION FOR THE CEO AND KEY EMPLOYEES IS BENCHMARKING AGA INST COMPARABILITY DATA WITH APPROVAL BY THE BOARD CHAIRMAN WE ALSO HAVE OVERSIGHT BY THE FINANCE COMMITTEE OF THE EXECUTIVE COMMITTEE BOARD THE BAC USES SALARY SURVEY INFORMATIO N PROVIDED BY OPPORTUNITY KNOCKS AS WELL AS BENCHMARKING THE STAFF SALARIES WITH OTHER SIM ILAR 501(C)4 ORGANIZATIONS OF SIMILAR SIZE AND FINANCIAL RESULTS DELIBERATIONS AND DECISI ONS ARE CONTEMPORANEOUSLY DOCUMENTED IN THE MINUTES

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 18	FORM 990 IS AVAILABLE TO THE PUBLIC ON GUIDESTAR WWW.GUIDESTAR.ORG

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION MAKE ITS GOVERNING DOCUMENTS, CONFLICTS OF INTEREST POLICY, AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

► Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
► Attach to Form 990.
► Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047

2018

Open to Public Inspection

Name of the organization
BAY AREA COUNCIL

Employer identification number
23-7325853

Part I Identification of Disregarded Entities Complete if the organization answered "Yes" on Form 990, Part IV, line 33.					
(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
(1) BAY AREA COUNCIL LLC 201 CALIFORNIA STREET SUITE 1450 SAN FRANCISCO, CA 94111 27-0819073	PASS THROUGH ORGANIZATION FOR CHINA WFOE - TO FURTHER GLOBAL INITIATIVES	CA	0	1,294,879	BAY AREA COUNCIL

Part II Identification of Related Tax-Exempt Organizations Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.							
(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1)BAY AREA FOUNDATION 201 CALIFORNIA STREET STE 1450 SAN FRANCISCO, CA 94111 20-1826827	CHARITABLE FOUNDATION	CA	501(C)(3)	LINE 7	BAY AREA COUNCIL	Yes	
(2)CALIFORNIA RESILIENCE CHALLENGE 201 CALIFORNIA STREET STE 1450 SAN FRANCISCO, CA 94111 82-5306590	CHARITABLE ORGANIZATION	CA	501(C)(3)	LINE 7	BAY AREA COUNCIL		No

Part III Identification of Related Organizations Taxable as a Partnership Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512- 514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV Identification of Related Organizations Taxable as a Corporation or Trust Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of- year assets	(h) Percentage ownership	(i) Section 512(b) (13) controlled entity?	
								Yes	No

Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule		Yes	No
1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?			
a	Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity	1a	No
b	Gift, grant, or capital contribution to related organization(s)	1b	No
c	Gift, grant, or capital contribution from related organization(s)	1c	No
d	Loans or loan guarantees to or for related organization(s)	1d	No
e	Loans or loan guarantees by related organization(s)	1e	No
f	Dividends from related organization(s)	1f	No
g	Sale of assets to related organization(s)	1g	No
h	Purchase of assets from related organization(s)	1h	No
i	Exchange of assets with related organization(s)	1i	No
j	Lease of facilities, equipment, or other assets to related organization(s)	1j	No
k	Lease of facilities, equipment, or other assets from related organization(s)	1k	No
l	Performance of services or membership or fundraising solicitations for related organization(s)	1l	No
m	Performance of services or membership or fundraising solicitations by related organization(s)	1m	No
n	Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n	Yes
o	Sharing of paid employees with related organization(s)	1o	Yes
p	Reimbursement paid to related organization(s) for expenses	1p	No
q	Reimbursement paid by related organization(s) for expenses	1q	Yes
r	Other transfer of cash or property to related organization(s)	1r	No
s	Other transfer of cash or property from related organization(s)	1s	No

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1)BAY AREA COUNCIL FOUNDATION	Q	225,829	

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

[illegible]

Part VII **Supplemental Information**

Provide additional information for responses to questions on Schedule R (see instructions)

Return Reference	Explanation