

Form 990

Department of the
Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

2020

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

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

► Go to www.irs.gov/Form990 for instructions and the latest information.Open to Public
Inspection

A For the 2020 calendar year, or tax year beginning 10-01-2020, and ending 09-30-2021

B Check if applicable:

- Address change
- Name change
- Initial return
- Final return/terminated
- Amended return
- Application pending

C Name of organization MINNESOTA CHILD CARE RESOURCE AND REFERRAL NETWORK		D Employer identification number 41-1730422
Doing business as CHILD CARE AWARE OF MINNESOTA		E Telephone number (651) 290-9704
Number and street (or P.O. box if mail is not delivered to street address) 10 RIVER PARK PLAZA NO 820	Room/suite	G Gross receipts \$ 6,974,952
City or town, state or province, country, and ZIP or foreign postal code ST PAUL, MN 55107		

F Name and address of principal officer: MIKE HUBER 10 RIVER PARK PLAZA NO 820 ST PAUL, MN 55107	H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. (see instructions)
	H(c) Group exemption number ►

I Tax-exempt status: 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or 527J Website: ► WWW.CHILDCAREAREWMN.ORGK Form of organization: Corporation Trust Association Other ►

L Year of formation: 1992

M State of legal domicile: MN

Part I Summary

1 Briefly describe the organization's mission or most significant activities: WE ARE A STATEWIDE EARLY CHILDHOOD LEADER DRIVING CHANGE THROUGH PARTNERSHIPS TO BUILD AN EQUITABLE, HIGH-QUALITY EARLY CHILD CARE AND EDUCATION SYSTEM THAT MEETS THE NEEDS OF MINNESOTA'S FAMILIES AND CHILDREN.		
2 Check this box ► <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
3 Number of voting members of the governing body (Part VI, line 1a)	3	14
4 Number of independent voting members of the governing body (Part VI, line 1b)	4	14
5 Total number of individuals employed in calendar year 2020 (Part V, line 2a)	5	36
6 Total number of volunteers (estimate if necessary)	6	0
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b Net unrelated business taxable income from Form 990-T, line 39	7b	0

8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	44,497,218	6,530,237
9 Program service revenue (Part VIII, line 2g)		353,594
		440,510
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)		9,673
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		0
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)		44,860,485
		6,974,952

13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	Prior Year	Current Year
	40,899,334	2,709,547
14 Benefits paid to or for members (Part IX, column (A), line 4)		0
		0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		2,540,507
16a Professional fundraising fees (Part IX, column (A), line 11e)		2,451,242
b Total fundraising expenses (Part IX, column (D), line 25) ► 4,588		0
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		1,655,304
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		45,095,145
19 Revenue less expenses. Subtract line 18 from line 12		7,025,622
	-234,660	-50,670

20 Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	4,159,197	4,720,894
21 Total liabilities (Part X, line 26)		2,524,998
		3,137,365
22 Net assets or fund balances. Subtract line 21 from line 20		1,634,199
		1,583,529

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

Sign Here	***** Signature of officer MIKE HUBER CHAIR Type or print name and title	2022-02-03 Date
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Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date 2022-02-03	Check <input type="checkbox"/> if self-employed	PTIN P01919631
	Firm's name ► MAHONEYULBRICHCHRISTIANSEN & RUSS PA				Firm's EIN ► 41-1647057
	Firm's address ► 10 RIVER PARK PLAZA SUITE 800 SAINT PAUL, MN 55107				Phone no. (651) 227-6695

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. 11282Y

Form 990 (2020)

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:

CHILD CARE AWARE OF MINNESOTA WAS INCORPORATED IN 1992 TO PROVIDE TECHNICAL ASSISTANCE, TRAINING AND COORDINATION FOR THE CHILD CARE RESOURCE AND REFERRAL PROGRAMS THROUGHOUT MINNESOTA, TO COLLECT DATA REGARDING THE SUPPLY OF AND DEMAND FOR CHILD CARE, AND TO CREATE AND MANAGE STATEWIDE, CHILD CARE-FOCUSED PROJECTS.

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 \$ 1,823,607 including grants of \$) (Revenue \$)
 See Additional Data

4b (Code:) (Expenses \$ 1,773,297 including grants of \$ 1,352,297) (Revenue \$)
 See Additional Data

4c (Code:) (Expenses \$ 1,357,250 including grants of \$ 1,357,250) (Revenue \$)
 See Additional Data

See Additional Data Table

4d Other program services (Describe in Schedule O.)
 (Expenses \$ 1,583,853 including grants of \$) (Revenue \$ 440,510)

4e **Total program service expenses ►** 6,538,007

Part IV Checklist of Required Schedules

1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A 

2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? 

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 

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 

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 

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 

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 

8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 

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 

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

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 

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 

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 

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 

e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 

f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X 

12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII 

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 

13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E

14a Did the organization maintain an office, employees, or agents outside of the United States?

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

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

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

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)

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

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

20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H

b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?

21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II 

	Yes	No
1	Yes	
2	Yes	
3		No
4	Yes	
5		No
6		No
7		No
8		No
9		No
10		No
11a	Yes	
11b		No
11c		No
11d		No
11e		No
11f	Yes	
12a	Yes	
12b		No
13		No
14a		No
14b		No
15		No
16		No
17		No
18		No
19		No
20a		No
20b		
21	Yes	

Part IV Checklist of Required Schedules (continued)

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

23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J

24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a

b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?

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?

d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?

25a **Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I

b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I

26 Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II

27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III

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, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV

b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV

c A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If "Yes," complete Schedule L, Part IV

29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M

30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M

31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I

32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II

33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I

34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1

35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?

b If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2

36 **Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2

37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI

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.

	Yes	No
22	Yes	
23		No
24a		No
24b		
24c		
24d		
25a		No
25b		No
26		No
27		No
28a	Yes	
28b		No
28c		No
29		No
30		No
31		No
32		No
33		No
34		No
35a		No
35b		
36		No
37		No
38	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable

1b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable

c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?

	Yes	No
1a	3,059	
1b	0	
1c	Yes	

Part V **Statements Regarding Other IRS Filings and Tax Compliance (continued)**

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	36		
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? <i>If "No" to line 3b, provide an explanation in Schedule O</i>	3b			
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		No	
b If "Yes," enter the name of the foreign country: ► See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		No	
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		No	
c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?	5c			
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a		No	
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b			
7 Organizations that may receive deductible contributions under section 170(c).	7a		No	
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?	7b			
b If "Yes," did the organization notify the donor of the value of the goods or services provided?	7c		No	
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?				
d If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		No	
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		No	
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g			
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			
9 Sponsoring organizations maintaining donor advised funds.	9a			
a Did the sponsoring organization make any taxable distributions under section 4966?	9b			
10 Section 501(c)(7) organizations. Enter:				
a Initiation fees and capital contributions included on Part VIII, line 12	10a			
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11 Section 501(c)(12) organizations. Enter:				
a Gross income from members or shareholders	11a			
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b			
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a			
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	12b			
13 Section 501(c)(29) qualified nonprofit health insurance issuers.	13a			
a Is the organization licensed to issue qualified health plans in more than one state?				
Note. See the instructions for additional information the organization must report on Schedule O.				
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	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? <i>If "No," provide an explanation in Schedule O</i>	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?	15		No	
Note. If "Yes," see instructions and file Form 4720, Schedule N.				
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16		No	
Note. If "Yes," complete Form 4720, Schedule O.				

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

1a Enter the number of voting members of the governing body at the end of the tax year
 If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.

1b Enter the number of voting members included in line 1a, above, who are independent

2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?

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?

4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?

5 Did the organization become aware during the year of a significant diversion of the organization's assets?

6 Did the organization have members or stockholders?

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?

b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?

8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:

a The governing body

b Each committee with authority to act on behalf of the governing body

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

	1a	14	Yes	No
	1b	14		
2			No	
3			No	
4			No	
5			No	
6			No	
7a			No	
7b			No	
8a			Yes	
8b			Yes	
9			No	

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

10a Did the organization have local chapters, branches, or affiliates?

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?

11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?

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

b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?

c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done

13 Did the organization have a written whistleblower policy?

14 Did the organization have a written document retention and destruction policy?

15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?

a The organization's CEO, Executive Director, or top management official

b Other officers or key employees of the organization

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?

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?

	Yes	No
10a		No
10b		
11a	Yes	
12a	Yes	
12b	Yes	
12c	Yes	
13	Yes	
14	Yes	
15a	Yes	
15b	Yes	
16a		No
16b		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed► MN

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:
 ►ANN MCCULLY 10 RIVER PARK PLAZA SUITE 820 ST PAUL, MN 55107 (651) 290-9704

Part VII

Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent ContractorsCheck if Schedule O contains a response or note to any line in this Part VII **Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees****1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

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

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

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

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

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

See instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099- MISC)	(E) Reportable compensation from related organizations (W-2/1099- MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual or Director	Institutional Trustee	Officer	Key employee	Highest compensated			
(1) MIKE HUBER BOARD CHAIR	1.00	X		X			0	0	0
(2) PHYLLIS SLOAN BOARD VICE CHAIR	1.00	X		X			0	0	0
(3) LANAY MILLER BOARD SECRETARY	1.00	X		X			0	0	0
(4) MARCIA SCHLATTMAN BOARD TREASURER	1.00	X		X			0	0	0
(5) HORTENSIA LEON BOARD MEMBER	1.00	X					0	0	0
(6) JODI SCHNEIDER BOARD MEMBER	1.00	X					0	0	0
(7) HANNAH RIDDLE DE ROJAS BOARD MEMBER	1.00	X					0	0	0
(8) BECKY LITTLEWOLF BOARD MEMBER	1.00	X					0	0	0
(9) MARIA STEEN BOARD MEMBER	1.00	X					0	0	0
(10) LAUREL WILLS BOARD MEMBER	1.00	X					0	0	0
(11) JODI WAMBEKE BOARD MEMBER	1.00	X					0	0	0
(12) MARLENE JEHNKE BOARD MEMBER	1.00	X					0	0	0
(13) JOANN JOHNSON BOARD MEMBER	1.00	X					0	0	0
(14) LIZ KUOPPALA BOARD MEMBER	1.00	X					0	0	0
(15) ANN MCCULLY EXECUTIVE DIRECTOR	40.00			X			111,518	0	17,865
(16) KELLY MONSON ASSOCIATE DIRECTOR	40.00				X		110,759	0	1,889

Part VII

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

1b Sub-Total	►			
c Total from continuation sheets to Part VII, Section A . . .	►			
d Total (add lines 1b and 1c)	►	222,277	0	19,754

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 ► 2

	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	No
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>	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

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 ► 0

Part VIII Statement of Revenue

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

Contributions, Gifts, Grants and Other Similar Amounts		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
1a Federated campaigns . . .	1a				
b Membership dues . . .	1b				
c Fundraising events . . .	1c				
d Related organizations	1d				
e Government grants (contributions)	1e	6,293,280			
f All other contributions, gifts, grants, and similar amounts not included above	1f	236,957			
g Noncash contributions included in lines 1a - 1f:\$	1g				
h Total. Add lines 1a-1f . . . ►		6,530,237			
Program Service Revenue		Business Code			
2a PROGRAM INCOME		624410	354,610	354,610	
b MISCELLANEOUS		900099	85,900	85,900	
c					
d					
e					
f All other program service revenue.					
g Total. Add lines 2a-2f. . . . ►		440,510			
Other Revenue					
3 Investment income (including dividends, interest, and other similar amounts) ►			4,205		4,205
4 Income from investment of tax-exempt bond proceeds ►					
5 Royalties ►					
6a Gross rents	(i) Real	(ii) Personal			
b Less: rental expenses	6a				
c Rental income or (loss)	6b				
d Net rental income or (loss) ►	6c				
7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other			
b Less: cost or other basis and sales expenses	7a				
c Gain or (loss)	7b				
d Net gain or (loss) ►	7c				
8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a				
b Less: direct expenses	8b				
c Net income or (loss) from fundraising events . . . ►					
9a Gross income from gaming activities. See Part IV, line 19	9a				
b Less: direct expenses	9b				
c Net income or (loss) from gaming activities . . . ►					
10a Gross sales of inventory, less returns and allowances	10a				
b Less: cost of goods sold	10b				
c Net income or (loss) from sales of inventory . . . ►					
Miscellaneous Revenue	Business Code				
11a					
b					
c					
d All other revenue					
e Total. Add lines 11a-11d ►					
12 Total revenue. See instructions ►		6,974,952	440,510	0	4,205

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	638,250	638,250		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	2,071,297	2,071,297		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	242,031	156,483	81,366	4,182
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	1,792,201	1,666,396	125,805	
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	58,136	54,844	3,292	
9 Other employee benefits	213,778	201,423	12,355	
10 Payroll taxes	145,096	129,977	14,844	275
11 Fees for services (non-employees):				
a Management				
b Legal				
c Accounting	200,247	109,106	91,141	
d Lobbying	15,000	15,000		
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)	822,143	758,865	63,278	
12 Advertising and promotion	139,195	134,967	4,228	
13 Office expenses	46,657	44,095	2,541	21
14 Information technology				
15 Royalties				
16 Occupancy	127,371	116,331	10,930	110
17 Travel	336	331	5	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	210,378	168,189	42,189	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	157,747	134,695	23,052	
23 Insurance	7,153	6,629	524	
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 EQUIPMENT	72,455	65,897	6,558	
b MISCELLANEOUS	30,459	29,540	919	
c DATABASE DEVELOPMENT	21,680	21,680		
d LANGUAGE ACCESS PLAN	14,012	14,012		
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	7,025,622	6,538,007	483,027	4,588
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 ► <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

Part X **Balance Sheet**Check 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		1		
	2 Savings and temporary cash investments	2,351,225	2	3,127,359	
	3 Pledges and grants receivable, net	1,481,115	3	1,351,133	
	4 Accounts receivable, net	3,488	4	29,834	
	5 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5		
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6		
	7 Notes and loans receivable, net		7		
	8 Inventories for sale or use		8		
	9 Prepaid expenses and deferred charges	89,751	9	117,063	
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	89,566			
	b Less: accumulated depreciation	71,330	31,496	10c	18,236
	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	190,818	14	77,269	
	15 Other assets. See Part IV, line 11	11,304	15	0	
16 Total assets. Add lines 1 through 15 (must equal line 33)	4,159,197	16	4,720,894		
Liabilities	17 Accounts payable and accrued expenses	365,723	17	389,689	
	18 Grants payable	70,075	18	319,500	
	19 Deferred revenue	2,089,200	19	2,428,176	
	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 any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		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		25		
	26 Total liabilities. Add lines 17 through 25	2,524,998	26	3,137,365	
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here ► <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.				
	27 Net assets without donor restrictions	1,634,199	27	1,377,769	
	28 Net assets with donor restrictions		28	205,760	
	Organizations that do not follow FASB ASC 958, check here ► <input type="checkbox"/> and complete lines 29 through 33.				
	29 Capital stock or trust principal, or current funds		29		
	30 Paid-in or capital surplus, or land, building or equipment fund		30		
	31 Retained earnings, endowment, accumulated income, or other funds		31		
	32 Total net assets or fund balances	1,634,199	32	1,583,529	
	33 Total liabilities and net assets/fund balances	4,159,197	33	4,720,894	

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	6,974,952
2	Total expenses (must equal Part IX, column (A), line 25)	2	7,025,622
3	Revenue less expenses. Subtract line 2 from line 1	3	-50,670
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	1,634,199
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	1,583,529

Part XII **Financial Statements and Reporting**Check if Schedule O contains a response or note to any line in this Part XII

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

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

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.

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?

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.

	Yes	No
2a		No
2b	Yes	
2c	Yes	
3a	Yes	
3b	Yes	

Additional Data

Software ID:**Software Version:**

EIN: 41-1730422

Name: MINNESOTA CHILD CARE RESOURCE AND
REFERRAL NETWORK

Form 990 (2020)

Form 990, Part III, Line 4a:

CHILD CARE AWARE SYSTEM SUPPORTS PROVIDE LEADERSHIP AND INFLUENCE ACROSS THE CHILD CARE AWARE SYSTEM TO CREATE AN INTEGRATED STATEWIDE STRUCTURE ORGANIZED FOR SERVICE DELIVERY. IN 2020-2021 WE:-FINALIZED A NEW STRATEGIC PLAN FOR 2021-2024 TO ADDRESS CHANGES NEEDED IN OUR OWN SYSTEM AS WELL AS IN THE FIELD IN GENERAL. WORKGROUPS MET THROUGHOUT 2021 TO CREATE NEXT STEPS FOR IMPLEMENTATION.-CONVENED FUNCTION-SPECIFIC FIELD STAFF AND OVERALL COORDINATION/LEADERSHIP STAFF TO SUPPORT AND GUIDE PROJECT WORK AND PROVIDE UPDATES AND SUPPORT AS NEEDED-FOCUSED ON DIVERSITY, EQUITY AND INCLUSION ISSUES WITHIN THE CHILD CARE AWARE OF MINNESOTA SYSTEM AND BEYOND. THIS INCLUDED: -PROVISION OF THE INTERCULTURAL DEVELOPMENT INVENTORY (IDI) ASSESSMENT AND DEBRIEF SESSIONS FOR STAFF WORKING IN THE CHILD CARE AWARE COORDINATING OFFICE AS WELL AS AGENCIES AROUND THE STATE -A FOUR-PART SERIES OF WORKSHOPS AROUND BUILDING RACIAL CONSCIOUSNESS FOR STAFF COORDINATE AND DELIVER A SYSTEM OF PROFESSIONAL DEVELOPMENT THAT RAISES THE LEVEL OF EXCELLENCE IN CHILD CARE AND EARLY LEARNING IN MINNESOTA IN 2020-21 WE:-COLLECTIVELY (WITH OUR LOCAL AGENCY PARTNERS) DELIVERED 998 PROFESSIONAL DEVELOPMENT SESSIONS REFLECTING 304 DISTINCT COURSES TO 15,569 UNIQUE INDIVIDUAL PARTICIPANTS. TOTAL ATTENDANCE AT THESE SESSIONS WAS 52,934. -CONTRACTED WITH 6 CDA LEARNING COMMUNITY COORDINATORS WHO PARTNERED WITH 5 COHORTS OF STUDENTS--ONLINE OR FACE TO FACE-- TO HELP 42 INDIVIDUALS OVERCOME BARRIERS TO THEIR PARTICIPATION, STAY CAUGHT UP ON MATERIAL, AND SUCCESSFULLY EARN THEIR CHILD DEVELOPMENT ASSOCIATE CREDENTIAL.-PROVIDED 3 LEARNING COMMUNITIES TO SUPPORT 17 DIRECTORS IN ATTAINING THEIR DIRECTOR'S CREDENTIAL-CONTINUED OUR SERIES OF TOPICS FOR EARLY LEARNING LEADERS (T.E.L.L.) TALKS. THESE MONTHLY WEBINARS FACILITATE SOLUTIONS-FOCUSED DISCUSSIONS FOR CHILD CARE CENTER DIRECTORS. EACH WEBINAR TOPIC IS SELECTED BASED ON FEEDBACK FROM PARTICIPANTS AND INCLUDES A RELATED EXPERT FROM THE FIELD. THIS YEAR'S TOPICS INCLUDED: -THE POWER OF INTERACTIONS- SOCIAL DISTANCING IN EARLY CHILDHOOD -WHAT IS FIRST CHILDREN'S FINANCE AND WHAT ASSISTANCE DOES IT OFFER TO PROVIDERS -SUPPORTING CHILDREN IN ERA OF RACISM AND POLICE BRUTALITY -SUPPORTING FAMILIES EXPERIENCING HOMELESSNESS AND HOUSING INSTABILITY -CELEBRATING: AND HOW ARE YOU? -PROFESSIONAL DEVELOPMENT ADVISING -NEW COMPONENTS OF THE EARLY CHILDHOOD KNOWLEDGE AND COMPETENCY FRAMEWORK: TRAUMA INFORMED CARE AND PRACTICES, WORKING WITH MULTILINGUAL CHILDREN AND FAMILIES, CULTURAL RESPONSIBILITY AND PRACTICE. -RETAIIN BONUS APPLICATION INFORMATION FOR CENTER EDUCATORS -CHILD CARE ASSISTANCE PROGRAM ORIENTATION -BEHAVIOR IS COMMUNICATION - A PANEL DISCUSSION ON SUPPORTING CHILDREN AND THEIR TEACHERS -TELLING THE STORY OF EARLY CHILD DEVELOPMENT COORDINATE IMPLEMENTATION OF THE PARENT AWARE RATINGS PROGRAM IN 2020-2021: -AS OF SEPT. 30, 2021, THERE WERE 2,870 CHILD CARE PROGRAMS WITH A PARENT AWARE RATING. THIRTY PERCENT OF ALL ELIGIBLE PROGRAMS IN THE STATE (SCHOOL BASED, HEAD START, ECSE, AND ACCREDITED AND NON-ACCREDITED CHILD CARE) CURRENTLY HOLD A RATING.-WE WORKED WITH COACH CHAMPIONS TO ENSURE BROAD SUPPORT OF THE 53 PARENT AWARE QUALITY COACHES AND TO GAIN INSIGHT ON THE RESOURCES AND SUPPORTS THOSE COACHES NEED. THIS INCLUDED: -ONGOING STRATEGIES FOR PROVIDING VIRTUAL COACHING AND TECHNICAL ASSISTANCE TO PROGRAMS AND EDUCATORS -PROPOSALS FOR TEMPORARY POLICIES THAT PROVIDE NEEDED FLEXIBILITY FOR PROGRAMS IN PARENT AWARE, INCLUDING A REDUCTION IN THE REQUIRED MINIMUM HOURS FOR BUILDING QUALITY, EXTENSION OF CURRENT PARENT AWARE RATINGS, AND WAIVING THE REQUIREMENT FOR A CLASS OBSERVATION FOR CHILD CARE CENTERS SEEKING A THREE- OR FOUR-STAR RATING -QUARTERLY COMMUNITIES OF PRACTICE WITH ALL COACHES WITH TOPICS LIKE VIRTUAL COACHING, QUALITY DOCUMENTATION PORTFOLIO (QDP) REFRESHER, CASE STUDY OF OTHER COACHING MODELS, AND RELATIONSHIP-BUILDING-PROGRAMS IN THE ACCELERATED AND EXPEDITED PATHWAYS WERE ELIGIBLE FOR PARENT AWARE GRANTS FOR THE FIRST TIME, STARTING WITH PROGRAMS THAT EARNED A RATING BETWEEN JULY 1 AND DECEMBER 31, 2020. COORDINATING OFFICE STAFF SUPPORTED 97 PROGRAMS IN THEIR GOAL SETTING AND SPENDING OF OVER \$185,000. PROVIDE ALL FAMILIES WITH THE RESOURCES AND SUPPORT THEY NEED TO MAKE AN INFORMED CHILD CARE CHOICE IN 2020-2021 WE:-PROVIDED 771 PARENTS WITH CHILD CARE REFERRALS AND INFORMATION ON QUALITY CARE THROUGH PHONE REFERRALS OR OUR CHAT FEATURE AND HOSTED 101,539 NEW USERS WITH 120,568 PAGE VIEWS ON OUR ONLINE SEARCH TOOL PARENTAWARE.ORG. -PROVIDED ENHANCED SUPPORT TO FAMILIES LOOKING FOR CHILD CARE DURING THE PANDEMIC THROUGH OUR CHILD CARE INFORMATION SPECIALIST TEAM. WE PARTNERED WITH THE MINNESOTA DEPARTMENTS OF HUMAN SERVICES, EDUCATION, AS WELL AS THE GOVERNOR'S CHILDREN'S CABINET, TO ENSURE THAT FAMILIES KNEW THAT WE WERE A LEADING RESOURCE FOR THOSE WHO NEEDED CHILD CARE.-INCREASED OUR OUTREACH WORK TO HEALTH CARE AND HOSPITAL SYSTEMS AS WELL AS BUSINESSES AND SCHOOLS IN AREAS THAT WERE HARDEST HIT BY COVID-19 CASES. OUR PARTNERS INCLUDE THE HOSPITALITY, HEALTH CARE, SCHOOL DISTRICT, AND RETIREMENT COMMUNITIES.

Form 990, Part III, Line 4b:

DIRECT FINANCIAL SUPPORTS HIGH-QUALITY CHILD CARE REQUIRES STRONG INVESTMENTS IN THE CERTIFICATION, EDUCATION, AND RETENTION OF THE FIELD. OUR SCHOLARSHIP AND GRANT PROGRAMS FOCUS ON RETAINING EARLY CHILDHOOD EDUCATORS AND SUPPORTING THEIR PROFESSIONAL DEVELOPMENT.T.E.A.C.H. EARLY CHILDHOOD MINNESOTA IS A SCHOLARSHIP PROGRAM THAT HELPS EARLY CHILDHOOD AND SCHOOL-AGE CARE PROVIDERS INCREASE THEIR LEVELS OF EDUCATION, COMPENSATION, AND COMMITMENT TO THE FIELD BY EARNING COLLEGE CREDITS AND DEGREES.IN 2020-21:-WE AWARDED SCHOLARSHIPS TOTALING JUST OVER \$1 MILLION TO 204 EARLY CHILDHOOD EDUCATORS.-OF THESE, 64 (31%) IDENTIFIED AS PEOPLE OF COLOR OR AMERICAN INDIAN. -T.E.A.C.H. RECIPIENTS COMPLETED MORE THAN 2,530 CREDIT HOURS.REETAIN BONUSES HELP SUPPLEMENT INCOME FOR EARLY CHILDHOOD EDUCATORS AS THEY WORK TO ESTABLISH A CAREER IN THE FIELD. REETAIN BONUSES CAN BE USED FOR PROGRAM SUPPLIES, TRAINING, OR PERSONAL EXPENSES.IN 2020-21:-WE AWARDED GRANTS TOTALING \$568,500 TO 264 EARLY CHILDHOOD EDUCATORS. -OF THESE, 34 (13%) IDENTIFIED AS PEOPLE OF COLOR OR AMERICAN INDIAN.CDA AWARDS HELP PROVIDERS PAY FOR THE REQUIRED TRAINING, APPLICATION, AND RENEWAL OF THE NATIONALLY RECOGNIZED CHILD DEVELOPMENT ASSOCIATE CREDENTIAL (CDA). APPLICATIONS ARE ACCEPTED AT ANY TIME. AWARDS ARE DISTRIBUTED ON A QUARTERLY BASIS.IN 2020-21:-WE AWARDED CDA TRAINING, ASSESSMENT OR RENEWAL SCHOLARSHIPS, AND PROFESSIONAL DEVELOPMENT SPECIALIST (PDS) STIPENDS TOTALING \$24,600 TO 53 EARLY CHILDHOOD EDUCATORS.-OF THESE, 14 (26%) IDENTIFIED AS PEOPLE OF COLOR OR AMERICAN INDIAN.

Form 990, Part III, Line 4c:

PEACETIME EMERGENCY CHILD CARE GRANTS, COVID-19 PUBLIC HEALTH SUPPORT FUNDS, AND CHILD CARE STABILIZATION GRANTS. THE PEACETIME EMERGENCY CHILD CARE GRANTS PROGRAM WAS IMPLEMENTED AT THE BEGINNING OF THE COVID-19 PEACETIME EMERGENCY IN APRIL, 2020 AS PART OF GOV. TIM WALZ AND LT. GOV. PEGGY FLANAGAN'S COVID-19 RESPONSE SUPPLEMENTAL BUDGET PROPOSAL IN MARCH 2020. IT RECOGNIZED THAT THE CHILD CARE SECTOR OPERATES UNDER VERY THIN FINANCIAL MARGINS, AND GRANTS WERE NEEDED TO ENSURE AVAILABILITY OF CHILD CARE FOR CHILDREN OF ESSENTIAL WORKERS. THESE GRANTS WERE ISSUED PRIMARILY FROM APRIL-JUNE OF 2020, WITH A FINAL RELEASE OF GRANT MONEY TO A SMALL SUB-SET OF RECIPIENTS IN OCTOBER, 2020. THE COORDINATING OFFICE SERVED AS THE PASS-THROUGH FUNDER FOR THE PEACETIME EMERGENCY GRANTS ISSUING PAYMENTS DIRECTLY TO THE RECIPIENTS, AS WELL AS PROVIDING THE TECHNICAL ASSISTANCE AND SUPPORT FOR THOSE APPLYING. BEGINNING IN JULY, 2020 THE MINNESOTA DEPARTMENT OF HUMAN SERVICES BEGAN OFFERING THE COVID-19 PUBLIC HEALTH SUPPORT FUNDS FOR CHILD CARE TO HELP ENSURE CHILDREN'S AND STAFF'S HEALTH AND SAFETY IN THEIR CHILD CARE SETTINGS DURING COVID-19. THE COVID-19 PUBLIC HEALTH SUPPORT FUNDS FOR CHILD CARE PROGRAM WAS SPECIFICALLY DESIGNED TO PROVIDE SUPPORT TO ALL CHILD CARE PROVIDERS WHO QUALIFIED. CHILD CARE AWARE OF MINNESOTA SERVED AS THE TECHNICAL ASSISTANCE SOURCE STAFFING A HOTLINE AND OFFERING A SPECIFIC E-MAIL ADDRESS TO ANSWER QUESTIONS AND HELP WITH THE APPLICATION PROCESS. WE WORKED CLOSELY WITH THE TEAM AT DHS TO SHARE INSIGHTS AND ISSUES IDENTIFIED THROUGHOUT THE PROCESS TO REFINE THE PROGRAM. FINALLY, IN MARCH OF 2021 THE AMERICAN RESCUE PLAN ACT WAS SIGNED INTO LAW, AND IT PROVIDED MINNESOTA WITH ADDITIONAL FUNDS DESIGNED TO HELP STABILIZE THE CHILD CARE INDUSTRY AS THE STATE CONTINUES TO RECOVER FROM THE COVID-19 PANDEMIC. THESE FEDERAL FUNDS HAD SPECIFIC RULES AND REQUIREMENTS THAT MUST BE FOLLOWED. THE MINNESOTA LEGISLATURE CREATED MINNESOTA'S CHILD CARE STABILIZATION GRANT PROGRAM TO ADMINISTER THESE FEDERAL FUNDS. THESE GRANTS BEGAN IN JUNE 2021, REPLACING THE PUBLIC HEALTH SUPPORT FUNDS, AND WILL LAST UNTIL JUNE 2023. CHILD CARE OF MINNESOTA ONCE AGAIN SERVED AS THE TECHNICAL ASSISTANCE ARM FOR THESE STABILIZATION GRANTS AND WILL CONTINUE TO DO SO THROUGHOUT THE FUNDING PERIOD.

Describe the exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and (4) organizations and 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

(Code:)	(Expenses \$ 950,834 including grants of \$)	(Revenue \$ 434,969)
<p>EAGER-TO-LEARNEAGER-TO-LEARN IS AN INNOVATIVE, COMMUNITY-BASED, E-LEARNING PROGRAM. ITS ONLINE COURSES ARE DESIGNED TO PROVIDE QUALITY, ACCESSIBLE, EDUCATIONAL OPPORTUNITIES FOR PEOPLE WHO CARE FOR CHILDREN. A LEADER IN THE FIELD, EAGER-TO-LEARN IS BUILT UPON SEVERAL DECADES OF RESEARCH SUPPORTING THE EFFECTIVENESS AND UNIVERSAL REACH OF THE ONLINE LEARNING MODEL. TRAINED PROFESSIONALS OFFER COURSES COVERING A WIDE RANGE OF TOPICS WHICH FOCUS ON CHILDREN FROM BIRTH TO AGE 12. ANYTIME LEARNING (ATL) COURSES ARE SELF-PACED, ONLINE COURSES DESIGNED TO GIVE STUDENTS THE FLEXIBILITY TO LEARN ON THEIR OWN TIME AND AT THEIR OWN SPEED. IN 2020-2021 EAGER TO LEARN/ANYTIME LEARNING:-HELD 623 PROGRAMS FOR 14,769 UNIQUE REGISTRANTS AND 48,766 TOTAL ATTENDEES.-OFFERED OVER 123 COURSES IN LANGUAGES OTHER THAN ENGLISH (SPANISH, SOMALI & HMONG). AN ADDITIONAL 10 ANYTIME LEARNING MODULES WERE TRANSLATED INTO SPANISH AND/OR SOMALI-CONTINUED TO SERVE AS THE PRIMARY DELIVERY SYSTEM TO DELIVER CHILD CARE AWARE TRAINING, FROM BOTH CHILD CARE AWARE STAFF AND CONTRACTED TRAINERS DURING THE COVID-19 PANDEMIC-PARTNERED WITH DISTRICT AGENCIES TO TRANSITION EXISTING LEARNING COMMUNITIES AND/OR CREATE NEW ONLINE LEARNING COMMUNITIES: -WE TRANSITIONED A METRO SPANISH LANGUAGE MNCDA COHORT TO OUR ONLINE PLATFORM, INCORPORATING VIDEO CHATS TO ALLOW THEM TO FINISH THEIR CREDENTIAL WORK -WE PARTNERED WITH THE WEST/CENTRAL DISTRICT TO COORDINATE A DIRECTOR CREDENTIAL LEARNING COMMUNITY COHORT THAT INCORPORATES VIDEO CHATS. -COMPLETED A PILOT FOR THE SUBSEQUENT OFFICIAL LAUNCH OF VIDEO CHAT INSTRUCTOR LED COURSES.</p>		

(Code:)	(Expenses \$ 322,913 including grants of \$)	(Revenue \$)
<p>TRAINER SUPPORTCHILD CARE AWARE OF MINNESOTA ALSO HELD A CONTRACT FROM THE MINNESOTA DEPARTMENT OF HUMAN SERVICES FOR TRAINER AND RELATIONSHIP-BASED PROFESSIONAL DEVELOP SUPPORT SERVICES (TARSS) TO RECRUIT, TRAIN, AND RETAIN MINNESOTA'S EARLY CHILDHOOD EDUCATION TRAINERS, MENTORS AND COACHES. FROM JULY 1, 2020-JUNE 30, 2021 WE:-DELIVERED 6 "TRAINING OF TRAINER" SESSIONS TO EQUIP 67 TRAINERS WITH NEW CURRICULUM AND CONTENT FOR EARLY CHILDHOOD EDUCATORS STATEWIDE -HELD 3 RELATIONSHIP BASED PROFESSIONAL DEVELOPMENT (RBPD) CREDENTIAL COHORTS SERVING 41 STUDENTS.-PROVIDED SUPPORT TO 453 TRAINERS AND 92 RBPD SPECIALISTS THROUGH PHONE CALLS, WEBINARS, AND A MONTHLY NEWSLETTER.-OFFERED MENTORING AND OBSERVATION SERVICES TO 36 TRAINERS. BECAUSE OF RESTRICTIONS ON IN-PERSON TRAINING AS A RESULT OF THE COVID-19 PANDEMIC, WE INSTITUTED AN OBSERVATION AND MENTORING OPTION FOR ONLINE INSTRUCTORS, WHILE SOME TRAINERS CONTINUED TO WORK WITH THEIR MENTORS DURING THIS TIME-HELD A VIRTUAL TRAINER AND RBPD SUMMIT FROM 9/1-10/30/20 WITH 330 TRAINERS, RBPD SPECIALISTS, AND EARLY CHILDHOOD LEADERS ATTENDING.</p>		

Describe the exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and (4) organizations and 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

(Code:)	(Expenses \$ 241,838 including grants of \$)	(Revenue \$ 5,541)
PARENT AWARE RATINGTHE COORDINATING OFFICE RECEIVES FUNDING THROUGH A SEPARATE CONTRACT WITH THE MINNESOTA DEPARTMENT OF HUMAN SERVICES TO MANAGE THE PARENT AWARE RATING TEAM THAT PROVIDES FINAL REVIEW AND SCORING FOR THE QUALITY DOCUMENTATION PORTFOLIOS SUBMITTED BY PROVIDERS PURSUING A STAR RATING. THIS WORK INCLUDES RIGOROUS PROCESSES TO ENSURE RELIABILITY AND CONSISTENCY IN SCORING. THIS TEAM IS RESPONSIBLE FOR REVIEWING AND RECOMMENDING STAR RATING LEVELS TO THE MINNESOTA DEPARTMENT OF HUMAN SERVICES FOR ALL PARENT AWARE APPLICANTS, INCLUDING THOSE PURSUING A FULL RATING, AN ACCELERATED RATING, OR AN EXPEDITED RATING. STAFF REVIEW APPROXIMATELY 500 PROGRAMS DURING EACH 6-MONTH FULL-RATING COHORT AS WELL AS REVIEWING OVER 1,000 CURRENTLY ACCREDITED AND SCHOOL-BASED PRE-K PROGRAMS ON A REVOLVING BASIS.		
(Code:)	(Expenses \$ 68,268 including grants of \$)	(Revenue \$)
OTHER PROJECTS-CHILD CARE AWARE OF MINNESOTA RECEIVED A GRANT THROUGH A CONSORTIUM OF NATIONAL ORGANIZATIONS, INCLUDING CHILD CARE AWARE OF AMERICA, AND FUNDED BY THE ROBERT WOOD JOHNSON FOUNDATION, TO FOCUS ON "INCREASING EQUITABLE ACCESS TO HIGH QUALITY CHILD CARE" THROUGH SOCIAL MEDIA AND ADVOCACY EFFORTS. THIS SUPPORT WAS USED TO EDUCATE POLICYMAKERS AND THE PUBLIC ABOUT THE NEEDS OF THE EARLY CHILDHOOD FIELD.-CHILD CARE AWARE OF MINNESOTA ALSO RECEIVED A GRANT FROM THE SHELTERING ARMS FOUNDATION TO SUPPORT LEGISLATIVE INITIATIVES OF "TRANSFORMING MINNESOTA'S EARLY CHILDHOOD WORKFORCE B-8". THESE INCLUDED INCREASING ACCESS TO ONGOING PROFESSIONAL DEVELOPMENT AND DEGREE ATTAINMENT OPPORTUNITIES FOR THE EARLY CHILDHOOD WORKFORCE AS WELL AS STRATEGIES FOR INCREASING THE COMPENSATION IN THE FIELD. GREAT HEADWAY WAS MADE DURING THE 2021 LEGISLATIVE SESSION INCLUDING INFUSION OF FEDERAL ARPA FUNDS TO SUPPORT THESE INITIATIVES.-THE CHILD CARE ADVOCATES READY TO EMERGE (CARE) FELLOWSHIP, WHICH BRINGS TOGETHER A DIVERSE GROUP OF PASSIONATE AND CURIOUS PARTICIPANTS TO IMPROVE THEIR ADVOCACY KNOWLEDGE AND SKILLS WAS FUNDED THROUGH A GENEROUS GIFT FROM THE HOPKINS EARLY LEARNING CENTER. THIS PROJECT IS A COLLABORATIVE EFFORT ACROSS MULTIPLE ORGANIZATIONS, WITH CHILD CARE AWARE SERVING AS THE FISCAL HOST. A NEW COHORT OF 22 FELLOWS LAUNCHED IN OCTOBER, 2021.		

SCHEDULE A
(Form 990 or
990EZ)**Public Charity Status and Public Support**

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
 ► Attach to Form 990 or Form 990-EZ.

► Go to www.irs.gov/Form990 for instructions and the latest information.

2020**Open to Public
Inspection**Department of the Treasury
Internal Revenue ServiceName of the organization
MINNESOTA CHILD CARE RESOURCE AND
REFERRAL NETWORKEmployer identification number
41-1730422**Part I Reason for Public Charity Status** (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

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

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

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

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

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

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

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

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

9 An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:

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

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

12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.

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

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

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

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

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

f Enter the number of supported organizations

g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 10 above (see instructions))	(iv) Is the organization listed in your governing document?	(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No	

Total

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization failed to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►		(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .	3,998,830	4,111,339	4,933,923	44,497,218	6,530,237	64,071,547
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3	The value of services or facilities furnished by a governmental unit to the organization without charge..						
4	Total. Add lines 1 through 3	3,998,830	4,111,339	4,933,923	44,497,218	6,530,237	64,071,547
5	The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6	Public support. Subtract line 5 from line 4.						64,071,547

Section B. Total Support

Calendar year (or fiscal year beginning in) ►		(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
7	Amounts from line 4. . .	3,998,830	4,111,339	4,933,923	44,497,218	6,530,237	64,071,547
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. . .	2,575	5,520	5,591	9,673	4,205	27,564
9	Net income from unrelated business activities, whether or not the business is regularly carried on. . .						
10	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.). . .						
11	Total support. Add lines 7 through 10						64,099,111
12	Gross receipts from related activities, etc. (see instructions)					12	2,434,504

13 **First 5 years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** ► **Section C. Computation of Public Support Percentage**

14	Public support percentage for 2020 (line 6, column (f) divided by line 11, column (f))	14	99.960 %
15	Public support percentage for 2019 Schedule A, Part II, line 14	15	99.960 %
16a	33 1/3% support test—2020. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		► <input checked="" type="checkbox"/>
b	33 1/3% support test—2019. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		► <input type="checkbox"/>
17a	10%-facts-and-circumstances test—2020. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization		► <input type="checkbox"/>
b	10%-facts-and-circumstances test—2019. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization		► <input type="checkbox"/>
18	Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		► <input type="checkbox"/>

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

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf.						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year.						
c Add lines 7a and 7b.						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
9 Amounts from line 6.						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources.						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
c Add lines 10a and 10b.						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on.						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.).						
14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ► <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2020 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2019 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2020 (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from 2019 Schedule A, Part III, line 17	18	
19a 33 1/3% support tests—2020. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here . The organization qualifies as a publicly supported organization ► <input type="checkbox"/>		
b 33 1/3% support tests—2019. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and stop here . The organization qualifies as a publicly supported organization ► <input type="checkbox"/>		
20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ► <input type="checkbox"/>		

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>	1	
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>	2	
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>	3a	
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>	3b	
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>	3c	
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>	4a	
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>	4b	
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>	4c	
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>	5a	
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?	5b	
c Substitutions only. Was the substitution the result of an event beyond the organization's control?	5c	
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>	6	
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>	7	
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>	8	
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>	9a	
b Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>	9b	
c Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>	9c	
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>	10a	
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).</i>	10b	

Part IV Supporting Organizations (continued)

	Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?	
a	A person who directly or indirectly controls, either alone or together with persons described in lines 11b and 11c below, the governing body of a supported organization?	
b	A family member of a person described in 11a above?	
c	A 35% controlled entity of a person described in line 11a or 11b above? <i>If "Yes" to 11a, 11b, or 11c, provide detail in Part VI.</i>	
11a		
11b		
11c		

Section B. Type I Supporting Organizations

	Yes	No
1	Did the officers, directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>	
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.</i>	
1		
2		

Section C. Type II Supporting Organizations

	Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>	
1		

Section D. All Type III Supporting Organizations

	Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?	
1		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>	
2		
3	By reason of the relationship described in line 2 above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>	
3		

Section E. Type III Functionally-Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions):

- The organization satisfied the Activities Test. Complete line 2 below.
- The organization is the parent of each of its supported organizations. Complete line 3 below.
- The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions)

2 Activities Test. Answer lines 2a and 2b below.

a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*

b Did the activities described in line 2a constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.*

3 Parent of Supported Organizations. Answer lines 3a and 3b below.

a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? *If "Yes" or "No" provide details in Part VI.*

b Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? *If "Yes," describe in Part VI the role played by the organization in this regard.*

	Yes	No
2a		
2b		
3a		
3b		

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

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

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8	
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	1	
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt use assets	2	
3	Subtract line 2 from line 1d	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	
Section C - Distributable Amount		Current Year	
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)		

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (<i>prior IRS approval required - provide details in Part VI</i>)	5
6	Other distributions (<i>describe in Part VI</i>). See instructions	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions	8
9	Distributable amount for 2020 from Section C, line 6	9
10	Line 8 amount divided by Line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2020	(iii) Distributable Amount for 2020
1 Distributable amount for 2020 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2020 (reasonable cause required-- <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2020:			
a From 2015.			
b From 2016.			
c From 2017.			
d From 2018.			
e From 2019.			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2020 distributable amount			
i Carryover from 2015 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2020 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2020 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2020, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2020. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2021. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2016.			
b Excess from 2017.			
c Excess from 2018.			
d Excess from 2019.			
e Excess from 2020.			

Part VI

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

Facts And Circumstances Test

SCHEDULE C
(Form 990 or 990-EZ)**Political Campaign and Lobbying Activities****2020****Open to Public
Inspection**Department of the Treasury
Internal Revenue Service**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.

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 MINNESOTA CHILD CARE RESOURCE AND REFERRAL NETWORK	Employer identification number 41-1730422
---	---

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.														
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>		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.		
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?	<input type="checkbox"/> Yes	<input type="checkbox"/> 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) 2017	(b) 2018	(c) 2019	(d) 2020	(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?	No	
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?	No	
c Media advertisements?	No	
d Mailings to members, legislators, or the public?	No	
e Publications, or published or broadcast statements?	No	
f Grants to other organizations for lobbying purposes?	No	
g Direct contact with legislators, their staffs, government officials, or a legislative body?	No	
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?	No	
i Other activities?	Yes	15,000
j Total. Add lines 1c through 1i		15,000
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?	No	
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	
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
3 Did the organization agree to carry over lobbying and political expenditures from the prior year?	3	

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	
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?		
5 Taxable amount of lobbying and political expenditures (see instructions)	4	
	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 II-B, LINE 1:	USED A GRANT FROM THE SHELTERING ARMS FOUNDATION TO FUND A LOBBYIST TO SUPPORT LEGISLATIVE INITIATIVES OF "TRANSFORMING MINNESOTA'S EARLY CHILDHOOD WORKFORCE B-8"

2020

Open to Public
InspectionSCHEDULE 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 instructions and the latest information.

Name of the organization

MINNESOTA CHILD CARE RESOURCE AND
REFERRAL NETWORK

Employer identification number

41-1730422

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	
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 FASB 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 FASB 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 FASB ASC 958 relating to these items:

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

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

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

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

- a Public exhibition
- 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 Term 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?

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

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

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				
d Equipment		89,566	71,330	18,236
e Other				

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

18,236

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		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)	►	

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

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

1	Total revenue, gains, and other support per audited financial statements	1	6,974,952
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	0
3	Subtract line 2e from line 1	3	6,974,952
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	6,974,952

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

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

1	Total expenses and losses per audited financial statements	1	7,025,622
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	0
3	Subtract line 2e from line 1	3	7,025,622
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	7,025,622

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: 41-1730422

Name: MINNESOTA CHILD CARE RESOURCE AND
REFERRAL NETWORK

Supplemental Information

Return Reference	Explanation
PART X, LINE 2:	THE ORGANIZATION IS EXEMPT FROM INCOME TAXES UNDER INTERNAL REVENUE CODE SECTION 501(C)(3) AND APPLICABLE MINNESOTA STATUTES, EXCEPT TO THE EXTENT IT HAS TAXABLE INCOME FROM BUSINESSES THAT ARE NOT RELATED TO ITS EXEMPT PURPOSE. MANAGEMENT BELIEVES THE ORGANIZATION DID NOT HAVE ANY UNRELATED BUSINESS INCOME. THE ORGANIZATION IS NOT CURRENTLY UNDER EXAMINATION BY ANY TAXING JURISDICTION. FEDERAL AND STATE TAX AUTHORITIES HAVE THE RIGHT TO EXAMINE THE CURRENT AND PRIOR THREE YEARS RETURNS. ANY INTEREST OR PENALTIES ASSOCIATED WITH TAX POSITIONS ARE REPORTED AS SUCH WITHIN THE MANAGEMENT AND GENERAL EXPENSES CATEGORY. THERE WERE NO SUCH INTEREST OR PENALTIES.

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

**Schedule I
(Form 990)**Department of the
Treasury
Internal Revenue Service**Grants and Other Assistance to Organizations,
Governments and Individuals in the United States**

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

► Attach to Form 990.

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

OMB No. 1545-0047

2020**Open to Public
Inspection**Name of the organization
MINNESOTA CHILD CARE RESOURCE AND
REFERRAL NETWORK

Employer identification number

41-1730422

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?

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

 Yes No**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 ► 0

3 Enter total number of other organizations listed in the line 1 table ► 0

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) TEACH SCHOLARSHIP	247	772,895			
(2) PEACETIME EMERGENCY	140	719,000			
(3) REETAIN SCHOLARSHIP	255	579,402			
(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
PART I, LINE 2:	THESE STEPS ARE OUTLINED AS PART OF THE CONTRACT FOR THE T.E.A.C.H. EARLY CHILDHOOD PROGRAM.

Additional Data

Software ID:

Software Version:

EIN: 41-1730422

Name: MINNESOTA CHILD CARE RESOURCE AND
REFERRAL NETWORK

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
AFTON VIEW CHILD CARE CENTER 363 WINTHROP ST S ST PAUL, MN 55119			15,500				PEACETIME EMERGENCY GRANT
ALL AGES & FACES ACADEMY 580 FULLER AVENUE ST PAUL, MN 55103			15,500				PEACETIME EMERGENCY GRANT

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
TENDER CHILD CARE LLC 15 WINIFRED ST W ST PAUL, MN 55107			15,500				PEACETIME EMERGENCY GRANT
ST PAUL MIDWAY YMCA EARLY CHILDHOOD LEARNING CENTER 547 NORTH WHEELER STREET ST PAUL, MN 55104			18,250				PEACETIME EMERGENCY GRANT

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
UNLIMITED POTENTIAL IN EDUCATION INC OPERATING AS JACK & JILL 2812 ANTHONY LANE S MINNEAPOLIS, MN 55418			21,000				PEACETIME EMERGENCY GRANT
COMMUNITY CHILD CARE CENTER 1250 FIFIELD AVENUE ST PAUL, MN 55108			12,750				PEACETIME EMERGENCY GRANT

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
DIAMOND DAYCARE INC 460 LEXINGTON PARKWAY N ST PAUL, MN 55104			15,500			PEACETIME EMERGENCY GRANT	
KID ZONE CHILD CARE CENTER 3700 ALABAMA AVE S ST LOUIS PARK, MN 55416			15,500			PEACETIME EMERGENCY GRANT	

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FAHIYE CHILD CARE CENTER 519 JACKSON ST STE A ST PAUL, MN 55101			12,750			PEACETIME EMERGENCY GRANT	
KIDS CENTER ST PAUL LTD 1026 FRONT AVENUE ST PAUL, MN 55103			12,750			PEACETIME EMERGENCY GRANT	

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JAMA CHILD CARE LLC 425 ETNA ST 35 ST PAUL, MN 55106			15,500			PEACETIME EMERGENCY GRANT	
PLAYHOUSE CHILD CARE CENTER 1022 4TH ST SE STE 102 ST CLOUD, MN 56304			15,500			PEACETIME EMERGENCY GRANT	

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TLC CHILDCARE 1051 FOREST STREET ST PAUL, MN 55106			12,750			PEACETIME EMERGENCY GRANT	
WILDER CHILD DEVELOPMENT CENTER 911 LAFOND AVE ST PAUL, MN 55104			15,500			PEACETIME EMERGENCY GRANT	

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AURORA CHILD CARE INC 1048 AURORA AVENUE ST PAUL, MN 55104			18,250			PEACETIME EMERGENCY GRANT	
EDGCUMBE MONTESSORI & DAY CARE 2149 EDGCUMBE RD ST PAUL, MN 55116			15,500			PEACETIME EMERGENCY GRANT	

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

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HAZEL PARK LEARNING CENTER 1831 MINNEHAHA AVENUE ST PAUL, MN 55119		12,750				PEACETIME EMERGENCY GRANT	
FUN FACTORY CHILD CARE CENTER LLC 2929 COUNTRY ROAD 136 ST CLOUD, MN 56301			15,500				PEACETIME EMERGENCY GRANT

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LOVELY CHILD CARE CENTER LLC 1520 24TH AVENUE N ST CLOUD, MN 56303			18,250				PEACETIME EMERGENCY GRANT
CATHEDRAL HILL MONTESSORI 329 DAYTON AVENUE ST PAUL, MN 55102			14,500				PEACETIME EMERGENCY GRANT

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

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BRIGHT START CHILD CARE CENTER INC 1197 UNIVERSITY AVE W STE 106 ST PAUL, MN 55104			21,000			PEACETIME EMERGENCY GRANT	
NEW HORIZON ACADEMY 3405 ANNAPOLIS LANE N STE 100 PLYMOUTH, MN 55447			15,500			PEACETIME EMERGENCY GRANT	

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

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NEW HORIZON ACADEMY 3405 ANNAPOLIS LANE N STE 100 PLYMOUTH, MN 55447			18,250			PEACETIME EMERGENCY GRANT	
JARDIN SUMMIT HILL 130 NORTH VICTORIA ST ST PAUL, MN 55104			18,250			PEACETIME EMERGENCY GRANT	

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

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CROSS VIEW EARLY CHILDHOOD CENTER 6645 MCCUALEY TRAIL W EDINA, MN 55439			15,500				PEACETIME EMERGENCY GRANT
HOPE ACADEMY CHILD CARE CENTER 605 FRANKLIN AVE NE ST CLOUD, MN 56304			15,500				PEACETIME EMERGENCY GRANT

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LASTING IMPRESSIONS CHILD CARE LEARNING CENTER 2515 WABASH AVE STE 200 ST PAUL, MN 55114			15,500			PEACETIME EMERGENCY GRANT	
LITTLE STARS 1882 FORD PKWY ST PAUL, MN 55116			12,750			PEACETIME EMERGENCY GRANT	

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OPEN ARMS LUTHERAN CHILD DEVELOPMENT CENTER 616 RUTH ST ST PAUL, MN 55119			18,250			PEACETIME EMERGENCY GRANT	
SUCCESS CHILD CARE INC 946 UNIVERSITY AVE W ST PAUL, MN 55104			15,500			PEACETIME EMERGENCY GRANT	

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MINI APPLIE INT MONTESSORI 1125 5TH STREET SE MINNEAPOLIS, MN 55414			21,000			PEACETIME EMERGENCY GRANT	
BLOOMING KIDS CHILD CARE CENTER INC 1209 W ST GERMAIN ST ST CLOUD, MN 56301			15,500			PEACETIME EMERGENCY GRANT	

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CHILD CARE DEVELOPMENT CENTER 405 33RD AVE N ST CLOUD, MN 56303			15,500			PEACETIME EMERGENCY GRANT	
CLOSE TO MY HEART 1740 VAN DYKE ST MAPLEWOOD, MN 55109			18,250			PEACETIME EMERGENCY GRANT	

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

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SALVATION ARMY CDC (THE) 401 7TH STREET WEST ST PAUL, MN 55102			15,500			PEACETIME EMERGENCY GRANT	
HALLIE Q BROWN EARLY LEARNING CENTER 270 NORTH KENT STREET ST PAUL, MN 55102			15,500			PEACETIME EMERGENCY GRANT	

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YANYO CHILDCARE CENTER INC 1721 OLD HUDSON RD ST PAUL, MN 55106			15,500			PEACETIME EMERGENCY GRANT	
ZUHUR CHILDCARE CENTER INC 3424 WOODDALE AVE S ST LOUIS PARK, MN 55416			15,500			PEACETIME EMERGENCY GRANT	

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UNIQUE EARLY LEARNING CENTER LLC 719 DALE STREET N ST PAUL, MN 55103			15,500			PEACETIME EMERGENCY GRANT	
GAETZ KIDDIE KOVE 1325 NORTHWAY DR ST CLOUD, MN 56303			15,500			PEACETIME EMERGENCY GRANT	

Schedule L
(Form 990 or 990-EZ)

Transactions with Interested Persons

► Complete if the organization answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.

► Attach to Form 990 or Form 990-EZ.

► Go to www.irs.gov/Form990 for instructions and the latest information.

**Open to Public
Inspection**

Department of the Treasury
Internal Revenue Service

Name of the organization
MINNESOTA CHILD CARE RESOURCE AND
REFERRAL NETWORK

Employer identification number

41-1730422

Part I Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and section 501(c)(29) organizations only).

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b.

Part II Loans to and/or From Interested Persons.

Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a, or Form 990, Part IV, line 26; or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22

Total ► \$

Part III Grants or Assistance Benefiting Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of assistance	(d) Type of assistance	(e) Purpose of assistance

Part IV Business Transactions Involving Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
(1) HANNAH RIDDLE DE ROJAS	BOARD MEMBER	5,675	TAUGHT CLASSES FOR EAGER-TO-LEARN		No
(2) HORTENSIA LEON	BOARD MEMBER	2,000	TRAINING TRANSLATION		No

Part V Supplemental Information

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

Return Reference	Explanation

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury

Supplemental Information to Form 990 or 990-EZComplete 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.

2020**Open to Public
Inspection**

Name of the organization

MINNESOTA CHILD CARE RESOURCE AND
REFERRAL NETWORK

Employer identification number

41-1730422

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	A DRAFT OF THE 2020 FORM 990 WAS PRESENTED TO THE FULL BOARD OF DIRECTORS ALONG WITH THE ANNUAL AUDIT AT THE JANUARY, 2021 ANNUAL MEETING. WE WILL FOLLOW THE SAME PROCEDURE FOR THE 2021 FORM 990.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	BOARD MEMBERS RECEIVE AND SIGN A NEW COPY OF THE CONFLICT OF INTEREST STATEMENT EACH YEAR AT THE BOARD'S ANNUAL MEETING IN JANUARY. MEMBERS ARE REMINDED THAT THEY HAVE A RESPONSIBILITY TO DISCLOSE TO THE BOARD (AND ANY COMMITTEE ON WHICH THEY SERVE) THE MATERIAL FACTS OF ANY PROPOSED ACTION OR TRANSACTION OF THE NETWORK IN WHICH SUCH DIRECTOR HAS ANY CONFLICTS, THAT THEY SHOULD DO SO PRIOR TO THE CONSIDERATION OF SUCH ITEMS. BOARD MEMBERS WHO HAVE DECLARED A CONFLICT OF INTEREST DO NOT PARTICIPATE IN THE DELIBERATION OR DECISION REGARDING THE MATTER UNDER CONSIDERATION. ALL BOARD MEMBERS AND OFFICERS ARE OBLIGATED TO NOTIFY THE BOARD IF THEY BELIEVE THAT AN INDIVIDUAL DIRECTOR OR OFFICER HAS FAILED TO DISCLOSE A CONFLICT OF INTEREST.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15	THE EXECUTIVE DIRECTOR'S ANNUAL REVIEW IS PERFORMED AT THE JULY BOARD MEETING BY THE BOARD OF DIRECTORS. THE REVIEW INCLUDES A DISCUSSION OF THE E.D. SALARY, BASED ON THE ORGANIZATION-WIDE SALARY STRUCTURE, THE MOST CURRENT MN COUNCIL OF NONPROFITS SALARY SURVEY RESULTS FOR SIMILAR SIZED NONPROFITS, AND THE BUDGET CLIMATE FOR THE COMING YEAR. GENERAL PERFORMANCE RECOMMENDATIONS ARE CAPTURED IN THE BOARD MINUTES, AND THE SALARY INCREASE FORMS ARE KEPT IN THE PERSONNEL FILES OF THE EXECUTIVE DIRECTOR. WITH SUPPORT FROM A CONSULTANT, THE NETWORK CREATED A SALARY RANKING METHODOLOGY AND A COMPENSATION STRUCTURE FORM TO ASSESS EACH POSITION IN THE ORGANIZATION. ONCE THE TOTAL POINTS WERE ESTABLISHED, THE RANGE FOR EACH POSITION WAS DETERMINED. IN 2012-13, THE AGENCY CONTRACTED WITH AN HR CONSULTANT TO UPDATE THESE RANGES, BASED ON A COMBINATION OF THE MINNESOTA COUNCIL OF NONPROFITS SALARY SURVEY, A NATIONAL NONPROFIT SURVEY, AND A SURVEY BY CHILD CARE AWARE OF AMERICA. IN 2013, THE WORK OF AN INDEPENDENT CONSULTANT WAS ALSO UTILIZED. THE CONSULTANT ALSO PROPOSED ADJUSTMENTS TO EMPLOYEES WITHIN THE RANGES BASED ON LENGTH OF SERVICE AND TRACK RECORD IN THE CURRENT POSITION.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	ANNUAL AUDIT/FINANCIAL STATEMENTS AND 990 ARE POSTED ON OUR WEBSITE. CONFLICT OF INTEREST POLICY IS AVAILABLE UPON REQUEST.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART IX, LINE 11G	CONSULTING: PROGRAM SERVICE EXPENSES 758,865. MANAGEMENT AND GENERAL EXPENSES 63,278. FUNDRAISING EXPENSES 0. TOTAL EXPENSES 822,143.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PAGE 12, PART XI, LINE 2C	THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.