Form **990**

Return of Organization Exempt From Income Tax

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

OMB No. 1545-9047

Department of the Treasury Internal Revenue Service

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

Information about Form 990 and its instructions is at www.irs.gov/form990.

Open to Public Inspection

Ā	For the 2	2016 calendar year, or tax year beginning , 2016, and end		<u> </u>	, 20
`` В		oplicable: C Name of organization Washington State Animal Response Team		D Employ	er identification number
Ö				p.sy	26-0295234
믐	Address c		/euite	E Telephor	
님	Name cha		Suite	E releption	
H	Initial retur	170		 	425-822-1525
片	Final return				110.000
片	Amended			G Gross re	
ш	Application	pending F Name and address of principal officer:			subordinates? Yes No
					s included? Yes No
1	Tax-exem				list. (see instructions)
<u>J</u>	Website:			exemption	· · · · · · · · · · · · · · · · · · ·
K		ganization: ✓ Corporation ☐ Trust ☐ Association ☐ Other ► ☐ L Year of for	nation:	M State	of legal domicile:
L	art!	Summary			
		Briefly describe the organization's mission or most significant activities: Edu			
Activities & Governance	_	hemselves & pets; trained members & public to setup & operate emergency anim	al shelters; de	pioyed tea	ims to setup emergency
Ha.		nimal shelters & provide technical rescue services for animals in danger.			
š		Check this box ▶☐ if the organization discontinued its operations or dispose		- 1 1	its net assets.
Ö					
•ర ഗ	1	Number of independent voting members of the governing body (Part VI, line 1	b)		
ij÷					
.≩		otal number of volunteers (estimate if necessary)		. 6	
Ă	1	otal unrelated business revenue from Part VIII, column (C), line 12		. 7a	
	1 d	Net unrelated business taxable income from Form 990-T, line 34		. 7b	
			ear	Current Year	
<u> </u>		Contributions and grants (Part VIII, line 1h)	78,871	91,395	
Ē		Program service revenue (Part VIII, line 2g)		7,799	14,277
Revenue		nvestment income (Part VIII, column (A), lines 3, 4, and 7d)			5
_	•	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	<u> </u>	5,271	4,596
		Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)		91,941	110,273
		Grants and similar amounts paid (Part IX, column (A), lines 1–3)			
		Benefits paid to or for members (Part IX, column (A), line 4)			
S	15 5	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)			
Expenses	16a I	Professional fundraising fees (Part IX, column (A), line 11e)			
ğ	b T	Fotal fundraising expenses (Part IX, column (D), line 25) ▶			
Ш	17 (Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		37,373	
		Fotal expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)		37,363	
		Revenue less expenses. Subtract line 18 from line 12	 	54,578	
Assets or	3		Beginning of C		End of Year
Set	20	Total assets (Part X, line 16)	ļ	169,508	218,207
Net As	21	Total liabilities (Part X, line 26)		0.	0
		Net assets or fund balances. Subtract line 21 from line 20	<u> </u>	169,508	218,207
	art II	Signature Block			
		es of perjury, I declare that I have examined this return, including accompanying schedules and st and complete. Declaration of preparer (other than officer) is based on all information of which prep			my knowledge and belief, it is
	10, 00,1001,	Land completes production of property (early distribution) to second on all who will be			
e:	-	Signature of officer	<u>_</u>	ate	
	gn	Signature of officer	D	ate	
П	ere	The average and title			
		Type or print name and title Print/Type preparer's name Preparer's signature	Date	1	PTIN
Pá	aid	D - N - O - o - o - o	123/18	Check	<u> </u>
	eparer	Dita Ducheans dible Muddy Agree Sociles		self-em	
U	se Only	Firm's name RO Box 7701 Hillshorough NH		m's EIN 🕨	120429798
N.A.	overthan IDS	Firm's address PO Box 2301 Hillsborough, NH	1 25	one no.	V Yes No

Page 2	Page	2
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Part	111	Statement of Program Service Check if Schedule O contains a		art III
1	Brie	fly describe the organization's miss	ion:	
2	prio	Form 990 or 990-EZ?	nificant program services during the ye	
3	If "Y Did	es," describe these new services of the organization cease conduction	ng, or make significant changes in t	
		ices?		
4	Des	cribe the organization's program senses. Section 501(c)(3) and 501(c	ervice accomplishments for each of its	three largest program services, as measured by the amount of grants and allocations to others,
4a	(Co	de:) (Expenses \$	including grants of \$) (Revenue \$)
4b	(Co	de:) (Expenses \$	including grants of \$) (Revenue \$)

4c	(Co	de:) (Expenses \$	including grants of \$) (Revenue \$)
	<u> </u>	Described in C	Ishodula ()	
4d		ner program services (Describe in S penses \$ including	g grants of \$ (Revenue	e\$)
4e		al program service expenses		Form 990 (2016

Part I	V Checklist of Required Schedules	···· 1	Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes,"	_	165	NO
	complete Schedule A	1 2		
2 3	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		<u></u>
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C,	_		
	Part III	5		
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV.	9		
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	10		
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VIII, IX, or X as applicable.			
	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	11a		
	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		
	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	110		<u> </u>
	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		
f	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11e 11f		
	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a		
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	<u> </u>	
14 a	Did the organization maintain an office, employees, or agents outside of the United States?	14a	-	
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV.	14b		
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV.	16		
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	17		
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18		
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		
		F	GQ	∩ (2016)

art	V Checklist of Required Schedules (continued)		Yes	No
	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		
20 a	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		
	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			
22	Part IX. column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J.	23		
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a	24a		
b c	and a temporary period exception?	24b 24c		
d 25a	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? 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	24d 25a		
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	25b		
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If "Yes," complete Schedule L, Part II	26		<u> </u>
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part III.	27		
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 b	Schedule I Part IV	28a	Ţ	
C	was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	280		
29 30	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		-
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		_
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes,"	34		
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? If "Yes." complete Schedule R, Part I	33		
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule H, Part II, III,	34		
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	33		-
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	30		
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,	37	7	
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	38		
		F	orm 9	90 (201

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	<u> </u>
		Yes No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	
C	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c
~ -	- War and Toy	10
2a	Statements filed for the calendar year ending with or within the year covered by this return 2a	
L	Statements, filed for the calendar year ending with or within the year covered by this return If at least one is reported on line 2a, did the organization file all required federal employment tax returns? .	2b
b	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O	3b
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority	
76	over, a financial account in a foreign country (such as a bank account, securities account, or other financial	
	account)?	4a
b	If "Yes," enter the name of the foreign country: >	
-	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
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b
Ç	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	6-
	organization solicit any contributions that were not tax deductible as charitable contributions?	6a
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or	6b
_	gifts were not tax deductible? Organizations that may receive deductible contributions under section 170(c).	OD .
7	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods	
а	and services provided to the payor?	7a
	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b
b b	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was	
·	required to file Form 8282?	7c
d	If "Yes," indicate the number of Forms 8282 filed during the year	
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	71
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
а	Did the sponsoring organization make any taxable distributions under section 4966?	9b
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	30
10	Section 501(c)(7) organizations. Enter: Initiation fees and capital contributions included on Part VIII, line 12	
a	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities . 10b	
b	Section 501(c)(12) organizations. Enter:	7 3 7
11 a	Gross income from members or shareholders	
b	Gross income from other sources (Do not net amounts due or paid to other sources	
	against amounts due or received from them.)	
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of 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.	
а	is the organization licensed to issue qualified health plans in more than one state?	13a
	Note. See the instructions for additional information the organization must report on Schedule O.	
b	Enter the amount of reserves the organization is required to maintain by the states in which	
	the organization is licensed to issue qualified health plans	+ $+$ $+$ $+$
C		140
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a
<u>b</u>	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O .	Form 990 (2016)

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Part \	Governance Management, and Disclosure For each "Yes" response to lines 2 through 7b below, a	and for a	ı "No"
	response to line 8a, 8h, or 10h below, describe the circumstances, processes, or changes in schedule O. Se	e monuc	uons.
	Check if Schedule O contains a response or note to any line in this Part VI	<u>· · · · </u>	<u>· Ш</u>
Section	n A. Governing Body and Management	Yes	No
	5-tthe number of voting members of the governing body at the end of the tax year	100	1
1a	Enter the humber of voling members of the governing body at the site of the si		
	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.		
h	Enter the number of voting members included in line 1a, above, who are independent . 1b		
ь 2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with		
_	any other officer, director, trustee, or key employee?	2	
3	Did the organization delegate control over management duties customarily performed by or under the direct		
	supervision of officers, directors, or trustees, or key employees to a management company or other person.	3 4	
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	5	
5	Did the organization become aware during the year of a significant diversion of the organization's assets?.	6	
6	Did the organization have members or stockholders? Did the organization have members, stockholders, or other persons who had the power to elect or appoint		
7a	one or more members of the governing body?	7a	<u> </u>
b	Are any governance decisions of the organization reserved to (or subject to approval by) members,		
U	stockholders or persons other than the governing body?	7b	mana Taga Jereka och
8	Did the organization contemporaneously document the meetings held or written actions undertaken during		
	the year by the following:	0-	
а	The governing body?	8a 8b	
b	Each committee with authority to act on behalf of the governing body?	0.0	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O.	9	ļ
0	on B. Policies (This Section B requests information about policies not required by the Internal Reven	ue Code	9.)
Secu	On B. Policies (This decition B requests mismesses	Ye	s No
10a	Did the organization have local chapters, branches, or affiliates?	10a	
b	It was a still the examination have written policies and procedures governing the activities of such chapters,	امما	-
	affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes:	10b	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	IIa	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.	12a	ERROR STATE OF A
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12b	
b	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes,"		
C	describe in Schedule O how this was done	12c	
13	Did the organization have a written whistleblower policy?	13	
14	Did the organization have a written document retention and destruction policy?	14	
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?	15a	
a	The organization's CEO, Executive Director, or top management official	15b	
b	Other officers or key employees of the organization . If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).		
46~	If "Yes" to line 15a or 15b, describe the process in scriedule of (see instructions). Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement		
10a	with a tayable entity during the year?	16a	
b	If "You" 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	4.00	
	organization's exempt status with respect to such arrangements?	16b	
Sec	tion C. Disclosure		
17	List the states with which a copy of this Form 990 is required to be filed ► Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 6104 requires an	on 501(c)	(3)s only
18	available for public inspection. Indicate how you made these available. One of all that apply.	(-)	. , ,
	☐ Own website ☐ Another's website ☐ Upon request ☐ Other (explain in Schedule O) Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of ir	terest po	olicy, and
19	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 r	ecords: 🕨	•
20	State the name, address, and tolophene name of the property		

Form 990 (2016)

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Part VII	Compensation of Officers, Directors, Trustees,	Key Employees,	, Highest Compensate	ia Empioyees, and
	Independent Contractors		·	

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

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.
- List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's current key employees, if any. See instructions for definition of "key employee."
- List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

	1			(C	3				t officer, director,	
(A) Name and Title	(B) Average hours per	Position (do not check more than box, unless person is bo er officer and a director/tru				is both	an ee)	(D) Reportable compensation from	(E) Reportable compensation from related	(F) Estimated amount of other
	week (list any hours for related organizations below dotted line)		Institutional trustee	Officer	Key employee	Highest compensated employee	Former	the organization (W-2/1099-MISC)	organizations (W-2/1099-MISC)	compensation from the organization and related organizations
(1)MINDE SUNDE	8								, ,	
SECRETARY	-} -	 	-	~		-			1	·
(2) LARRY FOSNICK DAVIS	5	-		_		Ì	}			
VICE PRESIDENT	2	├	\vdash	-	-	 		<u> </u>	1	
(3) JEFF DAHL, DVM		·						1	o	
ADVISING SPECIALIST	8		+	-			 			
(4) GRETCHEN MCCALLUM	 	1	İ	1	1			(0	
TREASURER	9		+	-		1		†		
(5) MICHAELA EAVES PUBLIC INFORMATION OFFICER		1	1		ļ	Į		1	0.	
(6) GRETA COOK	9	1		T			Т			
TRAINING DIRECTOR		1			Ì			<u>.</u>	0	
(7) SHAWDRA MICHELL	5		T			-	{			
EXECUTIVE DIRECTOR		1		1				<u> </u>	0	
(8) WILLIAM DAUGAARD	3						T			:
FORMER EXECUTIVE DIRECTOR		1	ļ		_	ļ	_		0	
(9)							ļ			
(10)			-							
(11)		-			\dagger					
(12)		-								į.
(13)		+			\dagger		1			
(14)			+	1	\dagger	1-	+			

Part \	Section A. Officers, Directors, Trust	tees, Key E	mploy	/ees			ighes	t C	ompensated E	mployees (con	tinued)
					_ (0				<u>'</u>		
	(A)	(B)	(do n		Posi eck		than o	ne	(D)	(E)	(F)
	Name and title	Average	box, ı	unles	s pe	rson	is both	an	Reportable compensation	Reportable compensation from	Estimated m amount of
		hours per week (list any		,			or/trust		from	related	other
		hours for	걸릴	Institutional	Officer	Key employee	ag tigh	Form	the organization	organizations (W-2/1099-MISC	compensation from the
		related organizations	rect	u io	Φ	emp.	est c	्द्	(W-2/1099-MISC)	(**-271000-111100	organization
		below dotted	우뿔	<u>a</u>		doy	mom		Į		and related organizations
		line)	Individual trustee or director	trustee		ě	pens		1		Gigalii224i0ii3
			"	96			Highest compensated employee		ļ		,
(4.5)					_						
(15)			i			ļ					
(16)		ļ · · · · · · · · · · · · · · · · · · ·									
119			1								
(17)											
<u></u>			Ì		Ĺ.	<u> </u>					
(18)				Ţ							
A]		<u> </u>		<u> </u>				<u></u>
(19)					1			ļ			
				ļ			ļ .				
(20)											
			ļ <u>. </u>	-	ļ	-	ļ .	ļ			
(21)			-	1	1		1	1	1		
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(22)		. 									
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(23)		. 			ļ.			ļ			
		 	+	 	-		 	} -	 		
(24)	·										
(OF)			+	 	╁──	+	 	<u>}</u> .	J	ļ	
(25)	desan		1			-	1	1			
1b	Sub-total		٠	٠.	•	<u>. </u>		>			
C	Total from continuation sheets to Par		оп А					\blacktriangleright			
ď	Total (add lines 1b and 1c)							>			<u> </u>
2	Total number of individuals (including bu	ut not limite	d to t	hos	e lis	sted	abov	e) v	who received n	nore than \$100	,000 of
	reportable compensation from the organ	nization 🟲							NON	E	
											Yes No
3	Did the organization list any former of	officer, dire	ctor,	or t	rus	tee,	key	em	ployee, or hig	hest compens	The second section of the second
	employee on line 1a? If "Yes," complete	Schedule	J for s	sucr	inc	סועונ	luai				Access to the first terminal country of the second
4	For any individual listed on line 1a, is the	e sum of r	eporta	able	COI	mpe	ensati	on a	and other com	pensation from	n the
	organization and related organizations	s greater ti	han \$	315U	,00	0?	IT "Y€	? S, "	сотрівте эс	nequie 3 ior	. 4
	individual						, ,			ization or indiv	The second second
5	Did any person listed on line 1a receive for services rendered to the organization	or accrue o	comp	ensa Note	וסוזג	n iro	om an Jule J	y u for	nreiateu organ such nerson	ization or indiv	. 5 V
		11:11 100,	COMP	,,,,,,			1215 0	,			1 -
	on B. Independent Contractors Complete this table for your five highes	Loomposs	tod i	70400	100	den	t cont	rac	tors that receiv	ed more than	\$100,000 of
1	complete this table for your five nignes compensation from the organization. Re	enort comp	ensat	ion	for	uen the	calen	dar	vear ending w	ith or within th	e organization's tax
	year.	-p-0, (00111p	uu		1		,		,		-
	year. (A)	· · · · · · · · · · · · · · · · · · ·						\top	(B)		(C)
	Name and business a	ddress							Description of	services	Compensation
					•		-	1			
								Ī			
2	Total number of independent contract	tors (includ	ding i	out	not	lim	ited '	to	those listed a	bove) who 🥻	
	received more than \$100,000 of compet	nsation fron	n the	orga	niza	atio	1 ▶				
											Form 990 (2016

Part	VIII	Statement of Rever	nue			any lina in this	Part \/III		П
		Check if Schedule O	CONTAINS	a resp	onse or note to	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	Revenue excluded from tax under sections 512-514
ats rts	1a	Federated campaigns		1a					
irar Our	b	Membership dues 1b		4,095				₩	
s, C	C	Fundraising events .		1c		100			
	d	Related organizations		1d				111	
Zi Zi	е	Government grants (cont		1e					
를 를	f	All other contributions, gif and similar amounts not incli] _{1f}]	87,300				
를 들		Noncash contributions include			50,000				
Contributions, Giffs, Grants and Other Similar Amounts	g h	Total. Add lines 1a–1f			•	91,395			
		Total Ado mes ta 11			Business Code				
<u>e</u>	2a	Training Fees	Training Fees			6,684	6,684		
Se	b	Deployment Reimburse	ement			7,593	7,593		
ig.	c								
Ser	d						·		
٤	е								
Program Service Revenue	f	All other program serv				14,277			
<u>~</u>	g	Total. Add lines 2a-21 Investment income	including	divide		14,277			
	3	and other similar amo		GIVICE.		.5	5		
Ì	4	Income from investment		mpt bo	nd proceeds ▶				
	5				<u> </u>				
			(i) Rea	ı	(ii) Personal			No.	
	6a	Gross rents							
	b	Less: rental expenses							
	C	Rental income or (loss)							
	_d	Net rental income or ((loss) .	ting ((ii) Other	Carlos Carres Services (1997)	Capanina de la Capani	Professional State of the Company	200
	7a	Gross amount from sales of assets other than inventory	(i) Occur	1003	(ii) Carton		1		
	b	Less: cost or other basis and sales expenses .)		l				13 April 199 25 1997 22 25 15 18 2 2 2 2 2 3 3 4 4 4 4 4 4 4 4 4 4 4 4 4
	С	Gain or (loss)							1 2 2
	d	Net gain or (loss) .		• •	>				
venue	8a	Gross income from fuevents (not including \$	undraising	,					
Other Rev		of contributions report				term (II)			
Ĕ		000 (0 () ()		·a					
ŏ	d	Less: direct expenses		d .	events . ►				
	ga 9a	Net income or (loss) 1 Gross income from ga	amina activ	aising vities.	6v61103 . P				
	₹d		,						
	ь			_					
	C	Net income or (loss)	from gami	ng acti	vities ►				
	10a	Gross sales of in returns and allowand		less · a	7,24	5	14.00		
	b	Less: cost of goods :	sold	. b		9			
	С	Net income or (loss)	from sales	of inv		4,59	6 4,59	5	
		Miscellaneous I	Revenue		Business Code	4			
	11a					 			-
	b					<u> </u>	 		
	0	**************************************						1	
	d								
	12	Total revenue. See		ıs.	>	110,27	3 110,27	3	
	·								Form 990 (2016)

Part IX Statement of Functional Expenses

ection	501(c)(3) and 501(c)(4) organizations must com	olete all columns. A	l other organization	s must complete col	umn (A).
	Check if Schedule O contains a respons	e or note to any lin	e in this Part IX .	(C)	<u> </u>
b, 9b,	include amounts reported on lines 6b, 7b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2	Grants and other assistance to domestic individuals. See Part IV, line 22				
3	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 5	Benefits paid to or for members Compensation of current officers, directors, trustees, and key employees				
Ĝ	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 8	Other salaries and wages				
9 10 11	Other employee benefits				
a	Management				
b	Accounting	6,285		6,285	
d	Lobbying				
e	Professional fundraising services. See Part IV, line 17				
f g	Investment management fees Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)				
12	Advertising and promotion				
13	Office expenses	1,597	1,59	7	
14	Information technology				
15	Royalties				
16	Occupancy				
17	Travel	60	<u> </u>	60	<u></u>
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings .			1	
20	Interest				
21	Payments to affiliates	14,79	14,79	1	
22	Depreciation, depletion, and amortization .	5,60)
23	Insurance			No. 10 Company of the Company	
24	above (List miscellaneous expenses in line 24e. If				
	line 24e amount exceeds 10% of line 25, column			1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Conservation of the Conser
	(A) amount, list line 24e expenses on Schedule O.)				
а	Training	7,98			
b		7,59	3 7,59	93	
G					
d		1 1	15.40	38 53	5 1,524
е	All other expenses	17,66			
25	Total functional expenses. Add lines 1 through 24e	61,57	31,41	5,00	
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here if following SOP 98-2 (ASC 958-720)				
	towarming out to a first tree test				Form 990 (2016

Pa	ırt X	Balance Sheet			LV		<u> </u>
		Check if Schedule O contains a response or	note	to any line in this Par	tX		<u> </u>
					(A) Beginning of year		End of year
	1	Cash non-interest-bearing			121,100	1	79.716
	2	Savings and temporary cash investments			1,536	2	45,055
	3	Pledges and grants receivable, net		[3	<u></u>
1		Accounts receivable, net		[4	
1	5	Loans and other receivables from current and f	orme	r officers, directors,			
	•	trustees, key employees, and highest co	mper	sated employees.			
- 1		Complete Part II of Schedule L			(5	
	6	Loans and other receivables from other disqualified persi					
		4958(f)(1)), persons described in section 4958(c)(3)(B), an	d con	ributing employers and			
		sponsoring organizations of section 501(c)(9) volunt	tary e	mibioyees beneficiary		6	
\$		organizations (see instructions). Complete Part II of Sche				7	
Assets	7	Notes and loans receivable, net			6,212		9,009
4	8	Inventories for sale or use	٠.		- 0,212	9	2,593
	9	Prepaid expenses and deferred charges					
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	100	140,159			
			10a 10b		23x 1. 12 12 24 12 24 12 24 12 12 12 12 12 12 12 12 12 12 12 12 12	10c	81,834
	b	Less: accumulated depreciation	_	<u> </u>		11	
	11					12	
	12	Investments—other securities. See Part IV, line	!। अञ			13	
	13	Investments-program-related. See Part IV, line	11.			14	
	14	Intangible assets				15	
	15	Total assets. Add lines 1 through 15 (must equi	 al line	34\	169,508	16	218,207
	16	Accounts payable and accrued expenses	ar iii ic		<u> </u>	17	
	17	Grants payable				18	
	18	Deferred revenue				19	
	19	Tax-exempt bond liabilities		20			
	20	Escrow or custodial account liability. Complete	Part 1	N of Schedule D .		21	
	21	Loans and other payables to current and f	orme	r officers, directors,			
Liabilities	22	trustees, key employees, highest compet	nsate	d employees, and			
<u>=</u>		disqualified persons. Complete Part II of Sched	lule L			22	
Ë	23	Secured mortgages and notes payable to unrel	ated t	third parties		23	
	24	Unsecured notes and loans payable to unrelate	ed thir	d parties		24	
	25	Other liabilities (including federal income tax,					
		parties, and other liabilities not included on line	s 17-	·24). Complete Part X		1	
		of Schedule D				25	0
	26	Total liabilities. Add lines 17 through 25		<u> </u>		26	
	 	Organizations that follow SFAS 117 (ASC 95)	8), ch	eck here 🚩 📋 and	7		
Net Assets or Fund Balances		complete lines 27 through 29, and lines 33 ar		•		07	
	27	Unrestricted net assets	•			27	
	28	Temporarily restricted net assets	•			29	
	29	Permanently restricted net assets		, a a a a a a a a a a a a a a a a a a a		25	
Ē		Organizations that do not follow SFAS 117 (ASC	958), (check here		1	A CONTRACTOR OF THE CONTRACTOR
ō	.	complete lines 30 through 34.	_			30	
t Assets	30	Capital stock or trust principal, or current funds		31			
	31	Paid-in or capital surplus, or land, building, or	169,50				
	32	Retained earnings, endowment, accumulated i		33			
S		Total net assets or fund balances			169,50		
_	34	Total liabilities and net assets/fund balances	<u> </u>	· · · · · · · · · · · · · · · · · · ·	1	1 -	Form 990 (2016

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Part	XI Reconciliation of Net Assets					
	Check if Schedule O contains a response or note to any line in this Part XI	<u> </u>		<u></u>		
1	Total revenue (must equal Part VIII, column (A), line 12)	1				
2	Total expenses (must equal Part IX, column (A), line 25)	2				
3	Revenue less expenses. Subtract line 2 from line 1	3				
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4				
5	Net unrealized gains (losses) on investments	5				
6	Donated services and use of facilities	6				
7	Investment expenses	7				
8	Prior period adjustments	8				
9	Other changes in net assets or fund balances (explain in Schedule O)	9				
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line					
	33, column (B))	10				
Part	XII Financial Statements and Reporting					
	Check if Schedule O contains a response or note to any line in this Part XII		<u> </u>	· · ·		
			Mark Control	Yes	No	
1	Accounting method used to prepare the Form 990: 🗹 Cash 🔲 Accrual 🔲 Other		_			
	If the organization changed its method of accounting from a prior year or checked "Other," ex	plain	ın [
	Schedule O.					
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	. ,	. 2	a 🗸	J. A. Paris	
	If "Yes," check a box below to indicate whether the financial statements for the year were com	or				
	reviewed on a separate basis, consolidated basis, or both:					
	☑ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis		A			
b	Welf the Ordanization's hitalicial statements addition by an incoportion account accou	• •		<u>)</u>	/	
	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 o	versig	nt			
	of the audit, review, or compilation of its financial statements and selection of an independent account	muani.	? 20	C	18.60363	
	If the organization changed either its oversight process or selection process during the tax year, ex	cpiain	ın j			
	Schedule O.	6t:				
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set	ionn	ш	_	1.0	
	the Single Audit Act and OMB Circular A-133?	 	. 3	a	'	
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits? If the organization did not undergo the required audit or audits?	ergo ti	1e	.		
	required audit or audits, explain why in Schedule O and describe any steps taken to undergo such a	wuns.	<u> </u>	b	1	
			F	orm 99 0	J (2016)	