	-		1 -		_					_		OME No. 1	545-0047
For	ղ 9	90	R	etur	n of	Organiz	ation E	ixempt F	From Inc	ome Ta	IX	20	n g
			Under se	ection	501(c),				Revenue Code	e (except b	lack lung		
		of the Treasury]	_			•	rivate found	,			Open to	
-		RIVE SERVICE			<u> </u>		use a copy		o satisfy state re	porting requi	rements.	Inspect	ion
		ne 2008 calen						<u>_</u>	and ending		er identifica	, 20 tion number	
<u>م</u>	ענא []	ver [uana 1823 [Doing Businer		MONE	OE HARDI	NG, INC	•		-1		oon hailtest	
+	shan	e change print or	·		or P.O. bo	x if mail is not de	wared to stree	address)	Room/sulte		476670 me number	·····	
H	-	type.										= 7 9	
-	-	Specific	<u>1120</u> GLE City or town,						i	╉┯╌┇╤╌╕) 298-5	<u> </u>	<u> </u>
	ARE	nded fione.	NASHVILL		• :					G Gross	207		
	Acel	cation FNS	me and addre							H(a) is this a group resum for Yes			
L	_ para	ang i			•					affiate H(D) Are st	ks? E stillistes inclu	dee? Yes	No.
ĩ	Tax-er	cempt status:	X 501(c) (3) ┥	(insert)	np.) 4941	7(2)(1) or	527				(see instructions)	
J	Webs	ite: 🕨 N/A								H(c) Group	exemption nur	nber 🕨	
ĸ	Туре	of organization:	Corporation		Trust	Association	Other 🕨		L. Year of form	ation:	M State o	f legal domicile	:
Pa	rt I	Summary	· · · · · · · · · · · · · · · · · · ·		•						_		
	1	Briefly descrit	e the organiz	ation's	mission	or most signific	ant activities	5					
•													
ů u c													
Governance	1		<u></u>										
<u>ao</u> v	2	Check this ba	× 🕨 🥅 भे थे	ne orge	anization	discontinued i	its operation	is or disposed	of more than 25'	% of its asse	ts.		
ೊ	3					iş body (Part M					3		23
Activities	4	Number of inc	dependent voti	ng mə	mbers of	f the governing	; body (Part`	VI, line 15)			4		23
N.	5	Total number									5		90
40	6	Total number							• • • • <i>• •</i> • •		6	7	<u>'50</u>
		Total gross ur									7a		
	ļb	Net unrelated	business taxe	ble inc	ome fron	n Form 990-T.	line 34	·····	<u> </u>	<u> </u>	7b		
		.							L	Prior Y	-87	Current	'ear
ŝ	8	Contribution a							· · · · · · [_		,504.		, 685.
Revenue	9		ios revenue (Pa	ar VIII, Nacionalia	une 2g)		.		· · · · · · -	2,358			<u>,152.</u>
S,	110	Investment in		0, COU	mr:(A), Ji A) liner l	nes 3, 4, snd 7 5, 6d, 8c, 9c, 1		• • • • • • • •	· · · · · · · •		,648.		<u>, 631.</u>
	12	Totel revenue	- add lines A	through	h 11 / mu	et enuel Port V	W, alun 199 III. colump (J	A) line 12)	• • • • • • 	<u>140</u> 3,307	202		<u>,153.</u>
	13	Grants and si									, 550.	2,243	NONE
	14	Benefits paid	to or for memb	yers (Pr	ent IX. con	lumn (A), line 4	····	•••••	· · · · · ·				NONE
÷	140	Salaries, othe	r compensatio	പെംസം	niovee be	nefits (Part IX	column (A)	lines 5-10)	•••••	1,535	547	2,096	
2001805	16a	Professional f					1	• •	· · · · · ·		<u>, 20</u>		NONE
042	b	Total fundrais						7.891					
ü	17	Other expense									, 457.		, 115.
	18					al Part IX, colui		25)		3,513		<u> </u>	
	19	Revenue less								-205	,026.	-1,338	,135.
10.0	i									Beginning		End of Y	≞ar
aten Mine	20	Total assets (i							[3,179	, 443.	E, 351	,196.
id Br	1	Total liabilities	a (Part X, line 2	6)						129	,989.	143	.296.
N.				s. Subt	ract line :	21 from line 20	<u></u>	<u> </u>	<u> </u>	3,049	,454.	<u> </u>	<u>,900.</u>
Pa	irt II	Signature	Block	· ·									
		Under penaltis	<u>a of perjury</u> i o	lectane and co	that I hav	e examined this	rétum, inch	uting accompan	ying schedules at initiation and initiation of the second on a line of the second of t	nd statements	and to the	best of my k	nowledge
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	ign ere	Stefa Stur	e of officer	2	$7 \times $	fere		~			\sim		
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		+			(1)	~ /	·····	Date	! Check #			identifying numt	e:
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	oarer's	i ⊨amnis name (o	YOUR CRO	<u>,</u> 	<u></u>	SSOCI ATE:	9, P.C.		1,	EN		-1336737	
Use	Only	i: self-employed address, and Z	n) 🕨 🗠 🗠					ASHVILLE.	TN 37203		÷ <u> </u>	<u>-1338/3/</u> 5-320~55	60
Mar	y the l	IRS discuss thi								• • • • • •	<u>v_</u>	X Yes	No
		acy Act and Pa											0 (2008)
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Form	n 990 (2008)	62-0476670 Page 2									
Ра	Int III Statement of Program Service Accomplishments (see instruction	ns)									
1	Briefly describe the organization's mission:										
	SEE STATEMENT 1										
	Did the experimentation undertake any cignificant program convices during	the year which were not listed on									
	Did the organization undertake any significant program services during the prior Form 990 or 990-EZ? If "Yes" describe these new services on Schedule O.										
	Did the organization cease conducting, or make significant changes in h services?										
	If "Yes," describe these changes on Schedule O.										
	Describe the exempt purpose achievements for each of the organization's Section $501(c)(3)$ and $501(c)(4)$ organizations and section $4947(a)(1)$ trust allocations to others, the total expenses, and revenue, if any, for each program	is are required to report the amount of grants and									
4a	(Code:) (Expenses \$ 2,853,531. including grants of \$) (Revenue \$ 2,022,407.)									
	RESIDENTIAL CHILDCARE SERVICES FOR 465 YOUTH.										
4b	(Code:) (Expenses \$ including grants of \$										
	YOUTH CONNECTIONS: COMMUNITY RESOURCE CENTER FOR	464 YOUTH									
	RELEASED FROM STATE CUSTODY.										
4c	(Code:) (Expenses \$including grants of \$) (Revenue \$ NONE)									
	PROJECT SHARE: COMMUNITY SERVICE PROGRAM FOR 246										
	AND AT RISK FOR TRUANCY STUDENTS.										
	Other program services. (Describe in Schedule O.)										
		venue \$)									
4e	Total program service expenses ► \$ 3, 116, 080. (Must equal Pa										
	020 1.000	Form 990 (2008)									

Form §	90 (2008) 62-0476670		F	Page 3
Part				
			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes,"			
•	complete Schedule A	1	Х	<u> </u>
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2	Х	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to			
4	candidates for public office? <i>If "Yes," complete Schedule C, Part I</i> Section 501(c)(3) organizations. Did the organization engage in lobbying activities? <i>If "Yes," complete</i>	3		X
-		4		v
5	Schedule C, Part II Sections 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e)	4		X
•	notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III	5		
6	Did the organization maintain any donor advised funds or any accounts where donors have the right to	-		
	provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete			
	Schedule D, Part I	6		Х
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,			
	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		Х
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes,"			
	complete Schedule D, Part III	8		X
9	Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part			
	X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes,"</i>			
4.0	<i>complete Schedule D, Part IV</i> Did the organization hold assets in term, permanent, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	9		X
10 11	Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? If "Yes," complete Schedule D,	10		X
		11	v	
12	Did the organization receive an audited financial statement for the year for which it is completing this return		X	<u> </u>
	that was prepared in accordance with GAAP? If "Yes," complete Schedule D, Parts XI, XII, and XIII	12	Х	
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		Х
14a		14a		Х
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising,			
		14b		Х
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any			
	organization or entity located outside the United States? If "Yes," complete Schedule F, Part II	15		X
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance			
47	to individuals located outside the United States? If "Yes," complete Schedule F, Part III	16		X
17	Did the organization report more than \$15,000 on Part IX, column (A), line 11e? <i>If "Yes," complete Schedule G, Part I</i>	17		X
18 19	Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i> Did the organization report more than \$15,000 on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>	18	Х	37
20	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	19 20		X X
21	Did the organization report more than \$5,000 on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		X
22	Did the organization report more than \$5,000 on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		X
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5,? If "Yes," complete			
	Schedule J	23		х
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than			
	\$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer questions			
		24a		Х
b		24b		<u> </u>
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year	.		
		24c		<u> </u>
d 250		24d		<u> </u>
25a	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a discussified person during the year? If "Yes," complete Schedule L. Part L.	25-		37
b	with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i> Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified	25a		X
U U		25b		v
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or	200		X
	disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	26		x
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or	-		
		27		х

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Form §	990 (2008) 62-0476670			Page 4
Part	t IV Checklist of Required Schedules (continued)			
			Yes	No
28	During the tax year, did any person who is a current or former officer, director, trustee, or key employee:			
а	Have a direct business relationship with the organization (other than as an officer, director, trustee, or			
	employee), or an indirect business relationship through ownership of more than 35% in another entity			
	(individually or collectively with other person(s) listed in Part VII, Section A)? If "Yes," complete Schedule L,			
	Part IV	28a		Х
b	Have a family member who had a direct or indirect business relationship with the organization? If "Yes,"			
	complete Schedule L, Part IV	28b		х
с	Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a			
	professional corporation) doing business with the organization? <i>If "Yes," complete Schedule L, Part IV</i>	28c		х
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified			21
•••	conservation contributions? If "Yes," complete Schedule M	30		х
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N,</i>			- 21
•	Part I	31		x
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete			
02	Schedule N, Part II	32		x
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			
55	section 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		x
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II,	33		
54	III, IV, and V, line 1	34	Х	
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete	54	A	
35	Schedule R, Part V, line 2	35		37
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related	35		Х
30		20		
27	organization? If "Yes," complete Schedule R, Part V, line 2	36		X
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			
	<u> </u>	37	000	(2008)

Statements Regarding Other IRS Filings and Tax Compliance Part V Yes No 1a Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of 1 a 4 U.S. Information Returns. Enter -0- if not applicable NONE 1b **b** Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable С Did the organization comply with backup withholding rules for reportable payments to vendors and reportable 1c Х gaming (gambling) winnings to prize winners? 2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax 90 Statements, filed for the calendar year ending with or within the year covered by this return 2a 2b Х **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 this return. (see instructions) **3a** Did the organization have unrelated business gross income of \$1,000 or more during the year covered by 3a Х 3b N/A **b** If "Yes," has it filed a Form 990-T for this year? *If "No," provide an explanation in Schedule O* 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 4a Х **b** If "Yes," enter the name of the foreign country: ▶___ See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts. 5a Х 5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? 5b Х **b** Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? c If "Yes," to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding 5c N/A Prohibited Tax Shelter Transaction? 6a Х **6a** Did the organization solicit any contributions that were not tax deductible?.... b If "Yes," did the organization include with every solicitation an express statement that such contributions or 6b N/A 7 Organizations that may receive deductible contributions under section 170(c). 7a **a** Did the organization provide goods or services in exchange for any guid pro guo contribution of more than \$75? 7b N/A b If "Yes," did the organization notify the donor of the value of the goods or services provided? С Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? 7c Х . . Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal е 7e Х benefit contract? 7f Х f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? For all contributions of qualified intellectual property, did the organization file Form 8899 as required? 7 g Х g h For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as 7h Х 8 Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a fund maintained by a sponsoring 8 organization, have excess business holdings at any time during the year?..... Х Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds. 9 9a Х a Did the organization make any taxable distributions under section 4966?..... 9b Х **b** Did the organization make a distribution to a donor, donor advisor, or related person? 10 Section 501(c)(7) organizations. Enter: 10a a Initiation fees and capital contributions included on Part VIII, line 12 N/A b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities . . . 10b N/A 11 Section 501(c)(12) organizations. Enter: 11a N/A a Gross income from members or shareholders **b** Gross income from other sources (Do not net amounts due or paid to other sources against N/A Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? 12a N/A N/A

Form **990** (2008)

Page 5

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Part	VI Governance, Management, and Disclosure (Sections A, B, and C request information about poly required by the Internal Revenue Code.)	licies	not	
Sect	ion A. Governing Body and Management			
			Yes	No
	For each "Yes" response to lines 2-7b below, and for a "No" response to lines 8 or 9b below, describe the			
	circumstances, process, or changes in Schedule O. See instructions.			
1a	Enter the number of voting members of the governing body <u>1a</u> 23			
b	Enter the number of voting members that are independent 1b 23			
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		Х
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		Х
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4		Х
5	Did the organization become aware during the year of a material diversion of the organization's assets?	5		Х
6	Does the organization have members or stockholders?	6		Х
7a	Does the organization have members, stockholders, or other persons who may elect one or more members			
	of the governing body?	7a		Х
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b		Х
8	Did the organizations contemporaneously document the meetings held or written actions undertaken during			
	the year by the following:			
а	The governing body?	8a	Х	
b	Each committee with authority to act on benait of the governing body?	8b	Х	
9a	Does the organization have local chapters, branches, or affiliates?	9a		Х
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters,			
	affiliates, and branches to ensure their operations are consistent with those of the organization?	9b		
10	Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations			
	must describe in Schedule O the process, if any, the organization uses to review the Form 990	10	Х	
11	Is there any officer, director or 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	11		Х
Secti	on B. Policies			
			Yes	No
	Does the organization have a written conflict of interest policy? If "No," go to line 13	12a	X	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give			
	rise to conflicts? Does the organization regularly and consistently monitor and enforce compliance with the policy? <i>If "Yes,"</i>	12b	X	
С				
	describe in Schedule O how this is done	12c	X	
13	Does the organization have a written whistleblower policy?	13	Х	
14				
	Does the organization have a written document retention and destruction policy?	14	Х	
15	Did the process for determining compensation of the following persons include a review and approval by		Х	
	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:	14	X	
а	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: The organization's CEO, Executive Director, or top management official?	14 15a	X X	
	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: The organization's CEO, Executive Director, or top management official? Other officers or key employees of the organization?	14		
a b	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: The organization's CEO, Executive Director, or top management official? Other officers or key employees of the organization? Describe the process in Schedule O. (see instructions)	14 15a	X	
а	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: The organization's CEO, Executive Director, or top management official? Other officers or key employees of the organization? Describe the process in Schedule O. (see instructions) Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement	14 15a 15b	X	
a b 16a	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: The organization's CEO, Executive Director, or top management official? Other officers or key employees of the organization? Describe the process in Schedule O. (see instructions) Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement	14 15a	X	X
a b 16a	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: The organization's CEO, Executive Director, or top management official? Other officers or key employees of the organization? Describe the process in Schedule O. (see instructions) Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate	14 15a 15b	X	X
a b 16a	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: The organization's CEO, Executive Director, or top management official? Other officers or key employees of the organization? Describe the process in Schedule O. (see instructions) Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard	14 15a 15b 16a	X	X
a b 16a b	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: The organization's CEO, Executive Director, or top management official? Other officers or key employees of the organization? Describe the process in Schedule O. (see instructions) Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	14 15a 15b 16a	X	X
a b 16a b <u>Secti</u>	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: The organization's CEO, Executive Director, or top management official? Other officers or key employees of the organization? Describe the process in Schedule O. (see instructions) Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements? on C. Disclosure	14 15a 15b 16a	X	X
a b 16a b <u>Secti</u> 17	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: The organization's CEO, Executive Director, or top management official? Other officers or key employees of the organization? Describe the process in Schedule O. (see instructions) Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements? on C. Disclosure List the states with which a copy of this Form 990 is required to be filed ▶ TN,	14 15a 15b 16a 16b	X X	X
a b 16a b <u>Secti</u>	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: The organization's CEO, Executive Director, or top management official? Other officers or key employees of the organization? Describe the process in Schedule O. (see instructions) Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements? on C. Disclosure List the states with which a copy of this Form 990 is required to be filed ▶_TN, Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3))	14 15a 15b 16a 16b	X X	
a b 16a b <u>Secti</u> 17	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: The organization's CEO, Executive Director, or top management official? Other officers or key employees of the organization? Describe the process in Schedule O. (see instructions) Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements? on C. Disclosure List the states with which a copy of this Form 990 is required to be filed ▶_TN,Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3): available for public inspection. Indicate how you make these available. Check all that apply.	14 15a 15b 16a 16b	X X	X
a b 16a b <u>Secti</u> 17 18	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: The organization's CEO, Executive Director, or top management official? Other officers or key employees of the organization? Describe the process in Schedule O. (see instructions) Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements? on C. Disclosure List the states with which a copy of this Form 990 is required to be filed ▶_TN, Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3): available for public inspection. Indicate how you make these available. Check all that apply.	14 15a 15b 16a 16b	X X	X
a b 16a b <u>Secti</u> 17	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: The organization's CEO, Executive Director, or top management official? Other officers or key employees of the organization? Describe the process in Schedule O. (see instructions) Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements? on C. Disclosure List the states with which a copy of this Form 990 is required to be filed ▶_TN,Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3): available for public inspection. Indicate how you make these available. Check all that apply.	14 15a 15b 16a 16b	X X	X

8

JSA

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, 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. Use Schedule J-2 if additional space is needed.

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

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

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

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

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

Check this box if the organization did not compensate any officer, director, trustee, or key employee.

(A)	(B)	(C)				(D)	(E)	(F)		
Name and Title	Average hours per week	P or director	ion (Institution	chec Officer	a Key employee	that employee	oly) Former	Reportable compensation from the	Reportable compensation from related organizations	Estimated amount of other compensation
		l trustee or	Institutional trustee		oyee	Highest compensated employee		organization (W-2/1099-MISC)	(W-2/1099-MISC)	from the organization and related organizations
SEE SCHEDULE J-2										

_	n 990 (2008)								62-0476670		Page 8
Pa	art VII Section A. Officers, Directors, Tru	istees, Ke	y Em	plo	yee	es,	and H	lig	hest Compensat	ed Employee	s (continued)
	(A)	(B)	B) (C)						(D)	(E)	(F)
Name and title		Average hours per week	P or director	© Institutional trustee	che Officer	Key employee	a Highest compensated the employee	y) Former	Reportable compensation from the organization (W-2/1099-MISC)	Reportable compensatior from related organizations (W-2/1099-MIS	other compensation
<u>1b</u> 2	Total number of individuals (including those organization ► 1	e in 1a) v	vho re	ecei	ived	l m	ore th	► nan	100,623. \$100,000 in re		1 1
3	Did the organization list any former offic employee on line 1a? If "Yes," complete Schedu										
4 5	For any individual listed on line 1a, is the the organization and related organizations <i>individual</i> . Did any person listed on line 1a receive	greater th e or accr	nan \$ ue co	150	,00 ens	0? satio	<i>If "Ye</i> on fro	es," om	' complete Sched any unrelated c	ule J for sucl	h 4 X
Sec	services rendered to the organization? If "Yes," ction B. Independent Contractors	complete 3	Sched	ule .	J foi	r su	ch per	rson	1		5 X
1	Complete this table for your five highest compensation from the organization.	compensat	ted in	dep	enc	dent	cont	rac	tors that received	d more than	\$100,000 of
	(A) Name and business add	ress							(B) Description of se	rvices	(C) Compensation
TF	RAC INC 220 S. HICKORY ST. GALLA		370	66				R	ESIDENTIAL S		560,419.
2	Total number of independent contractors (i compensation from the organization ►	ncluding t	hose	in 1	1) v	vho	rece	iveo	d more than \$10	0,000 in	
JSA											Form 990 (2008)

Form 990 (2008)

Par	t VII	Statement of Revenue			62-0476670		
				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1a b c d f g h	Federated campaigns 1a Membership dues 1b Fundraising events 1c Related organizations 1d Government grants (contributions) 1e All other contributions, gifts, grants, and similar amounts not included above 1f Noncash contributions included in lines 1a-1f. \$ Total. Add lines 1a-1f.		416,685.			
ue			Business Code	,			
Program Service Revenue	2a b c d e	CHILD SUPPORT		2,241,152.	2,241,152.		
rog	f	All other program service revenue					
_₽	g	Total. Add lines 2a-2f		2,241,152.			
	3 4 5	Investment income (including dividends, inter other similar amounts) Income from investment of tax-exempt bond Royalties	STMT 2	181,970.			181,970.
	6a	Gross Rents					
	b	Less: rental expenses					
	с	Rental income or (loss)					
	d	Net rental income or (loss)					
	7 a	Gross amount from sales of assets other than inventory (i) Securities	(ii) Other 18,975.				
	b	Less: cost or other basis					
	С	and sales expenses 1,181,504. Gain or (loss) -773,140.	539.				
	d	Net gain or (loss)	• • • • • • • • •	-772,601.			-772,601.
Other Revenue	8a b	Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18	16,088.				
õ	С	Net income or (loss) from fundraising events	STMT 3 🕨	144,216.	144,216.		
	_	Gross income from gaming activities. See Part IV, line 19.					
	b c	Less: direct expenses b Net income or (loss) from gaming activities					
	10a	Gross sales of inventory, less returns and allowances					
	b	Less: cost of goods sold					
		Net income or (loss) from sales of inventory.					
		Miscellaneous Revenue	Business Code				
		MISCELLANEOUS		31,937.	31,937.		
	b						
	c d	All other revenue					
	e	Total. Add lines 11a-11d		31,937.			
	12	Total Revenue. Add lines 1h, 2g, 3, 4, 5, 6d,					
		9c, 10c, and 11e		2,243,359.	2,417,305.		-590,631.
							Form 990 (2008)

JSA

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) but are not required to complete columns (B), (C), and (D). Do not include amounts reported on lines 6b, (A) Total expenses (B) Program service (C) Management and **(D)** Fundraising 7b, 8b, 9b, and 10b of Part VIII. expenses general expenses expenses Grants and other assistance to governments and 1 organizations in the U.S. See Part IV, line 21 NONE Grants and other assistance to individuals in 2 the U.S. See Part IV, line 22 NONE Grants and other assistance to governments, 3 organizations, and individuals outside the U.S. See Part IV, lines 15 and 16 NONE Benefits paid to or for members 4 NONE Compensation of current officers, directors, 5 trustees, and key employees 348,847. 294,579. 37,452. 16,816. Compensation not included above, to disqualified 6 persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) NONE 7 Other salaries and wages 1,319,064. 1,101,032. 149,093. 68,939. Pension plan contributions (include section 401 8 (k) and section 403(b) employer contributions). . 89,428 68,680 14,513 6,235. 12,144. 142,572. 10,627. 9 165,343. 10 Payroll taxes 173,697. 146,676. 18,648. 8,373. 11 Fees for services (non-employees): a Management NONE b Legal NONE 25,555. 5,190. 20,365. c Accounting Lobbying NONE d e Professional fundraising services. See Part IV, line 17 NONE f Investment management fees NONE NONE g Other Advertising and promotion NONE 12 NONE 13 Office expenses NONE 14 Information technology Royalties 15 NONE NONE 16 Occupancy 17 Travel 14,405. 13,251. 197. 957. Payments of travel or entertainment expenses 18 for any federal, state, or local public officials NONE Conferences, conventions, and meetings NONE 19 20 Interest NONE 21 Payments to affiliates NONE 22 Depreciation, depletion, and amortization 91,632. 81,513. 10,119. Insurance NONE 23 24 Other expenses. Itemize expenses not covered above. (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below.) a CONTRACTED_SERVICES_____ 675,584. 670,778. 702. 4,104. b MAINTENANCE_____ 173,186. 171,315. 1,871 <u>4,70</u>0. 117,125. 107,504. 4,921. c SUPPLIES_____ d UTILITIES_____ 92,335. 72,831. 19,504. e YOUTH_SPECIFIC_ASSISTANCE____ 46,048. 46,048. <u>194,111</u>. 18,215. 36,919. f All other expenses _____ 249,245. 307, 523. 25 Total functional expenses. Add lines 1 through 24f 3,581,494. 3,116,080. 157,891. 26 Joint Costs. Check here If following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising

Pa	rt X	Balance Sheet				
			(A) Beginning of year		(B) End of year	
	1	Cash - non-interest-bearing	491,466.	1	399,93	31.
	2	Savings and temporary cash investments		2		
	3	Pledges and grants receivable, net	NONE	3	62,00	00.
	4	Accounts receivable, net	234,910.	4	199,61	
	5	Receivables from current and former officers, directors, trustees, key				
		employees, or other related parties. Complete Part II of Schedule L		5		
	6	Receivables from other disqualified persons (as defined under section				
		4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II				
		of Schedule L		6		
ts	7	Notes and loans receivable, net		7		
Assets	8	Inventories for sales or use		8		
Ä	9	Prepaid expenses and deferred charges	13,885.	9	19,99	€1.
	10a	Land, buildings, and equipment: cost basis 10a 2, 227, 481.				
		Less: accumulated depreciation. Complete				
		Part VI of Schedule D	971,398.	10c	918,83	34.
	11	Investments - publicly traded securities	5,846,973.		3,841,26	
	12	Investments - other securities. See Part IV, line 11		12		
	13	Investments - program-related. See Part IV, line 11		13		
	14	Intangible assets		14		
	15	Other assets. See Part IV, line 11	620,811.	15	409,56	53.
	16	Total assets. Add lines 1 through 15 (must equal line 34)	8,179,443.	16	5,851,19	
	17	Accounts payable and accrued expenses	108,708.	17	123,87	
	18	Grants payable	2007 / 000	18	120707	
	19	Deferred revenue		19		
	20	Tax-exempt bond liabilities		20		
s	21	Escrow account liability. Complete Part IV of Schedule D		21		
Liabilities	22	Payables to current and former officers, directors, trustees, key employees,				
lida		highest compensated employees, and disgualified persons. Complete Part II				
Ë		of Schedule L		22		
	23	Secured mortgages and notes payable to unrelated third parties		23		
	24	Unsecured notes and loans payable.		24		
	25	Other liabilities. Complete Part X of Schedule D	21,281.	25	25,41	17.
	26	Total liabilities. Add lines 17 through 25	129,989.	26	149,29	
		Organizations that follow SFAS 117, check here X and complete	123, 303.		110720	
ces		lines 27 through 29, and lines 33 and 34.				
ano	27	Unrestricted net assets	1,485,872.	27	1,303,19	<u>)9.</u>
Bal	28	Temporarily restricted net assets	95 , 798.	28	147,87	74.
Б	29	Permanently restricted net assets	6,467,784.	29	4,250,82	27.
or Fund Balance		Organizations that do not follow SFAS 117, check here \blacktriangleright and complete lines 30 through 34.				
ts	30	Capital stock or trust principal, or current funds		30		
Assets	31	Paid-in or capital surplus, or land, building, or equipment fund		31		
Ž	32	Retained earnings, endowment, accumulated income, or other funds		32		
Net	33	Total net assets or fund balances	8,049,454.	33	5,701,90	.00
	34	Total liabilities and net assets/fund balances	8,179,443.	34	5,851,19	
Pa	rt XI	Financial Statements and Reporting				
					Yes N	lo
1		unting method used to prepare the Form 990: Cash X Accrual Othe				
2a		e the organization's financial statements compiled or reviewed by an independent account				
b		e the organization's financial statements audited by an independent accountant?			•• 2b X	
С		es" to lines 2a or 2b, does the organization have a committee that assumes responsibility	-			
3a		, review, or compilation of its financial statements and selection of an independent accour result of a federal award, was the organization required to undergo an audit or audits as s			•• 2c X	

 the Single Audit Act and OMB Circular A-133?
 3a

 b
 If "Yes," did the organization undergo the required audit or audits?
 3b

Form 990 (2008)

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SCHE	DU	LE	Α	
(Form	990	or	990-EZ))

Public Charity Status and Public Support

To be completed by all section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts.

OMB No. 1545-0047 2 8

Open to Public

Attach to Form 990 or Form 990-EZ. S	See separate instructions.
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	t of the Treasury venue Service		► Attach to Form 990 or Form 990-EZ. ► See separate instructions. Open to Publi							
	he organizatio	on I						Employe	er identifica	tion number
MONROE	HARDING	INC.							62-04	76670
Part I	Reason f	or Public Chari	ty Status (All organ	izations m	ust comp	lete this	part.) (se	e instru	ctions)	
 The organization is not a private foundation because it is: (Please check only one organization.) A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i). A church, convention of churches, or association of churches described in section 170(b)(1)(A)(ii). (Attach Schedule H.) A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii). (Attach Schedule H.) A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter thospital's name, city, and state: An organization operated for the benefit of a college or university owned or operated by a governmental unit described section 170(b)(1)(A)(iv). (Complete Part II.) A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(vi). A organization that normally receives a substantial part of its support from a governmental unit or from the general put described in section 170(b)(1)(A)(vi). (Complete Part II.) A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.) A norganization that normally receives: (1) more than 331/3 % of its support from contributions, membership fees, and gro receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 331/3% of support from gross investment income and unrelated business taxable income (less section 1509(a)(4). (see instructions) An organization organized and operated exclusively to test for public safety. See section 509(a)(4). (see instructions) An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out purposes of on or more publicly supported organization and complete lines 11e through 11h. Tho organization reparized and operated exclusively for the benefit of, to perform the functions of, or to carry out purposes of								ule H.) (A)(iii). Enter the unit described in the general public ip fees, and gross han 331/3% of its from businesses fuctions) to carry out the a)(2). See section 11h. /pe III - Other more disqualified scribed in section		
g <u>h</u> (i) Name	Since Augu following pe (i) A pers and (iii) (ii) A famil (iii) A 35%	st 17, 2006, has ersons? on who directly below, the gove y member of a p controlled entity		, either ald ported orga above? d in (i) or (ii) zations the	one or tog anization? above?	ether wit	h persor	ns descril	bed in (ii)	Yes No 11g(i) X 11g(ii) X 11g(iii) X (vii) Amount of
	anization	(1) 2.13	(described on lines 1-9 above or IRC section	in col. (i) lis	sted in your document?	the organ col. (i)	nization in of your	organiza (i) organi	tion in col.	support
			(see instructions))	Yes	No	sup Yes	port?	U. Yes	S.? No	
				100		103		103		
_SEE S	TATEMENT	6								
Total										NONE

For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule A (Form 990 or 990-EZ) 2008

	/ F	000	000 57	0000
Schedule A	(Form	990 OF	990-EZ	2008

Par	t II Support Schedule for Or (Complete only if you che	ganizations D cked the box o	escribed in S on line 5, 7, or	Sections 170(b 8 of Part I.)	o)(1)(A)(iv) and	170(b)(1)(A)(v	/i)
Sec	tion A. Public Support						
	endar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3	The value of services or facilities furnished by a governmental unit to the organization without charge						
4	Total. Add lines 1-3						
5	The portion of total contributions by each						
	person (other than a governmental unit or						
	publicly supported organization) included						
	on line 1 that exceeds 2% of the amount						
	shown on line 11, column (f)						
6	Public support. Subtract line 5 from line 4.						
Sec	tion B. Total Support						
Cale	endar year (or fiscal year beginning in) 🕨 🕨	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 8	Amounts from line 4. Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources.						
9	Net income from unrelated business activities, whether or not the business is regularly carried on						
10	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
11	Total support. Add lines 7 through 10						
12	Gross receipts from related activities, etc. (See instructions.)				12	
13	First five years. If the Form 990 is for the	organization's firs	st, second, third, f	ourth, or fifth tax y	ear as a 501(c)(3)		
	organization, check this box and stop here						►
Sec	tion C. Computation of Public Sup	port Percenta	ge				
14	Public support percentage for 2008 (I	ine 6, column (f) divided by line	e 11, column (f))		. 14	%
15	Public support percentage from 2007	Schedule A, Pa	art IV-A, line 26f			15	%
16a	33 1/3% support test - 2008. If the o						check this box
	and stop here. The organization quali	•					
b	33 1/3% support test - 2007. If the o						
	box and stop here . The organization						
17a	10%-facts-and-circumstances test -	• •	• • • •	-			
	is 10% or more, and if the organization						
	in Part IV how the organization meets						
	organization			•	•		· / /
h	10%-facts-and-circumstances test -						
2	15 is 10% or more, and if the organiz	•					
	Explain in Part IV how the organization						alicly
	supported organization				•	•	
18	Private foundation. If the organization						
10	instructions						

Schedule A (Form 990 or 990-EZ) 2008

C	tion A. Public Support alendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(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						
Ŭ	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 1-5						
7 a	Amounts included on lines 1, 2, and 3						
	received from disqualified persons						
b	Amounts included on lines 2 and 3 received from other than disgualified						
	persons that exceed the greater of 1% of						
	the total of lines 9, 10c, 11, and 12 for the year or \$5,000						
с	Add lines 7a and 7b						
8	Public support (Subtract line 7c from						
	line 6.)						
ec	tion B. Total Support						
Са	alendar year (or fiscal year beginning in) 🕨	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Tota
9	Amounts from line 6						
0 a	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						
	2						
c	acquired after June 30, 1975						
	acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b,						
	acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business						
	acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
1	acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income. Do not include gain or loss from the sale of capital assets						
1	acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income. Do not include gain or						
1 2	acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income. Do not include gain or loss from the sale of capital assets						
1	acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
1 2 3	acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.) Total support. (Add lines 9, 10c, 11,	the organizatio	on's first, second,	third, fourth, or	r fifth tax year a	as a section 501	- (c)(3)
1 2 3 4	acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.) Total support. (Add lines 9, 10c, 11, and 12.) First five years. If the Form 990 is for organization, check this box and stop here				•		
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Schedule A (Form 990 or 990-EZ) 2008				62-0476670			
Part IV	Supplemental Part II, line 17a	Information. (a or 17b; or Par	Complete this p t III, line 12. Prov	art to provide th <i>r</i> ide any other ad	ne explanation req ditional information	uired by Part II, line . (see instructions)	Page 4 10;

SCHEE	DULE D
(Form	990)

Department of the Treasury

Internal Revenue Service

Supplemental Financial Statements

► Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.

OMB No. 1545-0047

ic

Inspection

Nam	e of the organization		Employer identification number
MON	NROE HARDING, INC.		62-0476670
Pa			Accounts. Complete if
		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate contributions to (during year)		
3	Aggregate grants from (during year)		
4	Aggregate value at end of year		
5	Did the organization inform all donors and donor a	dvisors in writing that the assots hold in do	por advised
5	funds are the organization's property, subject to the	•	
6	Did the organization inform all grantees, donors, a		
0	used only for charitable purposes and not for the b		
	impermissible private benefit?		
Da	rt II Conservation Easements. Complete if	the organization answered "Ves" to Fr	000 Part IV line 7
1 a	Purpose(s) of conservation easements held by the		
•			f an biotorically importantly land area
	Preservation of land for public use (e.g., recre		f an historically importantly land area
	Protection of natural habitat		f certified historic structure
2	Preservation of open space	lified componenties contribution in the form	
2	Complete lines 2a-2d if the organization held a qua on the last day of the tax year.	alified conservation contribution in the form	of a conservation easement
	on the last day of the tax year.	ا	Held at the End of the Year
	Tatal much an efference motion are such		2a
a	Total number of conservation easements		2b
b	Total acreage restricted by conservation easements		
C	Number of conservation easements on a certified	. ,	2c 2d
d	Number of conservation easements included in (c	· · ·	
3	Number of conservation easements modified, tran	sterred, released, extinguisned, or termina	lited by the organization during
4	the taxable year	muntion and an entropy in the stand	
4	Number of states where property subject to conse		lations and
5	Does the organization have a written policy regard enforcement of the conservation easements it holds		
6			
6 7	Staff or volunteer hours devoted to monitoring, ins		-
7 8	Amount of expenses incurred in monitoring, inspec		
0	Does each conservation easement reported on line		
9	170(h)(4)(B)(i) and 170(h)(4)(B)(ii)?		
9	In Part XIV, describe how the organization reports		
	balance sheet, and include, if applicable, the text of the organization's accounting for conservation easo		al statements that describes
Pa	rt III Organizations Maintaining Collections		Similar Assets
	Complete if the organization answered		
1a	If the organization elected, as permitted under SF	AS 116 not to report in its revenue statem	ent and halance sheet works of
īa	art, historical treasures, or other similar assets hel	d for public exhibition, education, or resear	rch in furtherance of public service.
	provide, in Part XIV, the text of the footnote to its f		
b	If the organization elected, as permitted under SFA	AS 116, to report in its revenue statement	and balance sheet works of art,
	historical treasures, or other similar assets held fo provide the following amounts relating to these iter		n furtherance of public service,
	(i) Revenues included in Form 990, Part VIII, line 1		► ¢
	(ii) Assets included in Form 990, Part X		
2	If the organization received or held works of art, hi		
4	following amounts required to be reported under S		טי ההמוכומו צמוה, פוטיוטב נווב
-	Revenues included in Form 990, Part VIII, line 1		· · · · · · · • • • • • • • • • • • • •
a h	Assets included in Form 990, Part X		
b	ASSETS INCIDUED IN LOTIN 330, Fall A		Ψ

For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule D (Form 990) 2008

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued) 3 Using the organization's 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 d Con or exchange programs b Provide a description of thure generations d Con or exchange programs c Provide a description of thure generations collectors and explain how they further the organization's exempt purpose in Part XIV. 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be solid to raise funds rather than to be maintained as part of the organization's collection?	Scheo	lule D (Form 990) 2008				6	2-0476	5670			Page 2
tems (check all that apply): d Loan or exchange programs a Provide a description of future generations d Other c Preservation for future generations Other	Par	t III Organizations Maintaini	ng Collectio	ons of Art, Hist	orical	Treasures	s, or Oth	ner Similar A	Assets (c	continue	ed)
a Public exhibition d Loan or exchange programs b Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XV. 5 During the year, did the organization solid tor receive donations of art, historical treasures, or other similar assets to be solid to rise funds rather than to be maintained as part of the organization answered "Yes" to Form 990. Part IV. Unet, Escrow and Custodial Arrangements. Complete if organization answered "Yes" to 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, 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, 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, line 21. 1a Is the organization and unit on Form 990. Part X, line 21. 1a Is the organization include an amount on Form 990. Part X, line 21. 2a Did the organization include an amount on Form 990. Part X, line 21. 2a Did the organization include an amount on Form 990. Part X, line 21. 2a Did the organization include an amount on Form 990. Part X, line 10. 1a Beginning of year balance (a)Curent Year (b) Prior year	3		and other red	cords, check any	/ of the	following th	nat are a	significant us	se of its c	ollection	
b Scholarly research e Other 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XW. 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 answered "Yes" to Form 990. Part IV, Tirest, Escore and Custodial Arrangements. Complete if organization answered "Yes" to 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? Image: Complete the following table: c Enginning balance 1 Image: Complete the following table: c Beginning balance 1 Image: Complete the following table: c Beginning the year 1 Image: Complete the following table: c Beginning of year balance (e) Course the goin the arrangement in Part XIV Part W Endowment Funds. Complete the following table: Image: Complete the organization answered "Yes" to Form 990, Part IV, line 10. 1a Beginning of year balance (e) Course years back (d) Thire years back (e) Four years back c Investiment earnings or losses		items (check all that apply):		_							
c Preservation for future generations 4 Provide a description of the organization solid or receive donations of art, historical treasures, or other similar assets to be sold to raise tunds rather than to be maintained as part of the organization's exempt purpose in Part XV. 5 During the year, did the organization solid or receive donations of art, historical treasures, or other similar assets to be sold to raise tunds rather than to be maintained as part of the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21. 1a Is the organization an agent, tustee, custodian or other intermediary for contributions or other assets not include on Form 990, Part X2. Ves No b If "Yes," explain the arrangement in Part XIV and complete the following table: Amount Ves No b Beginning balance 1d Image: State S	а	Public exhibition		d			change p	orograms			
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assets to be sold to raise funds rather than to be maintained as part of the organization's collection?	5	During the year, did the organization	on solicit or re	eceive donations	of art.	historical tr	easures	, or other simil	ar		
Part IV Trust, Escrow and Custodial Arrangements. Complete if organization answered "Yes" to 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 XIV and complete the following table: Amount Image: Complete III (Complete) Image: Complete III (Complete) Amount c Beginning balance Image: Complete III (Complete) Image: Complete IIII (Complete) Image: Complete IIII (Complete) Image: Complete IIII (Complete) Image: Complete IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII									_	Yes	No
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c Investment earnings or losses											
d Grants or scholarships											
e Other expenditures for facilities .		-									
and programs											
f Administrative expenses	Ū										
g End of year balance	f										
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organization by: Yes No (i) unrelated organizations 3a(i) 3a(i) 3a(ii) 3a(ii) 3a(ii) 3b						4			41		
(i) unrelated organizations 3a(i) (ii) related organizations 3a(ii) b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R? 3b 4 Describe in Part XIV the intended uses of the organization's endowment funds. Part VI Investments - Land, Buildings, and Equipment. See Form 990, Part X, line 10. Description of investment (a) Cost or other basis (b) Cost or other basis (other) (a) Cost or other basis (other) (c) Depreciation 1a Land 22,055. b Buildings 22,055. c Leasehold improvements 2,205,426. d Equipment 4 e Other 4	Ja		the possession	on of the organiz	zation ti	hat are held	and ad	ministered for	the	6	
(ii) related organizations 3a(ii) b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R? 3b 4 Describe in Part XIV the intended uses of the organization's endowment funds. Part VI Investments - Land, Buildings, and Equipment. See Form 990, Part X, line 10. Description of investment (a) Cost or other basis (nivestment) (c) Depreciation 1a Land 22,055. 22,055. b Buildings 2,205,426. 1,308,647. c Leasehold improvements e other d Equipment e 0ther											Yes No
b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R? 3b 4 Describe in Part XIV the intended uses of the organization's endowment funds. Part VI Investments - Land, Buildings, and Equipment. See Form 990, Part X, line 10. Description of investment (a) Cost or other basis (investment) (b) Cost or other basis (other) (c) Depreciation 1a Land 22,055. 22,055. b Buildings 2,205,426. 1,308,647. c Leasehold improvements e other d Equipment e 0ther		.,									
4 Describe in Part XIV the intended uses of the organization's endowment funds. Part VI Investments - Land, Buildings, and Equipment. See Form 990, Part X, line 10. Description of investment (a) Cost or other basis (investment) 1a Land 22,055. b Buildings 2,205,426. 1,308,647. 896,779. c Leasehold improvements											
Part VI Investments - Land, Buildings, and Equipment. See Form 990, Part X, line 10. Description of investment (a) Cost or other basis (investment) (b) Cost or other basis (other) (c) Depreciation (d) Book value 1a Land 22,055. 22,055. 22,055. b Buildings 2,205,426. 1,308,647. 896,779. c Leasehold improvements	-			•				• • • • • • • •		30	
Description of investment(a) Cost or other basis (investment)(b) Cost or other basis (other)(c) Depreciation(d) Book value1a Land22,055.22,055.22,055.22,055.b Buildings2,205,426.1,308,647.896,779.c Leasehold improvements				-				10			
1a Land 22,055. 22,055. b Buildings 2,205,426. 1,308,647. c Leasehold improvements	Par	t VI Investments - Land, Buil	dings, and I	Equipment. Se	e Forn	n 990, Pa	rt X, line	e 10.			
b Buildings 2,205,426. 1,308,647. 896,779. c Leasehold improvements 4 4 4 4 e Other 4 4 4 4 4		Description of investment	(a				(c)	Depreciation	(d	I) Book val	lue
b Buildings 2,205,426. 1,308,647. 896,779. c Leasehold improvements	1a	Land				22,05	5.			2	2,055.
c Leasehold improvements Improvements Improvements d Equipment Improvements Improvements e Other Improvements Improvements	b	Buildings	[2	<u>,205,4</u> 2	6. 1,	,308,647.			
e Other	С	Leasehold improvements	[
	d	Equipment									
Total. Add lines 1a-1e. (Column (d) should equal Form 990, Part X, column (B), line 10(c).)	е	Other									
	Tota	I. Add lines 1a-1e. (Column (d) shou	ld equal Form	n 990, Part X, co	Iumn (B), line 10(c)	.)	►		91	8,834.

Schedule D (Form 990) 2008

Part VII	Investments - Other Securities. See	Form 990, Part X, lin	e 12.	
) Description of security or category (including name of security)	(b) Book value	(c) Method of valuatio Cost or end-of-year market	n: : value
Financial deriv	atives and other financial products			
	uity interests			
		-		
) should equal Form 990, Part X, col. (B) line 12.)			
	Investments - Program Related. See		ne 13	
	<u> </u>		(c) Method of valuatio	D :
	(a) Description of investment type	(b) Book value	(c) Method of Valuatio Cost or end-of-year market	n: : value
	a) should equal Form 990, Part X, col. (B) line 13.)			
Part IX	Other Assets. See Form 990, Part X			
	(8) Description		(b) Book value
BENEFICIA	L INTERESTS IN			
PERPETUAL	TRUSTS			409,563.
) should equal Form 990, Part X, col. (B) line 15.)			409,563.
Part X	Other Liabilities. See Form 990, Parl	X, line 25.		
	(a) Description of liability	(b) Amount		
Federal income	taxes			
RESIDENTS	' ACCOUNTS	25,417.		

25,417.

In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48.

Total. (Column (b) should equal Form 990, Part X, col. (B) line 25.)

Schedu	le D (Form 990) 2008 62-0476670		Page 4
Part	XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements		
1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	2,243,359.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	3,581,494.
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3	-1,338,135.
4	Net unrealized gains (losses) on investments	4	-1,009,419.
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net). Add lines 4-8	9	-1,009,419.
10	Excess or (deficit) for the year per financial statements. Combine lines 3 and 9	10	-2,347,554.
Part	XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Re	turn	
1	Total revenue, gains, and other support per audited financial statements	. 1	1,250,028.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
а	Net unrealized gains on investments 2a -1,009,419).	
b	Donated services and use of facilities 2b		
C	Recoveries of prior year grants 2c		
d	Other (Describe in Part XIV) 2d 16,088	3.	
е	Add lines 2a through 2d	_ 2e	-993,331.
3	Subtract line 2e from line 1	. 3	2,243,359.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
а	Investment expenses not included on Form 990, Part VIII, line 7b 4a		
b	Other (Describe in Part XIV) 4b		
C	Add lines 4a and 4b	. 4c	
5	Total revenue. Add lines 3 and 4c. (This should equal Form 990, Part I, line 12.)		2,243,359.
Part	XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per R	eturn	
1	Total expenses and losses per audited financial statements	. 1	3,597,582.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
а	Donated services and use of facilities 2a	_	
b	Prior year adjustments 2b	_	
C	Losses reported on Form 990, Part IX, line 25	_	
d	Other (Describe in Part XIV) 2d 16,088	3.	
е	Add lines 2a through 2d		16,088.
3	Subtract line 2e from line 1	. 3	3,581,494.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
а	Investment expenses not included on Form 990, Part VIII, line 7b 4a	_	
b	Other (Describe in Part XIV) 4b		
С	Add lines 4a and 4b	. 4c	
5	Total expenses. Add lines 3 and 4c . (This should equal Form 990, Part I, line 18.)	. 5	3,581,494.
	XIV Supplemental Information		
	lete this part to provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Pa	rt IV, line	s 1b
	b; Part V, line 4; Part X; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b.		
<u>See</u>	PAGE_5		

Schedule D (Fo	rm 990) 2008	62-0476670	Page 5
Part XIV	Supplemental Information (continued)		
1			
_±			
<u>PART_XI</u>	I <u>, LINE 2D</u>		
SPECIAL	EVENT_EXPENSES_16,088		
_2			
PART XI	II LINE 2D		
ODECTAT	EVENUE EVDENCES 16 000		
_SFECIAL	EVENT_EXPENSES_16,088		
			

Schedule D (Form 990) 2008

SCHEDU	JLE G
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(Form 990 or 990-EZ) Department of the Treasury

Internal Revenue Service

Name of the organization

а

b

С

Supplemental Information Regarding Fundraising or Gaming Activities

OMB No. 1545-0047

Open To Public

No

►	Attach to Form 990 or Form 990-EZ. Must be completed by organizations that answer "Yes" to Form 990, Part IV, lines 17
	18, or 19, and by organizations that enter more than \$15,000 on Form 990-EZ. line 6a,

Employer identification number

MONROE HARDING, INC.

6<u>2-0</u>476670

Part I Fundraising Activities. Complete if the organization answered "Yes" to Form 990, Part IV, line 17.

е

f

g

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

Mail solicitations

Solicitation of non-government grants

Email solicitations
Phone solicitations

- Solicitation of government grants
- Special fundraising events

d In-person solicitations

2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising activities? Yes

b If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization. Form 990-EZ filers are not required to complete this table.

(i) Name of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(ii) Activity (iii) Did fundraiser have (iv) C custody or control of fro contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No					
3 List all states in which the organizati registration or licensing.	on is registered o	r licensed	d to solic	it funds or has b	een notified it is	exempt from		

For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Sche	edule G (Form 990 or 990-EZ) 2008		62-0	476670	Page 2
Ра	rt II Fundraising Events. Complete more than \$15,000 on Form	ete if the organization n 990-EZ, line 6a. Lis	answered "Yes" to F	orm 990, Part IV, lin	e 18, or reported \$5,000.
		(a) Event #1 SP <u>ECIAL EVENTS</u> (event type)	(b) Event #2	(c) Other Events <u>NONE</u> (total number)	(d) Total Events (Add col. (a) through col. (c))
Revenue	 Gross receipts Less: Charitable contributions 				160,304.
	contributions 3 Gross revenue (line 1 minus line 2)				160,304.
	4 Cash prizes				
sesu	5 Non-cash prizes	426.			426.
Direct Expenses	6 Rent/facility costs				
Dire	7 Other direct expenses	15,662.			15,662.
Ра	 8 Direct expense summary. Add lines 4 9 Net income summary. Combine lines rt III Gaming. Complete if the orgonal than \$15,000 on Form 990- 	3 and 8 in column (d).		<u></u>	144,216.
anu		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (Add col. (a) through col. (c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes3 Non-cash prizes				
Direct E	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	Yes%	Yes%	Yes%	
	7 Direct expense summary. Add lines 2				()
	8 Net gaming income summary. Comb	ine lines 1 and 7 in colur	nn (d)	<u></u>	Yes No
	Enter the state(s) in which the organizat Is the organization licensed to operate g If "No," Explain:	gaming activities in each	of these states?		
	Were any of the organization's gaming l If "Yes," Explain:		nded or terminated duri	ng the tax year?	10a
11 12	Does the organization operate gaming a ls the organization a grantor, beneficiar	activities with nonmembe y or trustee of a trust or	rs? a member of a partner	ship or other entity	
	formed to administer charitable gaming?	,			12

Schedule G (Form 990 or 990-EZ) 2008

Schedule G	(Form	990 or	990-EZ) 2008
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		•	Yes	No
13	Indicate the percentage of gaming activity operated in:			
а	The organization's facility			
b	An outside facility			
14	Provide the name and address of the person who prepares the organization's gaming/special event books and records:			
	Name			
	Address ►			
15a	Does the organization have a contract with a third party from whom the organization receives gaming			
		15a		
b	If "Yes," enter the amount of gaming revenue received by the organization ► \$ and the			
-	amount of gaming revenue retained by the third party ► \$			
C	If "Yes," enter name and address:			
	Name			
	Address ►			
16	Gaming manager information:			
	Name ►			
	Gaming manager compensation ► \$			
	Description of services provided			
	Director/officer Employee Independent contractor			
17	Mandatory distributions:			
17 a	Is the organization required under state law to make charitable distributions from the gaming proceeds to			
a	retain the state gaming license?	17a		
b	Enter the amount of distributions required under state law distributed to other exempt organizations or spent			
U U	in the organization's own exempt activities during the tax year ► \$			
	in the organizations own exempt activities during the tax year 🕨 φ			

Schedule G (Form 990 or 990-EZ) 2008

Continuation Sheet for Form 990

2008

Department of the Treasury Internal Revenue Service

Attach to Form 990 to list additional information for Form 990, Part VII, Section A, line 1a.

Open to Public Inspection

OMB No. 1545-0047

Name of the Organization

Employer Identification number

MONROE HARDING, INC.									62-0476670	
Part I Continuation of Officers, Dire Employees	ectors, Truste	es, K	ey E	Emj	ploy	yees,	an	d Highest Com	pensated	
(A)	(B) (C) (D)								(E)	(F)
Name and Title	Average hours	Posit	ion (that ap	ply)	Reportable	Reportable	Estimated
	per week	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	compensation from the organization (W-2/1099-MISC)	compensation from related organizations (W-2/1099-MISC)	amount of other compensation from the organization and related organizations
PATRICIA_L_HARMAN										
PRESIDENT/CEO	50.	Х		Х		Х		100,623.	NONE	NONE
RON_ROSSMANN										
DIRECTOR	1.	Х						NONE	NONE	NONE
WES_MAYERS DIRECTOR	1.	x						NONE	NONE	NONE
SUSAN_BRANTLEY	· · · · · · · · · · · · · · · · · · ·									
DIRECTOR	1.	X						NONE	NONE	NONE
LISA_CHEEK	· · · · · · · · · · · · · · · · · · ·									
DIRECTOR	1.	X						NONE	NONE	NONE
NATALIE_RUGGIERO	±•									
DIRECTOR	1.	X						NONE	NONE	NONE
CHARLES_SMOUSE	±•	21						INOINE	NONE	
DIRECTOR	1.	X						NONE	NONE	NONE
KATHRYN_STEPHENSON	±•	- 23						NONE	NONE	NON
DIRECTOR	1.	X						NONE	NONE	NONE
PHILIP_WENK										
DIRECTOR	1.	X						NONE	NONE	NONE
LINDA_BIEK										
VICE-CHAIR	1.	X						NONE	NONE	NONE
BETSY_DAVIES										
DIRECTOR	1.	X						NONE	NONE	NONE
DANA_HENSLEY										
DIRECTOR	1.	X						NONE	NONE	NONE
MICKEY_MARTIN										
DIRECTOR	1.	X						NONE	NONE	NONE
JOHN_OLERT										
DIRECTOR	1.	X						NONE	NONE	NONE
MATT_SWEENEY										
DIRECTOR	1.	Х						NONE	NONE	NONE
KATHY_HADFIELD										
CHAIR	1.	Х						NONE	NONE	NONE
MARY_LEE_BARTLETT										
DIRECTOR	1.	Х						NONE	NONE	NONE
JOHN_BRITTLE_JR		1								
DIRECTOR	1.	Х						NONE	NONE	NONE
KEVIN_B_CHURCHWELL										
DIRECTOR	1.	Х						NONE	NONE	NONE
TOM_CULLEN		1								
DIRECTOR	1.	Х						NONE	NONE	NONE
PAMELA_DISHMAN										
	1	3.7					1			NONT

For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

NONE

NONE

DIRECTOR

NONE

Schedule J-2 (Form 990) 2008

Continuation Sheet for Form 990

OMB No. 1545-0047

2008

Open to Public

Department of the Treasury Internal Revenue Service

Attach to Form 990 to list additional information for Form 990, Part VII, Section A, line 1a.

Employer Identification number

Part I Continuation of Officers, Dire Employees	Part I Continuation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees									
(A) Name and Title	(B) Average hours	Posit	ion ((C		that ap	nlv)	(D) Reportable	(E) Reportable	(F) Estimated
	per week	or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	compensation from the organization (W-2/1099-MISC)	Reportable compensation from related organizations (W-2/1099-MISC)	Estimated amount of other compensation from the organization and related organizations
LUKE_GREGORY										
DIRECTOR	1.	X						NONE	NONE	NONE
MEREDITH_RISNER DIRECTOR	1.	X						NONE	NONE	NONE
CHIP_SMITH										
DIRECTOR	1.	X						NONE	NONE	NONE

For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990. $_{\mbox{\scriptsize JSA}}$

Schedule J-2 (Form 990) 2008

SCHEDULE O (Form 990)	Supplemental Information to Form 990 Attach to Form 990. To be completed by organizations to provide	de	OMB No. 1545-0047
Department of the Treasury Internal Revenue Service	additional information for responses to specific questions for th Form 990 or to provide any additional information.		Open to Public Inspection
Name of the organization	, INC.	Employer identi	
<u>990 PAGE 6</u>			
_PART_VI_LINE_	10		
_ ADMINISTRATIV	E ASSISTANT WILL SEND ELECTRONIC VERSION OF COMPLETE	<u>D_990_TO_</u>	
ALL MEMBERS C	F THE BOARD OF DIRECTORS FOR THEIR REVIEW PRIOR TO F	ILING.	

Schedule O (Form 990) 2008	Page 2
Name of the organization	Employer identification number
MONROE HARDING, INC.	62-0476670
_990_PAGE_6	
PART_VI_LINE_12C	
BOARD MEMBERS COMPLETE CONFLICT OF INTEREST DOCUMENTS YEARLY AT R	EGULAR
BOARD MEETINGS. IF CONFLICT IS IDENTIFIED, THE BOARD DISCUSSES AN	ID A
DIRECTOR MAY STEP AWAY AS NEEDED.	

JSA 8E1301 1.000

Schedule O (Form 990) 2008	Page 2
Name of the organization	Employer identification number
MONROE HARDING, INC.	62-0476670
990 PAGE 6	
PART_VI_LINE_15B	
OUTSIDE CONSULTANTS ARE UTILIZED EVERY THREE YEARS TO COMPLETE AN	
INDEPENDENT SALARY AND WAGE REVIEW.	

JSA 8E1301 1.000

Schedule O (Form 990) 2008	Page 2
Name of the organization	Employer identification number
MONROE HARDING, INC.	62-0476670
<u>990 PAGE 6</u>	
PART_VI_LINE_19	
MONROE HARDING INC. MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF IN	TEREST
POLICY, AND FINANCIAL STATMENTS AVAILABLE TO THE PUBLIC THROUGH G	UIDE
STAR, COMMUNITY FOUNDATION, ANNUAL MEETINGS, ANNUAL REPORTS, AND	UPON
_REQUEST	
_	

JSA 8E1301 1.000

Related Organizations and Unrelated Partnerships

▶ Attach to Form 990. To be completed by organizations that answered "Yes" to Form 990, Part IV, line 33, 34, 35, 36, or 37.

See separate instructions.

Name of the organization

Department of the Treasury

Internal Revenue Service

SCHEDULE R

(Form 990)

Part I

MONROE HARDING, INC.

Identification of Disregarded Entities

(A)	(B)	(C)	(D) Total income	(E) End-of-year assets	(F) Direct controlling
Name, address, and EIN of disregarded entity	Primary activity	(C) Legal domicile (state or foreign country)	Total income	End-of-year assets	Direct controlling entity

Part II Identification of Related Tax-Exempt Organizations

(A) Name, address, and EIN of related organization	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Exempt Code section	(E) Public charity status (if section 501(c)(3))	(F) Direct controlling entity
MIDDLE TENNESSEE PRESBYTERY OF THE PRESB 62-0701521					/ -
318 SEABOARD LANE, SUITE 205 FRANKLIN, TN 37067-8289	CHURCH	TN	170(B)(1)(A		N/A
	-				
	-				
	-				
	-				

38

For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.



Employer identification number

62-0476670

62-0476670

Part III Identification of Related Organizations Taxable as a Partnership

(A) Name, address, and EIN of related organization	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Direct controlling entity	(E) Predominant income (related, investment, unrelated)	(F) Share of total income	(G) Share of end-of-year assets	Dispro	H) portionate ations?	(I) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	Gene	(J) heral or haging ther?
		country)					Yes	No		Yes	No

Part IV Identification of Related Organizations Taxable as a Corporation or Trust

(A) Name, address, and EIN of related organization	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Direct controlling entity	(E) Type of entity (C corp, S corp, or trust)	(F) Share of total income	(G) Share of end-of-year assets	(H) Percentage ownership

Schedule R (Form 990) 2008

Page **2**

Not	e. Complete line 1 if any entity is listed in Parts II, III, or IV.		Ye
1	During the tax year did the organization engage in any of the following transactions with one or more related organizations listed in Parts II–IV?		
а	Receipt of (i) interest (ii) annuities (iii) royalties (iv) rent from a controlled entity	1a	
b	Gift, grant, or capital contribution to other organization(s)	1b	
c	Gift, grant, or capital contribution from other organization(s)	1c	
d	Loans or loan guarantees to or for other organization(s)	1 d	
	Loans or loan guarantees by other organization(s)	1e	
е			
		1f	
f	Sale of assets to other organization(s)		
g	Purchase of assets from other organization(s)	1g	
h	Exchange of assets	1h	
i	Lease of facilities, equipment, or other assets to other organization(s)	1 i	
j	Lease of facilities, equipment, or other assets from other organization(s)	1j	
k	Performance of services or membership or fundraising solicitations for other organization(s)	1k	
I	Performance of services or membership or fundraising solicitations by other organization(s)	11	
m	Sharing of facilities, equipment, mailing lists, or other assets	1 m	
n	Sharing of paid employees	1n	
ο	Reimbursement paid to other organization for expenses	10	
р	Reimbursement paid by other organization for expenses	1p	
۳			
a	Other transfer of cash or property to other organization(s)	1q	
ч r	Other transfer of cash or property from other organization(s).	1r	
2	If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction three		s.
	(A)(b)(c)Name of other organization(s)TransactionAmounttype (a-r)type (a-r)	it involv	/ed
(1)			
(1)			
(2)			
(2)			
(a)			
(3)			
(4)			
(5)			
(6)			
	Schedule F	R (Fori	m 99

Part V **Transactions With Related Organizations**

1

2

(1)

(2)

(3)

(4)

(5)

(6)

Page 3

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Yes No

R (Form 990) 2008

40

Part VI Unrelated Organizations Taxable as a Partnership

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

(A) Name, address, and EIN of entity	(B) (C) Primary activity (state or foreign country)		(D) Are all partners section 501(c)(3) organizations?		end-of-year	ar allocations?		(G) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	Ger	(H) eneral anagir artner
			Yes	No		Yes	No	(10111-1005)	Yes	s No
	_									
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Schedule R (Form 990) 2008

FORM 990, PART III, LINE 1 - ORGANIZATION'S MISSION

THE MISSION OF MONROE HARDING IS TO PARTNER WITH AT-RISK YOUTH AND FAMILIES TO PROVIDE A BRIDGE TOWARD INDEPENDENCE AND SUCCESS. THERE ARE TWO MAIN TYPES OF PROGRAMS AT MONROE HARDING - RESIDENTIAL AND NON-RESIDENTIAL. THE GOAL IS FOR ALL OF THE YOUTH TO BECOME SUCCESSFUL, INDEPENDENT MEMBERS OF THE COMMUNITY.

FORM 990, PART VIII - INVESTMENT INCOME

	(A)	(B)	(C)	(D)
	TOTAL	RELATED OR	UNRELATED	EXCLUDED
DESCRIPTION	REVENUE	EXEMPT REVENUE	BUSINESS REV.	REVENUE
	101 070			101 070
DIVIDENDS AND INTEREST	181,970.			181,970.
	101 070			101 070
TOTALS	181,970.			181,970.

62-0476670

FORM 990, PART VIII - FUNDRAISING EVENTS

DESCRIPTION	GROSS I NCOME	DIRECT EXPENSES	NET I NCOME
TOURS, DINNER	160,304.	16,088.	144,216.
TOTALS	160,304.	16,088.	144,216.

FORM 990, PART X - PREPAID EXPENSES AND DEFERRED CHARGES

DESCRIPTION		BEGINNING BOOK VALUE	ENDI NG BOOK VALUE
PREPAID EXPENSES		13,885.	19,991.
	TOTALS	13,885.	19,991.

STATEMENT 4

FORM 990, PART X - INVESTMENTS - PUBLICLY TRADED SECURITIES

DESCRIPTION	BEGINNING	ENDING	COST
	BOOK VALUE	BOOK VALUE	OR FMV
STOCKS & BONDS	5,313,449.	3,491,994.	FMV
INTEREST BEARING ACCOUNTS	295,744.	184,027.	FMV
MUTUAL FUNDS	237,780.	165,243.	FMV
TOTALS	5,846,973.	3,841,264.	

STATEMENT 5

MONROE HARDING, INC.

SCHEDULE A, PART I - INFORMATION ABOUT SUPPORTED ORGANIZATIONS

(I) NAME OF SUPPORTED ORGANIZATION	(II) EIN	(III) TYPE OF ORGANIZATION	(IV) YES NO	(V) YES NO	(VI) YES NO	(VII) AMOUNT OF SUPPORT
MIDDLE TENNESSEE PRESBYTERY OF THE PRESBYTERIAN CHURCH	62-0701521	01	Х	Х	Х	NONE
TOTAL AMOUNT OF SUPPORT						NONE

STATEMENT 6