## fom 990

Department of the Traasury
Internal Revenue Service

A For the 2018 calendar year, or tax year beginning

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



## Pait II. Signature Block

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


Check if Schedule O contains a response or note to any line in this Part III
1 Briefly describe the organization's mission:
SEE SCHEDULE $O$

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990 -EZ? ............................................................................................................................................... Yes No If "Yes," describe these new services on Schedule O .
3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ................. $\square$ Yes $\square$ No If "Yes," describe these changes on Schedule O.
4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.


TEACHING AND SPEAKING IN CHURCHES, CONFERENCES, AND MISSIONS SCHOOLS



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

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

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

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

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

1a Enter the number reported in Box 3 of Form 1096. Enter -0-if not applicable
b Enter the number of Forms W -2G included in line 1 a . Enter -0 - if not applicable

| $1 a$ | 11 |
| ---: | ---: |

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


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

2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return
b If at least one is reported on line 2 a, did the organization file all required federal employment tax returns?
Note. If the sum of lines 1 a and 2 a 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?
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3 b , 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 account)?
b if "Yes," enter the name of the foreign country: ISRAEL
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?
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 line 5 a or 5b, did the organization file Form $8886-T$ ?
6a Does the organization have annual gross receipts that are normally greater than $\$ 100,000$, and did the organization solicit any contributions that were not tax deductible as charitable contributions?
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?
7 Organizations that may receive deductible contributions under section 170(c).
a Did the organization receive a payment in excess of $\$ 75$ made partly as a contribution and partly for goods and services provided to the payor?
b If "Yes," did the organization notify the donor of the value of the goods or services provided?
c
Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?
d If "Yes," indicate the number of Forms 8282 filed during the year
Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?
$f$ Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?
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?
9 Sponsoring organizations maintaining donor advised funds.
a Did the sponsoring organization make any taxable distributions under section 4966 ?
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?
10 Section 501(c)(7) organizations. Enter:
a Initiation fees and capital contributions included on Part VIII, line 12
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities


11 Section 501(c)(12) organizations. Enter:
a Gross income from members or shareholders
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year
13 Section 501(c)(29) qualified nonprofit health insurance issuers.
a Is the organization licensed to issue qualified health plans in more than one state?
Note. See the instructions for additional information the organization must report on Schedule O.
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans
c Enter the amount of reserves on hand
14a Did the organization receive any payments for indoor tanning services during the tax year?
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule $O$
15 Is the organization subject to the section 4960 tax on payment(s) of more than $\$ 1,000,000$ in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N.
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule 0.

## Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7 b below, and for a "No" response

 to line $8 a, 8 b$, or 10 below, describe the circumstances, processes, or changes in Schedule O. See instructions.
## Section A. Governing Body and Management

1a Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule 0.
b Enter the number of voting members included in line 1a, above, who are independent $\qquad$

| $1 a$ | 10 |
| :---: | ---: |
|  |  |
| $1 b$ | 7 |

2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person?
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?
5 Did the organization become aware during the year of a significant diversion of the organization's assets?
6 Did the organization have members or stockholders?
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:
a The governing body?
b Each committee with authority to act on behalf of the governing body?
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes." orovide the names and addresses in Schedule O

|  | Yes | No |
| :---: | :---: | :---: |
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|  |  |  |
|  |  |  |
|  |  |  |
| 2 | $X$ |  |
| 3 |  |  |
| 3 |  | $X$ |
| 4 |  | $X$ |
| 5 |  | $X$ |
| 6 |  | $X$ |
| $7 a$ |  | $X$ |
| $7 b$ |  | $X$ |
| $7 b$ |  | $X$ |
| $8 a$ | $X$ |  |
| $8 b$ | $X$ |  |
| 9 |  | $X$ |

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

10a Did the organization have local chapters, branches, or affiliates?
b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?
b Describe in Schedule $O$ the process, if any, used by the organization to review this Form 990.
12a Did the organization have a written conflict of interest policy? If "No," go to line 13
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done
13 Did the organization have a written whistleblower policy?
14 Did the organization have a written document retention and destruction policy?
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?
a The organization's CEO, Executive Director, or top management official
b Other officers or key employees of the organization

|  | $Y e s$ | No |
| :---: | :---: | :---: |
| $10 a$ |  | $X$ |
| 10 b |  |  |
| $11 a$ | $X$ |  |
|  |  |  |
| $12 a$ | $X$ |  |
| $12 b$ | $X$ |  |
| 12 c | X |  |
| 13 | $X$ |  |
| 14 | $X$ |  |
|  |  |  |
| $15 a$ | $X$ |  |
| $15 b$ | $X$ |  |
|  |  |  |
| $16 a$ |  | $X$ |
|  |  |  |
|  |  |  |
| $16 b$ |  |  |

## Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed $>$ TN
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
$\square$ Own website $\quad \mathrm{X}$ Another's website $\quad \mathrm{X}$ Upon request $\square$ Other (explain in Schedule O)

19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records
TOD MCDOWELL - 615-790-3616
3511 REFUGE TRAIL, THOMPSON STATION, TN 37179

## Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

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

- List all of the organization's current officers, directors, trustees (whether individuais 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.
$\square$ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

| (A) <br> Name and Title | (B) <br> Average hours per week | (C) <br> Position (do not check more than one box, unless person is both an officer and a director/trustee) |  |  |  |  |  | (D) <br> Reportable compensation from | (E) <br> Reportable compensation from related | (F) <br> Estimated amount of other |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | (list any hours for related organizations below line) |  |  | 言 |  |  | - | the organization (W-2/1099-MISC) | $\begin{aligned} & \text { organizations } \\ & (\mathrm{W}-2 / 1099-\mathrm{MISC}) \end{aligned}$ | compensation from the organization and related organizations |
| (1) GARY GLOVER | 5.00 |  |  |  |  |  |  |  |  |  |
| DIRECTOR |  | X |  |  |  |  |  | 0. | 0. | 0. |
| (2) ROBIN GLOVER | 5.00 |  |  |  |  |  |  |  |  |  |
| DIRECTOR |  | X |  |  |  |  |  | 0. | 0. | 0. |
| (3) BEN DUBOSE | 5.00 |  |  |  |  |  |  |  |  |  |
| DIRECTOR/FISCAL |  | X |  |  |  |  |  | 0. | 0. | 0. |
| (4) EMILY DUBOSE | 5.00 |  |  |  |  |  |  |  |  |  |
| DIRECTOR |  | X |  |  |  |  |  | 0. | 0. | 0. |
| (5) BRETT WHITLEY | 5.00 |  |  |  |  |  |  |  |  |  |
| DIRECTOR/TREASURER |  | X |  | X |  |  |  | 0. | 0. | 0. |
| (6) HENRY HEADDEN | 5.00 |  |  |  |  |  |  |  |  |  |
| DIRECTOR |  | X |  |  |  |  |  | 0. | 0. | 0. |
| (7) BETSY HEADDEN | 5.00 |  |  |  |  |  |  |  |  |  |
| DIRECTOR |  | X |  |  |  |  |  | 0. | 0. | 0. |
| (8) NONI BUTLER | 5.00 |  |  |  |  |  |  |  |  |  |
| DIRECTOR |  | X |  |  |  |  |  | 0. | 0. | 0. |
| (9) STEVE ALLEN | 40.00 |  |  |  |  |  |  |  |  |  |
| CHAIRMAN OF THE BOARD |  | X |  | X |  |  |  | 0. | 0. | 0. |
| (10) DAVID MCQUEEN | 5.00 |  |  |  |  |  |  |  |  |  |
| DIRECTOR/FISCAL |  | X |  |  |  |  |  | 0. | 0. | 0. |
| (11) TOD MCDOWELL | 40.00 |  |  |  |  |  |  |  |  |  |
| EXECUTIVE DIRECTOR/CHAIRMAN |  |  |  | X |  |  |  | 57,259. | 0. | 0. |
|  |  |  |  |  |  |  |  |  |  |  |
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Part VIII Section A. Offic
(A)


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


3 Did the organization list any former officer, director, or trustee, key employee, or highest compensated employee on line 1 a? If "Yes," complete Schedule $J$ for such individual
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $\$ 150,000$ ? If "Yes," complete Schedule $J$ for such individual
5 Did any person listed on line 1 a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes." comolete Schedule $J$ for such oerson
Section B. Independent Contractors
1 Complete this table for your five highest compensated independent contractors that received more than $\$ 100,000$ of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.


## Part VIII Statement of Revenue



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

| Check if Schedule O contains a response or note to any line in this Part IX ....................................................... [X] |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
| Do not include amounts reported on lines 6b, $7 \mathrm{~b}, 8 \mathrm{~b}, 9 \mathrm{~b}$, and 10 b of Part VIII. | Total expenses | $(\mathrm{B})$ Program service expenses | (C) Managent and general expenses | $\begin{gathered} \text { Fundraising } \\ \text { expenses } \end{gathered}$ |
|  |  |  |  |  |
| 2 Grants and other assistance to domestic individuals. See Part IV, line 22 $\qquad$ |  |  |  |  |
| 3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 | 32,758. | 32,758. |  |  |
| Benefits paid to or for members |  |  |  |  |
| 5 Compensation of current officers, directors, trustees, and key employees | 57,260. | 49,243. | 7,444. | 573. |
| 6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) |  |  |  |  |
| 7 Other salaries and wages | 103,701. | 89,183. | 13,481. | 1,037. |
| 8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions) |  |  |  |  |
| 9 Other employee benefits ............................ | 24,071. | 20,701. | 3,129. | 241. |
| 10 Payroll taxes | 12,705. | 10,926. | 1,652. | 127. |
| 11 Fees for services (non-employees): |  |  |  |  |
| b Legal |  |  |  |  |
| c Accounting |  |  |  |  |
| d Lobbying |  |  |  |  |
| e Professional fundraising services. See Part IV, line 17 |  |  |  |  |
| f Investment management fees |  |  |  |  |
| g Other. (If line 11 g amount exceeds $10 \%$ of line 25 , column (A) amount, list line 11 g expenses on Sch 0 .) | 116,113. | 99,857. | 15,095. | 1,161. |
| 12 Advertising and promotion ........................ | 18,417. | 11,305. |  | 7,112. |
| 13 Office expenses. | 98,488. | 80,918. | 13,237. | 4,333. |
| 14 Information technology | 8,327. | 6,842. | 1,119. | 366. |
| 15 Royalties |  |  |  |  |
| 16 Occupancy | 139,830. | 127,357. | 9,397. | 3,076. |
| 17 Travel | 105,095. | 90,382. | 13,662. | 1,051. |
| 18 Payments of travel or entertainment expenses |  |  |  |  |
| 19 Conferences, conventions, and meetings ..... |  |  |  |  |
| 20 Interest ....................................................... | 34,184. | 31,135. | 2,297. | 752. |
| 21 Payments to affiliates |  |  |  |  |
| 22 Depreciation, depletion, and amortization | 33,239. | 33,239. |  |  |
| 23 insurance |  |  |  |  |
| 24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24 e . If line 24 e amount exceeds $10 \%$ of line 25 , column (A) amount, list line 24 e expenses on Schedule 0 .) |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
| d |  |  |  |  |
| e All other expenses |  |  |  |  |
| 25 Total functional expenses. Add lines 1 through 24e | 784,188. | 683,846. | 80,513. | 19,829. |
| 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 $>\square$ if following SOP 98-2 (ASC 958-720) |  |  |  |  |



## Part XI Reconciliation of Net Assets

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

1 Total revenue (must equal Part VIII, column (A), line 12)
2 Total expenses (must equal Part IX, column (A), line 25)
3 Revenue less expenses. Subtract line 2 from line 1
4 Net assets or fund balances at beginning of year (must equal Part $X$, line 33, column (A))
5 Net unrealized gains (losses) on investments
6 Donated services and use of facilities
7 Investment expenses
8 Prior period adjustments
9 Other changes in net assets or fund balances (explain in Schedule O)
10 Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part $X$, line 33, column (B))


Part XII Financial Statements and Reporting
Check if Schedule O contains a response or note to any line in this Part XII
675,292.

|  |  | Yes | No |
| :---: | :---: | :---: | :---: |
| Ac |  |  |  |
| 2a Were the organization's financial statements compiled or reviewed by an independent accountant? | 2a |  | X |
| If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: $\square$ Separate basis $\square$ Consolidated basis $\square$ Both consolidated and separate basis |  |  |  |
| b Were the organization's financial statements audited by an independent accountant? .. | 2 b | X |  |
| 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: $\square$ Separate basis Consolidated basis Both consolidated and separate basis |  |  |  |
| c If "Yes" to line 2 a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? | 2 c |  | X |
| If the organization changed either its oversight process or selection process during the tax year, explain in Schedule 0 . |  |  |  |
| 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? | 3a |  | X |
| b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule $O$ and describe any steps taken to undergo such audits | 3b |  |  |

# Complete if the organization is a section $501(\mathrm{c})(3)$ organization or a section 

 4947(a)(1) nonexempt charitable trust.- Attach to Form 990 or Form 990-EZ.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)
$1 \square$ A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i).
$2 \square$ A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990 or 990-EZ).)
$3 \square$ A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).
$4 \square$ A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state:


An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II.)
$6 \square$ A federal, state, or local government or governmental unit described in section $170(\mathrm{~b})(1)(\mathrm{A})(\mathrm{V})$.
An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.)
$8 \square$ A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.)
$9 \square$ An agricultural research organization described in section $170(b)(1)(A)(i x)$ operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university:
10 X. An organization that normally receives: (1) more than $331 / 3 \%$ of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than $331 / 3 \%$ of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.)
An organization organized and operated exclusively to test for public safety. See section 509(a)(4). An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines $12 \mathrm{e}, 12 \mathrm{f}$, and 12 g .
a $\square$ Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. You must complete Part IV, Sections A and B.
b $\qquad$ Type II. A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). You must complete Part IV, Sections A and C. Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E. Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). You must complete Part IV, Sections A and D, and Part V.
e $\square$ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type Ill non-functionally integrated supporting organization.
$f$ Enter the number of supported organizations
g Provide the following information about the supported organization(s).

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

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

| Calendar year (or fiscal year beginning in) <br> 1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") | (a) 2014 | (b) 2015 | (c) 2016 | (d) 2017 | (e) 2018 | (f) Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 757,986. | 10795873. | 562,162. | 770,287. | 725,536. | 13611844. |
| 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 |  |  | 270,014. | 286,251. | 39,230. | 595,495. |
| 3 Gross receipts from activities that are not an unrelated trade or business under section 513 |  |  |  |  |  |  |
| Tax revenues levied for the organization's benefit and either paid to or expended on its behalf |  |  |  |  |  |  |
| The value of services or facilities furnished by a governmental unit the organization without charge |  |  |  |  |  |  |
| 6 Total. Add lines 1 through 5 <br> 7 A Amounts included on lines 1,2 , and 3 received from disqualified persons | 757,986. | 10795873. | 832,176. | 1056538. | 764,766. | 4207339. |
|  |  |  |  |  |  | 0 . |
| b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $\$ 5,000$ or $1 \%$ of the amount on line 13 for the year $\qquad$ |  |  |  |  |  | 0. |
| c Add lines 7 a and 7 b |  |  |  |  |  | 0. |
| 8 Public support. Isutract line 7 co |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| Calendar year (or fiscal year beginning in) <br> 9 Amounts from line 6 | (a) 2014 | (b) 2015 | (c) 2016 | (d) 2017 | (e) 2018 | (f) Total |
|  | 757,986 | 10795873. | 832,176. | 1056538. | 764,766. | 4207339. |
| 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources ... <br> b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30,1975 $\qquad$ |  |  |  |  | 1,783. | 1,783. |
|  |  |  |  |  |  |  |
| c Add lines 10a and 10b <br> 11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on |  |  |  |  | 1,783. | 1,783. |
|  |  |  |  |  |  |  |
| 12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) |  |  | 84,864. | 9,987. | 2,559. | 97,410. |
| 13 Total support. (Add lines $9,100,11$, and 12.) | 757,986 | 10795873. | 917,040. | 1066525. | 769,108. | 4306532. |

14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here

## Section C. Computation of Public Support Percentage

15 Public support percentage for 2018 (line 8, column (f), divided by line 13, column (f))
16 Public support percentage from 2017 Schedule A, Part III, line 15
.................................

| 15 | 99.31 | $\%$ |
| ---: | ---: | ---: |
| 16 | 97.95 | $\%$ |

## Section D. Computation of Investment Income Percentage


19a $331 / 3 \%$ support tests - 2018. If the organization did not check the box on line 14 , and line 15 is more than $331 / 3 \%$, and line 17 is not more than $331 / 3 \%$, check this box and stop here. The organization qualifies as a publicly supported organization
b $331 / 3 \%$ support tests - 2017. If the organization did not check a box on line 14 or line 19a, and line 16 is more than $331 / 3 \%$, and line 18 is not more than $331 / 3 \%$, check this box and stop here. The organization qualifies as a publicly supported organization
20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions
(Complete only if you checked a box in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12 d of Part I, complete Sections A and D, and complete Part V.)

## Section A. All Supporting Organizations

1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part V1 how the organization determined that the supported organization was described in section 509(a)(1) or (2).
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.
b Did the organization confirm that each supported organization qualified under section 501 (c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination.
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.
4a Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes, " and if you checked 12a or $12 b$ in Part l, answer (b) and (c) below.
$b$ Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part V1 how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501 (c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.
5a Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes, " answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?
c Substitutions only. Was the substitution the result of an event beyond the organization's control?
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes, "provide detail in Part VI.
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section $4958(c)(3)(C)$ ), a family member of a substantial contributor, or a $35 \%$ controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI.
b Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes, " provide detail in Part VI.
c Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes, "provide detail in Part VI.
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? if "Yes," answer 10b below.
b Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdinos.)


11 Has the organization accepted a gift or contribution from any of the following persons?
a A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?
b A family member of a person described in (a) above?
c A $35 \%$ controlled entity of a person described in (a) or (b) above? If "Yes" to a, $b$, or c, provide detail in Part VI.

|  | Yes | No |
| :---: | :---: | :---: |
|  |  |  |
|  |  |  |
| $11 a$ |  |  |
| $11 b$ |  |  |
| $11 c$ |  |  |

## Section B. Type I Supporting Organizations

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


## Section C. Type II Supporting Organizations

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


## Section D. All Type III Supporting Organizations

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


## Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the integral Part Test during the year (see instructions).
a $\square$ The organization satisfied the Activities Test. Complete line 2 below.
b $\square$ The organization is the parent of each of its supported organizations. Complete line 3 below.
c $\square$ The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions)
2 Activities Test. Answer (a) and (b) below.
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.
b Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.
3 Parent of Supported Organizations. Answer (a) and (b) below.
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? Provide details in Part VI.
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes." describe in Part VI the role plaved by the organization in this regard.
 other Type III non-functionally integrated supporting organizations must complete Sections A through $E$.


| Section D-Distributions |  |  | Current Year |
| :---: | :---: | :---: | :---: |
| 1 Amounts paid to supported organizations to accomplish exempt purposes |  |  |  |
| 2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity |  |  |  |
| 3 Administrative expenses paid to accomplish exempt purposes of supported organizations |  |  |  |
| 4 Amounts paid to acquire exempt-use assets |  |  |  |
| 5 Qualified set-aside amounts (prior IRS approval required) |  |  |  |
| 6 Other distributions (describe in Part VI). See instructions. |  |  |  |
| 7 Total annual distributions. Add lines 1 through 6. |  |  |  |
| 8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions. |  |  |  |
| 9 Distributable amount for 2018 from Section C , line 6 |  |  |  |
| 10 Line 8 amount divided by line 9 amount |  |  |  |
| Section E - Distribution Allocations (see instructions) | (i) <br> Excess Distributions | (ii) Underdistributions Pre-2018 | (iii) Distributable Amount for 2018 |
| 1 Distributable amount for 2018 from Section C, line 6 |  |  |  |
| 2 Underdistributions, if any, for years prior to 2018 (reasonable cause required- explain in Part VI). See instructions. |  |  |  |
| 3 Excess distributions carryover, if any, to 2018 |  |  |  |
| a From 2013 |  |  |  |
| b From 2014 |  |  |  |
| c From 2015 |  |  |  |
| d From 2016 |  |  |  |
| e From 2017 |  |  |  |
| $f$ Total of lines 3a through e |  |  |  |
| g Applied to underdistributions of prior years |  |  |  |
| h Applied to 2018 distributable amount |  |  |  |
| i Carryover from 2013 not applied (see instructions) |  |  |  |
| j Remainder. Subtract lines 3g, 3h, and 3ifrom 3f. |  |  |  |
| 4 Distributions for 2018 from Section D, line 7 : $\$$ |  |  |  |
| a Applied to underdistributions of prior years |  |  |  |
| b Applied to 2018 distributable amount |  |  |  |
| c Remainder. Subtract lines 4a and 4b from 4. |  |  |  |
| 5 Remaining underdistributions for years prior to 2018, if any. Subtract lines 3 g and 4 a from line 2. For result greater than zero, explain in Part VI. See instructions. |  |  |  |
| 6 Remaining underdistributions for 2018. Subtract lines 3 h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions. |  |  |  |
| 7 Excess distributions carryover to 2019. Add lines 3j and 4 c . |  |  |  |
| 8 Breakdown of line 7: |  |  |  |
| a Excess from 2014 |  |  |  |
| b Excess from 2015 |  |  |  |
| c Excess from 2016 |  |  |  |
| d Excess from 2017 |  |  |  |
| e Excess from 2018 |  |  |  |

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

## CALEB COMPANY

## Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the

 organization answered "Yes" on Form 990, Part IV, line 6.1 Total number at end of year
2 Aggregate value of contributions to (during year)
3 Aggregate value of grants from (during year)
4 Aggregate value at end of year
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?
(a) Donor advised funds
(b) Funds and other accounts $\square$ Yes No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?

| Part II | Conservation Easements. Complete if the organization answered "Yes" on Form 990 , Part IV, line 7. |
| :--- | :--- | :--- |

1 Purpose(s) of conservation easements held by the organization (check all that apply).Preservation of land for public use (e.g., recreation or education)Preservation of a historically important land area Protection of natural habitat Preservation of a certified historic structure Preservation of open space
2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.
a Total number of conservation easements
b Total acreage restricted by conservation easements

|  | Held at the End of the Tax Year |
| :---: | :--- |
| $2 a$ |  |
| $2 b$ |  |
| $2 c$ |  |
| $2 d$ |  |

c Number of conservation easements on a certified historic structure included in (a)
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register
3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year
4 Number of states where property subject to conservation easement is located
5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?
6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year -
7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year - \$ $\qquad$
8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?
9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

## Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.
b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:
(i) Revenue included on Form 990, Part VIII, line 1

- \$
(ii) Assets included in Form 990, Part X
-\$ $\qquad$
2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:
a Revenue included on Form 990, Part VIII, line 1
- \$
$\$$
b Assets included in Form 990, Part X
$>\$$
LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.
Schedule D (Form 990) 2018

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):
a $\square$ Public exhibition
d $\square$ Loan or exchange programs
eOther
b Scholarly research
c $\square$ Preservation for future generations

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? $\qquad$ Yes $\qquad$ Part IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.


1a Beginning of year balance
b Contributions
c Net investment earnings, gains, and losses
d Grants or scholarships
e Other expenditures for facilities and programs
f Administrative expenses
$g$ End of year balance

| (a) Current year | (b) Prior year |  |
| :--- | :--- | :--- |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  | . |  |


| (c) Two years back |  |
| :--- | :--- |
|  |  |
|  |  |
|  |  |


| (d) Three years back | (e) Four years back |
| :--- | :--- |

Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
a Board designated or quasi-endowment $>$
b Permanent endowment $\quad \%$
c Temporarily restricted endowment $>$
The percentages on lines $2 \mathrm{a}, 2 \mathrm{~b}$, and 2 c should equal $100 \%$.
3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
(i) unrelated organizations
(ii) related organizations
b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?


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

## Part VI Land, Buildings, and Equipment.

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

| Description of property | (a) Cost or other basis (investment) | (b) Cost or other basis (other) | (c) Accumulated depreciation | (d) Book value |
| :---: | :---: | :---: | :---: | :---: |
| 1a Land |  | 400,000. |  | 400,000. |
| b Buildings |  | 897,492. | 178,884. | 718,608. |
| c Leasehold improvements |  |  |  |  |
| d Equipment |  | 88,929. | 78,917. | 10,012. |
| e Other |  |  |  |  |
| Total. Add lines 1a through 1e. (Column (d) musteaual Form 990 . Part $X$ column (B). line 10a) |  |  |  | 1,128,620. |

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

| (a) Description of security or category (including name of security) | (b) Book value | (c) Method of valuation: Cost or end-ofyear market value |
| :---: | :---: | :---: |
| (1) Financial derivatives |  |  |
| (2) Closely-held equity interests |  |  |
| (3) Other |  |  |
| (A) |  |  |
| (B) |  |  |
| (C) |  |  |
| (D) |  |  |
| (E) |  |  |
| (F) |  |  |
| (G) |  |  |
| (H) |  |  |
| Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)> |  |  |
| Part VIII Investments - Program Related. |  |  |

Part VIII Investments - Program Related.
Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

| Complete if the organization answered "Yes" on Form 990, Part N , line 11c. See Form 990, Part X, line 13. |  |  |
| :--- | :--- | :--- |
| (a) Description of investment | (b) Book value | (c) Method of valuation: Cost or end-of-year market value |
| (1) |  |  |
| (2) |  |  |
| (3) |  |  |
| (4) |  |  |
| (5) |  |  |
| (6) |  |  |
| (7) |  |  |
| (8) |  |  |
| (9) |  |  |
| Total. (Col. (b) must equal Form 990, Part $X$. col. (B) line 13.) |  |  |
| Part IX |  |  |

## Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

| (a) Description | (b) Book value |
| :---: | :---: |
| (1) |  |
| (2) |  |
| (3) |  |
| (4) |  |
| (5) |  |
| (6) |  |
| (7) |  |
| (8) |  |
| (9) |  |
| Total. (Column (b) mustequal Form 990. Part X col. (B) line 15) ...... |  |

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

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII


\section*{| Part XII | Reconciliation of Expenses per Audited Financial Statements With Expenses per Return. |
| :--- | :--- |}

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.
 Part XIII Supplemental Information.
Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1 b and 2 b ; Part V, line 4; Part X, line 2; Part XI, lines 2 d and 4 b ; and Part XII, lines 2 d and 4 b . Also complete this part to provide any additional information.

SCHEDULE F
(Form 990)
Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

- Complete if the organization answered "Yes" on Form 990, Part IV, line 14b, 15, or 16.

Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

CALEB COMPANY
62-1634874

## Part 1 General Information on Activities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

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

2 For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.
3 Activities per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)


LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.
Schedule F (Form 990) 2018
CALEB COMPANY
answered "Yes" on Form 990, Part IV, line 15, for any
answered "Yes" on Form 990, Part IV, line 15, for any

| (h) Description <br> of noncash <br> assistance | (i) Method of <br> valuation (book, FMV, <br> appraisal, other) |
| :---: | :---: |
|  |  |
|  |  |
|  |  |

[^0]1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)Yes

2 Did the organization have an interest in a foreign trust during the tax year? If "Yes, "the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990) $\qquad$Yes

3 Did the organization have an ownership interest in a foreign corporation during the tax year? If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect To Certain Foreign Corporations (see Instructions for Form 5471) $\qquad$Yes No

4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? If "Yes, "the organization may be required to file Form 8621 , Information Retum by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see Instructions for Form 8621)Yes

X No

5 Did the organization have an ownership interest in a foreign partnership during the tax year? If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see Instructions for Form 8865) $\qquad$
$\qquad$Yes

6 Did the organization have any operations in or related to any boycotting countries during the tax year? If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990) ............................................................................................ $\square$ Yes $X$ No

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

PART I, LINE 2:
THE ORGANIZATION KEEPS DETAILED RECORDS OF AMOUNTS CONTRIBUTED TO OTHER ORGANIZATIONS. GRANTS ARE GIVEN TO ORGANIZATIONS THAT CALEB COMPANY HAS

CONTACT WITH OR HAS WORKED WITH. THE USE OF FUNDS ARE TO FURTHER THE
MISSION OF CALEB COMPANY
$\qquad$
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SCHEDULE G
(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

## Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than $\$ 15,000$ on Form 990-EZ, line 6a.

Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

## CALEB COMPANY

Part Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.
1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.
a $\square$ Mail solicitations
b $\square$ internet and email solicitations
c $\square$ Phone solicitations
d $\square$ inperson solicitations
2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services?
b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least $\$ 5,000$ by the organization.

| (i) Name and address of individual or entity (fundraiser) | (ii) Activity |  |  | (iv) Gross receipts from activity | (v) Amount paid to (or retained by) fundraise listed in col. (i) | (vi) Amount paid <br> to (or retained by) organization |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Yes | No |  |  |  |
|  |  |  |  |  |  |  |
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| al |  |  | - |  |  |  |

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

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6 b . List events with gross receipts greater than $\$ 5,000$.


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


9 Enter the state(s) in which the organization conducts gaming activities:
$a$ is the organization licensed to conduct gaming activities in each of these states? .................................................... $\square$ Yes $\square$ No
b if "No," explain: $\qquad$

| 10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? ...................... $\square$ Yes $\square$ |
| :--- |
| b If "Yes," explain: $\quad \square$ No |

12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed
to administer charitable gaming?YesNo
13 Indicate the percentage of gaming activity conducted in:
a The organization's facility

| $13 a$ | $\%$ |
| :---: | :---: |
| $13 b$ | $\%$ |

b An outside facility
14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

$\qquad$
$\qquad$
$\qquad$
$\qquad$
$\qquad$
$\qquad$
$\qquad$

SCHEDULE O
(Form 990 or 990-EZ)
Department of the Treasury Internal Revenue Service

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
TO WORLD REVIVAL

FORM 990, PART III, LINE 1
DR. DON FINTO FOUNDED OUR NON-PROFIT MINISTRY IN 1996. WE HAVE SINCE GROWN INTO A THRIVING COMMUNITY WITH TWO FACILITIES AND STAFF IN

NASHVILLE, TENNESSEE. FOLLOWING IN DON'S FOOTSTEPS, TOD MCDOWELL BECAME
DIRECTOR OF CALEB COMPANY IN 2010. 1. CALEB COMPANY HIGHLY VALUES
MINISTERING TO THE POOR, THE LOST AND THE BROKEN OF THE NATIONS. WE HAVE TAKENS TEAMS TO IRASEL, JORDAN, LEBANON, INDIA, AND MULTIPLE NATIONS IN AFRICA. OUTREACH TYPES VARY FROM MANUAL LABOR AND SERVICE TO BUILDING RELATIONSHIPS AND EVANGELISM. WE ALSO PARTNERED WITH A LARGE COMMUNITY OF OVER 200 POVERTY-STRICKEN HOLOCAUST SURVIVORS IN ISRAEL, WHERE WE GAVE AID AND SHARED JESUS WITH THEM. WE TAKE TEAMS TO WORK WITH AFRICAN AND MIDDLE EASTERN REFUGEES IN ISRAEL, AND TO SINGLE MOTHERS AND NEW IMMIGRANTS AS WELL. WE ARE CONSISTENTLY BUILDING NEW RELATIONSHIPS WITH UNBELIEVERS IN ISRAEL AND THE NATIONS-TAKING ADVANTAGE OF EVERY OPPORTUNITY WE HAVE TO SHARE JESUS. 2. WE HAVE SPOKEN IN DOZENS OF CONFERENCES, TRAINING SCHOOLS, CHURCHES AND SEMINARIES ACROSS THE UNITED STATES AND AROUND THE WORLD INCLUDING THESE NATIONS: ISRAEL, LEBANON, PHILIPPINES, ETHIOPIA, EGYPT, KENYA, UGANDA, MOZAMBIQUE, SOUTH AFRICA, SINGAPORE, UKRAINE, SPAIN, POLAND, GERMANY, AUSTRIA, CYPRUS, FRANCE, AUSTRALIA, NEW ZEALAND, NEITHERLANDS, NORWAY, SWITZERLAND, ITALY, TURKEY, BRAZIL, AGENTINA, MEXICO, ENGLAND AND CANADA. 3. WE HAVE CONDUCTED TEN TRAINING SCHOOLS ALONG WITH THREE

EXTENDED INTERNSHIPS THAT HAVE INCLUDED TEACHING AND MINISTRY TIME IN

NASHVILLE, ISRAEL AND LEBANON. WE HAVE HAD OVER EIGHTY STUDENTS AND
INTERNS THAT HAVE BECOME TEACHERS, BUSINESSMEN, ENTREPRENEURS,
MISSIONARIES, AND SERVED ON POLITICAL CAMPAIGNS. WE HAVE HELD FIVE
INTENSIVE TRAINING SEMINARS IN NASHVILLE. AMONG THE SEVENTY
PARTICIPANTS WERE MANY SIGNIFICANT MINISTRY AND BUSINESS LEADERS FROM
ACROSS THE NATION.M 4. THE RESOURCES WE CREATED THAT FURTHER OUR
MISSION INCLUDE THREE BOOKS, "YOUR PEOPLE SHALL BE MY PEOPLE","GOD'S PROMISE AND THE FUTURE OF ISRAEL" AND "HANDBOOK FOR THE END TIMES". "YOUR PEOPLE SHALL BE MY PEOPLE" IS NOW IN NINETEEN LANGUAGES

DISTRIBUTED AROUND THE WORLD. "GOD'S PROMISE AND THE FUTURE OF ISRAEL"
IS TRANSLATED INTO ENGLISH, GERMAN, FRENCH, DUTCH, AND MANDARIN
CHINESE. WE ALSO HAVE PRODUCED TRAINING SCHOOL MANUALS, AUDIO AND VIDEO
RECORDINGS, AND A STUDY GUIDE FOR THE BOOK, "YOUR PEOPLE SHALL BE MY PEOPLE".

FORM 990, PART VI, SECTION A, LINE 2:
THE FOLLOWING COUPLES ARE MARRIED: GARY AND ROBIN GLOVER, BEN AND EMILY DUBOSE AND HENRY AND BETSY HEADEN.

FORM 990, PART VI, SECTION B, LINE 11B:
A BOARD MEMBER WITH TAX AND FINANCIAL RELATED EXPERIENCE REVIEWS THE RETURN BEFORE THE 990 IS FILED, ON BEHALF OF THE BOARD.

FORM 990, PART VI, SECTION B, LINE 12C:
BOARD MEMBERS ARE REQUIRED TO NOTIFY THE BOARD KNOW IF THERE IS A POTENTIAL CONFLICT OF INTEREST

FORM 990, PART VI, SECTION B, LINE 15:
COMPENSATION FOR THE ORGANIZATION'S EXECUTIVE DIRECTOR IS DETERMINED BY THE BOARD OF DIRECTORS

FORM 990, PART VI, SECTION C, LINE 19:
DOCUMENTS ARE MADE AVAILABLE UPON REQUEST. FEDERAL FORM 990 IS MADE

AVAILABLE VIA GUIDESTAR.COM

FORM 990, PART IX, LINE 11G, OTHER FEES:
CONTRAC LABOR:

| PROGRAM SERVICE EXPENSES | $93,678$. |
| :--- | ---: |
| MANAGEMENT AND GENERAL EXPENSES | $14,161$. |
| FUNDRAISING EXPENSES | $1,089$. |
| TOTAL EXPENSES | $108,928$. |

## PROFESSIONAL SERVICES:

| PROGRAM SERVICE EXPENSES | $6,179$. |
| :--- | ---: |
| MANAGEMENT AND GENERAL EXPENSES | 934. |
| FUNDRAISING EXPENSES | 72. |
| TOTAL EXPENSES | $7,185$. |
| TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A |  |


[^0]:    2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501 (c)(3) equivalency letter 3 Enter total number of other organizations or entities

