#### CHANGE OF ACCOUNTING PERIOD

**Return of Organization Exempt From Income Tax** 

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

OMB No. 1545-0047

Inspection

Department of the Treasury Internal Revenue Service

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

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

Open to Public

AF	or the	$\epsilon$ 2018 calendar year, or tax year beginning $\exists AN \perp$ , $2019$ and	enaing c	JUN 30, 2019					
<b>B</b> c	heck if pplicable	C Name of organization		D Employer identifie	cation number				
	Addres	GIVEMN							
	Name change	Doing business as		27-0	374054				
	Initial return Final	,	Room/suite						
	return/ termin-		515	612-440-1533					
	ated Ameno	City or town, state or province, country, and ZIP or foreign postal code		G Gross receipts \$	471,929.				
	return	MINNEAPOLIS, MN 55414		H(a) Is this a group re					
	Application pendin	F Name and address of principal officer: OAKE BLOMBERG		for subordinates	? Yes X No				
		SAME AS C ABOVE		H(b) Are all subordinates in	cluded? Yes No				
		empt status: $X$ 501(c)(3) 501(c) ( ) $\blacktriangleleft$ (insert no.) 4947(a)(1) $\leftarrow$	or 527	If "No," attach a	list. (see instructions)				
		e: ▶ WWW.GIVEMN.ORG		H(c) Group exemptio	n number 🕨				
		organization: X Corporation Trust Association Other	<b>L</b> Year	of formation: 2009 N	1 State of legal domicile: MN				
Pa	_	Summary							
4		Briefly describe the organization's mission or most significant activities: GIVEI							
õ		GENEROSITY AND GROW GIVING THROUGH GIVEMN	•ORG,	MINNESOTA'S	GIVING				
rna	2	Check this box 🕨 🔲 if the organization discontinued its operations or dispos	sed of more	than 25% of its net ass	sets.				
) Ve	3	Number of voting members of the governing body (Part VI, line 1a)		3	13				
Ğ	4	Number of independent voting members of the governing body (Part VI, line 1b)		4	13				
တို		Total number of individuals employed in calendar year 2018 (Part V, line 2a)			0				
iţie		Total number of volunteers (estimate if necessary)			50				
Activities & Governance		Total unrelated business revenue from Part VIII, column (C), line 12			0.				
⋖		Net unrelated business taxable income from Form 990-T, line 38			0.				
Revenue				Prior Year	Current Year				
	8	Contributions and grants (Part VIII, line 1h)		933,512.	463,092.				
	9	Program service revenue (Part VIII, line 2g)		30,549.	8,661.				
eve	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)		<16,530.>	176.				
ď	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		0.	0.				
	l	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)		947,531.	471,929.				
		Grants and similar amounts paid (Part IX, column (A), lines 1-3)		198,863.	54,995.				
	l	Benefits paid to or for members (Part IX, column (A), line 4)		0.	0.				
(0	45	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		510,414.	305,930.				
Expenses	16a	Professional fundraising fees (Part IX, column (A), line 11e)		0.	0.				
ber	b	Total fundraising expenses (Part IX, column (D), line 25)							
Ĕ	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		252,467.	122,712.				
		Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		961,744.	483,637.				
	l	Revenue less expenses. Subtract line 18 from line 12		<14,213.>	<11,708.>				
or es				eginning of Current Year	End of Year				
Net Assets or Fund Balances	20	Total assets (Part X, line 16)		689,774.	681,045.				
Ass	21	Total liabilities (Part X, line 26)		49,669.	52,648.				
Net	22	Net assets or fund balances. Subtract line 21 from line 20		640,105.	628,397.				
Pa	rt II	Signature Block		,					
Und	er pena	lties of perjury, I declare that I have examined this return, including accompanying schedules	and statem	ents, and to the best of my	knowledge and belief, it is				
		t, and complete. Declaration of preparer (other than officer) is based on all information of wh			,				
		<b>L</b>							
Sigi	n	Signature of officer		Date					
Her		JAKE BLUMBERG, EXECUTIVE DIRECTOR							
1101	•	Type or print name and title							
		Print/Type preparer's name Preparer's signature		Date Check	PTIN				
Paid		NEAL EVERT  NEAL EVERT	1	L1/08/19 if self-employ					
	arer	-	TD.	Firm's EIN ►	41-1534805				
		Firm's address 7760 FRANCE AVE S, SUITE 940		I IIIII 2 EIIV	11 1004000				
Use Only   Firm's address 7760 FRANCE AVE S, SUITE 940 BLOOMINGTON, MN 55435   Phone no. (952) 831-00									
Mar	the I	RS discuss this return with the preparer shown above? (see instructions)		Fillotte Ho. ( )	X Yes No				
iviay	LI IC IC	io discuss this return with the preparer shown above; (see instructions)			103 100				

4d Other program services (Describe in Schedule O.)

(Expenses \$	including grants of \$	) (Revenue \$	
Total program service expenses	397,262.		

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# Form 990 (2018) GIVEMN Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?			
	If "Yes," complete Schedule A	1_	X	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for			
	public office? If "Yes," complete Schedule C, Part I	3		X
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect			
	during the tax year? If "Yes," complete Schedule C, Part II	4		X
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or			
	similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5		X
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to			
	provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		X
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		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If</i> "Yes," <i>complete</i>	<u> </u>		<del> </del>
Ü	Schedule D, Part III	8		X
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for	۳		<del></del>
9	amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services?			
		9		x
40	If "Yes," complete Schedule D, Part IV	9		<u> </u>
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent	40		x
	endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	10		<u> </u>
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.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,		7.7	
	Part VI	11a	X	
b	Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total			
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		<u> </u>
С	Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total			l
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		<u> </u>
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in			
	Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		<u> </u>
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		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	11f		X
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			
	Schedule D, Parts XI and XII	12a	X	
b	Was the organization included in consolidated, independent audited financial statements for the tax year?			
	If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		Х
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business,			
	investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000			
	or more? If "Yes," complete Schedule F, Parts I and IV	14b		X
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any			
	foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		X
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to			
	or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		Х
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	17		х
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines			
	1c and 8a? If "Yes," complete Schedule G, Part II	18		x
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes."			
	complete Schedule G, Part III	19		X
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		X
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		<del></del>
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or			
	domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21	Х	
	35. State of the s			

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Pa	t IV Checklist of Required Schedules (continued)			
			Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current			
	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete			
	Schedule J	23		X
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the			
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete			
	Schedule K. If "No," go to line 25a	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
С	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?	24d		
25 a	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	25a		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and			
	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete			
	Schedule L, Part I	25b		X
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or			
	former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If "Yes,"			
	complete Schedule L, Part II	26		X
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial			
	contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member			
	of any of these persons? If "Yes," complete Schedule L, Part III	27		X
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):			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV			X
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		X
С	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an office	r,		
	director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		X
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation			
	contributions? If "Yes," complete Schedule M	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations?			
	If "Yes," complete Schedule N, Part I	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete			
	Schedule N, Part II	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			
	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		X
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	34		X
35 a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
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	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization	n?		
	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 VI	37		X
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?			
	Note. All Form 990 filers are required to complete Schedule O	38	X	
Pa				_
	Check if Schedule O contains a response or note to any line in this Part V	<u></u>		
			Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	0		
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	0		

c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming

(gambling) winnings to prize winners?

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Form 990 (2018) GIVEMN

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

	. (continued)				Yes	No			
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements,				103	140			
	filed for the calendar year ending with or within the year covered by this return	2a	0						
b	If at least one is reported on line 2a, did the organization file all required federal employment tax return	าร?		2b					
	<b>Note.</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions								
За	5111			За		X			
	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule C	)		3b					
	At any time during the calendar year, did the organization have an interest in, or a signature or other a								
	financial account in a foreign country (such as a bank account, securities account, or other financial a	ccoun	t)?	4a		X			
b	If "Yes," enter the name of the foreign country:								
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Ad	ccount	s (FBAR).						
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a		_X_			
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction	ction?		5b		<u>X</u>			
С	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?			5c					
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the	e orga	nization solicit						
	any contributions that were not tax deductible as charitable contributions?			6a		<u> </u>			
b	If "Yes," did the organization include with every solicitation an express statement that such contribution	ons or	gifts						
	were not tax deductible?			6b					
7	Organizations that may receive deductible contributions under section 170(c).								
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and ser	vices p	rovided to the payor?	7a		<u> </u>			
b	, , , , , , , , , , , , , , , , , , , ,			7b					
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was	ıs requ	iired			v			
	to file Form 8282?		 I	7c		X			
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d	L	7e		Х			
e •	5 Did the consisting division the constraint of the contract o								
	bid 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									
8									
	sponsoring organization have excess business holdings at any time during the year?	,		8					
9	Sponsoring organizations maintaining donor advised funds.								
а	Did the sponsoring organization make any taxable distributions under section 4966?			9a					
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?			9b					
10	Section 501(c)(7) organizations. Enter:		•						
а	Initiation fees and capital contributions included on Part VIII, line 12	10a		4					
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b		4					
11	Section 501(c)(12) organizations. Enter:		ı						
а	Gross income from members or shareholders	11a		4					
b	Gross income from other sources (Do not net amounts due or paid to other sources against								
40	amounts due or received from them.)	11b	<u> </u>						
	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form	l	Í	12a					
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b		-					
13 a	Section 501(c)(29) qualified nonprofit health insurance issuers.  Is the organization licensed to issue qualified health plans in more than one state?			13a					
а	Note. See the instructions for additional information the organization must report on Schedule O.			134					
b	Enter the amount of reserves the organization is required to maintain by the states in which the								
-	organization is licensed to issue qualified health plans	13b							
С	Enter the amount of reserves on hand	13c							
14a				14a		X			
	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule			14b					
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuner								
	excess parachute payment(s) during the year?			15		_X_			
	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	incon	ne?	16		X			
	If "Yes," complete Form 4720, Schedule O.								

27-0374054 Form 990 (2018) GIVEMN

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

	Check if Schedule O contains a response or note to any line in this Part VI			X			
Sec	tion A. Governing Body and Management						
			Yes	No			
1a	Enter the number of voting members of the governing body at the end of the tax year 13						
	If there are material differences in voting rights among members of the governing body, or if the governing						
	body delegated broad authority to an executive committee or similar committee, explain in Schedule O.						
b	Enter the number of voting members included in line 1a, above, who are independent 1b 13						
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 governing documents since the prior Form 990 was filed?	4		Х			
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		Х			
6	Did the organization have members or stockholders?	6		Х			
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or						
	more members of the governing body?	7a		Х			
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or						
	persons other than the governing body?	7b		Х			
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:						
а	The governing body?	8a	X				
b	Each committee with authority to act on behalf of the governing body?	8b	X				
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the						
	organization's mailing address? If "Yes." provide the names and addresses in Schedule O	9		Х			
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)						
			Yes	No			
10a	Did the organization have local chapters, branches, or affiliates?	10a		Х			
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates,						
	and branches to ensure their operations are consistent with the organization's exempt purposes?	10b					
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	X				
b	<b>b</b> Describe in Schedule O the process, if any, used by the organization to review this Form 990.						
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	X				
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X				
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe						
	in Schedule O how this was done	12c	Х				
13	Did the organization have a written whistleblower policy?	13	Х				
14	Did 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 independent						
	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?						
	The organization's CEO, Executive Director, or top management official	15a	X				
b	Other officers or key employees of the organization	15b	X				
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).						
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a						
	taxable entity during the year?	16a		X			
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation						
	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's						
_	exempt status with respect to such arrangements?	16b					
Sec	tion C. Disclosure						
17	List the states with which a copy of this Form 990 is required to be filed ▶MN						
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A if applicable), 990, and 990-T (Section 501(c)(3)	only)	availat	ole			
	for public inspection. Indicate how you made these available. Check all that apply.						
	X Own website Another's website X Upon request Other (explain in Schedule O)						
19	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and	financ	ial				
	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						
	JAKE BLUMBERG - 612-440-1533						
	43 SE MAIN STREET, NO. 515, MINNEAPOLIS, MN 55414						

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

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

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

(A)  Name and Title	(B) Average			(( Pos	C) ition	1		(D) Reportable	(E) Reportable	<b>(F)</b> Estimated
Name and Thio	hours per week	box	, unles	ss per	rson i	nore than one son is both an rector/trustee)		compensation	compensation from related	amount of other
	(list any hours for related organizations below line)	Individual trustee or director	In stitutio nal tru stee	Officer	Key employee	Highest compensated employee	Former	the organization (W-2/1099-MISC)	organizations (W-2/1099-MISC)	compensation from the organization and related organizations
(1) MEGHAN MCINERNY CHAIR	1.00	Х		Х				0.	0.	_
(2) MAHTAB REZAI	1.00	Λ		^				· ·	0.	0.
VICE CHAIR	1.00	Х		х				0.	0.	0.
(3) DAN CRAMER	1.00	Λ		^				0.	0.	<u></u>
SECRETARY	1.00	Х		х				0.	0.	0.
(4) JACQUI DORSEY	1.00									
TREASURER		Х		Х				0.	0.	0.
(5) STEVE GASSER	1.00									
DIRECTOR		Х						0.	0.	0.
(6) DARLA KASHIAN	1.00									
DIRECTOR		Х						0.	0.	0.
(7) CHRIS LAMBE	1.00								_	_
DIRECTOR		Х						0.	0.	0.
(8) JOHN LARSEN	1.00									
DIRECTOR	1 00	Х						0.	0.	0.
(9) PEDRO MEDINA	1.00									
DIRECTOR	1 00	Х						0.	0.	0.
(10) JAMIE MILLARD	1.00	3,7							_	_
DIRECTOR	1.00	Х						0.	0.	0.
(11) DAVID NICHOLSON DIRECTOR	1.00	Х						0.	0.	0.
(12) MELISSA PELLAND	1.00	Λ						0.	0.	· ·
DIRECTOR	1.00	Х						0.	0.	0.
(13) JASMINE RUSSELL	1.00							•	•	
DIRECTOR		х						0.	0.	0.
(14) JACOB BLUMBERG	40.00									
EXECUTIVE DIRECTOR				х				78,327.	0.	6,850.
										•
832007 12-31-18										Form <b>990</b> (2018)

Page 8 Form 990 (2018)
Part VII Secti 27-0374054 GIVEMN

ı aı	Section A. Officers, Directors, Trus	tees, Key Em	oloy	ees,	and	l Hig	ghes	st C	ompensated Employee	S (continued)				
	(A)	(B)			_ ((	-			(D)	(E)			(F)	
	Name and title	Average	Position (do not check more than one						Reportable	Reportable			stimate	
		hours per week					is both or/trus		compensation	compensation		ar	nount	of
		(list any	Tot					Ĺ	from the	from relate organizatior		com	other pensa	tion
		hours for	Individual trustee or director				ļ,		organization	(W-2/1099-MI			om th	
		related	ee or	stee			nsate		(W-2/1099-MISC)	(** =/ *********************************	-		anizat	
		organizations	trust	al tru		oyee	om pe						d relat	
		below	vidual	Institutional trustee	er	Key employee	Highest compensated employee	ner				orga	anizati	ons
		line)	ib	Insti	Officer	Key	High	Former						
	Sub-total						<u> </u>		78,327.		0.		6,8	50.
	Total from continuation sheets to Part VI								0.		0.		-,-	0.
	Total (add lines 1b and 1c)								78,327.		0.		6,8	
2	Total number of individuals (including but n							o re		000 of reportabl			-,-	
	compensation from the organization						,			,				0
													Yes	No
3	Did the organization list any former officer,	director, or tru	ıste	e, ke	y en	nplo	yee,	or l	highest compensated en	nployee on				
	line 1a? If "Yes," complete Schedule J for s											3		X
4	For any individual listed on line 1a, is the su	•		•					•	J		4		Х
E	and related organizations greater than \$150	,		,								4		Λ
5	Did any person listed on line 1a receive or a	=				-			-	iuai ior services		5		Х
Sec	rendered to the organization? If "Yes," comtion B. Independent Contractors	<u>ipietė Scrieduit</u>	3 ) [	or st	ICH L	sers	OH .							
1	Complete this table for your five highest co	mpensated inc	lepe	nder	nt cc	ontra	acto	rs th	nat received more than \$	100,000 of com	pensa	tion fr	om	
	the organization. Report compensation for	the calendar ye	ear e	ndir	ng w	ith c	or wi	thin	the organization's tax y	ear.				
	(A) Name and business	addrasa	37/						(B)	om dooo		)		_
	Name and business	address	N	ONE	<u> </u>				Description of s	ervices	<del>                                     </del>	ompe	nsatio	n
-														
2	Total number of independent contractors (in	· ·	ot lir	nited	d to t			ted	above) who received mo	ore than				
	\$100,000 of compensation from the organization	zation 🕨				(	J							

27-0374054 Page **9** 

Form 990 (2018) GIVEMN
Part VIII Statement of Revenue

		Check if Schedule O conta	ains a response	or note to any lin	e in this Part VIII			
			<u></u>	<u> </u>	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	Revenue excluded from tax under sections 512 - 514
S S	1 a	Federated campaigns	1a					012 011
Contributions, Gifts, Grants and Other Similar Amounts		Membership dues						
င်္ပ မြ		Fundraising events						
ifts, r A		Related organizations						
nia Big		Government grants (contributi	······					
Sir		All other contributions, gifts, gran						
e ti	·	similar amounts not included above		463,092.				
혍	a	Noncash contributions included in lines		, ,				
Son	_	Total. Add lines 1a-1f			463,092.			
<u> </u>				Business Code	,			
ø	2 a	DONATION PROCES	SING FE	561499	8,661.	8,661.		
Š	b				·	·		
Ser	С							
am eve	d							
Program Service Revenue	е							
Pro	f	All other program service reve	nue					
		Total. Add lines 2a-2f			8,661.			
	3	Investment income (including						
		other similar amounts)			176.			176.
	4	Income from investment of tax						
	5	Royalties						
			(i) Real	(ii) Personal				
	6 a	Gross rents						
	b	Less: rental expenses						
	С	Rental income or (loss)						
	d	Net rental income or (loss)		<b>&gt;</b>				
	7 a	Gross amount from sales of	(i) Securities	(ii) Other				
		assets other than inventory						
	b	Less: cost or other basis						
		and sales expenses						
		Gain or (loss)						
	d	Net gain or (loss)						
une	8 a	Gross income from fundraising including \$						
eve		contributions reported on line	1c). See					
Other Revenu		Part IV, line 18	a					
the l	b	Less: direct expenses	b					
0	С	Net income or (loss) from fund	Iraising events	<u></u>				
	9 a	Gross income from gaming ac	tivities. See					
		Part IV, line 19	a					
	b	Less: direct expenses	b					
	С	Net income or (loss) from gam	ing activities					
	10 a	Gross sales of inventory, less	returns					
		and allowances	a					
	b	Less: cost of goods sold	b					
ļ	С	Net income or (loss) from sales	s of inventory	<b></b>				
		Miscellaneous Revenue		Business Code				
	11 a							
	b							
	С							
		All other revenue						
		Total. Add lines 11a-11d			471 000	0 661	^	100
	12	Total revenue. See instructions			471,929.	8,661.	0.	176.

832009 12-31-18

# Form 990 (2018) GIVEMN Part IX Statement of Functional Expenses

Socti	on 501(c)(3) and 501(c)(4) organizations must comp	lete all columns. All othe	r organizations must com	anlete column (A)	
Secu	on 501(c)(3) and 501(c)(4) organizations must complete the control of the control				
	Check if Schedule O contains a respons	(A)	(B)	(C)	(D)
	not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	Total expenses	Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to domestic organizations				
	and domestic governments. See Part IV, line 21	54,995.	54,995.		
2	Grants and other assistance to domestic				
	individuals. See Part IV, line 22				
3	Grants and other assistance to foreign				
	organizations, foreign governments, and foreign				
	individuals. See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors,				
_	trustees, and key employees	85,177.	76,659.	5,111.	3,407.
6	Compensation not included above, to disqualified	77, 277	,		
•	persons (as defined under section 4958(f)(1)) and				
	persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	187,089.	168,380.	11,225.	7,484.
8	Pension plan accruals and contributions (include	. ,	,	,	,
-	section 401(k) and 403(b) employer contributions)				
9	Other employee benefits	13,618.	12,256.	817.	545.
10	Payroll taxes	20,046.	18,041.	1,203.	802.
11	Fees for services (non-employees):	= 3 , 4 = 3 4	= 7 , 7 = 2 7	=,=;;	
	Management				
	Legal	3,215.	1,318.	1,897.	
	Accounting	7			
	Lobbying				
	Professional fundraising services. See Part IV, line 17				
	Investment management fees				
	Other. (If line 11g amount exceeds 10% of line 25,				
9	column (A) amount, list line 11g expenses on Sch O.)	37,984.	15,573.	22,411.	
12	Advertising and promotion	23,620.	18,896.	2,834.	1,890.
13	Office expenses	7,655.	4,593.	2,985.	77.
14	Information technology	4,171.	167.	3,337.	667.
15	Royalties	-/-/	20.1	3,33,1	
16	Occupancy	13,012.	5,335.	7,677.	
17	Travel		0,0001	.,,	
18	Payments of travel or entertainment expenses				
10	for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	6,060.	4,000.	1,636.	424.
20	Interest	5,000	-,000.	=, 5555	121•
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	5,917.	5,917.		
23	Insurance	4,123.	3,2-74	4,123.	
24	Other expenses. Itemize expenses not covered	=,===		= , == 0	
	above. (List miscellaneous expenses in line 24e. If line				
	24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule 0.)				
а	TRAINING	10,572.	8,458.	2,114.	
b	REPAIRS & MAINTENANCE	6,268.	2,570.	3,698.	
c	DUES AND SUBSCRIPTIONS	115.	104.	11.	
d					
	All other expenses				
25	Total functional expenses. Add lines 1 through 24e	483,637.	397,262.	71,079.	15,296.
26	Joint costs. Complete this line only if the organization	•	,	·	
•	reported in column (B) joint costs from a combined				
	educational campaign and fundraising solicitation.				
	Check here   if following SOP 98-2 (ASC 958-720)				
		J.			000

GIVEMN 27-0374054 Page 11 Form 990 (2018)
Part X Balance Sheet

ı uı	πX	balance Sneet					
		Check if Schedule O contains a response or not	e to any	line in this Part X			
					<b>(A)</b> Beginning of year		<b>(B)</b> End of year
	1	Cash - non-interest-bearing			642,186.	1	572,955.
	2	Savings and temporary cash investments			24,976.	2	24,984.
	3	Pledges and grants receivable, net			15,000.	3	17,500
	4	Accounts receivable, net				4	
	5	Loans and other receivables from current and fo					
		trustees, key employees, and highest compensa	ated emp	loyees. Complete			
		Part II of Schedule L		·		5	
	6	Loans and other receivables from other disquali					
		section 4958(f)(1)), persons described in section					
		employers and sponsoring organizations of sect					
S		employees' beneficiary organizations (see instr).		·		6	
Assets	7	Notes and loans receivable, net				7	
As	8	Inventories for sale or use				8	
	9				2,593.	9	7,835
			I I		,		,
		basis Complete Part VI of Schedule D	10a	61,992.			
	l b	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D  Less: accumulated depreciation	10b	6,275.	5,019.	10c	55,717.
	11	Investments - publicly traded securities			0,020	11	307.2.
	12	Investments - other securities. See Part IV, line				12	
	13	Investments - program-related. See Part IV, line			13		
	14	Intangible assets		14			
	15	Other assets. See Part IV, line 11	0.	15	2,054		
	16	Total assets. Add lines 1 through 15 (must equ			689,774.	16	681,045
	17	Accounts payable and accrued expenses			49,669.	17	52,648.
	18	Grants payable		18	01,010		
	19	Deferred revenue	l l		19		
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability. Complete		l l		21	
	22	Loans and other payables to current and former					
Liabilities		key employees, highest compensated employee					
pili		Complete Part II of Schedule L	,			22	
Lia	23	Secured mortgages and notes payable to unrela				23	
	24	Unsecured notes and loans payable to unrelated				24	
	25	Other liabilities (including federal income tax, pa					
		parties, and other liabilities not included on lines	•				
		Schedule D				25	
	26	Total liabilities. Add lines 17 through 25			49,669.	26	52,648.
		Organizations that follow SFAS 117 (ASC 958					3=7,3=3
		complete lines 27 through 29, and lines 33 an					
ces	27	Unrestricted net assets			580,105.	27	613,397.
ılan	28	Temporarily restricted net assets			60,000.	28	15,000.
Ba	29	Democratic methods to the description				29	
pur		Organizations that do not follow SFAS 117 (A					
Ē		and complete lines 30 through 34.					
S O	30	Capital stock or trust principal, or current funds				30	
set	31	Paid-in or capital surplus, or land, building, or ed				31	
Net Assets or Fund Balances	32	Retained earnings, endowment, accumulated in				32	
Net	33	Total net assets or fund balances			640,105.	33	628,397.
	34	Total liabilities and net assets/fund balances		l l	689,774.	34	681,045.

Form 990 (2018) GIVEMN 27-0374054 Page 12

Pa	rt 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)	1		<u>1,9</u>			
2	Total expenses (must equal Part IX, column (A), line 25)	2		3,6			
3	Revenue less expenses. Subtract line 2 from line 1	3	<11				
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	64	0,1	<u>05.</u>		
5	Net unrealized gains (losses) on investments	5					
6	Donated services and use of facilities	6					
7	Investment expenses	7					
8	Prior period adjustments	8					
9	Other changes in net assets or fund balances (explain in Schedule O)	9			0.		
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33,						
	column (B))	10	62	8,3	<u>97.</u>		
Pa	rt XII Financial Statements and Reporting						
	Check if Schedule O contains a response or note to any line in this Part XII						
				Yes	No		
1	Accounting method used to prepare the Form 990: Cash X Accrual Other						
	If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.						
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		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:						
	Separate basis Consolidated basis Both consolidated and separate basis						
b	Were the organization's financial statements audited by an independent accountant?		2b	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:						
	X Separate basis Consolidated basis Both consolidated and separate basis						
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the	audit,					
	review, or compilation of its financial statements and selection of an independent accountant?		2c	X			
	If the organization changed either its oversight process or selection process during the tax year, explain in Sche	dule O.					
За	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Sin	gle 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	red audit					
	or audits, explain why in Schedule O and describe any steps taken to undergo such audits		3b		<u> </u>		
			Form	990	(2018)		

#### **SCHEDULE A**

Internal Revenue Service

(Form 990 or 990-EZ)

Department of the Treasury

### **Public Charity Status and Public Support**

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2018

Open to Public Inspection

**Employer identification number** Name of the organization 27-0374054 **GIVEMN** Reason for Public Charity Status (All organizations must complete this part.) See instructions Part I The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.) A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i). A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990 or 990-EZ).) 3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii). 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 A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v). X 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.) A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.) An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or 10 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.) An organization organized and operated exclusively to test for public safety. See section 509(a)(4). 11 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g. 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. 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. Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization. Enter the number of supported organizations Provide the following information about the supported organization(s). (i) Name of supported (ii) EIN (iii) Type of organization (v) Amount of monetary (vi) Amount of other n your governing document? (described on lines 1-10 organization support (see instructions) support (see instructions) No above (see instructions))

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

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

Sec	ction A. Public Support						
Cale	ndar year (or fiscal year beginning in) 🕨	(a) 2014	<b>(b)</b> 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")				933,512.	463,092.	1396604.
2	Tax revenues levied for the organ-						_
	ization's benefit and either paid to						
	or expended on its behalf						
3	The value of services or facilities						
	furnished by a governmental unit to						
	the organization without charge						
4	Total. Add lines 1 through 3				933,512.	463,092.	1396604.
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.						1396604.
	ction B. Total Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2014	<b>(b)</b> 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
	Amounts from line 4	,	, ,		933,512.	463,092.	1396604.
	Gross income from interest,				•	•	
	dividends, payments received on						
	securities loans, rents, royalties,						
	and income from similar sources				270.	176.	446.
9	Net income from unrelated business						
·	activities, whether or not the						
	business is regularly carried on						
10	Other income. Do not include gain						
	or loss from the sale of capital						
	assets (Explain in Part VI.)						
11	Total support. Add lines 7 through 10						1397050.
	Gross receipts from related activities,	etc (see instruction	ne)			12	39,210.
	First five years. If the Form 990 is for	•	,	rd fourth or fifth t			
10	organization, check this box and stop	-			•		<b>&gt;</b> X
Sec	ction C. Computation of Public						
14	Public support percentage for 2018 (li	ne 6, column (f) di	vided by line 11, o	column (f))		14	%
	Public support percentage from 2017					15	%
	33 1/3% support test - 2018. If the o					ore, check this box	and
	stop here. The organization qualifies a	-					
b	33 1/3% support test - 2017. If the o						
	and <b>stop here.</b> The organization quali						
17a	10% -facts-and-circumstances test						
	and if the organization meets the "fact	_					
	meets the "facts-and-circumstances" t				· -	_	
h	10% -facts-and-circumstances test						
~	more, and if the organization meets th	_					
	organization meets the "facts-and-circ		•				•
18	Private foundation. If the organization		ŭ	•	,		
10	i invate roundation. If the organization	I GIG HOL CHECK A	DON OIT III IC 13, 10	a, 100, 11a, 01 11	ט, טווסטת נוווס טטא מו		or 000 E7) 0019

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

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

Se	ction A. Public Support						
Cale	endar year (or fiscal year beginning in)	<b>(a)</b> 2014	<b>(b)</b> 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not	ļ					
	include any "unusual grants.")						
2	Gross receipts from admissions,						
	merchandise sold or services per-						
	formed, or facilities furnished in any activity that is related to the	ļ					
	organization's tax-exempt purpose						
3	Gross receipts from activities that						
	are not an unrelated trade or bus-						
	iness under section 513						
4	Tax revenues levied for the organ-						
	ization's benefit and either paid to	ļ					
	or expended on its behalf	ļ					
5	The value of services or facilities						
	furnished by a governmental unit to	ļ					
	the organization without charge	ļ					
6	Total. Add lines 1 through 5						
	Amounts included on lines 1, 2, and						
	3 received from disqualified persons						
k	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						
	Add lines 7a and 7b						
	Public support. (Subtract line 7c from line 6.)						
	ction B. Total Support						
Cale	endar year (or fiscal year beginning in)	(a) 2014	<b>(b)</b> 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
9	Amounts from line 6						
	Gross income from interest,						
	dividends, payments received on securities loans, rents, royalties,	ļ					
	and income from similar sources	ļ					
k	Unrelated business taxable income						
	(less section 511 taxes) from businesses						
	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	ļ					
12	Other income. Do not include gain						
	or loss from the sale of capital assets (Explain in Part VI.)						
13	Total support. (Add lines 9, 10c, 11, and 12.)						
14	First five years. If the Form 990 is for	the organization's	s first, second, thir	d, fourth, or fifth ta	ax year as a section	n 501(c)(3) organiza	ation,
	check this box and stop here						<b>&gt;</b>
Se	ction C. Computation of Publi	c Support Per	centage				
15	Public support percentage for 2018 (I	ine 8, column (f), d	livided by line 13, o	column (f))		15	%
	Public support percentage from 2017					16	%
Se	ction D. Computation of Inves	tment Income	Percentage				
17	Investment income percentage for 20	<b>)18</b> (line 10c, colur	mn (f), divided by li	ne 13, column (f))		17	%
	Investment income percentage from					18	%
19a	a 33 1/3% support tests - 2018. If the	organization did n	ot check the box	on line 14, and line	e 15 is more than 3	3 1/3%, and line 1	7 is not
	more than 33 1/3%, check this box ar	nd <b>stop here.</b> The	organization quali	fies as a publicly s	upported organiza	tion	<b>&gt;</b>
k	33 1/3% support tests - 2017. If the	organization did n	ot check a box on	line 14 or line 19a	a, and line 16 is mo	ore than 33 1/3%, a	ınd
	line 18 is not more than 33 1/3%, che	ck this box and st	op here. The orga	nization qualifies a	as a publicly suppo	rted organization	
20	Private foundation. If the organization	n did not check a	box on line 14, 19a	a, or 19b, check th	nis box and see ins	tructions	<b>&gt;</b>

### Part IV | Supporting Organizations

(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 12d 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 VI** 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 12b in Part I, 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 VI** 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 holdings.)

	Yes	No
1		
2		
_		
За		
3b		
- CE		
3с		
4a		
4b		
12		
4c		
70		
5a		
5b		
5с		
6		
7		
8		
9a		
9b		
9с		
10a		
10b		

Par	TIV   Supporting Organizations (continued)			
			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
а	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?	11a		
b	A family member of a person described in (a) above?	11b		
	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.	11c		
Sec	tion B. Type I Supporting Organizations			
			Yes	No
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.	1		
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,			
Sact	supervised, or controlled the supporting organization. tion C. Type II Supporting Organizations	2		
360	non o. Type ii oupporting organizations		Vaa	Na
4	More a majority of the avantization's divertors by trustees during the tay year along a majority of the divertors		Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors			
	or trustees of each of the organization's supported organization(s)? If "No," describe in <b>Part VI</b> how control			
	or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).	1		
Sec	tion D. All Type III Supporting Organizations			
	71 11 5 5		Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the			
	organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax			
	year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the			
	organization's governing documents in effect on the date of notification, to the extent not previously provided?	1		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported			
	organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how			
	the organization maintained a close and continuous working relationship with the supported organization(s).	2		
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 played in this regard.	3		
Sec	tion 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 instruction	າຣ).		
а	The organization satisfied the Activities Test. Complete line 2 below.			
b	The organization is the parent of each of its supported organizations. Complete line 3 below.			
С	The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see in	nstructions)		
2	Activities Test. Answer (a) and (b) below.		Yes	No
а	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 <b>Part VI identify</b>			
	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	2a		
b	that these activities constituted substantially all of its activities.  Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more	Za		
D	of the organization's supported organization(s) would have been engaged in? If "Yes," explain in <b>Part VI</b> the			
	, , ,			
	reasons for the organization's position that its supported organization(s) would have engaged in these	2b		
3	activities but for the organization's involvement.  Parent of Supported Organizations. Answer (a) and (b) below.	2.0		
а	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? <i>Provide details in</i> <b>Part VI.</b>	За		
b	Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each			
_	of its supported organizations? If IIVon II deposits in Part VI the value placed by the executive in this record	3h		

Pai	rt V Type III Non-Functionally Integrated 509(a)(3) Supportin	ng Organi	zations	
1	Check here if the organization satisfied the Integral Part Test as a qualifyir	ng trust on N	lov. 20, 1970 (explain in F	Part VI.) See instructions. A
	other Type III non-functionally integrated supporting organizations must co	omplete Sec	tions A through E.	
Sect	ion A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or			
	collection of gross income or for management, conservation, or			
	maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8		
Sect	ion B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see			
	instructions for short tax year or assets held for part of year):			
а	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
С	Fair market value of other non-exempt-use assets	1c		
	Total (add lines 1a, 1b, and 1c)	1d		
е	Discount claimed for blockage or other			
	factors (explain in detail in <b>Part VI</b> ):			
2	Acquisition indebtedness applicable to non-exempt-use assets	2		
3	Subtract line 2 from line 1d	3		
4	Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount,			
	see instructions)	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by .035	6		
7	Recoveries of prior-year distributions	7		
8	Minimum Asset Amount (add line 7 to line 6)	8		
Sect	ion C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2	Enter 85% of line 1	2		
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4	Enter greater of line 2 or line 3	4		
5	Income tax imposed in prior year	5		
6	Distributable Amount. Subtract line 5 from line 4, unless subject to			
	emergency temporary reduction (see instructions)	6		
7	Check here if the current year is the organization's first as a non-functiona	Ily integrated	d Type III supporting oras	nization (see
	instructions).	. •		,

Schedule A (Form 990 or 990-EZ) 2018

Par	ιv	Type III Non-Functionally Integrated 509(	a)(3) Supporting Orga	nizations (continued)	
Secti	on D -	Distributions			Current Year
1	Amou	nts paid to supported organizations to accomplish exer	npt purposes		
2	Amou	nts paid to perform activity that directly furthers exemp	t purposes of supported		
	organ	izations, in excess of income from activity			
3	Admir	nistrative expenses paid to accomplish exempt purpose	s of supported organizations	3	
4	Amou				
5	Qualif				
6	Other				
7	Total	annual distributions. Add lines 1 through 6.			
8	Distrib	outions to attentive supported organizations to which th	e organization is responsive		
	(provi	de details in <b>Part VI</b> ). See instructions.			
9	Distrik	outable amount for 2018 from Section C, line 6			
10	Line 8	amount divided by line 9 amount			
Secti	on E -	Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2018	(iii) Distributable Amount for 2018
1_	Distrib	outable amount for 2018 from Section C, line 6			
2	Unde	rdistributions, if any, for years prior to 2018 (reason-			
	able c	ause required- explain in Part VI). See instructions.			
3	Exces	s distributions carryover, if any, to 2018			
а	From	2013			
b	From	2014			
С	From	2015			
d	From	2016			
е	From	2017			
f	Total	of lines 3a through e			
g	Applie	ed to underdistributions of prior years			
h	Applie	ed to 2018 distributable amount			
i	Carry	over from 2013 not applied (see instructions)			
j	Rema	inder. Subtract lines 3g, 3h, and 3i from 3f.			
4	Distrib	outions for 2018 from Section D,			
	line 7:	\$			
а	Applie	ed to underdistributions of prior years			
b	Applie	ed to 2018 distributable amount			
С	Rema	inder. Subtract lines 4a and 4b from 4.			
5	Rema	ining underdistributions for years prior to 2018, if			
	any. S	Subtract lines 3g and 4a from line 2. For result greater			
	than z	zero, explain in <b>Part VI.</b> See instructions.			
6	Rema	ining underdistributions for 2018. Subtract lines 3h			
	and 4	b from line 1. For result greater than zero, explain in			
	Part \	/I. See instructions.			
7	Exces	ss distributions carryover to 2019. Add lines 3j			
	and 4	c.			
8	Break	down of line 7:			
а	Exces	s from 2014			
b	Exces	s from 2015			
С	Exces	s from 2016			
d	Exces	s from 2017			
е	Exces	s from 2018			

Schedule A (Form 990 or 990-EZ) 2018

Tait	Pa lir Se	art IV. Sectio	on A, line Section es 5, 6, a	s 1, 2, 3t D, lines :	o, 3c, 4 2 and 3	b, 4c, 3; Part	5a, 6, 9a, 9 IV, Section	b, 9c, 11a, E, lines 1c,	11b, and 1 2a, 2b, 3a	1c; Part IV, ı, and 3b; Pa	Section Bart V, line 1	, lines 1 ; ; Part V,	and 2; Section	art III, line 12; Part IV, Section C, on B, line 1e; Part V, rmation.	
PART	r II,	SHORT	YEA	R EX	PLAN	IATI	ON:								
THE	ORGA	NIZATI	ON C	HANG	ED I	TS	FISCAI	YEAR	FROM	12/31	YEAR	END	ТО	6/30	
YEAF	R ENI	) <b>.</b>													
															_

### Schedule B

(Form 990, 990-EZ, or 990-PF)

Department of the Treasury Internal Revenue Service

Name of the organization

#### **Schedule of Contributors**

► Attach to Form 990, Form 990-EZ, or Form 990-PF.

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

OMB No. 1545-0047

**Employer identification number** 

**2018** 

27-0374054 **GIVEMN** Organization type (check one): Filers of: Section: X 501(c)( 3 ) (enter number) organization Form 990 or 990-EZ 4947(a)(1) nonexempt charitable trust not treated as a private foundation 527 political organization Form 990-PF 501(c)(3) exempt private foundation 4947(a)(1) nonexempt charitable trust treated as a private foundation 501(c)(3) taxable private foundation Check if your organization is covered by the General Rule or a Special Rule. Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions. General Rule X For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions. Special Rules For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II. For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III. For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions exclusively for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an exclusively religious, charitable, etc., purpose. Don't complete any of the parts unless the General Rule applies to this organization because it received nonexclusively religious, charitable, etc., contributions totaling \$5,000 or more during the year \_\_\_\_\_\_ > \$

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it must answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to

LHA For Paperwork Reduction Act Notice, see the instructions for Form 990, 990-EZ, or 990-PF.

certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

Schedule B (Form 990, 990-EZ, or 990-PF) (2018)

#### **SCHEDULE D** (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

► Complete if the organization answered "Yes" on Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

► Attach to Form 990.

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

OMB No. 1545-0047 Open to Public Inspection

Name of the organization

**Employer identification number** 27-0374054 **GIVEMN** 

Part I Organizations Maintaining Donor Advised Funds or Other Si	
organization answered "Yes" on Form 990, Part IV, line 6.	
(a) Donor advised	d funds (b) Funds and other accounts
1 Total number at end of year	
2 Aggregate value of contributions to (during year)	
3 Aggregate value of grants from (during year)	
4 Aggregate value at end of year	
5 Did the organization inform all donors and donor advisors in writing that the assets held	ld in donor advised funds
are the organization's property, subject to the organization's exclusive legal control?	Yes No
6 Did the organization inform all grantees, donors, and donor advisors in writing that gran	ant funds can be used only
for charitable purposes and not for the benefit of the donor or donor advisor, or for any	y other purpose conferring
impermissible private benefit?	Yes No
Part II Conservation Easements. Complete if the organization answered "Yes	s" 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)	ervation of a historically important land area
Protection of natural habitat	ervation of a certified historic structure
Preservation of open space	
2 Complete lines 2a through 2d if the organization held a qualified conservation contribu	ution in the form of a conservation easement on the last
day of the tax year.	Held at the End of the Tax Year
a Total number of conservation easements	2a
<b>b</b> Total acreage restricted by conservation easements	
c Number of conservation easements on a certified historic structure included in (a)	
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a	
listed in the National Register	
3 Number of conservation easements modified, transferred, released, extinguished, or te	erminated 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	
	Yes No
6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and	d enforcing conservation easements during the year
• • • • • • • • • • • • • • • • • • •	
7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enfo	forcing conservation easements during the year
• • • • • • • • • • • • • • • • • • • •	
8 Does each conservation easement reported on line 2(d) above satisfy the requirements	
and section 170(h)(4)(B)(ii)?	
9 In Part XIII, describe how the organization reports conservation easements in its revenue include, if applicable, the tout of the feetnets to the granification's financial attachments.	•
include, if applicable, the text of the footnote to the organization's financial statements conservation easements.	s that describes the organization's accounting for
Part III Organizations Maintaining Collections of Art, Historical Trea	asures, 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	s revenue statement and balance sheet works of art
historical treasures, or other similar assets held for public exhibition, education, or rese	•
the text of the footnote to its financial statements that describes these items.	
<b>b</b> If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its rev	venue statement and balance sheet works of art, historical
treasures, or other similar assets held for public exhibition, education, or research in fu	
relating to these items:	
(i) Revenue included on Form 990, Part VIII, line 1	<b>&gt;</b> \$
(ii) Assets included in Form 990, Part X	
2 If the organization received or held works of art, historical treasures, or other similar as	
the following amounts required to be reported under SFAS 116 (ASC 958) relating to the	
a Revenue included on Form 990, Part VIII, line 1	
<b>b</b> Assets included in Form 990, Part X	

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Schedule D (Form 990) 2018

Par	t III Organizations Maintaining Co	llections of Art	t, Hist	orical Tre	easures, o	r Othei	r Simi	lar Assets	s (continu	ued)	
3	Using the organization's acquisition, accession	n, and other records	s, check	any of the	following that	t are a si	gnifican	t use of its o	collection i	tems	
	(check all that apply):										
а	Public exhibition	d		Loan or exc	hange progra	ams					
b	Scholarly research	е		Other							
С	Preservation for future generations										_
4	Provide a description of the organization's colle	ections and explain	n how th	ey further th	ne organizatio	on's exen	npt pur	pose in Part	XIII.		
5	During the year, did the organization solicit or r	receive donations o	of art, his	storical trea	sures, or othe	er similar	assets				
	to be sold to raise funds rather than to be mair	ntained as part of th	ne orgar	nization's co	llection?				Yes	■ N	o
Par	t IV Escrow and Custodial Arrange								line 9, or		
	reported an amount on Form 990, Part			_							
1a	Is the organization an agent, trustee, custodiar	n or other intermedi	iary for o	contribution	s or other ass	sets not i	include	d			
	on Form 990, Part X?								Yes	N	0
b	If "Yes," explain the arrangement in Part XIII ar										
	•	•	_						Amount		
С	Beginning balance						10	;			_
	Additions during the year							ı k			_
	Distributions during the year							•			_
f	Ending balance							;			_
2a	Did the organization include an amount on For								Yes	N	_ o
	If "Yes," explain the arrangement in Part XIII. C						•				
Par							10.				_
		(a) Current year		Prior year	(c) Two yea			e years back	(e) Four	ears bacl	— к
1a	Beginning of year balance	,	` ,	•			, ,				_
b	Contributions										_
c	Net investment earnings, gains, and losses										_
d	Grants or scholarships										_
	Other expenditures for facilities										_
•	and programs										
f	Administrative expenses										_
g g	End of year balance										_
2	Provide the estimated percentage of the currer	nt vear end halance	line 1	r column (a	)) held as:						_
a	Board designated or quasi-endowment	•	% %	y, 001011111 (u	,,, ricia as.						
b	Permanent endowment	%	_′°								
	Temporarily restricted endowment										
·	The percentages on lines 2a, 2b, and 2c should										
32	Are there endowment funds not in the possess		tion tha	t are held a	nd administa	red for th	o organ	nization			
Ja		sion of the organiza	ilion ina	i are rielu a	na administer	ed for th	ie Orgai	iization	ſ,	Yes No	_
	by: (i) unrelated organizations								3a(i)	TES IN	<u>,                                    </u>
									3a(ii)		_
h	(ii) related organizations	one listed as requir	od on S	chodulo D2					3b		_
4	Describe in Part XIII the intended uses of the o								- JD		—
_	t VI Land, Buildings, and Equipme		willelit i	urius.							_
	Complete if the organization answered		Part IV	/ line 11a S	See Form 990	Part X	line 10				
	Description of property	(a) Cost or o			t or other		ccumul	otod	(d) Pook	value	—
	Description of property	basis (investr			(other)		preciati		(d) Book	value	
4-	Land	· ` `	101119	Dasis	(50101)	ue u	Picolati				—
	Land										—
	Buildings										—
	Leasehold improvements			6	1,992.		- 6	275.	55	,717	—
	Equipment			-	11,004.		υ,	<u> </u>	<u> </u>	, , _ /	·
	Other		V 00!::-	n /D) //:== 1	100 l	<u> </u>			5.5	,717	_

Schedule D (Form 990) 2018

(a) Description of security or category (including name of security)	(b) Book value	11b. See Form 990, Part X, line 12.  (c) Method of valuation: Cost or en	d-of-vear market value
Figure del destructura	(b) Book value	(c) meaned of valuations door of or	a or your market value
Closely-held equity interests  3) Other			
(A)			
(B)			
(C)			
(D)			
(E)			
(F)			
(G)			
(H)			
otal. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)			
Part VIII Investments - Program Related.			
Complete if the organization answered "Yes" of	on Form 900 Part IV line	11c See Form 990 Part Y line 13	
(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or er	d-of-vear market value
(1)	(-,	(0,1112112111111111111111111111111111111	
(2)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
• •			
otal. (Col. (b) must equal Form 990, Part X, col. (B) line 13.) ► Part IX Other Assets.			
Complete if the organization answered "Yes"	on Form 990 Part IV line	11d See Form 990 Part X line 15	
	Description	Tra. Geo Ferri Goo, Fare X, interfer	(b) Book value
(1)			()
(2)			
(3)			
(3)			
(4)			+
(4)			
(5)			
(5) (6)			
(5) (6) (7)			
(5) (6) (7) (8)			
(5) (6) (7) (8) (9)			
(5) (6) (7) (8) (9)  Total. (Column (b) must equal Form 990, Part X, col. (B) line	15.)	<b>&gt;</b>	
(5) (6) (7) (8) (9)  Total. (Column (b) must equal Form 990, Part X, col. (B) line Part X Other Liabilities.	,		
(5) (6) (7) (8) (9) Total. (Column (b) must equal Form 990, Part X, col. (B) line Part X Other Liabilities.  Complete if the organization answered "Yes" (a) Processition of liability.	on Form 990, Part IV, line	11e or 11f. See Form 990, Part X, line 29	5.
(5) (6) (7) (8) (9) Total. (Column (b) must equal Form 990, Part X, col. (B) line Part X Other Liabilities.  Complete if the organization answered "Yes" (a) Description of liability	on Form 990, Part IV, line		5.
(5) (6) (7) (8) (9) Total. (Column (b) must equal Form 990, Part X, col. (B) line Part X Other Liabilities.  Complete if the organization answered "Yes" (a) Description of liability (1) Federal income taxes	on Form 990, Part IV, line	11e or 11f. See Form 990, Part X, line 29	5.
(5) (6) (7) (8) (9) Total. (Column (b) must equal Form 990, Part X, col. (B) line Part X Other Liabilities.  Complete if the organization answered "Yes" (a) Description of liability (1) Federal income taxes (2)	on Form 990, Part IV, line	11e or 11f. See Form 990, Part X, line 29	5.
(5) (6) (7) (8) (9) Iotal. (Column (b) must equal Form 990, Part X, col. (B) line Part X Other Liabilities.  Complete if the organization answered "Yes" (a) Description of liability (1) Federal income taxes (2) (3)	on Form 990, Part IV, line	11e or 11f. See Form 990, Part X, line 29	5.
(5) (6) (7) (8) (9) (otal. (Column (b) must equal Form 990, Part X, col. (B) line Part X Other Liabilities.  Complete if the organization answered "Yes" (a) Description of liability (1) Federal income taxes (2) (3) (4)	on Form 990, Part IV, line	11e or 11f. See Form 990, Part X, line 29	5.
(5) (6) (7) (8) (9) (otal. (Column (b) must equal Form 990, Part X, col. (B) line Part X Other Liabilities.  Complete if the organization answered "Yes" (a) Description of liability (1) Federal income taxes (2) (3) (4) (5)	on Form 990, Part IV, line	11e or 11f. See Form 990, Part X, line 29	5.
(5) (6) (7) (8) (9) (otal. (Column (b) must equal Form 990, Part X, col. (B) line Part X Other Liabilities.  Complete if the organization answered "Yes" (a) Description of liability (1) Federal income taxes (2) (3) (4)	on Form 990, Part IV, line	11e or 11f. See Form 990, Part X, line 29	5.
(5) (6) (7) (8) (9) (otal. (Column (b) must equal Form 990, Part X, col. (B) line Part X Other Liabilities.  Complete if the organization answered "Yes" (a) Description of liability (1) Federal income taxes (2) (3) (4) (5) (6) (7)	on Form 990, Part IV, line	11e or 11f. See Form 990, Part X, line 29	5.
(5) (6) (7) (8) (9) (otal. (Column (b) must equal Form 990, Part X, col. (B) line Part X Other Liabilities.  Complete if the organization answered "Yes" (a) Description of liability  (1) Federal income taxes (2) (3) (4) (5) (6) (7) (8)	on Form 990, Part IV, line	11e or 11f. See Form 990, Part X, line 29	5.
(5) (6) (7) (8) (9)  Total. (Column (b) must equal Form 990, Part X, col. (B) line Part X Other Liabilities.  Complete if the organization answered "Yes" (a) Description of liability (1) Federal income taxes (2) (3) (4) (5) (6) (7)	on Form 990, Part IV, line	11e or 11f. See Form 990, Part X, line 29	5.
(5) (6) (7) (8) (9) (otal. (Column (b) must equal Form 990, Part X, col. (B) line Part X Other Liabilities.  Complete if the organization answered "Yes" (a) Description of liability  (1) Federal income taxes (2) (3) (4) (5) (6) (7) (8)	25.)	11e or 11f. See Form 990, Part X, line 29  (b) Book value	

	Т	<u>,                                    </u>	171 000
		1	471,929.
2 Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a Net unrealized gains (losses) on investments 2a			
b Donated services and use of facilities 2b			
c Recoveries of prior year grants 2c			
d Other (Describe in Part XIII.)			0
e Add lines 2a through 2d		2e	471,929 <b>.</b>
3 Subtract line 2e from line 1		3	4/1,929.
4 Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a Investment expenses not included on Form 990, Part VIII, line 7b			
b Other (Describe in Part XIII.)			0
c Add lines 4a and 4b		4c	0. 471,929.
5 Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)  Part XII   Reconciliation of Expenses per Audited Financial Statements With	h Evnenses ner D	5 oturn	4/1,929
	iii Expelises pei n	eturri.	
Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.	T		483,637.
1 Total expenses and losses per audited financial statements		1	403,037
2 Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a Donated services and use of facilities 2a			
b Prior year adjustments 2b			
c Other losses 2c			
d Other (Describe in Part XIII.)			0
e Add lines 2a through 2d		2e	0.
3 Subtract line 2e from line 1		3	483,637.
4 Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a Investment expenses not included on Form 990, Part VIII, line 7b			
b Other (Describe in Part XIII.)			0
c Add lines 4a and 4b	F	4c	0.
5 Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.) Part XIII Supplemental Information.		5	483,637.
nes 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional info			
, , , , , , , , , , , , , , , , , , ,			

#### SCHEDULE I (Form 990)

Department of the Treasury Internal Revenue Service

# **Grants and Other Assistance to Organizations, Governments, and Individuals in the United States**

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

► Attach to Form 990.

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

OMB No. 1545-0047

Open to Public Inspection

Part     General Information on Grants and Assistance	Name of the organization							Employer identification number
1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection prices of the grants or assistance and grant tunds in the United States.    Yee	GIVEMN							27-0374054
Criteria used to award the grants or assistance?  2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.    Part III   Crants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.  1 (a) Name and address of organization of organization (b) EIN   (c) IRC section (d) Amount of on-organization or government (b) EIN   (c) IRC section (d) Amount of on-organization or government (e) (d) Amount of on-organization or government (e) (d) Amount of one organization or government (e) (d) EIN   (e) IRC section (e) (d) Amount of one organization or government (e) EIN   (e) IRC section (e) (d) Amount of one organization or government (e) IRC section (e) IR								
Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Conspile if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than 55,000, Part II can be duplicated if additional space is needed.  1 (a) Name and address of organization or government (b) EIN (c) IRC section (r) Amount of cash grant or government organization or government (r) EIN (r) EIN (c) IRC section (r) Amount of cash grant or government organization or government (r) EIN			amount of the grants	or assistance, the o	grantees' eligibility	for the grants or assi	stance, and the selecti	
Teclpient that received more than \$5,000. Part III can be duplicated if additional space is needed:  1 (a) Name and address of organization  1 (b) EIN  (c) IRC section (if applicable)  (c) IRC section (c	<u> </u>							Yes A No
recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.  1 (a) Name and address of organization or government  (b) EIN (c) IRC section (c) Amount of (if applicable)  (c) IRC section (c) Amount of cash grant (c) Amount of non-cash assistance  (c) Amount of non-cash assistance  (d) Amount of non-cash assistance  (e) Amount of non-cash assistance  (f) Method of valuation thook, FMV, appraisal, other)  (a) Description of noncash assistance  (b) EIN (c) IRC section (c							/   F 000 D	IV Pro Od. for one
1 (a) Name and address of organization or government  (b) EIN  (c) IRC section (f) Amount of cash grant  (cash grant  (cash grant  (cash grant)  (cash grant	Granto ana Other / tooletanee to i	=				anization answered "1	res" on Form 990, Part	IV, line 21, for any
or government (if applicable) cash grant non-cash assistance		I				(f) Method of	(a) Description of	(b) Durnoss of grant
PO BOX 160 MARIANNA, FL 32447  27-2499903  5,000.  0.  MAX DAY PRIZE GRANTS  LOAVES AND FISHES TOO  721 KASOTA AVE SE MINNEAPOLIS, MN 55414  41-1421522  10,885.  0.  FOR RAISEMN CAMPAIGN INSTITUTE CHALLENGE GRANTS  URBAN BOATBUILDERS, INC.  2288 UNIVERSTIY AVE W  ST PAUL, MN 55114  41-1831598  10,765.  0.  FOR RAISEMN CAMPAIGN INSTITUTE CHALLENGE STANTS  FOR RAISEMN CAMPAIGN INSTITUTE CHALLENGE GRANTS  QUINCY HOUSE 8025 RED OAK DR MOUNDS VIEW, MN 55112  47-4440639  10,000.  CANCER LEGAL CARE 3503 HIGH POINT DR N, SUITE 270 CARCALLE, MN 55128  02-0736402  10,900.  0.  FOR GRANTS  FOR RAISEMN CAMPAIGN INSTITUTE CHALLENGE INSTITUTE CHALLENGE GRANTS  UNIVERSITY OF MINNESOTA FOUNDATION 200 OAK ST SE, SUITE 500  MINNESPOLIS, MN 55455  41-6042488  5,500.  2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table	. ,	(D) EIN		` '	non-cash	FMV, appraisal,		, , ,
MARIANNA, FL 32447 27-2499903 5,000. 0. MAX DAY PRIZE GRANTS  LOAVES AND FISHES TOO 721 KASOTA AVE SE MINNEAPOLIS, MN 55414 41-1421522 10,885. 0. GRANTS  URBAN BOATBUILDERS, INC. 2288 UNIVERSTIY AVE W ST FAUL, MN 55114 41-1831598 10,765. 0. GRANTS  QUINCY HOUSE 8025 RED OAK DR MOUNDS VIEW, MN 55112 47-4440639 10,000. 0. GRANTS  CANCER LEGAL CARE 3503 HIGH POINT DR N, SUITE 270 OAKDALE, MN 55128 02-0736402 10,900. 0. GRANTS  UNIVERSITY OF MINNESOTA FOUNDATION 2010 OAK ST SE, SUITE 500 MINNEAPOLIS, MN 55455 41-6042488 5,500. 0. STAFF  2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table	MIGHTYCAUSE CHARITABLE FOUNDATION							
COAVES AND FISHES TOO   FOR RAISEMN CAMPAIGN   INSTITUTE CHALLENGE   SRANTS	PO BOX 160							FOR GIVEMN GIVE TO THE
Table   Tabl	MARIANNA, FL 32447	27-2499903		5,000.	0.			MAX DAY PRIZE GRANTS
Table   Tabl								
MINNEAPOLIS, MN 55414 41-1421522 10,885. 0. SRANTS  URBAN BOATBUILDERS, INC.  2288 UNIVERSTIY AVE W  ST PAUL, MN 55114 41-1831598 10,765. 0. GRANTS  QUINCY HOUSE  8025 RED OAK DR  MOUNDS VIEW, MN 55112 47-4440639 10,000. 0. GRANTS  CANCER LEGAL CARE  3503 HIGH POINT DR N, SUITE 270  OAKDALE, MN 55128 02-0736402 10,900. 0. GRANTS  UNIVERSITY OF MINNESOTA FOUNDATION 200 OAK ST SE, SUITE 500  MINNEAPOLIS, MN 55455 41-6042488 5,500. 0. STAFF  2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table	LOAVES AND FISHES TOO							FOR RAISEMN CAMPAIGN
URBAN BOATBUILDERS, INC.  2288 UNIVERSTIY AVE W  ST PAUL, MN 55114  41-1831598  10,765.  0.  GRANTS  FOR RAISEMN CAMPAIGN INSTITUTE CHALLENGE STANTS  CUINCY HOUSE  8025 RED OAK DR  MOUNDS VIEW, MN 55112  47-4440639  10,000.  0.  GRANTS  CANCER LEGAL CARE 3503 HIGH POINT DR N, SUITE 270 OAKDALE, MN 55128  02-0736402  10,900.  0.  GRANTS  UNIVERSITY OF MINNESOTA FOUNDATION 200 OAK ST SE, SUITE 500 MINNEAPOLIS, MN 55455  41-6042488  5,500.  2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table  ■  FOR RAISEMN CAMPAIGN INSTITUTE CHALLENGE GRANTS  FOR RAISEMN CAMPAIGN INSTITUTE CHALLENGE OF RAISEMN CAMPAIGN INSTITUTE CHALLENGE FOR RAISEMN CAMPAIGN INSTITUTE CHALLENGE OF RAISEMN	721 KASOTA AVE SE							INSTITUTE CHALLENGE
2288 UNIVERSITY AVE W   INSTITUTE CHALLENGE   GRANTS	MINNEAPOLIS, MN 55414	41-1421522		10,885.	0.			GRANTS
2288 UNIVERSITY AVE W   INSTITUTE CHALLENGE   ST PAUL, MN 55114   41-1831598   10,765.   0.   STANTS								L
ST PAUL, MN 55114 41-1831598 10,765. 0. GRANTS  QUINCY HOUSE 8025 RED OAK DR INSTITUTE CHALLENGE MOUNDS VIEW, MN 55112 47-4440639 10,000. 0. GRANTS  CANCER LEGAL CARE 3503 HIGH POINT DR N, SUITE 270 OAKDALE, MN 55128 02-0736402 10,900. 0. GRANTS  UNIVERSITY OF MINNESOTA FOUNDATION 200 OAK ST SE, SUITE 500 MINNEAPOLIS, MN 55455 41-6042488 5,500. 0. STAFF  2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table	, , , , , , , , , , , , , , , , , , ,							
QUINCY HOUSE 8025 RED OAK DR MOUNDS VIEW, MN 55112 47-4440639 10,000. 0. GRANTS  CANCER LEGAL CARE 3503 HIGH POINT DR N, SUITE 270 OAKDALE, MN 55128 02-0736402 10,900. 0. GRANTS  FOR RAISEMN CAMPAIGN INSTITUTE CHALLENGE GRANTS  UNIVERSITY OF MINNESOTA FOUNDATION 200 OAK ST SE, SUITE 500 MINNEAPOLIS, MN 55455 41-6042488 5,500. 0. STAFF  Enter total number of section 501(c)(3) and government organizations listed in the line 1 table		/1_1931509		10 765	0			
8025 RED OAK DR  MOUNDS VIEW, MN 55112	51 PAUL, MN 55114	41-1031390		10,765.	0.			GRANIS
8025 RED OAK DR  MOUNDS VIEW, MN 55112	OUINCY HOUSE							FOR RAISEMN CAMPAIGN
CANCER LEGAL CARE  3503 HIGH POINT DR N, SUITE 270  OAKDALE, MN 55128  02-0736402  10,900.  0.  GRANTS  UNIVERSITY OF MINNESOTA FOUNDATION  200 OAK ST SE, SUITE 500  MINNEAPOLIS, MN 55455  41-6042488  5,500.  0.  FOR GRANTS ADVISED BY  STAFF  Enter total number of section 501(c)(3) and government organizations listed in the line 1 table	8025 RED OAK DR							
3503 HIGH POINT DR N, SUITE 270 OAKDALE, MN 55128  UNIVERSITY OF MINNESOTA FOUNDATION 200 OAK ST SE, SUITE 500 MINNEAPOLIS, MN 55455  41-6042488  TINSTITUTE CHALLENGE GRANTS  FOR GRANTS  FOR GRANTS ADVISED BY STAFF  2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table	MOUNDS VIEW, MN 55112	47-4440639		10,000.	0.			GRANTS
3503 HIGH POINT DR N, SUITE 270 OAKDALE, MN 55128  UNIVERSITY OF MINNESOTA FOUNDATION 200 OAK ST SE, SUITE 500 MINNEAPOLIS, MN 55455  41-6042488  5,500.  10,900.  0.  INSTITUTE CHALLENGE GRANTS  FOR GRANTS  FOR GRANTS ADVISED BY STAFF  2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table								
OAKDALE, MN 55128         02-0736402         10,900.         0.         GRANTS           UNIVERSITY OF MINNESOTA FOUNDATION         200 OAK ST SE, SUITE 500         FOR GRANTS ADVISED BY           MINNEAPOLIS, MN 55455         41-6042488         5,500.         0.         STAFF           2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table         >	CANCER LEGAL CARE							FOR RAISEMN CAMPAIGN
UNIVERSITY OF MINNESOTA FOUNDATION 200 OAK ST SE, SUITE 500 MINNEAPOLIS, MN 55455 41-6042488 5,500. 0. STAFF  Por Grants advised by Staff  2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table	3503 HIGH POINT DR N, SUITE 270							INSTITUTE CHALLENGE
200 OAK ST SE, SUITE 500  MINNEAPOLIS, MN 55455  41-6042488  5,500.  0.  FOR GRANTS ADVISED BY  STAFF   Enter total number of section 501(c)(3) and government organizations listed in the line 1 table	OAKDALE, MN 55128	02-0736402		10,900.	0.			GRANTS
200 OAK ST SE, SUITE 500  MINNEAPOLIS, MN 55455  41-6042488  5,500.  0.  FOR GRANTS ADVISED BY  STAFF   Property of Section 501(c)(3) and government organizations listed in the line 1 table								
MINNEAPOLIS, MN 55455 41-6042488 5,500. 0. STAFF  2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table								L
2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table	<b>,</b>	41 6040400		F 500	•			
	·			· · · · · ·	0.			PTAFF
2 Enter total number of other ergenizations listed in the line 1 toble	* * * * * * * * * * * * * * * * * * * *			e line 1 table				······· <b>E</b>
3 Enter total number of other organizations listed in the line 1 table  LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.  Schedule I (Form 990) (2018)								Schedule I (Form 990) (2018)

#### SCHEDULE O

(Form 990 or 990-EZ)

Department of the Treasury

Internal Revenue Service

## Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

Attach to Form 990 or 990-EZ.

► Attach to Form 990 or 990-EZ. ► Go to www.irs.gov/Form990 for the latest information. 2018
Open to Public Inspection

OMB No. 1545-0047

Name of the organization

GIVEMN

Employer identification number 27-0374054

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION: MARKETPLACE, AND RAISEMN, A FUNDRAISING COACHING AND TRAINING PROGRAM. FORM 990, PART VI, SECTION B, LINE 11B: THE FORM 990 WAS SUBMITTED TO THE BOARD OF DIRECTORS FOR REVIEW AND APPROVAL PRIOR TO SUBMISSION TO THE IRS. FORM 990, PART VI, SECTION B, LINE 12C: GIVEMN FOLLOWS THE CODE OF BUSINESS CONDUCT POLICY ADOPTED BY THE BOARD OF DIRECTORS. THIS POLICY COVERS THE AREAS OF CONFIDENTIALITY, CONFLICT OF INTEREST, ETHICS, AND REPORTS OF WRONGDOING. THE FOLLOWING OUTLINES HOW THE POLICY IS IMPLEMENTED: STAFF ARE REQUIRED TO SIGN A FORM STATING THAT THEY HAVE READ AND AGREE TO COMPLY WITH THE TERMS OF THE POLICY. STAFF, AND COMMITTEE MEMBERS REVIEW THE CONFLICT OF THE BOARD, ANNUALLY, INTEREST POLICY AND ARE REQUIRED TO SIGN AFTER LISTING ANY POTENTIAL CONFLICTS. FORM 990, PART VI, SECTION B, LINE 15: COMPREHENSIVE REVIEW OF STAFF COMPENSATION USING LOCAL INDUSTRY SURVEY DATA IS GENERALLY CONDUCTED EVERY TWO YEARS. THE OBJECTIVE OF THE

FORM 990, PART VI, SECTION C, LINE 19:

GIVEMN'S GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND AUDITED

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. Schedule O (Form 990 or 990-EZ) (2018)

COMPREHENSIVE REVIEW IS TO DETERMINE COMPARABLE MARKET PAY FOR INDIVIDUAL

832211 10-10-18

POSITIONS.