INSTRUCTIONS FOR FILING CINCINNATI WORKS, INC. FORM 8879-EO - IRS E-FILE SIGNATURE AUTHORIZATION FOR THE PERIOD ENDED DECEMBER 31, 2011

SIGNATURE...

THE ORIGINAL IRS E-FILE SIGNATURE AUTHORIZATION FORM SHOULD BE SIGNED (USE FULL NAME) AND DATED BY THE TAXPAYER.

FILING...

RETURN YOUR SIGNED FORM 8879-EO TO:

GRANT THORNTON LLP 4000 SMITH ROAD, SUITE 500 CINCINNATI OH 45209

PAYMENT OF TAX...
NO PAYMENT OF TAX IS REQUIRED.

FORM 8879-EO SERVES AS A REPLACEMENT FOR YOUR SIGNATURE THAT WOULD BE AFFIXED TO FORM 990 IF YOU PAPER FILED YOUR RETURN. PLEASE DO NOT SEPARATELY FILE FORM 990 WITH THE INTERNAL REVENUE SERVICE. DOING SO WILL DELAY THE PROCESSING OF YOUR RETURN.

WE MUST RECEIVE YOUR SIGNED FORM BEFORE WE CAN ELECTRONICALLY TRANSMIT YOUR RETURN WHICH IS DUE ON NOVEMBER 15, 2012. WE WOULD APPRECIATE YOUR RETURNING THIS FORM AS SOON AS POSSIBLE AS THIS WILL EXPEDITE THE PROCESSING OF YOUR RETURN. THE INTERNAL REVENUE SERVICE WILL NOTIFY US WHEN YOUR RETURN IS ACCEPTED. YOUR RETURN IS NOT CONSIDERED FILED UNTIL THE INTERNAL REVENUE SERVICE CONFIRMS THEIR ACCEPTANCE, WHICH MAY OCCUR AFTER THE DUE DATE OF YOUR RETURN.

Form 8879-EC

IRS e-file Signature Authorization for an Exempt Organization

OMB	Na	1545.	187

For calendar year 2011, or fiscal year beginning ______, 2011, and ending

Denartment of the Treasury Internal Revenue Service

Do not send to the IRS. Keep for your records. ▶ See instructions on back.

Name of exempt organization

CINCINNATI WORKS, INC Employer Identification number

Name and title of officer

31-1656186

PRESIDENT PEGGY ZINK,

Type of Return and Return Information (Whole Dollars Only)

Check the box for the return for which you are using this Form 8879-E0 and enter the applicable amount, if any, from the return. If you check the box on line 1a, 2a, 3a, 4a, or 5a, below, and the amount on that line for the return being filed with this form was blank, then leave line 1b, 2b, 3b, 4b, or 5b, whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0on the applicable line below. Do not complete more than 1 line in Part I.

1a	Form 990 check here > X b Total revenue, if any (Form 990, Part VIII, column (A), line 12)	1b	<u>1,298,373.</u>
2a	Form 990-EZ check here b Total revenue, if any (Form 990-EZ, line 9)	2b	
3a	Form 1120-POL check here b b Total tax (Form 1120-POL, line 22)	3b	
4a	Form 990-PF check here > b Tax based on investment income (Form 990-PF, Part VI, line 5),		
5a	Form 8868 check here b Balance Due (Form 8868, Part I, line 3c or Part II, line 8c)	5b	

Declaration and Signature Authorization of Officer

Under penalties of perjury, I declare that I am an officer of the above organization and that I have examined a copy of the organization's 2011 electronic return and accompanying schedules and statements and to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the organization's electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the organization's return to the IRS and to receive from the IRS (a) an acknowledgement of receipt or reason for rejection of the transmission, (b) the reason for any delay in processing the return or refund, and (c) the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the organization's federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the organization's electronic return and, if applicable, the organization's consent to electronic funds withdrawal.

Officer'	s PIN: check one box only		6 0 0 0 1	
X	Lauthorize GRANT THORNTON LLP	to enter my PIN	62231	as my signature
	ERO firm namo		Enter five numbers, but do not enter all zeros	
	on the organization's tax year 2011 electronically filed return. If I have being filed with a state agency(ies) regulating charities as part of the ERO to enter my PIN on the return's disclosure consent screen.	indicated within the IRS Fed/State pro	his return that a copy o ogram, I also authorize th	I the return is e aforementioned
	As an officer of the organization, I will enter my PIN as my signature of I have indicated within this return that a copy of the return is being the IRS Fed/State program, I will enter my PIN on the return is disclosed in the return in the return is disclosed in the return in the return is disclosed in the return in the return in the return is disclosed in the return in th	filed with a state at sure consent screen	gency(les) regulating cl	onically filed return parities as part of
Partill			7 007 3.17 2.012	<u> </u>
ERO's E	EFIN/PIN. Enter your six-digit electronic filing identification (EFIN) followed by your five-digit self-selected PIN.		3 1 0 3 2 6 3	6 6 0 5
indicate	that the above numeric entry is my PIN, which is my signature on the id above. I confirm that I am submitting this return in accordance with tion for Authorized IRS e-file, Providers for Business Returns.	2011 electronical the requirements of	y filed return for the org of Pub. 4163, Moderniz	ganization ed e-File (MeF)

ERO Must Retain This Form - See Instructions Do Not Submit This Form To the IRS Unless Requested To Do So

For Paperwork Reduction Act Notice, see back of form.

Form 8879-EO (2011)

ERO's signature

Return of Organization Exempt From Income ax

9011

OMB No. 1545-0047

rom	J	30		Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Co benefit trust or private foundation)	de (except black lung	Open to Public					
		of the Treas		The organization may have to use a copy of this return to satisfy state	reporting requirements.	Inspection					
A F	or th	ie 2011	calen	dar year, or tax year beginning , 2011, and ending		, 20					
				of organization	D Employer Identifica	tion number					
B c	eck if a	pp%cable:		CINNATI WORKS, INC.	31-1656186						
	Address change Doing Business As										
	7	e change	Numb	er and street (or P.O. box if mail is not delivered to street address) Room/suite	E Telephone number						
	Initial	l return	708	WALNUT STREET 200	(513) 744-96	575					
\vdash	Term	inated	City o	r town, state or country, and ZtP + 4							
	Amei		CIN	CINNATI, OH 45202	G Gross receipts \$	1,691,067.					
	Appli pend	cation	F Nar	ne and address of principal officer:	H(a) Is this a group return atfiliates?	for Yes X No					
L	_l bevo	ing			H(b) Are all affiliates inclu	ded? Yes No					
1	Tax-ex	cempt statu	ıs:	X 501(c)(3) 501(c)() (insert no.) 4947(a)(1) or 527	If "No," atlach a list.	(see instructions)					
J	Webs	ite: ▶ W		INCINNATIWORKS.ORG	H(c) Group exemption nu	mber 🕨					
ĸ	Form	of organiza	ation:	X Corporation Trust Association Other ▶ L Year of fo	rmation: 1997 M State o	f legal domicile: OH					
	rtl	Sumi									
		Briefly o	lescrit	e the organization's mission or most significant activities:							
		CINC	INN.	the organization's mission or most significant activities: ATI WORKS WILL PARTNER WITH ALL WILLING AND CAPA N. DOUBDRY TO ACCIET THEM IN ADVANCING TO ECONOMI	BLE PEOPLE						
ខ្ព		LIVIN	IG I	N POVERTY TO ASSIST THEM IN ADVANCING TO ECONOMI	C						
Governance		SELE	-su	FFICIENCY THROUGH EMPLOYMENT.							
o Ve	2	Check t	his bo	if the organization discontinued its operations or disposed of more than	25% of its net assets.						
ტ ფ	3			ing members of the governing body (Part VI, line 1a)	i i	28.					
es	4			lependent voting members of the governing body (Part VI, line 1b)		27.					
Activities	5			of individuals employed in calendar year 2011 (Part V, line 2a)		24.					
Ct	6			of volunteers (estimate if necessary)	1 - 1	100.					
`	7a			d business revenue from Part VIII, column (C), line 12		0					
				business taxable income from Form 990-T, line 34		0					
					Prior Year	Current Year					
63	8	Contribu	utions	and grants (Part VIII, line 1h)	1,348,857.	1,210,916.					
ž	9			ce revenue (Part VIII, line 2g)	0	0					
Revenue	10			come (Part VIII, column (A), lines 3, 4, and 7d).	29,562.	42,932.					
œ	11			e (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	0	44,525.					
	12			- add lines 8 through 11 (must equal Part VIII, column (A), line 12)	1,378,419.	1,298,373.					
	13			milar amounts paid (Part IX, column (A), lines 1-3)	0	0					
	14	Benefits	s paid	to or for members (Part IX, column (A), line 4)	0	0					
v	15			r compensation, employee benefits (Part IX, column (A), lines 5-10).	935,486.	1,149,673.					

2	9	Program service revenue (Part VIII, line 2g)	O	
Reve	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	29,562.	42,932
œ	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	0	44,525
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	1,378,419.	1,298,373
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	0	,
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0	
		Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10).	935,486.	1,149,673
ses		Professional fundraising fees (Part IX, column (A), line 11e)	0	
per		Total fundraising expenses (Part IX, column (D), line 25) ▶ 204, 526.		
ũ	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	308,790.	376,769
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	1,244,276.	1,526,442
		Revenue less expenses. Subtract line 18 from line 12	134,143.	-228,069
P S		Terendo 1655 experiado. dubidocimo to tront into 121 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Beginning of Current Year	End of Year
and	20	Total assets (Part X, line 16)	3,677,945.	3,400,163
Ass	24	Total liabilities (Part X, line 26)	76,750.	77,571
Set	22		3,601,195.	3,322,592
SE.	22	Net assets or fund balances. Subtract line 21 from line 20,	3,601,195.	3,322,

Net assets or fund balances. Subtract line 21 from line 20. Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge. Sign Date Signature of officer Here Type or print name and title Date Print/Type preparer's name Preparer's signature Check Pald P00227061 self-employed Preparer 36-6055558 Firm's name F GRANT THORNTON LLP Firm's EIN 🕨 Use Only 513-762-5000 Firm's address > 4000 SMITH ROAD, SUITE 500 CINCINNATI, OH 45209 May the IRS discuss this return with the preparer shown above? (see instructions) X Yes

For Paperwork Reduction Act Notice, see the separate instructions.

Form 990 (2011)

Part	Checklist of Required Schedules		,, 1	
			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes,"		.,	
	complete Schedule A	1	X	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	2	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to	1		
	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? If "Yes,"			
Ů	complete Schedule D, Part III	8		X
9	Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part			
•	X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes,"			İ
	complete Schedule D, Part IV	9		Х
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted			
. •	endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	10	X	<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			
a	Schedule D, Part VI	11a	Х	
h	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		Х
c	Did the organization report an amount for investments-program related in Part X, line 13 that is 5% or more			
·	of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		Х
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		X
	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		X
	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	
12 a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes,"			
12.4	complete Schedule D, Parts XI, XII, and XIII	12a	Х	
h	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, XII, and XIII is optional	12b		Х
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		Х
	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
	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 assistance to any			
, .	organization or entity located outside the United States? 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 assistance			
, ,	to individuals located outside the United States? If "Yes," complete Schedule F, Parts III and IV	16		X
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services			
••	on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	17	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	L	X
20 a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		Х
h	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
		Earn	, aan	/20111

Par	Checklist of Required Schedules (continued)			T
			Yes	No
21	Did the organization report more than \$5,000 of grants and other assistance to any government or organization			v
	in the United States on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		<u> </u>
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States			х
	on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		<u> </u>
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	23		х
04-	employees? If "Yes," complete Schedule J	23		
24 a	\$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 25	24a		х
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		<u> </u>
C	Did the organization maintain an escrow account other than a refunding escrow at any time during the year	- 7.2		
·	to defease any tax-exempt bonds? ,	24c		
d		24d		
25 a				
200	with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		х
b				
_	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		Х
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or			
	disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II.	26		Х
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	28a	X	
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete			
	Schedule L, Part N	28b		X
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof)			l
	was an officer, 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	<u> </u>
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,	ا ا		l .
	Part 1	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes,"	20		x
	complete Schedule N, Part II	32		<u> </u>
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations	33		х
	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		
34	IV, and V, line 1	34		х
35 a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
b	Did the organization receive any payment from or engage in any transaction with a controlled entity within the	1000		
IJ	meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		х
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable	002		
30	related organization? If "Yes," complete Schedule R, Part V, line 2	36		х
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		Х
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, Ilnes 11 and			
	19? Note. All Form 990 filers are required to complete Schedule O	38	х	
			aga	/2011)

Form	990 (2011)		F	Page 5
Par				
	Check if Schedule O contains a response to any question in this Part V			\Box
	· · · · · · · · · · · · · · · · · · ·		Yes	No
4.0	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable			
i d h	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable			
	Did the organization comply with backup withholding rules for reportable payments to vendors and			
C	reportable gaming (gambling) winnings to prize winners?	1c	Х	345.5464.44
20	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax		2000	Salar A
28	Statements, filed for the calendar year ending with or within the year covered by this return . 2a 24			
L	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	Х	1 to describe to
D	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)			77 5
٥.		3a	Printerstrate	X
	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3b		
	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	35		
4a				
	over, a financial account in a foreign country (such as a bank account, securities account, or other financial	4a		х
	account)?	70		
b	If "Yes," enter the name of the foreign country:			
_	See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.	5a	PROFESSOR	X
	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			X
	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b 5c		
	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	30		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the	6-		х
	organization solicit any contributions that were not tax deductible?	6a		-
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or	C h		
	gifts were not tax deductible?	6b		IS SO
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			X
	and services provided to the payor?	7a		 ^
	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was	_		
	required to file Form 8282?	7 c	ine-lat	X
	If "Yes," indicate the number of Forms 8282 filed during the year		Sissis	
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7 e		X
	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		├ ^
	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		-
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7 h		25/5/44/2
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting			
	organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring			
	organization, have excess business holdings at any time during the year?	8	HEESERS	X
9	Sponsoring organizations maintaining donor advised funds.	VALUE OF		
	Did the organization make any taxable distributions under section 4966?	9a		X
b	Did the organization make a distribution to a donor, donor advisor, or related person?	9b	1940±000	X
10	Section 501(c)(7) organizations. Enter:			
	Initiation fees and capital contributions included on Part VIII, line 12			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities [10b]			
11	Section 501(c)(12) organizations. Enter:			
	Gross income from members or shareholders			
b	Gross income from other sources (Do not net amounts due or paid to other sources			
	against amounts due or received from them.),			S.
	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		1000000
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.			
а	Is the organization licensed to Issue qualified health plans in more than one state?	13a	<u></u>	<u> </u>
	Note. See the instructions for additional information the organization must report on Schedule O.			
	Enter the employ of receives the organization is required to maintain by the states in which			

14a

14b

the organization is licensed to issue qualified health plans

14a Did the organization receive any payments for indoor tanning services during the tax year?

Form 9	90 (2011)			ege 6
Part	"No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or change O. See instructions.	s in	Sche	dule
	Check if Schedule O contains a response to any question in this Part VI			X
Sect	ion A. Governing Body and Management			-
	l. ad		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. If there are			
	material differences in voting rights among members of the governing body, or if the governing body			
	delegated broad authority to an executive committee or similar committee, explain in Schedule O.			
b	Enter the number of voting members included in line 1a, above, who are independent 1b 27			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with	_	v	
	any other officer, director, trustee, or key employee?	2	X	
3	Did the organization delegate control over management duties customarily performed by or under the direct			х
	supervision of officers, directors, or trustees, or key employees to a management company or other person?	3		<u>X</u>
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		$\frac{x}{x}$
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		$\frac{x}{x}$
6	Did the organization have members or stockholders?	6		
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint	7a		х
	one or more members of the governing body?	10		
b	Are any governance decisions of the organization reserved to (or subject to approval by) members,	7b		Х
	stockholders, or persons other than the governing body?	-~		
8	Did the organization contemporaneously document the meetings held or written actions undertaken during			
_	the year by the following: The governing body?	8a	X	
a	Each committee with authority to act on behalf of the governing body?	d8	Х	
ь 9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at			
J	the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		Χ
Secti	on 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		X
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	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		v	
	rise to conflicts?	12b	X	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes,"		х	
	describe in Schedule O how this was done	12c	X	
13	Did the organization have a written whistleblower policy?	13	X	
14	Did the organization have a written document retention and destruction policy?	14	Λ	
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?	450	х	
a	The organization's CEO, Executive Director, or top management official	15a 15b	X	
þ	Other officers or key employees of the organization	130		
	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	16a		х
	with a taxable entity during the year?	IVa		
b	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		
Sect	ion C. Disclosure		L	I
	List the states with which a copy of this Form 990 is required to be filed ▶ OH,			
17 18	Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 5			
10	available for public inspection. Indicate how you made these available. Check all that apply.	/	,-,- 0	
	X Own website Another's website X Upon request			
19	Describe in Schedule O whether (and if so, how), the organization made its governing documents, conflict o	f inte	rest r	olicy.
. •	and financial statements available to the public during the tax year.		- 1	
20	State the name, physical address, and telephone number of the person who possesses the books and records of the	ne		
TCA	Organization: THOMAS E. STILGENBAUER, CFO 708 WALNUT STREET CINCINNATI, OH 45202 513-744-5612	ed admir (O Abromet Admir)	000	(2011)

. 0 550 (2011	, ing	,
	Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors	
	Check if Schedule O contains a response to any question 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.

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

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

(A) Name and Title	(B) Average hours per week (describe hours for	box,	unle	Pos heck ss pe	erson	e than o is both or/trust	ən	(D) Reportable compensation from the organization	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation
ATTACHMENT 2	related organizations in Schedule O}	Individual trustee or director	Former Highest compensated employee Key employee Officer Institutional trustee Individual trustee or director		Former Highest compensated employee		(W-2/1099-MISC)	(W-271099-WIGG)	from the organization and related organizations	
_(1) NORMA SKOOG					***************************************					
TRUSTEE	0	Х		ļ	<u> </u>			0	0	0
(2) ROBERT LOFTUS TRUSTEE	0	х						0	o	0
(3) FRANK ALBI	<u> </u>			_	 				<u> </u>	
TRUSTEE	0	Х						0	0	0
(4) DANIEL FLEMING TRUSTEE	0	х						0	o	0
(5) KENT FRIEL TRUSTEE	0	х						0	0	0
(6) THOMAS GILMAN VICE-CHAIRMAN	0	Х		х				0	0	0
(7) DAVID HERCHE CHAIRMAN	0	х		х				0	o	0
(8) DR. ROBERT HOCK TRUSTEE	0	х						0	0	0
(9) GARY JOHNS										
TRUSTEE (10) JEFFREY MCCLOREY	0	Х						0	0	0
TRUSTEE	0	х						o	o	0
(11) TRACY MCCLOREY TRUSTEE	0	Х						0	o	0
(12) LIANE PHILLIPS TRUSTEE	0	х						0	0	0
	0	х						0	0	0
(14) WILBERT SCHWARTZ TRUSTEE	0	Х						0	0	0

JSA

Part VII Section A. Officers, Directors, Tru	istees, Ke	y Em	ıplo	yea	es,	and F	ligh	nest Compensat	ed Employe	es (co	
(A)	(B)				2)			(D)	(E)		(F) Estimated
Name and title	Average hours per	(do r	ot cl	Pos neck		e than o	ne	Reportable compensation	Reportab compensation		amount of
	week	week box, unless person is bot					an	from	related		other compensation
	(describe hours for		,		Xey			the organization	organization (W-2/1099-MI		from the
	related	divid	stitu	Officer	y en	ghes	Former	(W-2/1099-MISC)	(1, 2, , 000	-,	organization and related
	organizations in Schedule	Individual trustee or director	Institutional trustee	·	employee	t cor	,			l	organizations
	0)	ruste	ā		èe	npe					
		ě	stee			Highest compensated employee					
15) DAVID SIEBENBURGEN		ļ				-					0
TRUSTEE	0	Х			_			0		- 9	<u> </u>
16) KATHLEEN STOREY	0	Х		х				1		o	0
SECRETARY 17) MARK WILSON		^	\vdash	<u> </u>			-			-	
TRUSTEE	0	x						C		0	0
18) PEGGY ZINK			T		T	1					
TRUSTEE, PRESIDENT OF CW.	37.50	Х		х				110,000.		0	0
19) SCOTT PHILLIPS			Г								
TRUSTEE	0	X			<u> </u>	<u> </u>		C		0	0
20) DONALD CALVIN											0
TREASURER	0	X	<u> </u>	X	<u> </u>	ļ	<u> </u>			0	0
21) CHERYL CAMPBELL	,							_	v.	0	0
TRUSTEE	0	X	╂	├—	╁	 	├		1		
22) BRANDON COZZI	0	x							X	o	0
TRUSTEE 23) JOHN HUTCHINSON	· · · · · · · · ·	 	╁─	┢	\vdash	1	╁┈				
TRUSTEE	1 0	x								0	0
24) NATALIE CARNE		1	T	†			T				
TRUSTEE	1 0	X					l	()	0	0
25) DANA GLASGO											
TRUSTEE	0	X	<u> </u>	<u> </u>	<u></u>	<u> </u>	<u> </u>	(0	0
1b Sub-total							>	420,550	<u> </u>	0	0
c Total from continuation sheets to Part VII, S							>	420,550		0	0
d Total (add lines 1b and 1c)	limited to	boco	licto	<u></u>	ha	mh (or	0.56		\$100 000 of		
reportable compensation from the organization			1	su a	1001	/6 / WII	0 10	Scotted more than	Q 1001000 01		
Toportable componential the organization									· · · · · · · · · · · · · · · · · · ·		Yes No
3 Did the organization list any former office	cer. direct	or. o	r tr	uste	ee.	kev	emi	ployee, or highes	st compensat	ed	
employee on line 1a? If "Yes," complete Sched	lule J for su	ich ind	divio	lual							3 X
4 For any individual listed on line 1a, is the											
organization and related organizations gr	reater thai	n \$1	50,0	300	? !	f "Ye	s,"	complete Schedu	ile J for st	ich	
individual											4 X
5 Did any person listed on line 1a receive or	accrue co	ompe	nsat	ion	fro	m an	y ur	related organizat	ion or individ	ual	5 X
for services rendered to the organization? If ")	es," comple	ete So	hed	ule	J to	r such	pe.	rson		• •	5 X
Section B. Independent Contractors		indon		ont		ntract	ore	that received mor	e than \$100	000 (nf
Complete this table for your five highest cor compensation from the organization. Report	npensated compensal	inaep ion fo	eno r th	ent e ca	co: aler	nıracı ıdar v	ear	ending with or wil	hin the organ	izatio	in's tax
year.	oomponda.					, ,		J	Ū		
(A)							T	(B)			(C)
Name and business ac	idress							Description of s	ervices	(Compensation
							_				
								45.25 .4			
2 Total number of independent contractors (including t	out ne	ot li	mite	ed	to the	se	listed above) who	received		
more than \$100,000 in compensation from to	ne organizi	auon				<u> </u>			<u> </u>		Form 990 (2011)
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Part VII Section A. Officers, Directors, Tru	ıstees, Ke	y Em	plo	ye	es, a	and H	ligi			
(A)	(B)				3)			(D)	(E)	(F)
Name and title	Average	(do n	ot of	Pos		than o	an	Reportable compensation	Reportable compensation from	Estimated amount of
	hours per week					is both		from	related	other
	(describe		ranc		irect	or/truste		the	organizations	compensation
	hours for	indi or d	inst	Officer	Key	emp Higt	Former	organization	(W-2/1099-MISC)	from the organization
	related organizations	dividual director	ituti	сег	emi	test	ner	(W-2/1099-MISC)		and related
	in Schedule	tor tr	onal		emplayee	i				organizations
	0)	Individual trustee or director	Institutional truste		93	per				
		Ö	tee			Highest compensated employee				
						ă	ļ			
26) GERRON MCKNIGHT		٠,,						,		
TRUSTEE	0	Х			-			<u> </u>		<u> </u>
27) KEVIN RICE		٠,,						_		o o
TRUSTEE	0	X			_			<u> </u>		
28) KIM SATZGER								,		ol o
TRUSTEE	0	X						<u></u>		9
29) THOMAS STILGENBAUER				۱				06 070		0 0
CHIEF FINANCIAL OFFICER	25.00		ļ	X	<u> </u>			26,972.		<u> </u>
30) GALE SHELDON					۱.,]		En 012		o o
LEADERSHIP TEAM	37.50			<u> </u>	X			59,913.		9
31) GLENNA PARKS	J							57 401		0 0
LEADERSHIP TEAM	37.50			<u> </u>	X	}	<u> </u>	57,481.		U U
32) EVERLY ROSE										_
LEADERSHIP TEAM	37,50			<u> </u>	X	1	<u> </u>	47,986.		0 0
33) LAURA HARTUNG	_									
LEADERSHIP TEAM	37.50			<u> </u>	X	1	ļ	40,514.		0 0
34) NAKIYA AVERHART										
LEADERSHIP TEAM	37.50				X	1		40,113.		0 0
35) MADELIENE KIPPERMAN										
LEADERSHIP TEAM	37,50				X	4	<u> </u>	37,571		0 0
	_									
		<u> </u>	<u> </u>	<u></u>	<u> </u>	<u></u>	<u> </u>			
1b Sub-total							>			
c Total from continuation sheets to Part VII, S	Section A .						•			
d Total (add lines 1b and 1c)				• •				1	0100 000 -5	
2 Total number of individuals (including but not	limited to t			ed a	ibov	e) wh	o re	eceived more than	\$100,000 01	
reportable compensation from the organization	on 🟲		1							Yes No
									4	
3 Did the organization list any former offi	cer, directe	or, o	r tr	uste	ee,	key (em	oloyee, or highes	st compensated	3 X
employee on line 1a? If "Yes," complete Scheo										
4 For any Individual listed on line 1a, is the	sum of re	portal	ole	con	npe	nsatio	n a	ind other comper	sation from the	
organization and related organizations g	reater thar	1 \$1	50,0	000	? !	f "Ye	s,"	complete Schedi	ule J for such	4 X
individual										
5 Did any person listed on line 1a receive o	r accrue co	mper	ısat	ion	froi	m any	y ur	related organizat	ion or individual	5 X
for services rendered to the organization? If "	res, comple	te sc	nea	uie	J 10	Such	pe	ISUII		
Section B. Independent Contractors	, .	. ,		4				that received mor	a than \$100 000	of
Complete this table for your five highest cor compensation from the organization. Report	npensateo component	inaep ion fo	ena r th	eni	100 note	der ve	ors	mat received mor ending with or wit	hin the organizat	ion's tax
·	compensar	1011 10	1 (11	C C	aicii	dai y	sai	chang mar or an	ann the organization	
year.								/m>		(0)
(A) Name and business at	droco							(B) Description of s	ervices	(C) Compensation
Name and business ad	101622						+	Description of e		O o porte
							+	<u> </u>		
							+			
							\dashv			
							\dashv			
				·		- 45		Salad -bases set-	rocoluged	
2 Total number of independent contractors	including b	ut no	ot lí	mite	ea t	o tho	se	usteo above) who	received	
more than \$100,000 in compensation from t	ne organiza	HOU							The second secon	Form 990 (201
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Par	t VIII	Statement Reven	ue		· · · · · · · · · · · · · · · · · · ·			
					(A) Total revenue	(B) Related or exempt function revenue	revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
इ	1 a	Federated campaigns	,,,, <u>1a</u>					
Contributions, Gifts, Grants and Other Similar Amounts	b	Membership dues	1b					
Am A	c	Fundraising events	1c					
اغرية	d	Related organizations	1d					
Sin.	e	Government grants (contributi	ions) <u>1e</u>					
er of	f	All other contributions, gifts, grants	1 1					
울		and similar amounts not included		1,210,916.				
52	g	Noncash contributions included in	lines 1a-1f: \$	118,801.	1 210 026			
1	<u>h</u>	Total. Add lines 1a-1f	••••	Business Code	1,210,916.			
Ř				Business Code		i i i i i i i i i i i i i i i i i i i	Alignatur de de la companya de la companya de	g P. Markerin, p. 1977, Spirit Base, State of the William Plan
Program Service Revenue	2a							
9	b		-					
ξ	C	<u></u>	1					
Š	d							
Ē	е							
ē.	f	All other program service revertoral. Add lines 2a-2f	enue l	>	0			
	g							
	3	Investment income (including other similar amounts)	TACHMENT	3 >	42,695.			42,695.
		Income from investment of ta	rocande	0				
	4	Royalties · · · · · · · · ·			0			
	5	Royalues	(i) Real	(ii) Personal				
	٠.	Gross rents						
	6a	Less: rental expenses						
	b	Rental income or (loss)						
	q	Net rental income or (loss)			0			
			(i) Securities	(ii) Other				
	7a	Gross amount from sales of assets other than inventory	392,931.					
	ь	Less: cost or other basis				S		
	~	and sales expenses	392,694.					
	С	Gain or (loss)	237.					
	d	Net gain or (loss)	<i></i>	<u></u> ▶	237.			237
<u>o</u>	8a	Gross income from fundral	ising					
anue		events (not including \$						
Other Reve		of contributions reported on l	line 1c).					
Ř		See Part IV, line 18	a					
je Pe	b	Less: direct expenses	b	L			÷.	
5	С	Net income or (loss) from fur	ndraising events .	<u>, , , , , , , , , , , , , , , , , , , </u>	0			
	9a							
		See Part IV, line 19		1	-			
	b	Less: direct expenses	b	L				The Market Anna Control of the Control
	C	Net income or (loss) from ga		· · · · · · · · · · · · · · · · · · ·				
	10a							
		returns and allowances , .		1				
	b	Less: cost of goods sold	b			See Cale and any or property of the second section of the section of	Extraction of the state of the	
	<u>c</u>	Net income or (loss) from sal Miscellaneous Reven		Business Code				
	-				44,525.	44,525	and the state of t	
	11a	OTHER INCOME						
	b							
	C	All other revenue						
	d				44,525			
	12	Total revenue. See instruction	ons		1,298,373	. 44,525		42,932

Part IX Statement of . .nctional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

Check if Schedule O contains a response to any question in this Part IX (A) Total expenses (B) Program service (C) Management and (D) Fundraising Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII. expenses general expenses expenses Grants and other assistance to governments and organizations in the United States. See Part IV, line 21. Grants and other assistance to individuals in the United States. See Part IV, line 22. Grants and other assistance to governments, organizations, and individuals outside the United States. See Part IV, lines 15 and 16 Benefits paid to or for members Compensation of current officers, directors, 420,549 328,678 38,171 53,700. trustees, and key employees Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) 58,176. 374,145 41,352. 473,673. Other salaries and wages Pension plan accruals and contributions (include section 44,787 5,329 7,572. 57,688. 401(k) and 403(b) employer contributions) 19,733. 36,964 127,786 71,089 Other employee benefits 6,439 9,133. 69,977 54,405 Fees for services (non-employees): 19,152 141. 18,822 189 17,803 14,966 1,431 1,406. e Professional fundraising services. See Part IV, line 17 6,000. 690 629. 7,319. f Investment management fees 135 113. 1,302. 1,054. 0 0 Information technology........ 11,276. 128,059. 104,421. 12,362. 16 1,473 176 146. 1,795 17 Payments of travel or entertainment expenses for any federal, state, or local public officials 0 Conferences, conventions, and meetings 19 0 21 6,721. 6,721 Depreciation, depletion, and amortization 613. 7,135 5,864 658 23 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.) 30,278 30,278 DIRECT JOB SEEKER & ADVANCEM 34,579. 34,579 h MARKETING 3,511. 85,726. 78,371 3,844 c CONSULTING 3,798 29,596 3,506 36,900 d OTHER e All other expenses _____ 204,526. 1,526,442 1,170,670. 151,246 25 Total functional expenses. Add lines 1 through 24e 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 🕨 following SOP 98-2 (ASC 958-720) ISA Form 990 (2011)

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	990 (: t X	Balance Sheet	· · · · · · · · · · · · · · · · · · ·		rage 11
	YAN		(A) Beginning of year		(B) End of year
П	1	Cash - non-interest-bearing	60,787.	1	214,850.
	2	Savings and temporary cash investments	535,223.	2	557,532.
	3	Pledges and grants receivable, net	1,742,146.	3	1,102,557.
	4	Accounts receivable, net	29,775.	4	83,495.
	5	Receivables from current and former officers, directors, trustees, key			
	v	employees, and highest compensated employees. Complete Part II of			
	6	Schedule L Receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions)	d 0	6	0
et	7	Notes and loans receivable, net	Q	7	0
Assets	8	Inventories for sale or use	C	8	0
	9	Prepaid expenses and deferred charges	25,351.	9	21,839.
1	10a	Land, buildings, and equipment: cost or			•
		other basis. Complete Part VI of Schedule D 10a 42,901.		1	26 122
l	b	Less: accumulated depreciation,		10c	36,180.
1	11	Investments - publicly traded securities	1,251,014.	11	1,350,615.
	12	Investments - other securities. See Part IV, line 11	0	12	0
l	13	Investments - program-related. See Part IV, line 11	0	13	0
	14	Intangible assets	0	14	0 00 00 0
1	15	Other assets. See Part IV, line 11 , ,	33,649.	15	33,095.
	16	Total assets. Add lines 1 through 15 (must equal line 34)	3,677,945.	16	3,400,163.
1	17	Accounts payable and accrued expenses	76,750.	17	76,014.
	18	Grants payable	<u> </u>	18	1,557.
	19	Deferred revenue	U	19	1,357.
	20	Tax-exempt bond liabilities	U	20	0
S	21	Escrow or custodial account liability. Complete Part IV of Schedule D	<u> </u>	21	
Liabilities	22	Payables to current and former officers, directors, trustees, key			
jab		employees, highest compensated employees, and disqualified persons.			0
-1		Complete Part II of Schedule L	<u> </u>	22	0
ı	23	Secured mortgages and notes payable to unrelated third parties	<u> </u>	23	0
	24	Unsecured notes and loans payable to unrelated third parties	·	24	
]	25	Other liabilities (including federal income tax, payables to related third			
		parties, and other liabilities not included on lines 17-24). Complete Part X	r	25	0
		of Schedule D	76,750.	25	77,571.
	26	Total liabilities. Add lines 17 through 25	10,750.	20	7,,,0121
ses		Organizations that follow SFAS 117, check here ► X and complete lines 27 through 29, and lines 33 and 34.	1 600 001		1 200 220
au	27	Unrestricted net assets	1,629,881.		1,298,239.
Fund Balances	28	Temporarily restricted net assets	1,942,939.		1,994,978.
힏	29	Permanently restricted net assets	28,375.	29	29,375.
or Fu		Organizations that do not follow SFAS 117, check here ▶ and complete lines 30 through 34.			
	30	Capital stock or trust principal, or current funds		30	
sse	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
Net Assets	32	Retained earnings, endowment, accumulated income, or other funds		32	
Nel	33	Total net assets or fund balances	3,601,195.		3,322,592.
	34	Total liabilities and net assets/fund balances	3,677,945	34	3,400,163.
					Form 990 (2011)

rom	n 990 (2011)		га	ye , Z
Pa	Reconciliation of Net Assets Check if Schedule O contains a response to any question in this Part XI		. [X]	
1	Total revenue (must equal Part VIII, column (A), line 12)	1,	298,	373.
2	Total expenses (must equal Part IX, column (A), line 25)	1,	526,	442.
3	Revenue less expenses. Subtract line 2 from line 1	-	228,	069.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))4	3,	601,	195.
5	Other changes in net assets or fund balances (explain in Schedule O)		-50,	534.
6	Net assets or fund balances at end of year. Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	3,	322,	592.
Pa	Financial Statements and Reporting Check if Schedule O contains a response to any question in this Part XII	L	. 🗀	
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 Schedule O.	n in	Yes	No
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		X
b	Were the organization's financial statements audited by an independent accountant?		Х	
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for over	sight		
	of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2 c	X	
	If the organization changed either its oversight process or selection process during the tax year, expla Schedule O.	n in		
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year vissued on a separate basis, consolidated basis, or both:_	vere		
	X Separate basis Consolidated basis Both consolidated and separate basis			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set for	h in		
	the Single Audit Act and OMB Circular A-133?	3 a		X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	the 3b		

Form 990 (2011)

SCHEDULE A (Form 990 or 990-EZ)

Public Charity Status and Public Support

Open to Public Inspection

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service

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. ► See separate instructions.

Name of the organization CINCINNATI WORKS Employer identification number 31-1656186

elementario de maria de la companya del la companya de la companya			(A1)	- A		0.1						
Part			s (All organizations mu			·····			ictions.			
	•		cause it is: (For lines 1 the									
1	·		association of churches of		ed in s	ection	170(b)(1)(A)(i).	•			
2			(1)(A)(ii). (Attach Schedul									
3			ervice organization descri									
4			erated in conjunction wi	th a h	ospita	l descri	bed in	section	n 170(b)(1)(A)(iii). Er	nter the
	hospital's name, cit											
5	An organization op	erated for the be	nefit of a college or univ	ersity (owned	or ope	rated t	y a go	vernme	ntal u	nit desc	ribed in
	section 170(b)(1)(/											
6			or governmental unit des									
7 X	An organization the	at normally receive	es a substantial part of its	s supp	ort fro	m a go	vernme	intal un	it or fro	om the	genera	l public
	described in sectlo											
8			on 170(b)(1)(A)(vi). (Com									
9			es: (1) more than 331/3%									
			exempt functions - subj									
			ome and unrelated busi						n 511	tax) fi	om bus	inesses
protections	acquired by the org	janization after Jur	ne 30, 1975. See section	509(a))(2). (C	Complet	e Part II	II.)				
10	-	•	ted exclusively to test for		_							
11	•	•	rated exclusively for the			•					-	
	* *	•	apported organizations de									section
	· · ·		es the type of supporting					lines 11		٦ .		
	aType1	b Type	Environd			ally inte	-		d [J ''	e III - Oth	
e			the organization is not									
			gers and other than one	or mo	re pub	licly su	pportec	i organi	izations	desc	ribed in	section
	509(a)(1) or section					_						
f	-		n determination from the	e IRS	that it	is a Ty	pe I, T	ype II,	or Type	e III s	upportin	g
	organization, check											. Ш
g	-	006, has the orga	nization accepted any gift	or co	ntributi	on from	any of	the				
	following persons?					***				, ,,,,	L.	/ [N -
			ectly controls, either alor									es No
			dy of the supported organ								11g(i)	X
			scribed in (i) above?		• • •						11g(ii)	$\frac{1}{x}$
	* *		son described in (i) or (ii) a					• • • •			11g(iii)	1^
<u>h</u>	······································	1	out the supported organiza	1		1					!!\	
(1) 1/	ame of supported organization	(II) EIN	(III) Type of organization (described on lines 1-9		ls the zation in	(v) Did y the orga			s lhe zation in	ξV	ii) Amour support	
			above or IRC section	col. (i)	listed in overning	in col	. (i) of	cal. (i) o	rganized		• •	
			(see instructions))	docu	ment?	your st			U.S.?			
				Yes	No	Yes	No	Yes	No			
(A)												
(B)					l							
***************************************												·····
(C)												
												
(D)												
/E\												
(E)												
Total				<u></u>	<u> </u>	<u></u>		<u>L</u>	<u> </u>			
	rwork Reduction Act I) or 990-EZ.	Notice, see the Instru	uctions for					Sc	hedule A	(Form	990 or 990)-EZ) 2011

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 Partill Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Sec	tion A. Public Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	1,864,625.	2,602,808.	1,484,202.	1,440,655.	1,210,916.	8,603,206.
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3	The value of services or facilities furnished by a governmental unit to the organization without charge						,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
4	Total. Add lines 1 through 3	1,864,625.	2,602,808.	1,484,202.	1,440,655.	1,210,916.	8,603,206.
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.						8,603,206.
Sec	tion B. Total Support		·		,	,	
Cale	ndar year (or fiscal year beginning in) 🕒	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
7	Amounts from line 4	1,864,625.	2,602,808.	1,484,202.	1,440,655.	1,210,916.	8,603,206.
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	43,173.	48,634.	24,199.	25,084.	42,695.	183,785.
9	Net income from unrelated business activities, whether or not the business is regularly carried on			·			
10	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)				5 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3		0.226.001
11	Total support. Add lines 7 through 10	(1.1.371); (1.5), (1.1.151); (1.5)	Treating at it has ever			40	8,786,991.
12	Gross receipts from related activities, etc. (12	
13	First five years. If the Form 990 is f organization, check this box and stop here						
Sec	tion C. Computation of Public Sup					T I	97.91%
14	Public support percentage for 2011 (li	ne 6, column (f) divided by line	11, column (f))		14	89.01%
15	Public support percentage from 2010	Schedule A, Pa	art II, line 14			15	
16a	331/3% support test - 2011. If the						e, check ▶ X
	this box and stop here. The organizati	•					
b	331/3% support test - 2010. If the						
4 99	check this box and stop here. The org						
1/a	10%-facts-and-circumstances test - 10% or more, and if the organization	n meets the "fa	cts-and-circums	tances" test, ch	neck this box a	nd stop here. E	xplain in
	Part IV how the organization meets						
	organization						▶ 🗀
b	10%-facts-and-circumstances test -						
	15 is 10% or more, and if the org						
	Explain in Part IV how the organzati						
4.5	supported organization						
18	Private foundation. If the organization						
	instructions					Schodula A /Form 9	

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

(Complete only if you checked the box on line 9 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.)

Sect	tion A. Public Support					110044	(D. T I
Calen	idar year (or fiscal year beginning in) 🕨	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
1	Gifts, grants, contributions, and membership fees						
	received. (Do not include any "unusual grants.")						
2	Gross receipts from admissions, merchandise						
	sold or services performed, or facilities						
	furnished in any activity that is related to the						
	organization's tax-exempt purpose						
3	Gross receipts from activities that are not an						
	unrelated trade or business under section 513						
4	Tax revenues levied for the						
	organization's benefit and either paid						
	to or expended on its behalf						
5	The value of services or facilities						
	furnished by a governmental unit to the						
	organization without charge						
6	Total. Add lines 1 through 5						
7 a	Amounts included on lines 1, 2, and 3						
	received from disqualified persons						
b	Amounts included on lines 2 and 3						
	received from other than disqualified persons that exceed the greater of \$5,000						
	or 1% of the amount on line 13 for the year						
c	Add lines 7a and 7b				<u> </u>		
8	Public support (Subtract line 7c from				1.	٠.	
	line 6.)						
Sec	tion B. Total Support					,	
Cale	ndar year (or fiscal year beginning in) 🕨	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
9	Amounts from line 6, . ,						
10a	Gross income from interest, dividends, payments received on securities loans,						
	rents, royaltles and income from similar sources						
h	Unrelated business taxable income (less						
	section 511 taxes) from businesses						
	acquired after June 30, 1975 , .			1			
_	Add lines 10a and 10b						
	Net income from unrelated business	,					
11	activities not included in line 10b,						
	whether or not the business is regularly						
	carried on						
12	i						
	loss from the sale of capital assets						
40	(Explain in Part IV.) Total support. (Add lines 9, 10c, 11,						
13							
	and 12.)	the organization	no'e firet second	third fourth o	r fifth tax vear	as a section 501	(c)(3)
14	organization, check this box and stop here						
500	tion C. Computation of Public Su						
	Public support percentage for 2011 (line 8			mn (())		15	%
15	Public support percentage from 2010 Sch						%
16	tion D. Computation of Investme						· · · · · · · · · · · · · · · · · · ·
	Investment income percentage for 2011 (I			13 column (f))		17	%
17	Investment income percentage for 2011 (investment income percentage from 2010						%
18	331/3% support tests - 2011. If the or	rognization did a	on check the ho	v on line 14 ar	nd line 15 is mo	re than 331/3%	
198	17 is not more than 331/3%, check the	iganization uto t	in here. The or	ranization mustifi	es as a nublicly	supported organ	ization ►
	331/3% support tests • 2010. If the org	on but allo 500 cm	p nere. The Oil Lohack a hov on	line 14 or line 1	19a and line 16	is more than 331	/3 %, and
b	line 18 is not more than 331/3%, check	this have and	eton bara. The o	ileun noitscinant	fies as a nublich	supported organ	ization >
	Private foundation. If the organization	till not check	a hox on line	14, 19a, or 19	b. check this t	oox and see Inst	ructions >
					And the second s		

Part IV. Supplemen

Supplemental Information. Complete this part to provide the explanations required by Part II, line 10; Part II, line 17a or 17b; and Part III, line 12. Also complete this part for any additional information. (See instructions).

SCHEDULE D (Form 990)

Supplemental Financial Statements

Department of the Treasury Internal Revenue Service

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

► Attach to Form 990. ► See separate instructions.

Open to Public Inspection Employer identification number

OMB No. 1545-0047

2 Aggregate contributions to (during year)		OF the organization		31-1656186
organization answered "Yes" to Form 1990, Part IV, line 6 x. Total number at end of year	-	Name and the state of the state	Advised Funds or Other Similar Funds	or Accounts. Complete if the
Total number at end of year Aggregate contributions to (during year) Aggregate contributions to (during year) Aggregate grants from (during year) Aggregate grants from (during year) Aggregate yate at end of year Aggregate yate year Y	Par	Organizations Maintaining Donor	rm 00/1 Part IV line 6	of Addodness Complete a me
1 Total number at end of year		organization answered Tes to to		(b) Funds and other accounts
2 Aggregate contributions to (during year) 4 Aggregate value at end of year 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization inform all donors and donor advisors in writing that grant funds can be used only for charilable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7. Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7. Purpose(s) of conservation easements hold by the organization (check all that apply). Preservation of land for public use (e.g., recreation or education) Preservation of an historically important land area Preservation of open space 2 Complete lines 2 a through 2 dif the organization held a qualified conservation contribution in the form of a conservation easement in the state of the tax year. a Total number of conservation easements. b Total acreage restricted by conservation easements c Number of conservation easements included in (a) acuities after 8/17/06, and not on a historic structure line that the National Register. Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year *> Number of states where property subject to conservation easements is located *> Number of states where property subject to conservation easements is located to monitoring, inspection, and enforcement of the conservation easements in label of the presence of the conservation easements in list revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization answered by the organization in funcional statements that describes the organization answered in monitoring, inspecting, and				
Aggregate grants from (during year). Aggregate value at end of year. Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? Did the organization inform all donors and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermisable private benefit? PartII Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7. Purpose(s) of conservation easements held by the organization (check all this apply). Preservation of faind for public use (e.g., recreation or education) Preservation of a certified historic structure Preservation of natural habitat Preservation of on fautural habitat Preservation of open space Complete lines 2a through 2d if the organization held a qualified conservation or a certified historic structure easement on the last day of the tax year. Total number of conservation easements Number of conservation easements. Number of conservation easements on a certified historic structure included in (a). Number of conservation easements on a certified historic structure included in (a). Number of conservation easements moved the fundance of conservation easements in the fundance of conservation easements on a certified historic structure included in (a). Number of conservation easements moved the fundance of conservation deasements on a certified historic structure included in (a). Number of conservation easements on a certified historic structure included in (a). Number of conservation easements on a certified historic structure included in (a). Number of conservation easements on a certified historic structure included	1	Total number at end of year		
Aggregate value at end of year. Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? Part III Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7. Purpose(s) of conservation easements held by the organization (check at that apply). Preservation of land for public use (e.g., recreation or education) Preservation of a historically important land area Preservation of open space Complete lines 2 at through 2 dif the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year. Total number of conservation easements Total arcage restricted by conservation easements Number of conservation easements included in (a) 2 2 2 3 4 3 4 3 4 3 4 3 4 3 4 3 4 3 4 3	2	Aggregate contributions to (during year)		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised tunds are the organizations property, subject to the organization's exclusive legal control? 5 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purposes conferring impermisable private benefit? 7 Part III Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7. 8 Purpose(s) of conservation easements held by the organization (check all that apply). 9 Preservation of ind for public use (e.g., recreation or education) Preservation of an historically important land area Preservation of inatural habitat Preservation of inatural habitat Preservation of inatural habitat Preservation of one space 2 Complete lines 2 a through 2 di the organization held a qualified conservation contribution in the form of a conservation easements on the last day of the tax year. a Total number of conservation easements 5 Total acreage restricted by conservation easements 6 Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register. 7 Number of conservation easements included in (c) acquired after 8/17/06, and not on a lata year P. 8 Number of states where property subject to conservation easements is located P. 9 Number of states where property subject to conservation easements is located P. 10 Poes the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements is holds? 1 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year P. 1 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year P. 2 Does seach conservation easement reported on line 2(d	3	Aggregate grants from (during year)		
thinds are the organization's property, subject to the organization's exclusive legal control? Did the organization inform all grantess, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conterting impermissible private benefit? Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7. Purpose(s) of conservation easements held by the organization (check all that apply). Preservation of and for public use (e.g., recreation or education) Preservation of an historically important land area Protection of natural habitat Preservation of open space Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year. Total number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register. Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year Part of the transferred in the National Register. Number of states where property subject to conservation easements is located Part organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements in check? Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year Part III (line) and the property subject to conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization easements that describes the organization escendent or reports conservation easements of section 170(h)(4)(8) Yes No 19 Part IXI, describe how the organization reports conservation easements in its revenue statement and balance sheet works of art, historical treasures,	4	Aggregate value at end of year		
thinds are the organization's property, subject to the organization's exclusive legal control? Did the organization inform all grantess, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conterting impermissible private benefit? Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7. Purpose(s) of conservation easements held by the organization (check all that apply). Preservation of and for public use (e.g., recreation or education) Preservation of an historically important land area Protection of natural habitat Preservation of open space Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year. Total number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register. Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year Part of the transferred in the National Register. Number of states where property subject to conservation easements is located Part organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements in check? Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year Part III (line) and the property subject to conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization easements that describes the organization escendent or reports conservation easements of section 170(h)(4)(8) Yes No 19 Part IXI, describe how the organization reports conservation easements in its revenue statement and balance sheet works of art, historical treasures,	5	Did the organization inform all donors and d	onor advisors in writing that the assets held	in donor advised
bill the organization inform all grantees, donors, and donor advisors in writing that grant tunds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? Part III Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7. Purpose(s) of conservation easements held by the organization (check all that apply). Preservation of land for public use (e.g., recreation or education) Preservation of an historically important land area Preservation of open space Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year. Total number of conservation easements. Number of conservation easements an a certified historic structure included in (a). Number of conservation easements an a certified historic structure included in (a). Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year the same property subject to conservation easements is located by the organization during the tax year the organization are property subject to conservation easements in botis? Number of states where property subject to conservation easements is located by the organization during the tax year the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements in holds? A number of states where property subject to conservation easements is located by the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements in tholds? A mount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year by a conservation easement in the property of		funds are the organization's property, subject	to the organization's exclusive legal control?	,,.,,,
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conferring Impermissible private benefit? Part		only for charitable purposes and not for the b	enefit of the donor or donor advisor, or for a	ny otner purpose
Purpose(s) of conservation Easements. Complete if the organization answered. "Yes" to Form 950, Part IV, inter 7. Purpose(s) of conservation easements held by the organization (check all that apply). Preservation of and for public use (e.g., recreation or education) Protection of natural habitat Preservation of on antural habitat Preservation of on antural habitat Preservation of pen space 2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year. a Total number of conservation easements. b Total acreage restricted by conservation easements c Number of conservation easements con a certified historic structure included in (a). d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register. Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easements is located Number of states where property subject to conservation easements is located Number of states where property subject to conservation easements is located Number of states where property subject to subject to the conservation easements and located Number of states where property subject to subject to the conservation ea		conforming impormissible private henefit?		<u>Yes No</u>
Propose(s) of conservation easements held by the organization (check all that apply). Preservation of land for public use (e.g., recreation or education) Protection of natural habitat Preservation of open space 2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year. a Total number of conservation easements b Total acreage restricted by conservation easements c Number of conservation easements on a certified historic structure included in (a). d Number of conservation easements on a certified historic structure included in (a). d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register. Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ Nounber of states where property subject to conservation easement is located ▶ Nounber of states where property subject to conservation easement is located ▶ Nounber of states where property subject to conservation easement is located ▶ Nounber of states where property subject to conservation easement is located ▶ Nounber of states where property subject to conservation easement is nount in the property subject to conservation easement is nount in the property subject to conservation easement is nount in the property subject to the conservation easements during the year ▶ Nount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶ Nount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶ Nount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year Nount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year Nount of expenses incurred in monitoring, inspecting to the organization factoring the property i	Pai	Conservation Easements. Compl	ete if the organization answered "Yes" to	Form 990, Part IV, line 7.
Proservation of actual habitat Preservation of pen space		Purpose(s) of conservation easements held	by the organization (check all that apply).	
Proservation of natural habitat Preservation of one space Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year. a Total number of conservation easements b Total acreage restricted by conservation easements c Number of conservation easements on a certified historic structure included in (a) d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year Number of conservation have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year		Preservation of land for public use (e.g.		
Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year. A Total number of conservation easements 2a			Preservation	n of a certified historic structure
a Total number of conservation easements		Preservation of onen space		
a Total number of conservation easements	2	Complete lines 2a through 2d if the organiza	ion held a qualified conservation contribution	in the form of a conservation
a Total number of conservation easements b Total acreage restricted by conservation easements c Number of conservation easements on a certified historic structure included in (a). d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register. Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easement is located Number of states where property subject to conservation easements in located Number of states where property subject to conservation easements in located Number of states where property subject to conservation easements in located Number of states where property subject to conservation easements in located Number of states where property subject to conservation easements during the year Number of states where property subject to conservation easements during the year Number of states where property subject to conservation easements during the year Number of states where property subject to conservation easements during the year Number of states where property subject to conservation easements during the year No during the year No during the year No desciben the y		easement on the last day of the tax year.		
b Total acreage restricted by conservation easements Number of conservation easements on a certified historic structure included in (a)				7.4.1.4.4.4
b Total acreage restricted by conservation easements Number of conservation easements on a certified historic structure included in (a)	а	Total number of conservation easements		. 2a
C Number of conservation easements on a certified historic structure included in (a)		Total acreage restricted by conservation ease	ments	. 2b
d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register		Number of conservation easements on a cer	tified historic structure included in (a)	. 2c
historic structure listed in the National Register		Number of conservation easements included	in (c) acquired after 8/17/06, and not on a	
Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year Number of states where property subject to conservation easement is located Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year Manount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year Manount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year Manount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year Manount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year Manount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year Manount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year Manount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year Manount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year Manount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year Manount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year Manount of expenses incurred in monitoring, inspecting, and enforcing conservation easements in its revenue and expense statement, and balance sheet Manount of expenses incurred in monitoring, inspecting, and enforcing conservation easements in its revenue and expense statement, and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of p		historia atrustura lietad in the National Regist	er	
A Number of states where property subject to conservation easement is located Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year	3	Number of conservation easements modified	l, transferred, released, extinguished, or tern	ninated by the organization during the
Number of states where property subject to conservation easement is located ▶ Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year Solves each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B) in Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements. Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8. If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items. If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items. If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets for financial gain, provide the following amounts requ	-	tax year 🕨		
Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year	4	Number of states where properly subject to	conservation easement is located 🕨	
violations, and enforcement of the conservation easements it holds? Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year		Does the organization have a written policy r	egarding the periodic monitoring, inspection,	handling of
Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year \$\sigma_{	-	violations, and enforcement of the conserval	ion easements it holds?	Yes No
Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year S	6	Staff and volunteer hours devoted to monito	ing, inspecting, and enforcing conservation e	easements during the year
Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year S	-			
Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B) (i) and section 170(h)(4)(B)(ii)? In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements. Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8. If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items. If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenues included in Form 990, Part X If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items: Revenues included in Form 990, Part X Assets included in Form 990, Part X Assets included in Form 990, Part X	7	Amount of expenses incurred in monitoring,	nspecting, and enforcing conservation easer	nents during the year
Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B) (i) and section 170(h)(4)(B)(ii)? In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements. Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8. If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items. If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenues included in Form 990, Part X	•	> \$		
(i) and section 170(h)(4)(B)(ii)?	8	Does each conservation easement reported	on line 2(d) above satisfy the requirements of	f section 170(h)(4)(B)
In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements. Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8. If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items. If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenues included in Form 990, Part X	Ū	(i) and section 170/h)/4)/B)(ii)?		Yes No
balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements. Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8. If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items. If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenues included in Form 990, Part VIII, line 1	q	In Dark VIV describe how the organization to	enorts conservation easements in its revenue	and expense statement, and
Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8. If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items. If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenues included in Form 990, Part VIII, line 1	•	balance sheet, and include, if applicable, the	text of the footnote to the organization's fina	ancial statements that describes the
Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8. If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items. If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenues included in Form 990, Part X		organization's accounting for conservation e	asements.	
If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items. b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenues included in Form 990, Part VIII, line 1	Pa	Organizations Maintaining Colle	ctions of Art. Historical Treasures, or Ot	her Similar Assets.
works of art, historical treasures, or other similar assets held for public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items. b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenues included in Form 990, Part VIII, line 1		Complete if the organization ansi	vered "Yes" to Form 990, Part IV, line 8.	
works of art, historical treasures, or other similar assets held for public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items. b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenues included in Form 990, Part VIII, line 1	1a	If the organization elected, as permitted ur	der SFAS 116 (ASC 958), not to report in i	its revenue statement and balance sheet
b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenues included in Form 990, Part VIII, line 1		works of art, historical treasures, or other	similar assets held for public exhibition, e	describes these items.
works of art, historical treasures, or other similar assets held for public exhibition, education, or research in territorial soluble public service, provide the following amounts relating to these items: (i) Revenues included in Form 990, Part X		public service, provide, in Part XIV, the text of	THE COUNTY TO AS THAT OF STATE	s revenue statement and balance sheet
public service, provide the following amounts relating to these items: (i) Revenues included in Form 990, Part VIII, line 1	b	If the organization elected, as permitted to	similar assets held for public exhibition.	education, or research in furtherance of
(ii) Assets included in Form 990, Part VIII, line 1		nublic service provide the following amount	s relating to these items:	
(ii) Assets included in Form 990, Part X		(i) Povenues included in Form 990 Part VI	l line 1	▶ \$
2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items: a Revenues included in Form 990, Part VIII, line 1		(III) Access included in Form 990 Part X		, , , , , , , , . > \$
following amounts required to be reported under SFAS 116 (ASC 958) relating to these items: a Revenues included in Form 990, Part VIII, line 1	^	If the examination received or held work	of art historical treasures, or other simil	ar assets for financial gain, provide the
a Revenues included in Form 990, Part VIII, line 1	2	If the organization received of here work	nder SEAS 116 (ASC 958) relating to these it	ems:
b Assets included in Form 990, Part X	_	Devenues included in Form 900 Part VIII lie	ne 1	. , , , > \$
For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule D (Form 990) 2011		Assets included in Form 990. Part X		
		Panerwork Reduction Act Notice, see the Instruc	tions for Form 990.	Schedule D (Form 990) 2011

_	Organizations Maintaining Colle	ofiene of A	t Ulete	rical Tro	acurac	- or	Other 9	Similar Ass	epts (co	ntinuer	1)
Par	Organizations Maintaining Collection	CHOIS OF A	t, nisto	ilicai ile	asures	s, UI	Otherv	Jilliliai Mai	sets (co	minace	2
	Using the organization's acquisition, access collection items (check all that apply):	sion, and oth	er recor	ds, check	any o	f the	followi	ng that are	a signifi	cant us	se of its
а	Public exhibition		d	Loa	or ex	chang	ge progr	ams			
b	Scholarly research		e	Othe	er						
c	Preservation for future generations		L	_							
4	Provide a description of the organization's	collections a	and expl	ain how t	hev fur	ther	the ora	anization's	exempt i	ourpose	in Part
	XIV.	001100110110	.,,,,		,					·	
5	During the year, did the organization solicit of assets to be sold to raise funds rather than to	or receive don	nations o	of art, histo art of the o	rical tr rganiza	easur	es, or o	ther similar	[Yes	No
Par		ents Comi	lete if t	he organ	ization	ans	wered	"Yes" to Fo	rm 990	Part I	V.
Leu	line 9, or reported an amount on	Form 990,	Part X,	line 21.	Lation						
15	Is the organization an agent, trustee, custodi	an or other i	ntermedi	iarv for co	ntributi	ons c	r other	assets not			
14	included on Form 990, Part X?									Yes	No
1.	If "Yes," explain the arrangement in Part XIV	and complet	e the fol	lowing tah	le.				Ļ		
D	ii res, explain the arrangement in ratt Aiv	and complet	C 111C 101	owng to				Am	ount		
	Destruction to done					10					
	Beginning balance								<u></u>		
d	Additions during the year					10					
е	Distributions during the year					1 e					
f	Ending balance					11				Yes	No
	Did the organization include an amount on F		art X, line	217		• • •			• • • [Jies	☐ NO
	If "Yes," explain the arrangement in Part XIV.						000	D	40		
Par					'Yes" t	0 10	rm 990	<u>ι, Paπ IV, II</u>	ne 10.	(-) =	
		rent year	(b) Pri		(c) Tv	vo year		(d) Three yea	rs back	(e) Four	years back
1 a	Beginning of year balance	33,649.	2	8,543.		23,	563.				3,315,7
b	Contributions		~	1,000.			250.				
C	Net investment earnings, gains,										
	and losses	-554.		4,253.		4,	,778.			1 1 1	
d	Grants or scholarships										1.444.1
e	Other expenditures for facilities .										
	and programs										,
f	Administrative expenses			147.			49.				
a		33,095.	3	33,649.		28	,542.				
2	Provide the estimated percentage of the cur		d balanc	e (line 1g.	columi	n (a))	held as:				
2	Board designated or quasi-endowment		%	- (***		,					
h	Permanent endowment ► 100.0000 %		. •								
	Temporarily restricted endowment ▶	%									
C	The percentages in lines 2a, 2b, and 2c sho		3%								
3.0	Are there endowment funds not in the poss			ation that	are he	ld an	d admir	istered for th	ne		
Ja		ession or the	Guganiz	anon mar	G/O IIO		o admin			ſ,	Yes No
	organization by:									3a(i)	X
	(i) unrelated organizations									3a(ii)	X
	(ii) related organizations			m Cabadul		,				3b	
b	If "Yes" to 3a(ii), are the related organization					• • •				<u> </u>	
4	Describe in Part XIV the intended uses of the	e organizatio	n's enac	owment tu	nas.						
Par	t VI Land, Buildings, and Equipment							r			
~	Description of property	(a) Cost or of (investm	ther basis nent)	(b) Cost	or other b other)	pasis		eciation	(d)	Book val	ue
1a	Land			J							
b	Buildings		www.								
c	Leasehold improvements					l					
d	Equipment	4	2,901					6,721			36,180.
е	Other										
	I. Add lines 1a through 1e. (Column (d) mus	t equal Form	990, Par	t X, colum	n (B), li	ine 10	(c).)	▶			36,180.
									Schedu	le D (For	m 990) 2011

Part VII	Investments - Other Securities. See F	orm 990, Part X, line		
	(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valua Cost or end-of-year mar	tion: ket value
	al derivatives			
(2) Closely	-held equity interests			
(3) Other_				
(A)	nor one and one and past total past and and and and total past and and total past one and the same and the same and the same and			
(B)				
(C)				
(D)				
<u>(F)</u>				
(G)				
(H)				
	nn (b) must equal Form 990, Part X, col. (B) line 12.)	<u> </u>		
Part VIII		Form 990, Part X, lin	ne 13.	
rait viii	(a) Description of investment type	(b) Book value	(c) Method of valua Cost or end-of-year mai	ation: ket value
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
(10)				
	[-7	line 16		
Part IX	Other Assets. See Form 990, Part X,	a) Description		(b) Book value
(4)		a) Description		(7-2-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-
(1)				
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
(10)				
Total. (Colum	nn (b) must equal Form 990, Part X, col. (B) line 15.)		<u></u>	•
Part X	Other Liabilities. See Form 990, Part	X, line 25.		
1.	(a) Description of liability	(b) Book valu	ue	
_(1) Fede	eral income taxes			
(2)				
_(3)				
_(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
(10)				
(11)	The mind and Form AAA Dark V and 100 line 2	5.)		
total. (COLL	omn (b) must equal Form 990, Part X, col. (B) line 2 (ASC 740) Footnote. In Part XIV, provide th	a law of the feetness to	o the organization's financial statems	ents that reports the

organization's liability for uncertain tax positions under FIN 48 (ASC 740).

Part	Reconciliation of Change in Net Assets from Form 990 to Audited Financial State	nents	3	
1	Total revenue (Form 990, Part VIII, column (A), line 12)	1		1,298,373.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2		1,526,442.
3	Excess or (deficit) for the year. Subtract line 2 from line 1			-228,069.
4	Net unrealized gains (losses) on investments			-50,535.
5	Donated services and use of facilities			
6	Investment expenses	6		
7	Prior period adjustments	7		
8	Other (Describe in Part XIV.)			
9	Total adjustments (net). Add lines 4 through 8	9		-50,535.
10	Excess or (deficit) for the year per audited financial statements. Combine lines 3 and 9	10	L	-278,604.
Part :	XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Re	eturn		1 247 020
1	Total revenue, gains, and other support per audited financial statements	-	1	1,247,838.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:	25		
a	Net unrealized gains on investments	35.		
b	Donated services and use of facilities 2b		1	
C	Recoveries of prior year grants 2c			
ď	Other (Describe in Part XIV.)		_	בח באב
е	Add lines 2a through 2d	• • -	2e	-50,535.
3	Subtract line 2e from line 1	••-	3	1,298,373.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
а	Investment expenses not included on Form 990, Part VIII, line 7b 4a			
b	Other (Describe in Part XIV.)		.	
C	Add lines 4a and 4b		4c	1,298,373.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	<u> </u>	5	1,290,373.
Part	Reconciliation of Expenses per Audited Financial Statements With Expenses per	Ketur	n 4	1,526,442.
1	Total expenses and losses per audited financial statements	••	1	1,320,442.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:	1		
а	Donated services and use of facilities			
b	Prior year adjustments 2b			
C	Other losses 2c		- 1	
d	Other (Describe in Part XIV.)			
е	Add lines 2a through 2d	•••	2e	1,526,442
3	Subtract line 2e from line 1		- 	1,020,110
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
а	Investment expenses not included on Form 990, Part VIII, line 7b			•
b	Other (Describe in Part XIV.)		40	
С	Add lines 4a and 4b Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	• • • •	4c	1,526,442
5		• • • •	3	
Comp Part V	XIV Supplemental Information lete this part to provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; I, line 4; Part X, line 2; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b. Also conditional information.	Part IV	, lines this p	1b and 2b; art to provide
SEE	PAGE 5			
				and the two two two the the two two two two two two
			•	ann ann ann aich àim àire bair ann ann an deal ain àir
~~~~				د حدد هند مند مند حدد <del>حدد هند هند هند مند مند مند مند مند مند مند مند مند م</del>
			Cat-	dula D /Farm 990) 2011

Part XIV Supplemer.... Information (continued)

ENDOWMENT FUND

PART V, LINE 4

THE INTENDED USE OF THE ENDOWMENT FUND IS TO GENERATE OPERATING INCOME FOR CINCINNATI WORKS, INC.

FIN 48

PART IV, LINE 11F

AS REQUIRED BY THE UNCERTAIN TAX POSITION GUIDANCE IN FASB ACCOUNTING STANDARDS CODIFICATION ("ASC") 740, INCOME TAXES, THE ORGANIZATION RECOGNIZES THE FINANCIAL STATEMENT BENEFIT OF A TAX POSITION ONLY AFTER DETERMINING THAT THE RELEVANT TAX AUTHORITY WOULD MORE LIKELY THAN NOT SUSTAIN THE POSITION FOLLOWING AN AUDIT. THE ORGANIZATION APPLIED THE UNCERTAIN TAX POSITION GUIDANCE IN ASC 740 TO ALL TAX POSITIONS FOR WHICH THE STATUTE OF LIMITATIONS REMAINED OPEN. THE ORGANIZATION DID NOT RECOGNIZE ANY LIABILITIES FOR UNRECOGNIZED TAX BENEFITS IN 2011 OR 2010.

### SCHEDULE G

(Form 990 or 990-EZ) Department of the Treasury

# Supplemental Information Regarding Fundraising or Gaming Activities Complete if the organization answered "Yes" to Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a. Attach to Form 990 or Form 990-EZ. See separate instructions.

Open to Public Inspection

OMB No. 1545-0047

Internal Revenue Service Name of the organization

Employer Identification number

CINCINNATI W	ORKS, INC.					31-1656186	
Fund	raising Activities. Co	mplete if the organ	nization ai	nswered '	'Yes" to Form 9	90, Part IV, line 1	7.
Form	990-EZ filers are no	at required to comp	lete this p	art.			
1 Indicate whe	ether the organization r		any of the	following a	activities. Check a	ill that apply.	
	licitations	e	X Solic	itation of r	non-government g	rants	
b Internet	t and email solicitations	f			government grants	5	
	solicitations	g	Spec	ial fundrai	sing events		
d X In-perso	on solicitations						
2a Did the orga or key empl	anization have a written oyees listed in Form 99	or oral agreement v 30, Part VII) or entity	vith any ind v in connec	lividual (in tion with p	cluding officers, d rofessional fundra	irectors, trustees ising services?	X Yes No
b If "Yes," list compensate	the ten highest paid ir ed at least \$5,000 by th	ndividuals or entities e organization.	(fundraise	rs) pursua	int to agreements	under which the f	undraiser is to be
	d address of individual tity (fundraiser)	(ii) Activity	custody o	draiser have r control of outions?	(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
			Yes	No			
1						6 070	
RICHARD CURT	ris	GRT. WRITE		Х		6,970	
2							
3							
4							
5							
6							
· ·				-			
7							
8							
9							
10				-			
10							
Total	<u></u>			►		6,970	
<ol><li>3 List all stat</li></ol>	es in which the organ or licensing.	ization is registered	or license	d to solici	t contributions or	has been notified	it is exempt from
-							

Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule G (Form 990 or 990-EZ) 2011

	edule G (Form 990 or 990-E _{4, 20} 11			0. D 1 11/1 15 - 40	Page Z	
Pa	Fundraising Events. Complete ithan \$15,000 of fundraising event	f the organization an	swered "Yes" to Form 990 see income on Form 990s	0, Part IV, line 18, or I F7_lines 1 and 6b. L	reported more List events with	
	gross receipts greater than \$5,000		oss income on i on i o	22, 11100 1 4110 05. 1		
	gross reacipie groater man paper	(a) Event #1	(b) Event #2	(c) Other Events	(d) Total events (add col. (a) through	
		(event type)	(event type)	(total number)	col. (c))	
Ę						
Revenue	1 Gross receipts					
	2 Less: Charitable contributions					
	3 Gross income (line 1 minus					
	line 2)					
	4 Cash prizes					
	5 Noncash prizes					
ses	6 Rent/facility costs					
Direct Expenses						
(i)	7 Food and beverages					
Dire	8 Entertainment					
	0.00					
	9 Other direct expenses	<u> </u>				
	10 Direct expense summary. Add lines 4	()				
-	11 Net income summary. Combine line 3 art III Gaming. Complete if the orga	, column (d), and line	10	t 1\/ line 10 or ren	orted more	
Lie	Gaming. Complete if the orgathan \$15,000 on Form 990-E	Z, line 6a.	162 10 101111 330,1 ai	(14, mic 15, 61 16pt	), (30 mars)	
<u>o</u>		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))	
Revenue			Dirigorprogressive bingo		con (c) an organization (r)	
Re Se	1 Gross revenue					
Ses	2 Cash prizes					
Expenses	3 Noncash prizes					
	3 Noncast prizes					
Direct	4 Rent/facility costs					
ப	5 Other direct expenses					
	3 Other direct expenses	Yes	% Yes %	Yes%		
	6 Volunteer labor	No	No	No		
	7 Direct expense summary. Add lines 2	()				
	8 Net gaming income summary. Comb	ine line 1, column d,	and line 7	, <u>}</u>		
9	Enter the state(s) in which the organizat	tion operates gaming	activities:			
	a Is the organization licensed to operate of	gaming activities in ea	ch of these states?		Yes No	
	and the same was done that the same was done and was one year to be too the year one to the talk was and and and and					
	a Were any of the organization's gaming					
	b If "Yes," explain:					

Schedule G (Form 990 or 990-EZ) 2011

### SCHEDULE L (Form 990 or 990-EZ)

## **Transactions With Interested Persons**

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

2011
Open To Public Inspection

Department of the Treasury Internal Revenue Service Name of the organization

► Attach to Form 990 or Form 990-EZ. ► See separate Instructions. Inspection 
31-1656186 CINCINNATI WORKS, INC. Excess Benefit Transactions (section 501(c)(3) and section 501(c)(4) organizations only). Paril Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b. (b) Description of transaction (a) Name of disqualified person 1 Yes No (1)(2)(3)(4) (5) (6)Enter the amount of tax imposed on the organization managers or disqualified persons during the year Enter the amount of tax, if any, on line 2, above, reimbursed by the organization . . . . . . . . . . . . Loans to and/or From Interested Persons. Part II Complete if the organization answered "Yes" on Form 990, Part IV, line 26, or Form 990-EZ, Part V, line 38a. (e) in default? (f) Approved (g) Written (c) Original (d) Balance due (a) Name of interested person and purpose (b) Leants or for by board or agreement? principal amount the eigensystem committee? Yes No No Yes No Yes To From (1)(2)(3) (4) (5) (6)(7)(8) (9) (10)Total Grants or Assistance Benefiting Interested Persons. Part III Complete if the organization answered "Yes" on Form 990, Part IV, line 27. (c) Amount and type of assistance (b) Relationship between interested person and the (a) Name of interested person organization (1)(2)(3)(4)(5)(6)(7) (8) (9) (10)

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule L (Form 990 or 990-EZ) 2011

Part IV

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

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
(1) DAVID PHILLIPS	HONORARY MEMBER	9,000.	SUBLEASED OFFICE SPACE		х
(2)					ļ
(3)					
(4)					ļ
(5)					
(6)					
(7)					<u> </u>
(8)					
(9)					
(10)					<u> </u>

Supplemental Information Part V

Complete this part to provide additional information for responses to questions on Schedule L (see instructions).

### SCHEDULE M (Form 990)

## **Noncash Contributions**

➤ Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.

➤ Attach to Form 990.

OMB No. 1545-0047

2011

Open To Public
Inspection

Department of the Treasury Internal Revenue Service

Name of the organization
CINCINNATI WORKS, INC.

Employer identification number

31-1656186

Par	Types of Property			T			
		(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of do noncash contrib	etermining	
1	Art - Works of art						
2	Art - Historical treasures						
3	Art - Fractional interests						
4	Books and publications						
5	Clothing and household						
3	goods, ,						
6	Cars and other vehicles						
7	Boats and planes,						
8	Intellectual property	Į.					
9	Securities - Publicly traded	Х		26,414.	FMV		
10	Securities - Closely held stock						
11	Securities - Partnership, LLC,						
' '	or trust interests						
12	Securities - Miscellaneous						
13	Qualified conservation						
13	contribution - Historic						
	structures						
14	Qualified conservation						
14	contribution - Other						
15	Real estate - Residential	[				***************************************	
16	Real estate - Commercial						
17	Real estate - Other						
18	Collectibles					************************	
						·····	
19	Food inventory	1					
20	Drugs and medical supplies	1					
21	Taxidermy	I					
22	Historical artifacts	1					
23	Scientific specimens					****	
24	Archeological artifacts		10.	118,801.			
25	Other ( ATCH 1 )						
26	Other ►()	<u> </u>					
27	Other ►()						
28	Other ►() Number of Forms 8283 received	hu tha ara	nization during the tay ve	oor for contributions for			
29	which the organization completed	by the org	Day 1/ Dans Astronical	ear for contributions for	29		
	which the organization completed	ruiii 0203,	Part IV, Donee Acknowled	gemen		Yes	No
30 a	During the year, did the organiza	tion receive	by contribution any prop	erty reported in Part I. line	es 1-28 that		
30 a	it must hold for at least three year	irs from the	date of the initial contrib	ution, and which is not re	auired to be		
	used for exempt purposes for the e					0a	Х
h	If "Yes," describe the arrangement		g ponou:	,		-	<b></b>
	Does the organization have a	milt accer	tance policy that require	es the review of any	non-standard		1
31	contributions?				i	31 X	
20-	Does the organization hire or us	o third par	liee or related organization	ns to solicit process or		<u></u>	
<b>3∠</b> 8						2a	х
Ł.	contributions?	• • • • •			· · · · · · · F		<del>                                     </del>
	If "Yes," describe in Part II.  If the organization did not report a	n amount in	column (a) for a time of ar	onerty for which column (s	i) is checked		
33	_	ii amount m	committed for a type of bi	oporty for million dolonin (c	., .5 6,,65,,66,		
F *	describe in Part II. Paperwork Reduction Act Notice, see t	ho instruction	ne for Form 990		Schedule M	(Form 990	(2011)
rort	rapelwork Reduction ACI Notice, See I	ne manucito	IS IN LAIM AAA!		Concourt III	,	

JSA

Part II Supplemental Information. Complete this part to provide the information required by Part I, lines 30b, 32b, and 33. Also complete this part for any additional information.

### ATTACHMENT 1

### SCHEDULE M, PART I - OTHER NONCASH CONTRIBUTIONS

DESCRIPTION	(A) CHECK	(B) NUMBER OF CONTRIBUTIONS	(C) REVENUES REPORTED	(D) METHOD OF DETERMINING
TRI-HEALTH COUNSELOR	x	1.	90,000.	FMV
COMPUTERS	x	1.	5,235.	FMV
WINDOWS 7 SOFTWARE	х	1.	14,760.	FMV
OTHER MISC	х	7.	8,806.	FMV
TOTALS		10.	118,801.	

### SCHEDULE O (Form 990 or 990-EZ)

## 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.

OMB No. 1545-0047

2011

Open to Public
Inspection

Department of the Treasury Internal Revenue Service

Name of the organization

CINCINNATI WORKS, INC.

Employer Identification number 31-1656186

PART VI - LINE 2

DAVE PHILLIPS AND DAVE HERCHE: BUSINESS, FRANK ALBI AND DAVE PHILLIPS:
BUSINESS, JEFFREY & TRACEY MCCLOREY: FAMILY, DAVE AND LIANE PHILLIPS:
FAMILY, SCOTT PHILLIPS AND DAVE AND LIANE PHILLIPS: FAMILY, DAVE
PHILLIPS RENTAL AGREEMENT FOR OFFICE SPACE AND ADMINISTRATIVE SERVICES:
BUSINESS, DAVE SIEBENBURGEN AND DAVE HERCHE ARE INVESTORS IN RIVER CITIES
FUND WHO EMPLOYS DAN FLEMING: BUSINESS, MARK WILSON IS AN EMPLOYEE OF
FIFTH THIRD BANK, WHO IS THE BANKER FOR CINCINNATI WORKS: BUSINESS,
KATHLEEN STOREY AND BRANDON COZZI ARE BOTH EMPLOYEES OF USI: BUSINESS,
GALE SHELDON, DIRECTOR OF DEVELOPMENT, IS RELATED TO A TRUSTEE

(DAUGHTER-IN-LAW) OF A MAJOR FUNDER (ROBERT GOULD FOUNDATION).

PART VI - LINE 11 A

THE DRAFT FORM 990 IS MADE AVAILABLE TO ALL MEMBERS OF THE BOARD OF TRUSTEES. THEY HAVE THE OPPORTUNITY TO REVIEW AND COMMENT ON THE DRAFT AT A FULL SESSION OF THE BOARD OF TRUSTEES OR TO THE TREASURER OF THE BOARD, OR THE CHIEF FINANCIAL OFFICER OF CINCINNATI WORKS.

PART VI - LINE 15 A & B

THE COMPENSATION FOR THE CEO IS DETERMINED BY THE CHAIRMAN OF THE BOARD OF TRUSTEES. THE CHAIRMAN USED COMPARATIVE DATA FROM THE UITED WAY SALARY SURVEY FOR NON-PROFITS. THE EXECUTIVE COMMITTEE OF THE BOARD OF TRUSTEES REVIEWS THE CHAIRMAN'S RECOMMENDATION. OTHER KEY EMPLYEE SALARIES ARE COMPARED TO THIS SAME UNITED WAY SALARY SURVEY. INCREASES

ARE APPROVED BY THE PRESIDENT OF CINCINNATI WORKS, WITH FINAL APPROVAL BY THE TRASURER OF THE BOARD OF TRUSTEES.

PART VI - LINE 12 A & B

A CONFLICT OF INTEREST QUESTIONNAIRE IS DISTRIBUTED TO ALL TRUSTEES AND KEY EMPLOYEES ANNUALLY WHICH DIRECTLY ADDRESSES POTENTIAL FAMILY AND BUSINESS CONFLICTS. SHOULD A POTENTIAL CONFLICT BE NOTED, THE EXECUTIVE COMMITTEE OF THE BOARD REVIEWS THE POTENTIAL CONFLICT AND DETERMINES IF FURTHER ACTION IS REQUIRED.

PART VI - LINE 13

A WRITTEN SUBMISSION OF CONCERN (WHISTLEBLOWER POLICY) WAS DEVELOPED AND APPROVED BY THE BOARD OF TRUSTEES IN 2009.

PART VI - LINE 19

THE AUDITED FINANCIAL STATEMENTS ARE AVAILABLE IN THE CINCINNATI WORKS, INC. ANNUAL REPORT AND THE IRS FORM 990. BOTH ARE MADE AVAILABLE THROUGH EITHER MAILINGS OR DIRECT LINKS ON THE CINCINNATI WORKS, INC. WEBSITE.

THE ANNUAL REPORT, IRS FORM 990, AND THE CONFLICT OF INTEREST POLICY ARE AVAILABLE UPON REQUEST.

PART XI - LINE 5

CHANGE IN FAIR MARKET VALUE OF INVESTMENTS

PART III - LINE 2

FINANCIAL OPPORTUNITY CENTER

Employer identification number

ATTACHMENT 1

### FORM 990, PART III - PROGRAM SERVICE, LINE 4C

CAPACITY BUILDING: DESIGNED TO REACH MORE PEOPLE LIVING IN

POVERTY IN THE GREATER CINCINNATI REGION. CURRENTLY THERE ARE

THREE PROGRAMS WHICH HAVE HELP US BUILD CAPACITY. GOING FORWARD

THESE THREE PROGRAMS WILL BE INTERGRATED INTO OUR JOB READINESS

AND ADVANCEMENT PROGRAMS, AND ARE CONSIDERED SUCCESSES IN BUILDING

OUR CAPACITY. THE THREE INITIATIVES ARE: CINCINNATI INITIATIVE

TO REDUCE VIOLENCE (FORMERLY CALLED CIRV. IT IS NOW REFERRED TO

AT CINCINNATI WORKS AS THE PHOENIX PROGRAM.) THE PHOENIX PROGRAM

IS DESIGNED TO HELP THOSE WITH CRIMINAL BACKGROUNDS ENTER AND

REMAIN IN THE WORKPLACE. THE NEXT STEP NETWORK IS DESIGNED TO

HELP FOSTER YOUTH AGING OUT OF THE SYSTEM TO BECOME

SELF-SUFFICENT. THE THIRD IS A LOCAL NEIGHBORHOOD INITIATIVE

(PRICE HILL) DESIGNED TO HELP POVERTY LEVEL RESIDENTS BECOME

SELF-SUFFICIENT.

ATTACHMENT 2

### FORM 990, PART VII, COLUMN B - ESTIMATED AVERAGE PER WEEK

NAME AND TITLE	HOURS	DEVOTED	FOR	RELATED	ORGANIZATION
PEGGY ZINK					
TRUSTEE, PRESIDENT OF CW.		0			
KEVIN RICE					
TRUSTEE		0			
KIM SATZGER					
TRUSTEE		0			
GLENNA PARKS					
LEADERSHIP TEAM		0			
EVERLY ROSE					
LEADERSHIP TEAM		0			
LAURA HARTUNG					
LEADERSHIP TEAM		0			

Page 2

Name of the organization

CINCINNATI WORKS, INC.

Employer identification number

ATTACHMENT 2 (CONT'D)

NAKIYA AVERHART LEADERSHIP TEAM MADELIENE KIPPERMAN LEADERSHIP TEAM

0

37.50

FORM 990, PART VIII - INVESTMENT INCOME

(A)

(B)

(C)

ATTACHMENT 3

(D)

DESCRIPTION

TOTAL REVENUE

RELATED OR EXEMPT REVENUE

UNRELATED BUSINESS REV. EXCLUDED REVENUE

DIVIDEND INCOME

42,695.

42,695.

TOTALS

42,695.

42,695.

ATTACHMENT 4

FORM 990, PART X - INVESTMENTS - PUBLICLY TRADED SECURITIES

DESCRIPTION

ENDING

COST

BOOK VALUE

OR FMV

ASSET BACKED SECURITIES

1,350,615.

**FMV** 

TOTALS

1,350,615.