# WE Charity 501(c)3: DIRECTORS

# Pages of U.S. Tax Returns

Compiled by Vivian Krause July 22, 2020

**@FairQuestions** 

		2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	201
arly Directors	Eva Haller, President	x	x	x	х	х	х	x	x		x	x	х	x					
	Leonard Merrill Kurz, Vice President, Forest Creatures	x	x																
	Jonathan White, Meeting Chairperson	x	x	x	x	x	x	х	x		х	х	х	x	х	х	х	х	х
	Vivien Stewart	x	x																
	Susan Bradfield	x	x																
	Theresa Kielburger, Secretary	x		x															
ielburgers	Craig Kielburger, Founder	x	x	x	x	х	х	x											
	Marc Kielburger, Exec. Director		x	x	х	х	х	х											
	Rowena Nutter	x																	
easurers	Vinay Kumar		x		x														
	Craig Heimark			x	х	х	х	x	x		x	x		x					
	Ernan Roman	x	x	x	x	x	x	x	x		x	x	х	x					
man Roman &	Elias Roman, Student Youth Representative	x																	
amily	Helaina Roman, Student Representative	x			x	x													
outh	Jessica Mayberry		x	x	x	x	x	x	x										
epresentatives	Richard Prins		· ·		x	x	X	x											
	Megan Sidhu				x	x	X	x											
ther Directors	Mary Lewis			x	x	x	x	x	x		x	x	x	x					
	Amy Eldon Turteltaub			x	x	x	x	x	x		x								
	Josh Cohen			x	x	x	X	x	x		x	x	x	x					
	Libby Heimark			x	x	x	x	x	x		x	x	x	x					
	Virginia Benderly			x	x	x	x	x	~		~	~	~	~					
	Larry Feinberg			x	x	^	^	^											
-	Hal Schwartz			x	x	x	x	x	x		x	x	х	x					
	David Cohen			~	~	~	x	x	x		x	x	X	x					
	Juliet Bryan-Brown						x	x	x		~	~	~	~					
	Beverly Cooper Neufeld						x	x	x										
	Dick Simon						x	x	x		x	x	х	x					
	Neil Taylor						x	x	x		x	x	~	~					
	Monica Yunus						x	x	^		^	~							
	Victor Li, CFO						^	x	х		х	х	х	x	х	x	x	x	>
								^							^	^	^	^	^
	Heidi Hopper Jim Baller								x x		x x	x x	x x	X X					
	Dalal Al-Waheidi, Exec. Director										^	^	^	^					>
									X		v	v	v	v					
	Gisella Voss										X	X	X	X					
	Jacki Kelley											X							
	Josh Church											x x	x	x	х	x	x	x	>
	Shelley White											x			x	^		x	
	Scott Baker, Exec. Director											^	X	X		v	X		
	Richard Beaven												X	X	X	X	X	X	
	Dean Phillips												X	X					
	Aleen Keshishian													X	v				
	Nikki Bohannon														X	v	v	~	
	Stanley Hainsworth														X	X	X	X	
	Dr. Brenda Cassellius																X	X	
	Terry Mazany																X	X	)
	Tawfiq Rangwala																x	x	)
	Stephanie Swedlove																		)
	Kannan Arasaratnam																		)

#### FORM 990, PART V, LIST OF OFFICERS, DIRECTORS AND KEY EMPLOYEES

EVA HALLER-PRESIDENT 1965 BROADWAY, APT 20E NEW YORK, NY 10023

LEONARD MERRILL KURZ-VICE PRESIDENT FOREST CREATURES P O BOX 10231 BEVERLY HILLS CA 90213-3231

JONATHAN WHITE-MEETING CHAIRPERSON 14 CRESTWOOD DRIVE ORCHARD PARK, APT 2C WATERVILLE, ME 04901

ROWENE NUTTER-TREASURER 1780 HUNTINGTON BLVD GROSSE POINT W, MI 48236-1916

ERNAN ROMAN 3 MELROSE LANE DOUGLAS MANOR NEW YORK, NY 11363

ELIAS ROMAN-STUDENT YOUTH REPRESENTATIVE 3 MELROSE LANE DOUGLAS MANOR NEW YORK, NY 11363

THERESA KIELBURGER-SECRETARY 16 THORNBANK ROAD THORNHILL, ONTARIO CANADA L4J2A2

CRAIG KIELBURGER-FOUNDER 16 THORNBANK ROAD THORNHILL, ONTARIO CANADA L4J2A2

VIVIEN STEWART 8 LOCUST RIDGE RD NEW YORK, NY 10538

SUSAN BARDFIELD 201 WEST 70 STREET NEW YORK, NY 10023

NOTE NONE OF THE ABOVE RECEIVE ANY COMPENSATION, CONTRIBUTION TO RETIREMENT PLAN OR EXPENSE REIMBURSEMENT OF ANY KIND ALL OF THE ABOVE WORK THE NECESSARY HOURS AS NEEDED TO RUN THE ORGANIZATION

#### FORM 990, PART V, LIST OF OFFICERS, DIRECTORS AND KEY EMPLOYEES

EVA HALLER-PRESIDENT 1965 BROADWAY, APT 20E NEW YORK, NY 10023

LEONARD MERRILL KURZ-VICE PRESIDENT FOREST CREATURES P.O. BOX 10231 BEVERLY HILLS, CA 90213-3231

VINAY KUMAR-TREASURER 1902 LEAVENWORTH SAN FRANCISCO, CA 94133

THERESA KIELBURGER-SECRETARY 50 HIGH OAK TRAIL RICHMOND HILL, ONTARIO CANADA L4J 2A2

MARC KIELBURGER, EXECUTIVE DIRECTOR 7368 YONGE STREET, STE 300 THORNHILL, ONTARIO CANADA L4J 8H9

JONATHAN WHITE-MEETING CHAIRPERSON 150 CONY STREET AUGUSTA, ME 04330

JESSICA MAYBERRY-YOUTH REPRESENTATIVE 1020 FIFTH AVENUE NEW YORK, NY 10028

CRAIG KIELBURGER-FOUNDER 16 THORNBANK ROAD THORNHILL, ONTARIO CANADA L4J 2A2

ERNAN ROMAN 3 MELROSE LANE DOUGLAS MANOR NEW YORK, NY 11363

VIVIEN STEWART-DIRECTOR 8 LOCUST RIDGE RD NEW YORK, NY 10538

SUSAN BARDFIELD-DIRECTOR 201 WEST 70 STREET NEW YORK, NY 10023

NOTE: NONE OF THE ABOVE RECEIVE ANY COMPENSATION, CONTRIBUTION TO RETIREMENT PLAN OR EXPENSE REIMBURSEMENT OF ANY KIND. ALL OF THE ABOVE WORK THE NECESSARY HOURS AS NEEDED TO RUN THE ORGANIZATION.

#### 16-1533544

#### FORM 990, PART V, LIST OF OFFICERS, DIRECTORS AND KEY EMPLOYEES

EVA HALLER-PRESIDENT 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

PROF. JONATHAN WHITE-VICE PRESIDENT 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

CRAIG HEIMARK-TREASURER 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

THERESA KIELBURGER-SECRETARY 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

MARC KIELBURGER, EXECUTIVE DIRECTOR 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

MARY LEWIS 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

AMY ELDON 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

JOSH COHEN 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

LIBBY HEIMARK 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

JESSICA MAYBERRY-YOUTH REPRESENTATIVE 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

NOTE: NONE OF THE ABOVE RECEIVE ANY COMPENSATION, CONTRIBUTION TO RETIREMENT PLAN OR EXPENSE REIMBURSEMENT OF ANY KIND. ALL OF THE ABOVE WORK THE NECESSARY HOURS AS NEEDED TO RUN THE ORGANIZATION.

CRAIG KIELBURGER-FOUNDER 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

ERNAN ROMAN 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

VIRGINIA BENDERLY 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

LARRY FEINBERG 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

HAL SCHWARTZ 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

#### KIDS CAN FREE THE CHILDREN

12/31/05

FORM 990, PART V, LIST OF OFFICERS, DIRECTORS AND KEY EMPLOYEES

EVA HALLER-PRESIDENT 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

PROF. JONATHAN WHITE-VICE PRESIDENT 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

CRAIG HEIMARK-TREASURER 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

LIBBY HEIMARK, SECRETARY 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

MARC KIELBURGER, EXECUTIVE DIRECTOR 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

MARY LEWIS 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

AMY ELDON 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

JOSH COHEN 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

JESSICA MAYBERRY-YOUTH REPRESENTATIVE 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

RICHARD PRINS-YOUTH REPRESENTATIVE 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA CRAIG KIELBURGER-FOUNDER 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

ERNAN ROMAN 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

VIRGINIA BENDERLY 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

LARRY FEINBERG 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

VINAY KUMAR 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

HAL SCHWARTZ 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

HELAINA ROMAN, STUDENT YOUTH REPRESENTATIVE 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

MEGAN SIDHU, STUDENT YOUTH REPRESENTATIVE 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

NOTE: NONE OF THE ABOVE RECEIVE ANY COMPENSATION, CONTRIBUTION TO RETIREMENT PLAN OR EXPENSE REIMBURSEMENT OF ANY KIND. ALL OF THE ABOVE WORK THE NECESSARY HOURS AS NEEDED TO RUN THE ORGANIZATION.

## FTC3544 KIDS CAN FREE THE CHILDREN 16-1533544 FYE: 12/31/2006

# **Federal Statements**

Statement 6 - Form 990, Part V-A, Line 75b - Related Party Information

Related Party One	Related Party Two	Relationship
CRAIG KIELBURGER FOUNDER	MARC KIELBURGER EXECDIRECTOR	SIBLINGS
CRAIG HEIMARK TREASURER	LIBBY HEIMARK SECRETARY	MARRIED
ERNAN ROMAN BOARD MEMBER	HELAINA ROMAN BOARD MEMBER	FATHER/DAUGHTER

#### KIDS CAN FREE THE CHILDREN

12/31/06

FORM 990, PART V, LIST OF OFFICERS, DIRECTORS AND KEY EMPLOYEES

EVA HALLER-PRESIDENT 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

PROF. JONATHAN WHITE-VICE PRESIDENT 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

CRAIG HEIMARK-TREASURER 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

LIBBY HEIMARK, SECRETARY 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

MARC KIELBURGER, EXECUTIVE DIRECTOR 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

MARY LEWIS 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

AMY ELDON 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

JOSH COHEN 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA CRAIG KIELBURGER-FOUNDER 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

ERNAN ROMAN 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

VIRGINIA BENDERLY 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

JESSICA MAYBERRY-YOUTH REPRESENTATIVE 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

RICHARD PRINS-YOUTH REPRESENTATIVE 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

HAL SCHWARTZ 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

HELAINA ROMAN, STUDENT YOUTH REPRESENTATIVE 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

MEGAN SIDHU, STUDENT YOUTH REPRESENTATIVE 233 CARLTON STREET TORONTO, ONTARIO M5A 2L2 CANADA

NOTE: NONE OF THE ABOVE RECEIVE ANY COMPENSATION, CONTRIBUTION TO RETIREMENT PLAN OR EXPENSE REIMBURSEMENT OF ANY KIND. ALL OF THE ABOVE WORK THE NECESSARY HOURS AS NEEDED TO RUN THE ORGANIZATION.

#### FORM 990, PART V, LIST OF OFFICERS, DIRECTORS AND KEY EMPLOYEES

EVA HALLER-PRESIDENT 400 ESSJAY RD, SUITE 320 CENTERPOINTE CORPORATE PARK WILLIAMSVILLE, NY 14221-8228

PROF. JONATHAN WHITE-VICE PRESIDENT 400 ESSJAY RD, SUITE 320 CENTERPOINTE CORPORATE PARK WILLIAMSVILLE, NY 14221-8228

CRAIG HEIMARK-TREASURER 400 ESSJAY RD, SUITE 320 CENTERPOINTE CORPORATE PARK WILLIAMSVILLE, NY 14221-8228

LIBBY HEIMARK, SECRETARY 400 ESSJAY RD, SUITE 320 CENTERPOINTE CORPORATE PARK WILLIAMSVILLE, NY 14221-8228

DAVID COHEN 400 ESSJAY RD, SUITE 320 CENTERPOINTE CORPORATE PARK WILLIAMSVILLE, NY 14221-8228

MARY LEWIS 400 ESSJAY RD, SUITE 320 CENTERPOINTE CORPORATE PARK WILLIAMSVILLE, NY 14221-8228

AMY ELDON TURTELTAUB 400 ESSJAY RD, SUITE 320 CENTERPOINTE CORPORATE PARK WILLIAMSVILLE, NY 14221-8228

JOSH COHEN 400 ESSJAY RD, SUITE 320 CENTERPOINTE CORPORATE PARK WILLIAMSVILLE, NY 14221-8228

BEVERLY COOPER NEUFELD 400 ESSJAY RD, SUITE 320 CENTERPOINTE CORPORATE PARK WILLIAMSVILLE, NY 14221-8228

NEIL TAYLOR 400 ESSJAY RD, SUITE 320 CENTERPOINTE CORPORATE PARK WILLIAMSVILLE, NY 14221-8228 CRAIG KIELBURGER-FOUNDER 400 ESSJAY RD, SUITE 320 CENTERPOINTE CORPORATE PARK WILLIAMSVILLE, NY 14221-8228

ERNAN ROMAN 400 ESSJAY RD, SUITE 320 CENTERPOINTE CORPORATE PARK WILLIAMSVILLE, NY 14221-8228

VIRGINIA BENDERLY 400 ESSJAY RD, SUITE 320 CENTERPOINTE CORPORATE PARK WILLIAMSVILLE, NY 14221-8228

JESSICA MAYBERRY-YOUTH REPRESENTATIVE 400 ESSJAY RD, SUITE 320 CENTERPOINTE CORPORATE PARK WILLIAMSVILLE, NY 14221-8228

RICHARD PRINS-YOUTH REPRESENTATIVE 400 ESSJAY RD, SUITE 320 CENTERPOINTE CORPORATE PARK WILLIAMSVILLE, NY 14221-8228

HAL SCHWARTZ 400 ESSJAY RD, SUITE 320 CENTERPOINTE CORPORATE PARK WILLIAMSVILLE, NY 14221-8228

JULIET BRYAN-BROWN-YOUTH REPRESENTATIVE 400 ESSJAY RD, SUITE 320 CENTERPOINTE CORPORATE PARK WILLIAMSVILLE, NY 14221-8228

MEGAN SIDHU, STUDENT YOUTH REPRESENTATIVE 400 ESSJAY RD, SUITE 320 CENTERPOINTE CORPORATE PARK WILLIAMSVILLE, NY 14221-8228

DICK SIMON 400 ESSJAY RD, SUITE 320 CENTERPOINTE CORPORATE PARK WILLIAMSVILLE, NY 14221-8228

MONICA YUNUS 400 ESSJAY RD, SUITE 320 CENTERPOINTE CORPORATE PARK WILLIAMSVILLE, NY 14221-8228

NOTE: NONE OF THE ABOVE RECEIVE ANY COMPENSATION, CONTRIBUTION TO RETIREMENT PLAN OR EXPENSE REIMBURSEMENT OF ANY KIND. ALL OF THE ABOVE WORK THE NECESSARY HOURS AS NEEDED TO RUN THE ORGANIZATION.

#### Form 990 (2008) KIDS CAN FREE THE CHILDREN

#### Page 7 Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Part VII Employees, and Independent Contractors Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees Section A.

16-1533544

1a Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed.

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

List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee)

who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.

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

 List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations. List persons in the following order. individual trustees or directors; institutional trustees; officers; key employees, highest

compensated employees, and former such persons.

(A) Name and Title	(B) Average	Pos	ition (		C) call ti	hat ap	oply)	(D) Reportable	(E) Reportable	(F) Estimated	
	hours per week	Individual trustee or director	Officer Institutional trustee Individual trustee or director			Former Highest compensated employee Key employee		compensation from the organization (W-2/1099-MISC)	compensation from related organizations (W-2/1099-MISC)	amount of other compensation from the organization and related organizations	
CRAIG KIELBU	IRGER		<u> </u>		-						
FOUNDER	20	X	ĺ		ĺ	[ ]		0	0	0	
EVA HALLER	1		1								
PRESIDENT	2	X		X				0	0	0	
PROF. JONATH	AN WHITE										
V. PRESIDENT	2	X		X				0	0	0	
CRAIG HEIMAR											
TREASURER	2	X		Х				0	0	0	
LIBBY HEIMAR	K					-					
SECRETARY	2	X		X				0	0	0	
ERNAN ROMAN											
BOARD MEMBER	2	X						0	0	0	
VIRGINIA BEN	DERLY										
BOARD MEMBER	2	X						0	0	0	
JESSICA MAYE			ŀ								
BOARD MEMBER	2	X						0	0	0	
DAVID COHEN											
BOARD MEMBER	2	X						0	0	0	
RICHARD PRIN											
BOARD MEMBER	2	X						0	0	0	
MARY LEWIS											
BOARD MEMBER	2	X						0	0	0	
HAL SCHWARTZ	_									_	
BOARD MEMBER	2	X						0	0	0	
	RTELTAUB										
BOARD MEMBER	2	X						0	0	0	
JULIET BRYAN											
BOARD MEMBER	2	X						0	0	0	
JOSH COHEN											
BOARD MEMBER	22	X		-				0	0	0	
MEGAN SIDHU							ļ			•	
BOARD MEMBER	2	X						0	. 0	0	
BEVERLY COOF									,	-	
BOARD MEMBER	2	X						0	0	0	

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Form 990 (2008) KIDS CAN FREE THE CHILDREN

16-1533544

Page 8

Part VII Section A			_		_		, an	d Highest Compensated E					Page o
(A) Name and title	( <b>B</b> ) Average	Pos	tion (	check		-		(D) Reportable	(E) Reportable			nated	
	hours per week	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	compensation from the organization (W-2/1099-MISC)	compensation from related organizations (W-2/1099-MISC)		amou oth comper from organiz and re organiz	her nsation n the ization elated	
DICK SIMON													
BOARD MEMBER NEIL TAYLOR	2	X						0	0			<u> </u>	0
BOARD MEMBER	2	X						0	0	L			0
MONICA YUNUS BOARD MEMBER	2	x					:	0	0				0
MARC KIELBUR				-		-		0	0				0
EXEC DIRECTO	20			X				0	0				0
VICTOR LI CFO	20			x				0	0				0
	2							Ŭ	<b>_</b>				
												<u>_</u>	
· · · ·			-										
						8				I			
	<u> </u>												
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		_											
									·				
· · · · · · · · · · · · · · · · · · ·													
1b Total 2 Total number of indiv	iduals (including those in 1)		0 10	coive	d m		◆	\$100,000 in reportable com		<u> </u>		<u></u>	
organization   0		a) wi											
	····		-		1							Yes	No
employee on line 1a?	list any <b>former</b> officer, direc ? If "Yes," complete Schedu	le J f	or su	ich ir	ndivi	dual					3		X
								nd other compensation from complete Schedule J for sur					
individual	on line 1a receive or accru									•	4		X
	the organization? If "Yes," (										5		X
Section B. Independent ( 1 Complete this table for		eate	d ind	ener	den	t con	traci	ors that received more than	\$100,000 of			<u> </u>	
compensation from th	ne organization			- <u></u>						,		(0)	
	(A) Name and business address							Descripti	(B) on of services		Co	(C) mpensat	ION
	<u></u>										 		<u> </u>
						Í							
		<u> </u>						<u> </u>	<u></u>				
													<u> </u>
									<u> </u>				
			_		-		-						
2 Total number of indep	pendent contractors (includi	ng th	ose	ın 1)	who	rece	ivec	more than \$100,000 in				<del></del>	<u> </u>
compensation from th		-					_				·0	·	•

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#### Form 990 (2009)

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

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

**1a** Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year. Use Schedule J-2 if additional space is needed

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

List all of the organization's current key employees 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, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations

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

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

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

(A) Name and Title	<b>(B)</b> A verage hours	Posit	(0	: <b>)</b> chec	:ka			(D) Reportable compensation from the	<b>(E)</b> Reportable compensation	<b>(F)</b> Estimated amount of other
	per week	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	from the organization (W- 2/1099-MISC)	from related organizations (W- 2/1099- MISC)	compensation from the organization and related organizations
EVA HALLER PRESIDENT	2 00	х		х				0	0	0
PROF JONATHAN WHITE V PRESIDENT	2 00	х		х				0	0	0
CRAIG HEIMARK TREASURER	2 00	х		х				0	0	0
LIBBY HEIMARK SECRETARY	2 00	х		х				0	0	0
ERNAN ROMAN BOARD MEMBER	2 00	х						0	0	0
JESSICA MAYBERRY BOARD MEMBER	2 00	х						0	0	0
DAVID COHEN BOARD MEMBER	2 00	х						0	0	0
MARY LEWIS BOARD MEMBER	2 00	х						0	0	0
HAL SCHWARTZ BOARD MEMBER	2 00	х						0	0	0
AMY ELDON TURTELTAUB BOARD MEMBER	2 00	х						0	0	0
JULIET BRYAN-BROWN BOARD MEMBER	2 00	х						0	0	0
JOSH COHEN BOARD MEMBER	2 00	х						0	0	0
MEGAN SIDHU BOARD MEMBER	2 00	х						0	0	0
BEVERLY COOPER NEUFELD BOARD MEMBER	2 00	х						0	0	0
DICK SIMON BOARD MEMBER	2 00	х						0	0	0
NEIL TAYLOR BOARD MEMBER	2 00	х						0	0	0
HEIDI HOPPER BOARD MEMBER	2 00	х						0	0	0

Form **990** (2009)

#### Form 990 (2009)

#### Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and Title	<b>(B)</b> A verage hours		<b>(C</b> tion ( hat a	che		11		(D) Reportable compensation	(E) Reportable compensation	<b>(F)</b> Estimated amount of other
	per week	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	from the organızatıon (W- 2/1099-MISC)	from related organizations (W- 2/1099- MISC)	compensation from the organization and related organizations
JIM BALLER BOARD MEMBER	2 00	x						0	0	0
DALAL AL-WAHEIDI EXEC DIRECTO	20 00			х				0	0	0
VICTOR LI CFO	20 00			х				0	0	0
1b Total				•			•			

			Yes	No
3	Did the organization list any <b>former</b> officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3		No
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	4		No
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? If "Yes," complete Schedule J for such person	5		No

#### Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization

\$100,00	00 01 001	npensation	from the	organization

(A) Name and business address	(B) Description of services	<b>(C)</b> Compensation
DAVID BAUM & ASSOCIATES LLC 53 OLD JAFFREY ROAD PETERBOROUGH, NH 03458	CONSULTING	118,729
2 Total number of independent contractors (including but not limited to those listed above) \$100,000 in compensation from the organization ►1	who received more than	

Form 990 (2011)	Page <b>7</b>
Part VII 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, and **current** key employees 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, or 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 c	organization nor any rel	ated organizations compensat	ted any current or f	ormer officer, direct	or, or trustee
(A)	(B)	(6)	(D)	(E)	(F)

(A) Name and Title	(B) A verage hours per week (describe	unles an	on (d e thai	n on son er ai	e bo: 1s bo nd a	x, oth		(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-	(F) Estimated amount of other compensation from the organization and
	hours for related organizations in Schedule O)	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former		MISC)	related organizations
(1) EVA HALLER PRESIDENT	2 00	х		х				0	0	0
(2) PROF JONATHAN WHITE V PRESIDENT	2 00	х		х				0	0	0
(3) CRAIG HEIMARK TREASURER	2 00	х		х				0	0	0
(4) LIBBY HEIMARK SECRETARY	2 00	х		х				0	0	0
(5) ERNAN ROMAN BOARD MEMBER	2 00	х						0	0	0
(6) DAVID COHEN BOARD MEMBER	2 00	х						0	0	0
(7) MARY LEWIS BOARD MEMBER	2 00	х						0	0	0
(8) HAL SCHWARTZ BOARD MEMBER	2 00	х						0	0	0
(9) AMY ELDON TURTELTAUB BOARD MEMBER	2 00	х						0	0	0
(10) JOSH COHEN BOARD MEMBER	2 00	x						0	0	0
(11) DICK SIMON BOARD MEMBER	2 00	x						0	0	0
(12) NEIL TAYLOR BOARD MEMBER	2 00	х						0	0	0
(13) HEIDI HOPPER BOARD MEMBER	2 00	х						0	0	0
(14) JIM BALLER BOARD MEMBER	2 00	х						0	0	0
(15) GISELLA VOSS BOARD MEMBER	2 00	х						0	0	0
(16) JACKI KELLEY BOARD MEMBER	2 00	х						0	0	0
(17) SCOTT BAKER EXEC DIRECTO	20 00			х				0	0	0

Form 990 (2011)

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#### Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

<b>(A)</b> Name and T	ītle	(B) Average hours per week (describe hours	unles an	on (d e tha	n on rson er ai	e bo is b nd a	x, oth )		Repo compo fro organiz	( <b>D)</b> ortable ensation m the ation (W- 9-MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)		(F) Estima amount o compens from f organizat relat	ated fother sation the ion and
		for related organizations in Schedule O)	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former			MI3C)		organiza	
(18) VICTOR LI CFO		20 00			x					0		0		
					-									
1b Sub-Total														
c Total from contin d Total (add lines :														
2 Total number of in \$100,000 of repo	ndıvıduals (ınclu	ıdıng but not lın	nited to	thos	e lıs			) who	o receive	d more tha	n			
													Yes	No
3 Did the organizat on line 1a? If "Ye									or highes	t compens	ated employee	3		No
For any individua organization and individual														
5 Did any person lis services rendered											or individual for	4 5		No No
Section B. Indep	endent Cont	ractore									·			
1 Complete this tal \$100,000 of com or within the orga	ole for your five opensation from	highest comper the organizatio												
	·	(A) e and business ad	dress							Deco	(B)		(C Comper	
DAVID BAUM & ASSOCIATES 53 OLD JAFFREY ROAD		e ana basiness du	41033							CONSULTING			comper	140,74

Name and business address	Description of services	Compensation
DAVID BAUM & ASSOCIATES LLC 53 OLD JAFFREY ROAD PETERBOROUGH, NH 03458	CONSULTING	140,740
MISSION MEASUREMENT LLC 2 N LASALLE STREET SUITE 1150 CHICAGO, IL 60602	CONSULTING	129,206
2 Total number of independent contractors (including but not limited to those listed above) \$100,000 of compensation from the organization ►2	) who received more than	

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Form 990 (20	12) FREE THE CHILDREN	16-1533544	Page 7
Part VII	Compensation of Officers, Directors, Truste Independent Contractors Check if Schedule O contains a response to a	ees, Key Employees, Highest Compensated Em	ployees, and
Section A.	Officers, Directors, Trustees, Key Employees, and H		
1a Complete organization's	this table for all persons required to be listed. Report compen tax year.	sation for the calendar year ending with or within the	

• 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.

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

(A) Name and Title	(B) Average hours per week (list any hours for	b	ox, uni	Po: check less p	erson	than ( is both pr/trust	n an lee)	(D) Reportable compensation from the organization	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the
	rious for related organizations below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(W-2/1099-MISC)	(11-2/1035-11136)	organization and related organizations
(1) EVA HALLER	0.00			<u> </u>						
PRESIDENT	2.00	x		x				0	0	0
	HITE	<u> </u>						Ŭ		<u>~</u>
	2.00									
V. PRESIDENT	0.00	X		X				0	0	0
(3) CRAIG HEIMARK	2.00									
TREASURER	0.00	x		X				0	0	0
(4) LIBBY HEIMARK										<u>~</u>
	2.00									
SECRETARY	0.00	X		X				0	0	0
(5) ERNAN ROMAN	2.00									
BOARD MEMBER	0.00	x						о	0	0
(6) DAVID COHEN							_			
BOARD MEMBER	2.00 0.00	х						0	0	<u> </u>
(7) MARY LEWIS										
BOARD MEMBER	2.00 0.00	x					ľ	0	0	0
(8) HAL SCHWARTZ										<u>_</u> _
	2.00				Ì					
BOARD MEMBER	0.00	X	_					0	0	0
(9) JOSH COHEN	2.00									
BOARD MEMBER	0.00	x						0	0	0
(10) DICK SIMON			-1							<u>~</u>
BOARD MEMBER	2.00 0.00	х						0	0	0
(11) NEIL TAYLOR		<u> </u>		_						<b>`</b>
BOARD MEMBER	2.00 0.00	x						0	0	O Form <b>990</b> (2012)

Form 990 (2012)

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### Form 990 (2012) FREE THE CHILDREN

### 16-1533544

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			<del>05</del> , r			i uye	<del>5</del> 3, 6	Ind Highest Compensate		
(A) Name and title	(B) Average hours per week (list any hours for	6	ox, un	Po checi iless p	erson	e than is boti or/trus	h an	(D) Reportable compensation from the organization	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the
	related organizations below dotted line)	or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(W-2/1099-MISC)	(	organization and related organizations
(12)HEIDI HOPPER										
BOARD MEMBER	2.00	x						0	0	
(13) JIM BALLER	1									
BOARD MEMBER	2.00	x	1	ļ				0	0	
(14)GISELLA VOSS								· · · · · · · · · · · · · · · · · · ·		
BOARD MEMBER	2.00	x						0	0	
(15) JACKI KELLEY				-						
BOARD MEMBER	2.00.	x						0	о	
16) JOSH CHURCH	0.00			-				0	0	
	2.00							0		
BOARD MEMBER (17) SHELLEY WHITE	0.00	X	-					0	0	
	2.00									
BOARD MEMBER 18) SCOTT BAKER	0.00	X						0	0	
BOUTT DAREN	20.00									
EXEC DIRECTOR	0.00			X			_	0	0	
19)VICTOR LI	20.00									
<u>CFO</u>	0.00			Х				0	0	
1b Sub-total	ets to Part VII. S	Secti	on A				◆ ◆			
d Total (add lines 1b and 1c)							•			
2 Total number of individuals (inc reportable compensation from t				ose l	isted	abov	ve) v	who received more than \$10	10,000 in	
				-	kov				<u> </u>	Yes No
3 Did the organization list any for employee on line 1a? If "Yes," or	complete Schedu	le J f	for su	ich ir	ndivio	Jual	•			3 X
4 For any individual listed on line organization and related organiz									n the	
Individual 5 Did any person listed on line 1a								· · · · · · ·		4 X
for services rendered to the org	anization? If "Ye						•	-		5 X
ection B. Independent Contractor Complete this table for your five		sate	d ind	enen	dent	cont	racte	ors that received more than	\$100.000 of	
compensation from the organization	ation. Report con							year ending with or within th	ne organization's tax year.	(0)
Name and Name	(A) ousiness address				N		707		(B) on of services TE 1150	(C) Compensation
CHICAGO	ITC IT	6	060		. IN .	. 14		ONSULTING	16 1150	128,66
DAVID BAUM & ASSOCIAT		<u> </u>	- <b>/</b> [		3 (	DLD		FFREY ROAD	_	
PETERBOROUGH	NH	<u> </u>	345	<u> </u>		_	0	ONSULTING		120,51
<b></b>				<u> </u>		-+		<u> </u>		
•										
								····-		
2 Total number of independent co	ntractors (includi	ng bi	ut no	t limi	ted to	o tho	se lis	sted above) who		

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

Form 990 (2012)

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# Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors Check if Schedule O contains a response or note to any line in this Part VII

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

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year

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

• List all of the organization's current key employees, if any See instructions for definition of "key employee "

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

• List all of the organization's **former** officers, key employees, or 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) A verage hours per week (list any hours	more pers	than on is	one bot	not bo> h ar	chec k, unle n offic rustee	ess er	(D) Reportable compensation from the organization (Wr. 2 (1099-	(E) Reportable compensation from related organizations	<b>(F)</b> Estimated amount of other compensation
	for related organizations below dotted line)	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(W- 2/1099- MISC)	(W- 2/1099- MISC)	from the organızatıon and related organızatıons
(1) EVA HALLER	2 00	x		x				0	0	0
PRESIDENT		^		<u> </u>						
(2) PROF JONATHAN WHITE V PRESIDENT	2 00	x		x				0	0	0
(3) CRAIG HEIMARK	2 00									
TREASURER		X		X				0	0	0
(4) LIBBY HEIMARK	2 00	<u> </u>								
SECRETARY		X		×				0	0	0
(5) ERNAN ROMAN	2 00									
BOARD MEMBER		X						0	0	0
(6) DAVID COHEN	2 00	x						0	0	0
BOARD MEMBER								_		
(7) MARY LEWIS	2 00	x						0	0	0
BOARD MEMBER (8) HAL SCHWARTZ	2 00									
	2.00	х						0	0	0
BOARD MEMBER (9) JOSH COHEN	2 00									
BOARD MEMBER		х						0	0	0
(10) DICK SIMON	2 00									
		X						0	0	0
BOARD MEMBER (11) HEIDI HOPPER	2 00									
		x						0	0	0
BOARD MEMBER (12) JIM BALLER	2 00									
BOARD MEMBER		X						0	0	0
(13) GISELLA VOSS	2 00									
BOARD MEMBER		X						0	0	0
(14) SHELLEY WHITE	2 00									
BOARD MEMBER		X						0	0	0
(15) DEAN PHILLIPS	2 00									
BOARD MEMBER		X						0	0	0
(16) RICHARD BEAVEN	2 00	v								
BOARD MEMBER		X			L		L	0	0	0
(17) SCOTT BAKER	20 00			x				0	0	0
EXEC DIRECTO									0	0

Form 990 (2013)

#### Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

	(A) Name and Title	<b>(B)</b> A verage hours per week (list	more	than	one	not box	: chec x, unle n offic	ess	<b>(D)</b> Reportable compensation from the	<b>(E)</b> Reportable compensation from related	(F Estim amount comper	nated of other
		any hours	and	a dıı			rustee	, ,	organization	organizations	from	
		for related organizations	옥코	Ē	Office	<u>@</u>	E H G	0	(W-2/1099- MISC)	(W- 2/1099- MISC)	organi and re	
		below	Individual trustee or director	Institutional	8	9	ples.	Former			organız	ations
		dotted line)	8 년	l ₫ Si		employee	₿ĝ	<b> </b>				
			trus	<u>⇔</u>   ∃		60	Į Ę					
			li i	Trustee		-	Ens:					
				ц.			Highest compensated employee					
(18)	VICTOR LI	20 00										
CFO					X				0		0	0
											1	
					-						-	
											-	
											-	
											_	
											+	
1b	Sub-Total						<u> </u> ▶		<u> </u>			
c	Total from continuation sheets to Parl	VII. Section A		•			.⊧⊢					
d					۰.		▶⊨					
2	Total number of individuals (including b					bove	e) who	o rec	eived more than			
	\$100,000 of reportable compensation	from the organiz	zation	F								
											Yes	No
3	Did the organization list any <b>former</b> off	cer, director or	trustee	e, key	/ em	olqu	yee,o	or hic	hest compensate	d employee		
	on line 1a? If "Yes," complete Schedule 2	,			•	•	, .	• •		. ,	3	No
4	For any individual listed on line 1a, is t									om the		
	organization and related organizations	greater than \$1	50,000	ר (If	"Yes	5," C	omple	ete So	chedule J for such			
E		• • • •			•	•		•			4	No
5	Did any person listed on line 1a receive services rendered to the organization?		•						organization of i		5	No
	-										<u> </u>	
Se	ection B. Independent Contract	ors										
1	Complete this table for your five highes	t compensated	Indepe	nden	it co	ntra	actors	tha	t received more t	nan \$100,000 o	f	

compensation from the organization Report compensation for the calendar year ending with or within the organization's tax year

(A)	(B)	(C)
Name and business address	Description of services	Compensation
MISSION MEASUREMENT LLC 2 N LASALLE STREET SUITE 1150 CHICAGO IL 60602	CONSULTING	159,590
2 Total number of independent contractors (including but not limited to those listed above \$100,000 of compensation from the organization ►1	) who received more than	

Form 990 (2	2014) F	age <b>7</b>
Part VII	Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors Check if Schedule O contains a response or note to any line in this Part VII	
Section	A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees	

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year

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

• List all of the organization's current key employees, if any See instructions for definition of "key employee "

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

• List all of the organization's **former** officers, key employees, or 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) A verage hours per week (list any hours for related organizations below dotted line)	more pers	than on is	one bot	not box h ar or/tr	check, office child Highest compensated	ess er e)	(D) Reportable compensation from the organization (W- 2/1099- MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) EVA HALLER	2 00	x		x				0	0	0
PRESIDENT										
(2) PROF JONATHAN WHITE V PRESIDENT	2 00	x		x				0	0	0
(3) CRAIG HEIMARK	2 00							_		
TREASURER		X		×				0	0	0
(4) LIBBY HEIMARK	2 00									
SECRETARY		X		X				0	0	0
(5) ERNAN ROMAN	2 00	x						0	0	0
BOARD MEMBER		~						0	Ŭ	
(6) DAVID COHEN	2 00	x						0	0	0
BOARD MEMBER								0	0	0
(7) MARY LEWIS	2 00									
BOARD MEMBER		X						0	0	0
(8) HAL SCHWARTZ	2 00									
BOARD MEMBER		X						0	0	0
(9) JOSH COHEN	2 00									
BOARD MEMBER		x						0	0	0
(10) DICK SIMON	2 00									
BOARD MEMBER		x						0	0	0
(11) HEIDI HOPPER	2 00	x						0	0	0
BOARD MEMBER		^						0	0	0
(12) JIM BALLER	2 00	. v								
BOARD MEMBER		x						0	0	0
(13) GISELLA VOSS	2 00									
BOARD MEMBER		x						0	0	0
(14) SHELLEY WHITE	2 00									
BOARD MEMBER		Х						0	0	0 Form <b>990</b> (2014)

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and Title	(B) Average hours per week (list any hours	more pers and	than on is a dii	one bot	not boy h ar	checl (, unle ) office rustee	ess er	(D) Reportable compensation from the organization	(E) Reportable compensation from related organizations	(F) Estimated amount of other compensation from the
	for related organizations below dotted line)	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(W- 2/1099- MISC)	(W- 2/1099- MISC)	organızatıon and related organızatıons
(15) DEAN PHILLIPS BOARD MEMBER	2 00	x						0	0	0
(16) RICHARD BEAVEN BOARD MEMBER	2 00	x						0	0	0
(17) ALEEN KESHISHIAN BOARD MEMBER	2 00	x						0	0	0
(18) SCOTT BAKER EXEC DIRECTO	20 00			x				0	0	0
(19) VICTOR LI CFO	20 00			x				0	0	0

1b	Sub-Total			
с	Total from continuation sheets to Part VII, Section A	•[		
d	Total (add lines 1b and 1c)			

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

			Yes	No
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee			
	on line 1a? If "Yes," complete Schedule J for such individual	3		No
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such</i>			
	ındıvıdual	4		No
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for			
	services rendered to the organization? If "Yes," complete Schedule J for such person	5		No

#### Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A)	(B)	(C)
Name and business address	Description of services	Compensation
MISSION MEASUREMENT LLC 2 N LASALLE STREET SUITE 1150 CHICAGO, IL 60602	CONSULTING	607,087
TETHER 316 OCCIDENTAL AVE SOUTH 4RTH FLOOR SEATTLE, WA 98104	BRAND DESIGN	255,763
2 Total number of independent contractors (including but not limited to those listed above) \$100,000 of compensation from the organization ►2	who received more than	

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, or 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) A verage hours per week (list any hours for related organizations below dotted line)	more pers	than on is	one bot ecto	not box h ar pr/tr	check, office to stee Highest compensated	ess er	(D) Reportable compensation from the organization (W- 2/1099- MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) PROF JONATHAN WHITE PRESIDENT	2 00	x		x				0	0	0
(2) SHELLEY WHITE SECRETARY	2 00	x		x				0	0	0
(3) RICHARD BEAVEN VICE PRESIDE	2 00	x		x				0	0	0
(4) NIKKI BOHANNON BOARD MEMBER	2 00	x						0	0	0
(5) STANLEY HAINSWORTH TREASURER	2 00	x		x				0	0	0
(6) SCOTT BAKER EXEC DIRECTO	20 00			x				0	0	0
(7) VICTOR LI CFO	20 00			x				0	0	0
										Form <b>990</b> (2015)

Form 990 (2015)

#### Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors Check if Schedule O contains a response or note to any line in this Part VII Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees Section A. 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 X Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee (A) (B) (C) (D) (E) (F) Name and Title Average Position Reportable Reportable Estimated (do not check more than one hours per compensation compensation from amount of box, unless person is both an related week from other (list any officer and a director/trustee) the organizations compensation hours for organization (W-2/1099-MISC) from the Officer Key employee Ignest ormer related nstitutional trustee (W-2/1099-MISC) organization organizations /idual and related below dotted compensated organizations l trustee (ine) (1) PROF. JONATHAN WHITE 2.00 0.00 PRESIDENT х х 0 0 0 (2) SHELLEY WHITE 2.00 х SECRETARY 0.00 х 0 0 0 (3) RICHARD BEAVEN 2.00 VICE PRESIDENT 0.00 х X 0 0 0 (4) STANLEY HAINSWORTH 2.00 0.00 х X 0 0 0 TREASURER (5) SCOTT BAKER 20.00 EXEC DIRECTOR 0.00 х 0 0 0 (6) VICTOR LI 20.00 0.00 х 0 0 CFO 0 (7) (8) (9) (10) (11)

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Form 990 (2016) WE CHARITY

Page 7

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

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

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year

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

• List all of the organization's current key employees, if any See instructions for definition of "key employee "

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

• List all of the organization's **former** officers, key employees, or 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 (list any hours		ne bo	ox, ι n of	t ch unle: ficei	ss pers and a	son	(D) Reportable compensation from the organization	(E) Reportable compensation from related organizations	(F) Estimated amount of other compensation from the	
	for related organizations below dotted line)	individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(W- 2/1099- MISC)	(W- 2/1099- MISC)	organızatıon and related organızatıons	
(1) DR JONATHAN WHITE CHAIR	2 00	x		x				0	0	0	
(2) SHELLEY WHITE SECRETARY	2 00	x		x				0	0	0	
(3) RICHARD BEAVEN VICE PRESIDE	2 00	x		x				0	0	0	
(4) DR BRENDA CASSELLIUS BOARD MEMBER	2 00	x						0	0	0	
(5) STANLEY HAINSWORTH TREASURER	2 00	x		x				0	0	0	
(6) TERRY MAZANY BOARD MEMBER	2 00	x						0	0	0	
(7) TAWFIQ RANGWALA BOARD MEMBER	2 00	x						0	0	0	
(8) SCOTT BAKER EXEC DIRECTO	20 00			x				0	0	0	
(9) VICTOR LI CFO	20 00			x				0	0	0	
										Form <b>990</b> (2017)	

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

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

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

(A) Name and Tille	(B) Average hours per week (list any	ox, uni fficer a	Po: check ess pe ind a c	rson	than o s both r/truste	an ee)	(D) Reportable compensation from line organization	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation	
	hours for related organizations below dotted line)	or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(W-2/1099-MISC)	(44-5) 1989-1912()	from the organization and related organizations
(1) DR. JONATHAN WHI										
	2.00			i						
CHAIR	0.00	X		X				0	0	0
(2) DR. SHELLEY WHIT										
	2.00	1.,								
SECRETARY	0.00	X		X				0	0	0
(3) RICHARD BEAVEN										
VICE PRESIDENT	2.00	x		x				0	0	0
(4) DR. BRENDA CASSE				<u> </u>				0	0	0
(4) DICEMBRA CROBE	2.00							,		
BOARD MEMBER	0.00	x						0	0	0
(5) STANLEY HAINSWOR		1								<u>~</u>
(-) = = = = = = = = = = = = = = = = = = =	2.00									
TREASURER	0.00	X		Х			1	o	0	0
(6) TERRY MAZANY				-						
	2.00									
BOARD MEMBER	_0.00	Х						0	0	0
(7) TAWFIQ RANGWALA										
	2.00									
BOARD MEMBER	0.00	X						0	0	0
(8) SCOTT BAKER							1			
	2.00			1						
EXEC DIRECTOR	0.00	ļ		<u>_X</u>				0	0	0
(9)VICTOR LI										
	2.00									<u>^</u>
<u>CFO</u>	0.00	$\mid$		<u>X</u>	_			0	0	0
(10)										
(11)										

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Part VII	Compensation of Officers, Direc	tors, Trustees, Key Employees, Highest Compensated E	Imployees, and
	Independent Contractors		<b></b>
	Check if Schedule O contains a re	sponse or note to any line in this Part VII	<u> </u>
Section A.	Officers, Directors, Trustees, Key Empl	oyees, and Highest Compensated Employees	
1a Complet organization		ed. Report compensation for the calendar year ending with or within the	

• 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.

X 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 (list any hours for	bo off	x, unle icer a	Pos check ess pe nd a d	irson i lirecto	than o s both r/truste	an ee)	(D) Reportable compensation from the organization	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the	
	related organizations below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(W-2/1099-MISC)		organization and related organizations	
(1) DR. JONATHAN WHI	TE 2.00										
CHAIR	0.00	X		X				0	0	0	
(2) KANNAN ARASARATI											
TREASURER	2.00	X		X				0	0	0	
(3) TERRY MAZANY				·							
BOARD MEMBER	2.00	x						0	0	0	
(4) TAWFIQ RANGWALA											
BOARD MEMBER	2.00	X						0	0	0	
(5) STEPHANIE SWEDLO											
BOARD MEMBER	2.00	X						0	0	0	
(6) DR. SHELLEY WHIT											
SECRETARY	2.00	X		x				0	0	0	
(7) DALAL AL WAHEID											
EXEC DIRECTOR	2.00 0.00			x				0	0	0	
(8) VICTOR LI	0 00										
	2.00			x				0	0	0	
(9)											
(10)											
								·			
(11)											
	l	I	L	I	·	L	I	J		Earm 990 (2018)	