

**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 the 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, Form 1099-MISC, and/or box 1 of Form 1099-NEC) 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.

See the instructions for the order in which to list the persons above.

☐ 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 related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
Ines Polonius	40.00									
CEO	0.00			✓				128,695	0	13,951
Thomas Ricks	40.00									
Director of Environmental Services	0.00					✓		101,958	0	15,931
Kimberly Griffey	35.00									
CFO	0.00			✓				92,283	0	14,062
Chris Page	1.00									
Board President	0.00	✓						0	0	0
Billy Hix	1.00									
Secretary Treasurer	0.00	✓						0	0	0
Deborah Warren	1.00									
Board Member	0.00	✓						0	0	0
Donna Kay Yeargan	1.00									
Board member	0.00	✓						0	0	0
Salomon Torres	1.00									
Board Member	0.00	✓						0	0	0
Maximilian Sprinkle	1.00									
Board Member	0.00	✓						0	0	0
Wayne Fawbush	1.00									
Board Member	0.00	✓						0	0	0
Dominique Gomez	1.00									
Board Member	0.00	✓						0	0	0





**Part VIII Statement of Revenue**Check if Schedule O contains a response or note to any line in this Part VIII ☐

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
<b>Contributions, Gifts, Grants, and Other Similar Amounts</b>	<b>1a</b>	Federated campaigns . . . . .	<b>1a</b> 0			
	<b>b</b>	Membership dues . . . . .	<b>1b</b> 0			
	<b>c</b>	Fundraising events . . . . .	<b>1c</b> 0			
	<b>d</b>	Related organizations . . . . .	<b>1d</b> 0			
	<b>e</b>	Government grants (contributions)	<b>1e</b> 6,797,008			
	<b>f</b>	All other contributions, gifts, grants, and similar amounts not included above	<b>1f</b> 2,383,607			
	<b>g</b>	Noncash contributions included in lines 1a-1f . . . . .	<b>1g</b> \$ 0			
	<b>h</b>	<b>Total.</b> Add lines 1a-1f . . . . .	9,180,615			
	<b>Business Code</b>					
<b>Program Service Revenue</b>	<b>2a</b>	Loan interest, origination fees, late fees . . . . .	522291	610,760	610,760	0
	<b>b</b>	Fee for service contracts - Business Cons . . . . .	541618	150,076	150,076	0
	<b>c</b>					
	<b>d</b>					
	<b>e</b>					
	<b>f</b>	All other program service revenue . . . . .	0	0	0	0
	<b>g</b>	<b>Total.</b> Add lines 2a-2f . . . . .	760,836			
<b>Other Revenue</b>	<b>3</b>	Investment income (including dividends, interest, and other similar amounts) . . . . .	18,260	0	0	18,260
	<b>4</b>	Income from investment of tax-exempt bond proceeds . . . . .	0	0	0	0
	<b>5</b>	Royalties . . . . .	0	0	0	0
	<b>6a</b>	Gross rents . . . . .	6a 101,809	0		
	<b>b</b>	Less: rental expenses . . . . .	6b 139,611	0		
	<b>c</b>	Rental income or (loss) . . . . .	6c -37,802	0		
	<b>d</b>	Net rental income or (loss) . . . . .	-37,802	-37,802	0	0
	<b>7a</b>	Gross amount from sales of assets other than inventory . . . . .	7a 0	0		
	<b>b</b>	Less: cost or other basis and sales expenses . . . . .	7b 0	0		
	<b>c</b>	Gain or (loss) . . . . .	7c 0	0		
	<b>d</b>	Net gain or (loss) . . . . .	0	0	0	0
	<b>8a</b>	Gross income from fundraising events (not including \$ 0 of contributions reported on line 1c). See Part IV, line 18 . . . . .	8a 0			
	<b>b</b>	Less: direct expenses . . . . .	8b 0			
	<b>c</b>	Net income or (loss) from fundraising events . . . . .	0		0	0
	<b>9a</b>	Gross income from gaming activities. See Part IV, line 19 . . . . .	9a 0			
	<b>b</b>	Less: direct expenses . . . . .	9b 0			
	<b>c</b>	Net income or (loss) from gaming activities . . . . .	0	0	0	0
	<b>10a</b>	Gross sales of inventory, less returns and allowances . . . . .	10a 0			
	<b>b</b>	Less: cost of goods sold . . . . .	10b 0			
<b>c</b>	Net income or (loss) from sales of inventory . . . . .	0	0	0	0	
<b>Miscellaneous Revenue</b>	<b>11a</b>	Business Code				
	<b>b</b>					
	<b>c</b>					
	<b>d</b>	All other revenue . . . . .	14,213	14,213	0	0
	<b>e</b>	<b>Total.</b> Add lines 11a-11d . . . . .	14,213			
	<b>12</b>	<b>Total revenue.</b> See instructions . . . . .	9,936,122	737,247	0	18,260

**Part IX Statement of Functional Expenses**

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

Check if Schedule O contains a response or note to any line in this Part IX ☐**Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.**

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 . . . . .	17,875	17,875		
2 Grants and other assistance to domestic individuals. See Part IV, line 22 . . . . .	124,250	124,250		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 . . . . .	0	0		
4 Benefits paid to or for members . . . . .	0	0		
5 Compensation of current officers, directors, trustees, and key employees . . . . .	232,271	55,537	176,734	0
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . . . . .	0	0	0	0
7 Other salaries and wages . . . . .	4,850,383	4,279,970	570,413	0
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) . . . . .	268,897	222,226	46,671	0
9 Other employee benefits . . . . .	609,911	535,965	73,946	0
10 Payroll taxes . . . . .	401,870	343,013	58,857	0
11 Fees for services (nonemployees):				
a Management . . . . .	0	0	0	0
b Legal . . . . .	14,455	-283	14,738	0
c Accounting . . . . .	127,550	90	127,460	0
d Lobbying . . . . .	50,000	0	50,000	0
e Professional fundraising services. See Part IV, line 17 . . . . .	0			0
f Investment management fees . . . . .	0	0	0	0
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Schedule O.) . . . . .	344,292	211,798	132,494	0
12 Advertising and promotion . . . . .	6,170	2,364	3,806	0
13 Office expenses . . . . .	759,430	583,653	175,777	0
14 Information technology . . . . .	0	0	0	0
15 Royalties . . . . .	0	0	0	0
16 Occupancy . . . . .	205,726	79,061	126,665	0
17 Travel . . . . .	324,078	312,972	11,106	0
18 Payments of travel or entertainment expenses for any federal, state, or local public officials . . . . .	0	0	0	0
19 Conferences, conventions, and meetings . . . . .	97,031	66,964	30,067	0
20 Interest . . . . .	77,338	77,338	0	0
21 Payments to affiliates . . . . .	0	0	0	0
22 Depreciation, depletion, and amortization . . . . .	32,093	0	32,093	0
23 Insurance . . . . .	81,280	47,490	33,790	0
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a <u>Organizational Dues</u> . . . . .	9,163	7,547	1,616	0
b <u>Bad Debts</u> . . . . .	180,135	180,135	0	0
c <u>Loan Fees</u> . . . . .	146,689	146,189	500	0
d . . . . .				
e All other expenses . . . . .	17,755	12,250	5,505	0
25 <b>Total functional expenses.</b> Add lines 1 through 24e . . . . .	8,978,642	7,306,404	1,672,238	0
26 <b>Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720) . . . . .				



**Part X Balance Sheet**Check if Schedule O contains a response or note to any line in this Part X ☐

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash—non-interest-bearing . . . . .	13,875,570	<b>1</b>	12,948,241
	<b>2</b> Savings and temporary cash investments . . . . .	0	<b>2</b>	0
	<b>3</b> Pledges and grants receivable, net . . . . .	0	<b>3</b>	0
	<b>4</b> Accounts receivable, net . . . . .	953,018	<b>4</b>	1,425,255
	<b>5</b> Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons . . . . .	0	<b>5</b>	0
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) . . . . .	0	<b>6</b>	0
	<b>7</b> Notes and loans receivable, net . . . . .	9,009,446	<b>7</b>	11,286,022
	<b>8</b> Inventories for sale or use . . . . .	0	<b>8</b>	0
	<b>9</b> Prepaid expenses and deferred charges . . . . .	20,369	<b>9</b>	31,593
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D . . . . .	<b>10a</b> 1,949,873		
	<b>b</b> Less: accumulated depreciation . . . . .	<b>10b</b> 887,898	1,132,043	<b>10c</b> 1,061,975
	<b>11</b> Investments—publicly traded securities . . . . .	0	<b>11</b>	0
	<b>12</b> Investments—other securities. See Part IV, line 11 . . . . .	90,580	<b>12</b>	90,717
	<b>13</b> Investments—program-related. See Part IV, line 11 . . . . .	0	<b>13</b>	0
	<b>14</b> Intangible assets . . . . .	0	<b>14</b>	0
	<b>15</b> Other assets. See Part IV, line 11 . . . . .	0	<b>15</b>	0
<b>16</b> <b>Total assets.</b> Add lines 1 through 15 (must equal line 33) . . . . .	25,081,026	<b>16</b>	26,843,803	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .	545,737	<b>17</b>	401,565
	<b>18</b> Grants payable . . . . .	0	<b>18</b>	0
	<b>19</b> Deferred revenue . . . . .	2,525,835	<b>19</b>	3,103,115
	<b>20</b> Tax-exempt bond liabilities . . . . .	0	<b>20</b>	0
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D . . . . .	-10,566	<b>21</b>	-30,981
	<b>22</b> Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons . . . . .	0	<b>22</b>	0
	<b>23</b> Secured mortgages and notes payable to unrelated third parties . . . . .	2,110,924	<b>23</b>	1,878,528
	<b>24</b> Unsecured notes and loans payable to unrelated third parties . . . . .	3,490,000	<b>24</b>	4,115,000
	<b>25</b> Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17–24). Complete Part X of Schedule D . . . . .	0	<b>25</b>	
	<b>26</b> <b>Total liabilities.</b> Add lines 17 through 25 . . . . .	8,661,930	<b>26</b>	9,467,227
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27, 28, 32, and 33.</b>			
	<b>27</b> Net assets without donor restrictions . . . . .	16,419,096	<b>27</b>	17,376,576
	<b>28</b> Net assets with donor restrictions . . . . .	0	<b>28</b>	0
	<b>Organizations that do not follow FASB ASC 958, check here</b> <input type="checkbox"/> <b>and complete lines 29 through 33.</b>			
	<b>29</b> Capital stock or trust principal, or current funds . . . . .		<b>29</b>	
	<b>30</b> Paid-in or capital surplus, or land, building, or equipment fund . . . . .		<b>30</b>	
	<b>31</b> Retained earnings, endowment, accumulated income, or other funds . . . . .		<b>31</b>	
	<b>32</b> <b>Total net assets or fund balances</b> . . . . .	16,419,096	<b>32</b>	17,376,576
<b>33</b> <b>Total liabilities and net assets/fund balances</b> . . . . .	25,081,026	<b>33</b>	26,843,803	

**Part XI Reconciliation of Net Assets**Check if Schedule O contains a response or note to any line in this Part XI ☒

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12)	<b>1</b>	<b>9,936,122</b>
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	<b>8,978,642</b>
<b>3</b>	Revenue less expenses. Subtract line 2 from line 1	<b>3</b>	<b>957,480</b>
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	<b>4</b>	<b>16,419,096</b>
<b>5</b>	Net unrealized gains (losses) on investments	<b>5</b>	<b>0</b>
<b>6</b>	Donated services and use of facilities	<b>6</b>	<b>0</b>
<b>7</b>	Investment expenses	<b>7</b>	<b>0</b>
<b>8</b>	Prior period adjustments	<b>8</b>	<b>0</b>
<b>9</b>	Other changes in net assets or fund balances (explain on Schedule O)	<b>9</b>	<b>-1</b>
<b>10</b>	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	<b>10</b>	<b>17,376,576</b>

**Part XII Financial Statements and Reporting**Check if Schedule O contains a response or note to any line in this Part XII ☐

	Yes	No
<b>1</b> Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
<b>2a</b> Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		✓
<b>b</b> Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	✓	
<b>c</b> If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	✓	
<b>3a</b> As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	✓	
<b>b</b> If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits.	✓	