Return of Organization Exempt From Income Tax

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

К

OMB No. 1545-0047

Open to Public

Department of the Treasury

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

Go to www.irs.gov/Form990 for instructions and the latest information. Inspection A For the 2018 calendar year, or tax year beginning JUL 1, 2018 and ending JUN 30, 2019 C Name of organization Check if D Employer identification number Address AMERICAN INDIAN FAMILY CENTER Name change 41-1841352 Doing business as Number and street (or P.O. box if mail is not delivered to street address) Room/suite E Telephone number 579 WELLS STREET 651-793-3803 2,212,922. City or town, state or province, country, and ZIP or foreign postal code G Gross receipts \$ Amended ST. PAUL, MN 55130 H(a) Is this a group return Applica-F Name and address of principal officer: KRISTIN KINNEY for subordinates? Yes X No pending SAME AS C ABOVE H(b) Are all subordinates included? Yes No I Tax-exempt status: X 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or If "No," attach a list, (see instructions) J Website: WWW.AIFC.NET H(c) Group exemption number ▶ K Form of organization: X Corporation Trust Association Other > L Year of formation: 1996 M State of legal domicile: MN Part I Summary 1 Briefly describe the organization's mission or most significant activities: TO STRENGTHEN AND VALUE THE Governance CAPACITY OF THE AMERICAN INDIAN COMMUNITY, ITS CULTURE AND FAMILIES 2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets. 3 Number of voting members of the governing body (Part VI, line 1a) Number of independent voting members of the governing body (Part VI, line 1b) 10 Activities & 5 Total number of individuals employed in calendar year 2018 (Part V, line 2a) 25 6 Total number of volunteers (estimate if necessary) 25 6 7 a Total unrelated business revenue from Part VIII, column (C), line 12 0. 0. b Net unrelated business taxable income from Form 990-T, line 38 Prior Year **Current Year** 1,969,723. 2,203,604. 8 Contributions and grants (Part VIII, line 1h) 9 Program service revenue (Part VIII, line 2g) 0. 0. 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) 428. 289. 15,209. 8,890. 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 1,985,221. 2,212,922. 12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) 0. 13 Grants and similar amounts paid (Part IX, column (A), lines 1-3) 14 Benefits paid to or for members (Part IX, column (A), line 4) 0. 0. 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 1,227,080. 1,285,446. 0. 16a Professional fundraising fees (Part IX, column (A), line 11e) **b** Total fundraising expenses (Part IX, column (D), line 25) 652,725. 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 835,331. 1,879,805. 2,120,777. 18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 105,416. 92,145. 19 Revenue less expenses. Subtract line 18 from line 12 50 Beginning of Current Year **End of Year** 1,054,275. 903,262. 20 Total assets (Part X, line 16) 117,722. 176,590. 21 Total liabilities (Part X, line 26) Net 785,540. 877,685. 22 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. Signature of officer Sign KRISTIN KINNEY, EXECUTIVE DIRECTOR Here Type or print name and title PTIN Print/Type preparer's name Preparer's signature 05/19/20 Paid NEAL EVERT NEAL EVERT P00046853 self-employed Firm's name CARPENTER, EVERT & ASSOCIATES, Preparer Firm's EIN 41-1534805 Firm's address > 7760 FRANCE AVE S, SUITE 940 Use Only BLOOMINGTON, MN 55435 Phone no. (952) 831-0085

May the IRS discuss this return with the preparer shown above? (see instructions)

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including grants of \$

1,906,074.

4e Total program service expenses

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

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Part IV Checklist of Required Schedules

	r	_	Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?			
_	If "Yes," complete Schedule A	1	X	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2	Х	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for	ا ۽		v
	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			x
_	during the tax year? If "Yes," complete Schedule C, Part II	4		
5		5		х
6	similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	-	_	
٥	provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		х
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,	-		-21
,	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		х
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete		_	
•	Schedule D, Part III	8		х
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for	Ů		
•	amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services?			
	If "Yes," complete Schedule D, Part IV	9		х
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent	J		
	endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	10		х
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		Aug i	i au
•	as applicable.	-0-1		
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,			
	Part VI	11a	Х	
b	Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total			
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	.11b		Х
С	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		X
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_
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		X
f	· · · · · · · · · · · · · · · · · · ·			
	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f	X	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			
	Schedule D, Parts XI and XII	12a	X	
b	Was the organization included in consolidated, independent audited financial statements for the tax year?			
	If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b	_	X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
14a		14a		X
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business,			
	investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000			,,
45	or more? If "Yes," complete Schedule F, Parts I and IV	14b		<u> </u>
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any			_v
16	foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		<u> </u>
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to	4.		x
17	or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,	47		x
18	column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines	17		
10		18		x
19	1c and 8a? If "Yes," complete Schedule G, Part II Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes."	10		<u> </u>
13		19		x
20a	complete Schedule G, Part III Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		X
20a b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		<u> </u>
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or			
	domestic government on Part IX, column (A), line 1? If "Yes." complete Schedule I, Parts I and II	21		X
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			Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		_X_
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current			
	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23		x
24 a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the			
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete			
	Schedule K. If "No," go to line 25a	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease			
	any tax-exempt bonds?	24c		
ď	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit			
	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		_X_
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and			
	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete			
	Schedule L, Part I	25b		X
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or			
	former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If "Yes,"			
	complete Schedule L, Part II	26		X
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial			
	contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member			
	of any of these persons? If "Yes," complete Schedule L, Part III	27		X
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV		15	
	instructions for applicable filing thresholds, conditions, and exceptions):	17		**
	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		X
	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b	-	X
C	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer,			v
00	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		
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation			x
24	contributions? If "Yes," complete Schedule M	30		
31	Did the organization liquidate, terminate, or dissolve and cease operations?	31		x
32	If "Yes," complete Schedule N, Part I Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes." complete	31		
32	-	32		x
33	Schedule N, Part II Did the organization own 100% of an entity disregarded as separate from the organization under Regulations	32	-	
00	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		x
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and			
•	Part V, line 1	34		x
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity			
	within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?			
	If "Yes," complete Schedule R, Part V, line 2	36		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		X
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?			
_	Note. All Form 990 filers are required to complete Schedule O	38	X	
Pai				
,	Check if Schedule O contains a response or note to any line in this Part V			
	W W		Yes	No
	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	217	1 -01	
	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	33	1	12.3
C	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming			
_	(gambling) winnings to prize winners?	1c	X	
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		1911 V		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements,		130		
	filed for the calendar year ending with or within the year covered by this return	2a 25	18		100
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns		2b	Х	
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	***************************************	1000	PER III	
За			3a		_X_
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O		3b	_	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other au				37
	financial account in a foreign country (such as a bank account, securities account, or other financial ac	count)?	4a	I IV	Х
b	If "Yes," enter the name of the foreign country:	- ALLES (CDAD)			4516
-	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Act	` ´	e-	-	X
5a b	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction.	ion?	<u>5a</u> 5b	_	X
C	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		5c	1	-21
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the		<u>x</u>		
ou	any contributions that were not tax deductible as charitable contributions?	_	6a		х
b	If "Yes," did the organization include with every solicitation an express statement that such contribution		- OL		
_	were not tax deductible?		6b		
7	Organizations that may receive deductible contributions under section 170(c).		18	100	be i
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and serv	ices provided to the payor?	7a		Х
b	TERRE TO PLAN TO THE TOTAL TO THE TOTAL TO THE TOTAL TO THE TOTAL TOTAL TO THE TOTAL TOTAL TO THE TOTAL TOTAL TO THE TOTAL TO THE TOTAL TOTAL		7b		
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was				
	to file Form 8282?		7c		Х
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit co	ntract?	7e		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contra		7f		X
g	If the organization received a contribution of qualified intellectual property, did the organization file For	m 8899 as required? 🚃	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization		7h		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained	by the	100		
			8		
9	Sponsoring organizations maintaining donor advised funds.				
a		***************************************	9a		
_ b			9b		
10	Section 501(c)(7) organizations. Enter:	-n- l	No.	100	143
a	Initiation fees and capital contributions included on Part VIII, line 12	10a 10b	HEA		
ь 11	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities Section 501(c)(12) organizations. Enter:	100		W	
a	Gross income from members or shareholders	11a	133		3.84
h	Gross income from other sources (Do not net amounts due or paid to other sources against	114			DY's
_	amounts due or received from them.)	11b	415	BUE	4
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form		12a		
		12b	-535	114	9 3
13	Section 501(c)(29) qualified nonprofit health insurance issuers.				lo I
а	Is the organization licensed to issue qualified health plans in more than one state?		13a		
	Note. See the instructions for additional information the organization must report on Schedule O.			175	
b	Enter the amount of reserves the organization is required to maintain by the states in which the		1.13		
	organization is licensed to issue qualified health plans	13b	1003	391	
С	Enter the amount of reserves on hand	13c		W. N	
14a	Did the organization receive any payments for indoor tanning services during the tax year?		14a		Х
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule		14b	<u> </u>	
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuner				
	excess parachute payment(s) during the year?		15		X
	If "Yes," see instructions and file Form 4720, Schedule N.		-V =	100	
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment	income?	16		X
_	If "Yes," complete Form 4720, Schedule O.				

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

0	Check if Schedule O contains a response or note to any line in this Part VI			*********		A
Sec	tion A. Governing Body and Management				_	
		ï	1 44		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a	11	No. of		
	If there are material differences in voting rights among members of the governing body, or if the governing			400	als	4
	body delegated broad authority to an executive committee or similar committee, explain in Schedule O.		4.0	10.74	30	
þ	Enter the number of voting members included in line 1a, above, who are independent	1b	10	0188	100	
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship	p with	any other			100
	officer, director, trustee, or key employee?			2		X
3	Did the organization delegate control over management duties customarily performed by or under th					50005
	of officers, directors, or trustees, or key employees to a management company or other person?			3		X
4	Did the organization make any significant changes to its governing documents since the prior Form 9	990 wa	s filed?	4	Х	
5	Did the organization become aware during the year of a significant diversion of the organization's ass	sets?		5		X
6	Did the organization have members or stockholders?			6		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or a					
	more members of the governing body?			7a		<u> </u>
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, s	tockh	olders, or			
	persons other than the governing body?			7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the ye	ar by th	ne following;			- 1
а	The governing body?			8a	X	
b	Each committee with authority to act on behalf of the governing body?			8b	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be rea	ched	at the			
	organization's mailing address? If "Yes." provide the names and addresses in Schedule O			9		X
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Re	evenue	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 cl	hapter	s, 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 boo	ly befo	ore 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	COUCHOOCES		12a	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give ris	e to co	nflicts?	12b	Х	
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? $\ensuremath{\mathit{If}}$	Yes,"	describe			
	in Schedule O how this was done			12c	Х	
13	Did the organization have a written whistleblower policy?			13	X	
14	Did the organization have a written document retention and destruction policy?		***************************************	14	X	
15	Did the process for determining compensation of the following persons include a review and approve	al by ir	ndependent			
	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?				. Perk	1.00
а	The organization's CEO, Executive Director, or top management official			15a	X	
Ь	Other officers or key employees of the organization			15b	X	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).			1.00		/IO/
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrange	ment v	with a			
	taxable entity during the year?		***************************************	16a		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate	ate its	participation	113	19.0	150
	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the orga	nizatio	n's		174	
	exempt status with respect to such arrangements?		Marrier Control of the Control of th	16b		
Sec	tion C. Disclosure					
17	List the states with which a copy of this Form 990 is required to be filed ▶MN					
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A if applicable), 990, a	nd 990)-T (Section 501(c)(3)s	only)	availa	ble
	for public inspection. Indicate how you made these available. Check all that apply.					
	X Own website X Another's website X Upon request Other (explain	in in S	chedule O)			
19	Describe in Schedule O whether (and if so, how) the organization made its governing documents, co	onflict	of interest policy, and	financ	ial	
	statements available to the public during the tax year.					
20	State the name, address, and telephone number of the person who possesses the organization's bo	oks ar	nd records			
	THE ORGANIZATION - 651-793-3803					
	579 WELLS STREET, ST. PAUL, MN 55130					
832008	3 12-31-18			Form	1 990	(2018)

Form 990 (2018) 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.

(A) Name and Title	(B) Average hours per week	box	not cl unles	(C) Position t check more than one nless person is both an and a director/trustee)			an	(D) Reportable compensation from	(E) Reportable compensation from related	(F) Estimated amount of other
	(list any hours for related organizations below line)	Individual trustee or director	Institutional trustee	Officer	Кеу етріоуее	Highest compensated employee	Former	the organization (W-2/1099-MISC)	organizations (W-2/1099-MISC)	compensation from the organization and related organizations
(1) KRISTIN KINNEY	44.00									
EXECUTIVE DIR.		X		X		Ш		80,700.	0.	10,937
(2) MARLEE TORRENCE	2.00									
DIRECTOR	0.00	X	_		_			0.	0	0.
(3) REBECCA NELSON	2.00	١.,								
DIRECTOR (4) SHANNON FRIBERG	2.00	X		-	-	-	_	0.	0.	0.
(4) SHANNON FRIBERG DIRECTOR	2.00	x						0.	0.	
(5) ROBERT BLAKE	2.00	┢		-	\vdash	-	-	0.0	0.	0.
DIRECTOR	2.00	x						0.	0.	0.
(6) ROSEMARY FRANK	2.00	<u> </u>		\vdash	-			0.	0.	0.
DIRECTOR	2.00	x						0.	0.	0.
(7) NOAH GAGNER	2.00			П		П				
CHAIR		1		x				0.	0.	0.
(8) SHANA KING	2.00									
VICE CHAIR				х				0.	0.	0.
(9) MICHELLE BELLANGER	2.00									
TREASURER				X				0	0.	0
(10) JOHN LITTLEWOLF	2.00									
SECRETARY			_	X			_	0.	0.	0.
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Form 990 (2018)

(A) Name and title	(B) Average hours per week (list any	rage Position (do not check more than one box, unless person is both an officer and a director/trustee)					ne an	(D) Reportable compensation from the	(E) Reportable compensation from related organizations		(F) Estimate amount other	of
	hours for related organizations below line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	organization (W-2/1099-MISC)	(W-2/1099-MISC)			ne tion ted
1b Sub-total c Total from continuation sheets to Part VII	, Section A						▶	80,700.	0		10,9	37.
d Total (add lines 1b and 1c) Total number of individuals (including but no compensation from the organization							•	80,700. eceived more than \$100,		•	10,9	37. 0
3 Did the organization list any former officer,				-		-		•			Yes	No
 line 1a? If "Yes," complete Schedule J for st For any individual listed on line 1a, is the su and related organizations greater than \$150 	m of reportabl	e co	mpe	ensa	tion	and	oth	er compensation from t	he organization		1148	X
5 Did any person listed on line 1a receive or a rendered to the organization? <i>If "Yes." com</i> Section B. Independent Contractors	ccrue comper	ısati	on f	om	any	unre	elate	ed organization or individ	dual for services		5	Х
Complete this table for your five highest cor the organization. Report compensation for t	-	-								sation		
(A) Name and business	address	N	INC	3		_	_	(B) Description of s	services	Com	(C) pensati	on

Total revenue Resembly Ancies Prevenue Resembly Ancies Prevenue Resembly Ancies Prevenue Resembly Ancies Resembly Ancies Resembly			Check if Schedule O conta	ins a response	or note to any line	in this Part VIII			
1						(A) Total revenue	exempt function	business	Revenue excluded from tax under
Business Code Part	र र	1 a	Federated campaigns	1a		de la Santa	A CONTRACTOR	V . 1. 2	
Business Code Part	E	b	OI ISOUTS	1827					
Business Code Part	S, G								
2 a Business Code Business Code	HE I	d	Related organizations	1d					
2 a Business Code Business Code	is,	е	Government grants (contribution	ons) 1e 1,	578,459.				
2 a Business Code Business Code	ibution other S		similar amounts not included above	/e 1f					
Business Code Part	할								
2 a b d d d d d d d d d d d d d d d d d d	<u>0 a</u>	h	Total. Add lines 1a-1f			2,203,604.	A CONTRACTOR OF THE PERSON NAMED IN		
b c c c c c c c c c c c c c c c c c c c		_			Business Code				
g Total. Add lines 2a.2f 3 Investment income (including dividends, interest, and other similar amounts) 4 Income from investment of tax-exempt bond proceeds 5 Royalties 6 a Gross rents b Less: rental expenses c Rental income or (loss) d Net rental income or (loss) 7 a Gross amount from sales of assets other than inventory b Less: cost or other basis and sales expenses c Gain or (loss) d Net gain or (loss) d Net gain or (loss) 5 a Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18 b Less: direct expenses b Less: direct expenses c Salin or (loss) 5 a Gross income from fundraising events (not income or (loss) from gaming activities. See Part IV, line 19 b Less: direct expenses c Net income or (loss) from gaming activities. See Part IV, line 19 b Less: cost of goods sold c Net income or (loss) from gaming activities. See Part IV, line 19 d Less: cost of goods sold b Lest: cost of goods sold d Net income or (loss) from gaming activities. See Part IV, line 19 d Less: cost of goods sold d Net income or (loss) from gaming activities. See Part IV, line 19 d Less: cost of goods sold b Lest: cost of goods sold b	ဒ္ဌ								
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CATACOMO CONTROL CONTR		d	All other revenue						
12 Total revenue. See instructions ▶ 2,212,922. 8,890. 0. 428		e	Total. Add lines 11a-11d	******************				16.30	
832009 12-31-18 Form 990 (201	\rightarrow					4,212,922.	8,890.	. 0	428. Form 990 (2018)

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A) X Check if Schedule O contains a response or note to any line in this Part IX (B) Program service expenses (C) Management and general expenses (A) Total expenses (D) Fundraising Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII. expenses Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 Grants and other assistance to domestic individuals. See Part IV, line 22 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 Benefits paid to or for members Compensation of current officers, directors, trustees, and key employees 91,637. 82,473. 1,833. 7,331. Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) 20,797. Other salaries and wages 953,459. 857,325. 75,337. Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) 152,156. 136,778. 3,369. 12,009. Other employee benefits 9 88,194. 79,287. 1,940. 6,967. Payroll taxes 10 Fees for services (non-employees): a Management b Legal Accounting d Lobbying e Professional fundraising services. See Part IV, line 17 Investment management fees Other, (If line 11g amount exceeds 10% of line 25, 239,865. 274,687. 24,239. 10,583. column (A) amount, list line 11g expenses on Sch O.) Advertising and promotion 12 42,214. 6,273. 28,052. 7,889. Office expenses 13 14 Information technology 15 Royalties 41,692. 32,065. 6,365. 3,262. 16 Occupancy 10,215. 9,672. 504. 39. 17 18 Payments of travel or entertainment expenses for any federal, state, or local public officials | Conferences, conventions, and meetings 19 20 Interest Payments to affiliates 21 20,052. Depreciation, depletion, and amortization 20,052. 22 20,997. 16,921. 2,560. 1,516. 23 Insurance 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.) 246,747. 246,747. CLIENT SERVICES b BAD DEBT 147,805. 147,805. 29,922. 29,084. PROFESSIONAL DEVELOPMEN 263. 575. 1,000. d BANK CHARGES AND INTERE 1,000. e All other expenses 2,120,777. 1,906,074. 90,811. Total functional expenses. Add lines 1 through 24e 123,892. Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.

Check here if following SOP 98-2 (ASC 958-720)

	Check if Schedule O contains a response or note to any line in this Part X	(A)		/D\
		(A) Beginning of year		(B) End of year
1	Cash - non-interest-bearing	42,358.	1	64,712.
2	Savings and temporary cash investments	149,999.	2	185,313
3	Pledges and grants receivable, net	350,255.	3	458,054
4	Accounts receivable, net		4	
5	Loans and other receivables from current and former officers, directors,	THE REPORT	8	
	trustees, key employees, and highest compensated employees. Complete			
	Part II of Schedule L		5	
6	Loans and other 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 instr). Complete Part II of Sch L		6	
7	Notes and loans receivable, net		7	
8	Inventories for sale or use		8	
9	Prepaid expenses and deferred charges	87,915.	9	80,426
10a	Land, buildings, and equipment: cost or other			
	basis. Complete Part VI of Schedule D 10a 565,863.			
Ь	Less: accumulated depreciation 10b 300,093.	272,735.	10c	265,770
11	Investments - publicly traded securities		11	
12	Investments - other securities. See Part IV, line 11		12	
13	Investments - program-related. See Part IV, line 11		13	
14	Intangible assets		14	
15	Other assets. See Part IV, line 11		15	
16	Total assets. Add lines 1 through 15 (must equal line 34)	903,262.	16	1,054,275
17	Accounts payable and accrued expenses	117,722.	17	158,514
18	Grants payable		18	
19	Deferred revenue		19	18,076
20	Tax-exempt bond liabilities		20	
21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
, 22	Loans and other payables to current and former officers, directors, trustees,	EASTERN LEEKING		
]	key employees, highest compensated employees, and disqualified persons.			
22	Complete Part II of Schedule L		22	
23	Secured mortgages and notes payable to unrelated third parties		23	
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 of			
	Schedule D		25	
26	Total liabilities. Add lines 17 through 25	117,722.	26	176,590
	Organizations that follow SFAS 117 (ASC 958), check here ▶ X and			
,	complete lines 27 through 29, and lines 33 and 34.			
27	Unrestricted net assets	696,043.	27	706,918
28	Temporarily restricted net assets	89,497.	28	170,767
29	Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117 (ASC 958), check here			
;	and complete lines 30 through 34.			
30	Capital stock or trust principal, or current funds		30	
31	Paid-in or capital surplus, or land, building, or equipment fund		31	
27 28 29 30 31 32 32	Retained earnings, endowment, accumulated income, or other funds		32	
33	Total net assets or fund balances	785,540.	33	877,685
34	Total liabilities and net assets/fund balances	903,262.	34	1,054,275

Form **990** (2018)

c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit,

If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.

3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit

b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit

or audits, explain why in Schedule O and describe any steps taken to undergo such audits

review, or compilation of its financial statements and selection of an independent accountant?

Act and OMB Circular A-133?

2c X

Form 990 (2018)

3a

X

SCHEDULE A

(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Public Charity Status and Public Support

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

► Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2018

Open to Public Inspection

Name of the organization **Employer identification number** 41-1841352 AMERICAN INDIAN FAMILY CENTER Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions. The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.) A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i). A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990 or 990-EZ).) 3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii). A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, 4 city, and state: An organization operated for the benefit of a college or university owned or operated by a governmental unit described in 5 section 170(b)(1)(A)(iv), (Complete Part II.) A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v). 6 X An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.) R A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.) An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: 10 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2), (Complete Part III.) 11 An organization organized and operated exclusively to test for public safety. See section 509(a)(4). An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g. Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. You must complete Part IV, Sections A and B. Type II. A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). You must complete Part IV, Sections A and C. Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E. Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). You must complete Part IV, Sections A and D, and Part V. Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization. f Enter the number of supported organizations Provide the following information about the supported organization(s) (iv) is the organization listed (iii) Type of organization (vi) Amount of other (i) Name of supported (v) Amount of monetary in your governing document? (described on lines 1-10 organization support (see instructions) support (see instructions) above (see instructions))

Total

Schedule A (Form 990 or 990-EZ) 2018 AMERICAN INDIAN FAMILY CENTER 41-1841 Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

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

Sec	ction A. Public Support						
Cale	ndar year (or fiscal year beginning in) 🖊	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not				l l	1	
	include any "unusual grants.")	76,156.	1531653.	1562911.	1969723.	2203604.	7344047.
2	Tax revenues levied for the organ-						
	ization's benefit and either paid to						
	or expended on its behalf			<u> </u>			
3	The value of services or facilities						
	furnished by a governmental unit to						
	the organization without charge						
4	Total. Add lines 1 through 3	76,156.	1531653.	1562911.	1969723.	2203604.	7344047.
5	The portion of total contributions			. 7			
	by each person (other than a			and the			
	governmental unit or publicly				- 31 33		
	supported organization) included						
	on line 1 that exceeds 2% of the						
	amount shown on line 11,					at gust off	
	column (f)				Eme -		2,550.
	Public support. Subtract line 5 from line 4.						7341497.
Se	ction B. Total Support				410		
Cale	ndar year (or fiscal year beginning in) 🕨	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
7	Amounts from line 4	76,156.	1531653.	1562911.	1969723.	2203604.	7344047.
8	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties,						
	and income from similar sources	93.	219.	345.	289.	428.	1,374.
9	Net income from unrelated business						
	activities, whether or not the						
	business is regularly carried on						
10	Other income. Do not include gain						
	or loss from the sale of capital						
	assets (Explain in Part VI.)			3,000.	15,209.	8,890.	
	Total support. Add lines 7 through 10	ETERNIE KUNT				12 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	7372520.
	Gross receipts from related activities,	•	100000000000000000000000000000000000000			12	
13	First five years. If the Form 990 is for	•	s first, second, thir	d, fourth, or fifth ta	ax year as a section	n 501(c)(3)	. —
Se	organization, check this box and stop ction C. Computation of Publi	o here C Support Per	centage				
14	Public support percentage for 2018 (li	ine 6, column (f) di	vided by line 11. c	olumn (f))		14	99.58 %
	Public support percentage from 2017					15	99.41 %
	33 1/3% support test - 2018. If the c					ore, check this bo	
	stop here. The organization qualifies	as a publicly supp	orted organization				►X
b	33 1/3% support test - 2017. If the c						
	and stop here. The organization qual	ifies as a publicly s	supported organiza	ation			
17a	10% -facts-and-circumstances test						
	and if the organization meets the "fac	ts-and-circumstan	ces" test, check th	is box and stop I	here. Explain in Pa	rt VI how the orga	nization
	meets the "facts-and-circumstances"	test. The organiza	tion qualifies as a	publicly supported	organization		
Ł	10% -facts-and-circumstances test						
	more, and if the organization meets th	ne "facts-and-circu	mstances" test, ch	neck this box and	stop here. Explain	n in Part VI how the	e
	organization meets the "facts-and-circ		•				
18	Private foundation. If the organization	n did not check a	box on line 13, 16	a, 16b, 17a, or 17i	o, check this box a	nd see instruction:	s
					Scho	edule A (Form 990	or 990-EZ) 2018

Schedule A (Form 990 or 990-EZ) 2018 AMERICAN INDIAN FAMILY CENTER Part III | Support Schedule for Organizations Described in Section 509(a)(2)

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

Sec	ction A. Public Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(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 per-						
	formed, or facilities furnished in	1				1	
	any activity that is related to the organization's tax-exempt purpose				1		
3	Gross receipts from activities that						
-	are not an unrelated trade or bus-						
	inner weder nesting 510						
4	Tax revenues levied for the organ-						-
7	ization's benefit and either paid to				1		
_							
5	The value of services or facilities						
	furnished by a governmental unit to				1		
	the organization without charge						
	Total. Add lines 1 through 5						
7 8	Amounts included on lines 1, 2, and						
	3 received from disqualified persons						
k	Amounts included on lines 2 and 3 received						
	from other than disqualified persons that exceed the greater of \$5,000 or 1% of the						
	amount on line 13 for the year						
(Add lines 7a and 7b						
	Public support. (Subtract line 7c from line 6.)						
	ction B. Total Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
9	Amounts from line 6						
	Gross income from interest,						
	dividends, payments received on securities loans, rents, royalties,						
	and income from similar sources						
Ŀ	Unrelated business taxable income						
	(less section 511 taxes) from businesses						
	acquired after June 30, 1975						
,	Add lines 10a and 10b	-					-
	Net income from unrelated business					+	<u> </u>
•	activities not included in line 10b,						
	whether or not the business is						
12	regularly carried on Other income. Do not include gain					-	<u> </u>
12	or loss from the sale of capital						
	assets (Explain in Part VI.)					-	
	Total support. (Add lines 9, 10c, 11, and 12.)					1	
14	First five years. If the Form 990 is for	•			•	(/ ()	ation,
_	check this box and stop here						>
_	ction C. Computation of Publi					T	
15	Public support percentage for 2018 (I	ine 8, column (f), c	divided by line 13,	column (f))		15	<u>%</u>
	Public support percentage from 2017					16	<u>%</u>
Se	ction D. Computation of Inves	tment Income	e Percentage				
17	Investment income percentage for 20)18 (line 10c, colu	mn (f), divided by I	ne 13, column (f))		17	%
18	Investment income percentage from					18	%
19a	33 1/3% support tests - 2018. If the					·	
	more than 33 1/3%, check this box ar	=				·	ь□
ŀ	33 1/3% support tests - 2017. If the	-	-				and
•	line 18 is not more than 33 1/3%, che	_				·	▶□
20						-	
20	rrivate roundation. If the organization	n alu not check a	DOX OIT II/IE 14, 19	a, or 190, check to	iis DOX and See in	structions	

1 227

Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B, If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E, If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

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

	Yes	No
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3b		
10	1 = 1	19
3c		
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4c		
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9c		
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10a		-
10b		

Pai	rt IV Supporting Organizations (continued)			
			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
а	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c)		BHO.	
	below, the governing body of a supported organization?	11a	_	
	A family member of a person described in (a) above?	11b		_
	A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.	11c		
Sec	tion B. Type I Supporting Organizations			
			Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to			
	regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the			25
	tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or			1
	controlled the organization's activities. If the organization had more than one supported organization,		1	1
	describe how the powers to appoint and/or remove directors or trustees were allocated among the supported	1	Comme	-
2	organizations and what conditions or restrictions, if any, applied to such powers during the tax year.	ALC: N		
~	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in		18	
				15.00
	Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated,	2		
Sec	supervised, or controlled the supporting organization. tion C. Type II Supporting Organizations			
	CONTRACTOR AND		Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors		1.03	,,,,,
-	or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control		101	331
	or management of the supporting organization was vested in the same persons that controlled or managed			Bell
	the supported organization(s).	1		
Sec	tion D. All Type III Supporting Organizations		•	
			Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the	1,719	U.S.	
	organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax	Sec.		
	year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the	100		1000
	organization's governing documents in effect on the date of notification, to the extent not previously provided?	-1		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported			100
	organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how	1100		I SOF
	the organization maintained a close and continuous working relationship with the supported organization(s).	2		
3	By reason of the relationship described in (2), did the organization's supported organizations have a	V IO		TEE S
	significant voice in the organization's investment policies and in directing the use of the organization's			130
	income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's	1000	- THE	Mill
_	supported organizations played in this regard.	3		
Sec	tion E. Type III Functionally Integrated Supporting Organizations			
1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instruction	ıs).		
а	The organization satisfied the Activities Test. Complete line 2 below.			
b	The organization is the parent of each of its supported organizations. Complete line 3 below.			
C	The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see in	structions	1	Γ
2	Activities Test. Answer (a) and (b) below.		Yes	No
а	, , , , , , , , , , , , , , , , , , , ,	100		100
	the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify	0.00	100	River
	those supported organizations and explain how these activities directly furthered their exempt purposes,	196		W-ST
	how the organization was responsive to those supported organizations, and how the organization determined			-
	that these activities constituted substantially all of its activities.	2a	100	100
Ь	.,	176		
	of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the	100		1
	reasons for the organization's position that its supported organization(s) would have engaged in these	01	4	
•	activities but for the organization's involvement.	2b		
3	Parent of Supported Organizations. Answer (a) and (b) below.		10.10	-
а		0-	1	- Charles
L	trustees of each of the supported organizations? <i>Provide details in Part VI.</i> Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each	3a	O LAND	100
IJ	of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.	3b	1	
_	The following of the state of the following of the organization in this regard.			

5 10-11-18

2

3

4

5

Schedule A (Form 990 or 990-EZ) 2018

2

Enter 85% of line 1

4 Enter greater of line 2 or line 3

instructions).

5 Income tax imposed in prior year

Minimum asset amount for prior year (from Section B, line 8, Column A)

Distributable Amount. Subtract line 5 from line 4, unless subject to

emergency temporary reduction (see instructions)

Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see

Par	t V Type III Non-Functionally Integrated 509	(a)(3) Supporting Orga	nizations (continued)	rage r
	on D - Distributions		,vvi.nii.vvvj	Current Year
1	Amounts paid to supported organizations to accomplish exe			
2	Amounts paid to perform activity that directly furthers exemp			
	organizations, in excess of income from activity			
3	Administrative expenses paid to accomplish exempt purpose	es of supported organizations		
4	Amounts paid to acquire exempt-use assets			
5	Qualified set-aside amounts (prior IRS approval required)			
6	Other distributions (describe in Part VI). See instructions.			
7	Total annual distributions. Add lines 1 through 6.			
8	Distributions to attentive supported organizations to which the			
	(provide details in Part VI). See instructions.			
9	Distributable amount for 2018 from Section C, line 6			
10	Line 8 amount divided by line 9 amount			
Secti	ion E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2018	(iii) Distributable Amount for 2018
1	Distributable amount for 2018 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2018 (reason-			
	able cause required- explain in Part VI). See instructions.			
3	Excess distributions carryover, if any, to 2018			
а	From 2013			
b	From 2014			
С	From 2015			
d	From 2016			
е	From 2017		MILITARY STATES	
f	Total of lines 3a through e			
g	Applied to underdistributions of prior years			
	Applied to 2018 distributable amount			
i	THE CONTROL OF THE PROPERTY OF			The state of the s
i	Remainder. Subtract lines 3g, 3h, and 3i from 3f.			TO SERVICE STATE
4	Distributions for 2018 from Section D		THE PARK IN SECTION	
	line 7: \$		Taking to Top to y	
а	Applied to underdistributions of prior years			
	Applied to 2018 distributable amount		1 - 1 (E) - 10 (E)	
	Remainder. Subtract lines 4a and 4b from 4.		A Comment of the Comm	
5	Remaining underdistributions for years prior to 2018, if			
-	any. Subtract lines 3g and 4a from line 2. For result greater			
	than zero, explain in Part VI. See instructions.			
6	Remaining underdistributions for 2018. Subtract lines 3h		2 / 2 / 2 /	
-	and 4b from line 1. For result greater than zero, explain in			
	Part VI. See instructions.			
7	Excess distributions carryover to 2019. Add lines 3			
•	and 4c.			
8	Breakdown of line 7:		THE SALES OF SALES	
	Excess from 2014			
	Excess from 2015			
	Excess from 2016			
	Excess from 2016			
	Excess from 2017 Excess from 2018			
е	LAUGOS IIUIII ZU 10			

Schedule A (Form 990 or 990-EZ) 2018

832028 10-11-18

Schedule A

Identification of Excess Contributions Included on Part II, Line 5

2018

** Do Not File **

*** Not Open to Public Inspection ***

	Contributions
150,000.	2,550
	<u></u>
	**

Schedule B

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

Department of the Treasury Internal Revenue Service Name of the organization

Schedule of Contributors

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

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

OMB No. 1545-0047

2018

Employer identification number

AMERICAN INDIAN FAMILY CENTER 41-1841352 Organization type (check one): Filers of: Section: Form 990 or 990-EZ X 501(c)(3) (enter number) organization 4947(a)(1) nonexempt charitable trust not treated as a private foundation 527 political organization Form 990-PF 501(c)(3) exempt private foundation 4947(a)(1) nonexempt charitable trust treated as a private foundation 501(c)(3) taxable private foundation Check if your organization is covered by the General Rule or a Special Rule. Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions. **General Rule** For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributors. **Special Rules** X For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II. For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II. and III. For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions exclusively for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an exclusively religious, charitable, etc.,

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

religious, charitable, etc., contributions totaling \$5,000 or more during the year

purpose. Don't complete any of the parts unless the General Rule applies to this organization because it received nonexclusively

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

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

Name of organization

Employer identification number

AMERICAN INDIAN FAMILY CENTER

41-1841352

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.				
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution		
<u> </u>	MN DEPARTMENT OF HUMAN SERVICES 444 LAFAYETTE ROAD ST. PAUL, MN 55155	\$ <u>1,119,696</u> .	Person X Payroll		
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution		
2	MN DEPARTMENT OF HEALTH 625 ROBERT STREET NORTH ST. PAUL, MN 55164	\$\$	Person X Payroll Noncash (Complete Part II for noncash contributions.)		
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution		
3	RAMSEY COUNTY 1919 UNIVERSITY AVE WEST ST. PAUL, MN 55104	\$\$25,706.	Person X Payroll Complete Part II for noncash contributions.)		
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution		
4	POHLAD FOUNDATION 60 S 6TH STREET, SUITE 3800 MINNEAPOLIS, MN 55402	\$150,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)		
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution		
5	OTTO BREMER TRUST 30 7TH STREET EAST SUITE 2900 ST. PAUL, MN 55101	\$	Person X Payroll		
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution		
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)		

Employer identification number

AMERICAN INDIAN FAMILY CENTER

41-1841352

Part II	rt II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.				
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received		
	2	\$	-		
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received		
		- - - - - \$			
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received		
		*	·		
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received		
		\$	· ·		
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received		
÷		\$	2———		
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received		
		- - - - - - - -			

ame of org	ganization			Employer identification number	
MERIC	AN INDIAN FAMILY CENTE	3		41-1841352	
Part III	Exclusively religious, charitable, etc., contribut from any one contributor. Complete columns (a	ions to organizations described in	section 501(c)(7), (8), or (10) to		
	completing Part III, enter the total of exclusively religious,	charitable, etc., contributions of \$1,000	or less for the year. (Enter this info. on	DE.) \$	
(a) No	Use duplicate copies of Part III if additional	space is needed.			
(a) No. from	(b) Purpose of gift	(c) Use of gift	(d) Desc	cription of how gift is held	
Part I	(c) con gar		(-,	3	
18		-			
112					
		(e) Transfer of g	aift		
		•			
	Transferee's name, address, a	nd ZIP + 4	Relationship of tra	nsferor to transferee	
			Appendix and the second		
8					
a) No.					
from Part I	(b) Purpose of gift	(c) Use of gift	(d) Des	(d) Description of how gift is held	
raiti					
		3			
		(e) Transfer of	gift		
	Transferee's name, address, a	nd ZIP + 4	Relationship of transferor to transferee		
(a) No. from	0.10	4 3 11 4 15	(0.5		
Part I	(b) Purpose of gift	(c) Use of gift	(a) Des	cription of how gift is held	
		<u>.</u>			
		9			
-		(a) Transfer of	.:41		
	(e) Transfer of gift				
	Transferee's name, address, a	nd ZIP + 4	Relationship of tra	insferor to transferee	
a) No					
a) No. from	(b) Purpose of gift	(c) Use of gift	(d) Des	cription of how gift is held	
Part I					
		:	Y		
		-			
	(e) Transfer of gift				
_	Transferee's name, address, a	nd ZIP + 4	Relationship of tra	insferor to transferee	
/2					
le:			_		
1,					

SCHEDULE D

(Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

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

Attach to Form 990.

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

2018
Open to Public Inspection

Name of the organization

AMERICAN INDIAN FAMILY CENTER

Employer identification number

-	AMERICAN INDIAN FAMILY CENTER	41-1841352				
Pai	and the second s	counts. Complete if the				
	organization answered "Yes" on Form 990, Part IV, line 6.					
	(a) Donor advised funds	b) Funds and other accounts				
1	Total number at end of year					
2	Aggregate value of contributions to (during year)					
3	Aggregate value of grants from (during year)					
4	Aggregate value at end of year					
5	Did the organization inform all donors and donor advisors in writing that the assets held in donor advised fund	ds				
	are the organization's property, subject to the organization's exclusive legal control?					
6	Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used o					
	for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose confern					
	impermissible private benefit?					
Pai	t II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV,	line 7				
1	Purpose(s) of conservation easements held by the organization (check all that apply).					
	Preservation of land for public use (e.g., recreation or education) Preservation of a historically	important land area				
	Protection of natural habitat Preservation of a certified his	•				
	Preservation of open space	stone structure				
2						
2	Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a co					
	day of the tax year.	Held at the End of the Tax Year				
a .	Total number of conservation easements	2a				
b	Total acreage restricted by conservation easements	2b				
	Number of conservation easements on a certified historic structure included in (a)	2c				
d	Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure					
	listed in the National Register	2d				
3	Number of conservation easements modified, transferred, released, extinguished, or terminated by the organ	ization during the tax				
	year ▶					
4	Number of states where property subject to conservation easement is located					
5	Does the organization have a written policy regarding the periodic monitoring, inspection, handling of					
	violations, and enforcement of the conservation easements it holds?					
6	Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation	on easements during the year				
						
7	Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation ea	sements during the year				
	▶ \$					
8	Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)	(i)				
	and section 170(h)(4)(B)(ii)?	Yes No				
9	In Part XIII, describe how the organization reports conservation easements in its revenue and expense statem					
	include, if applicable, the text of the footnote to the organization's financial statements that describes the organization					
	conservation easements.					
Pai	t III Organizations Maintaining Collections of Art, Historical Treasures, or Other S	Similar Assets.				
	Complete if the organization answered "Yes" on Form 990, Part IV, line 8.					
1a	If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement are	d balance sheet works of art,				
	historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of					
	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 be	alance sheet works of art historical				
	treasures, or other similar assets held for public exhibition, education, or research in furtherance of public ser					
	relating to these items:	vice, provide and following amounts				
	(i) Revenue included on Form 990, Part VIII, line 1	& ¢				
2	(ii) Assets included in Form 990, Part X If the organization received or held works of art, historical treasures, or other similar assets for financial gain,					
~	the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:	PIONIGE				
_	- · · · · · · · · · · · · · · · · · · ·	•				
a	Revenue included on Form 990, Part VIII, line 1					
	Assets included in Form 990, Part X	▶ \$				

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LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule D (Form 990) 2018

Schedule D (Form 990) 2018

Schedule D (Form 990) 2018 AMERICAN IN Part VII Investments - Other Securities.	DIAN FAMILY	CENTER	41	-1841352 Page
Complete if the organization answered "Yes"	on Form 990 Part IV. I	ine 11b. See Form 990	Part X line 12	
(a) Description of security or category (including name of security)	(b) Book value			d-of-year market value
(1) Financial derivatives		- 		
(2) Closely-held equity interests				
(3) Other				
(A)				
(B)				
(C)				
(D)				
(E)				
(F)				
(G)				
(H)				
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)			The out	
Part VIII Investments - Program Related.				
Complete if the organization answered "Yes"	on Form 990, Part IV, I	ine 11c. See Form 990	Part X, line 13.	
(a) Description of investment	(b) Book value			d-of-year market value
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.)		AHE HEAV	IS SENTENCE OF	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Part IX Other Assets.	·M			
Complete if the organization answered "Yes"	on Form 990, Part IV,	ine 11d. See Form 990	, Part X, line 15.	
) Description			(b) Book value
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
Total. (Column (b) must equal Form 990. Part X, col. (B) lin	ne 15.)		>	
Complete if the organization answered "Yes"	on Form 990 Part IV	ine 11e or 11f See For	m 990 Part X line 2	ξ.
1. (a) Description of liability	11. 5 5.00) 1 4.1.17	(b) Book value	300,1 2107, 1110 20	E TOTAL CONTRACTOR
(1) Federal income taxes				
(2)				
(3)				
			730° EUN 100 ELECTION	
(4)				

Total. (Column (b) must equal Form 990. Part X. col. (B) line 25.)

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

X

Schedule D (Form 990) 2018

(6) (7) (8)

SCHEDULE 0

(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

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

OMB No. 1545-0047 Inspection

Name of the organization

Employer identification number

AMERICAN INDIAN FAMILY CENTER	41-1841352
FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISS	SION:
TO RAISE HEALTHY, NURTURED CHILDREN TO ACHIEVE THEIR FULL	POTENTIAL AND
TO BE ACTIVE, CONTRIBUTING MEMBERS IN THEIR COMMUNITY.	
FORM 990, PART VI, SECTION A, LINE 4:	
BYLAWS WERE AMENDED	
FORM 990, PART VI, SECTION B, LINE 11B:	-
LINE 11B EXPLANATION - ORGANIZATION'S PROCESS TO REVIEW FO	ORM 990:
THE BOARD WILL REVIEW AND APPROVE AT THE FIRST MEETING FO	LLOWING COMPLETION
OF THE FORM.	
O—————————————————————————————————————	
FORM 990, PART VI, SECTION B, LINE 12C:	
ENFORCEMENT OF CONFLICTS POLICY:	
AT THE START OF THE FISCAL YEAR EVERY BOARD MEMBER IS GIV.	EN A CONFLICT OF
INTEREST DISCLOSURE FORM TO COMPLETE. IF A REAL OR PERCEI	VED CONFLICT
EXISTS IT WILL BE DEALT WITH ON A CASE BY CASE BASIS.	
FORM 990, PART VI, SECTION B, LINE 15:	
THE ORGANIZATION CONSULTS THE MINNESOTA COUNCIL OF NON PRO	OFITS ANNUAL
COMPENSATION SURVEY TO DETERMINE COMMUNITY COMPENSATION R	ATE RANGES FOR
THESE POSITIONS.	
FORM 990, PART VI, SECTION C, LINE 19:	
GOVERNING DOCUMENTS DISCLOSURE EXPLANATION:	
GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINA	NCIAL STATEMENTS
LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.	edule O (Form 990 or 990-FZ) (2018)

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