

# **WE Charity 501(c)3: DIRECTORS**

## **Pages of U.S. Tax Returns**

**Compiled by Vivian Krause**

**July 22, 2020**

**@FairQuestions**

### Directors of WE Charity 501(c)3

		2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Early Directors	Eva Haller, President	X	X	X	X	X	X	X	X		X	X	X	X					
	Leonard Merrill Kurz, Vice President, Forest Creatures	X	X																
	Jonathan White, Meeting Chairperson	X	X	X	X	X	X	X	X		X	X	X	X	X	X	X	X	X
	Vivien Stewart	X	X																
	Susan Bradfield	X	X																
Kielburgers	Theresa Kielburger, Secretary	X		X															
	Craig Kielburger, Founder	X	X	X	X	X	X	X											
	Marc Kielburger, Exec. Director		X	X	X	X	X	X											
Treasurers	Rowena Nuffer	X																	
	Vinay Kumar		X		X														
	Craig Heilmann			X	X	X	X	X	X		X	X		X					
Ernan Roman & Family	Ernan Roman	X	X	X	X	X	X	X	X		X	X	X	X					
	Elias Roman, Student Youth Representative	X																	
	Helaina Roman, Student Representative	X			X	X													
Youth Representatives	Jessica Mayberry		X	X	X	X	X	X	X										
	Richard Prins				X	X	X	X											
	Megan Sidhu				X	X	X	X											
Other Directors	Mary Lewis			X	X	X	X	X	X		X	X	X	X					
	Amy Eldon Turteltaub			X	X	X	X	X	X		X								
	Josh Cohen			X	X	X	X	X	X		X	X	X	X					
	Libby Heilmann			X	X	X	X	X	X		X	X	X	X					
	Virginia Benderly			X	X	X	X	X											
	Larry Feinberg			X	X														
	Hal Schwartz			X	X	X	X	X	X		X	X	X	X					
	David Cohen						X	X	X		X	X	X	X					
	Juliet Bryan-Brown						X	X	X										
	Beverly Cooper Neufeld						X	X	X										
	Dick Simon						X	X	X		X	X	X	X					
	Neil Taylor						X	X	X		X	X							
	Monica Yunus						X	X											
	Victor Li, CFO							X	X		X	X	X	X	X	X	X	X	X
	Heidi Hopper								X	X		X	X	X	X				
	Jim Baller									X		X	X	X	X				
	Dalal Al-Waheidi, Exec. Director									X									
	Gisella Voss											X	X	X	X				
	Jacki Kelley												X						
	Josh Church												X						
	Shelley White												X	X	X	X	X	X	X
	Scott Baker, Exec. Director												X	X	X	X		X	X
	Richard Beaven													X	X	X	X	X	X
	Dean Phillips													X	X				
	Aleen Keshishian														X				
	Nikki Bohannon															X			
	Stanley Hainsworth															X	X	X	X
	Dr. Brenda Cassellius																	X	X
	Terry Mazany																	X	X
	Tawfiq Rangwala																	X	X
Stephanie Swedlove																			
Kannan Arasaratnam																			

Source: Compiled from the U.S. tax returns of We Charity

Last updated: July 22, 2020

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

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

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

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

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

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

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

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

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

VIVIEN STEWART  
8 LOCUST RIDGE RD  
NEW YORK, NY 10538

SUSAN BARDFIELD  
201 WEST 70 STREET  
NEW YORK, NY 10023

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

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NEW YORK, NY 10023

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

VINAY KUMAR-TREASURER  
1902 LEAVENWORTH  
SAN FRANCISCO, CA 94133

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

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

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

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

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

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

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

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201 WEST 70 STREET  
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EVA HALLER-PRESIDENT  
233 CARLTON STREET  
TORONTO, ONTARIO M5A 2L2 CANADA

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

RICHARD PRINS-YOUTH REPRESENTATIVE  
233 CARLTON STREET  
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**Federal Statements**

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

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

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

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

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

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

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

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

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

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

DAVID COHEN  
400 ESSJAY RD, SUITE 320  
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JULIET BRYAN-BROWN-YOUTH REPRESENTATIVE  
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BEVERLY COOPER NEUFELD  
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DICK SIMON  
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CENTERPOINTE CORPORATE PARK  
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NEIL TAYLOR  
400 ESSJAY RD, SUITE 320  
CENTERPOINTE CORPORATE PARK  
WILLIAMSVILLE, NY 14221-8228

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

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

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

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

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

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

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
CRAIG KIELBURGER FOUNDER	20	X					0	0	0	
EVA HALLER PRESIDENT	2	X		X			0	0	0	
PROF. JONATHAN WHITE V. PRESIDENT	2	X		X			0	0	0	
CRAIG HEIMARK TREASURER	2	X		X			0	0	0	
LIBBY HEIMARK SECRETARY	2	X		X			0	0	0	
ERNAN ROMAN BOARD MEMBER	2	X					0	0	0	
VIRGINIA BENDERLY BOARD MEMBER	2	X					0	0	0	
JESSICA MAYBERRY BOARD MEMBER	2	X					0	0	0	
DAVID COHEN BOARD MEMBER	2	X					0	0	0	
RICHARD PRINS BOARD MEMBER	2	X					0	0	0	
MARY LEWIS BOARD MEMBER	2	X					0	0	0	
HAL SCHWARTZ BOARD MEMBER	2	X					0	0	0	
AMY ELDON TURTELTAUB BOARD MEMBER	2	X					0	0	0	
JULIET BRYAN-BROWN BOARD MEMBER	2	X					0	0	0	
JOSH COHEN BOARD MEMBER	2	X					0	0	0	
MEGAN SIDHU BOARD MEMBER	2	X					0	0	0	
BEVERLY COOPER NEUFELD BOARD MEMBER	2	X					0	0	0	



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

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

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

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

• List all of the organization's **current** key employees. See instructions for definition of "key employee."

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

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

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

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

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
EVA HALLER PRESIDENT	2.00	X		X				0	0	0
PROF JONATHAN WHITE V. PRESIDENT	2.00	X		X				0	0	0
CRAIG HEIMARK TREASURER	2.00	X		X				0	0	0
LIBBY HEIMARK SECRETARY	2.00	X		X				0	0	0
ERNAN ROMAN BOARD MEMBER	2.00	X						0	0	0
JESSICA MAYBERRY BOARD MEMBER	2.00	X						0	0	0
DAVID COHEN BOARD MEMBER	2.00	X						0	0	0
MARY LEWIS BOARD MEMBER	2.00	X						0	0	0
HAL SCHWARTZ BOARD MEMBER	2.00	X						0	0	0
AMY ELDON TURTELTAUB BOARD MEMBER	2.00	X						0	0	0
JULIET BRYAN-BROWN BOARD MEMBER	2.00	X						0	0	0
JOSH COHEN BOARD MEMBER	2.00	X						0	0	0
MEGAN SIDHU BOARD MEMBER	2.00	X						0	0	0
BEVERLY COOPER NEUFELD BOARD MEMBER	2.00	X						0	0	0
DICK SIMON BOARD MEMBER	2.00	X						0	0	0
NEIL TAYLOR BOARD MEMBER	2.00	X						0	0	0
HEIDI HOPPER BOARD MEMBER	2.00	X						0	0	0



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

Check if Schedule O contains a response to any question in this Part VII  . . . . .

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

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

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

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

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

(A) Name and Title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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			
(1) EVA HALLER PRESIDENT	2.00	X		X				0	0	0
(2) PROF JONATHAN WHITE V. PRESIDENT	2.00	X		X				0	0	0
(3) CRAIG HEIMARK TREASURER	2.00	X		X				0	0	0
(4) LIBBY HEIMARK SECRETARY	2.00	X		X				0	0	0
(5) ERNAN ROMAN BOARD MEMBER	2.00	X						0	0	0
(6) DAVID COHEN BOARD MEMBER	2.00	X						0	0	0
(7) MARY LEWIS BOARD MEMBER	2.00	X						0	0	0
(8) HAL SCHWARTZ BOARD MEMBER	2.00	X						0	0	0
(9) AMY ELDON TURTELTAUB BOARD MEMBER	2.00	X						0	0	0
(10) JOSH COHEN BOARD MEMBER	2.00	X						0	0	0
(11) DICK SIMON BOARD MEMBER	2.00	X						0	0	0
(12) NEIL TAYLOR BOARD MEMBER	2.00	X						0	0	0
(13) HEIDI HOPPER BOARD MEMBER	2.00	X						0	0	0
(14) JIM BALLER BOARD MEMBER	2.00	X						0	0	0
(15) GISELLA VOSS BOARD MEMBER	2.00	X						0	0	0
(16) JACKI KELLEY BOARD MEMBER	2.00	X						0	0	0
(17) SCOTT BAKER EXEC DIRECTO	20.00			X				0	0	0



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

Check if Schedule O contains a response to any question in this Part VII

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

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

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

Check this box if neither the organization nor any related organizations 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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			
(1) EVA HALLER PRESIDENT	2.00 0.00	X		X				0	0	0
(2) PROF. JONATHAN WHITE V. PRESIDENT	2.00 0.00	X		X				0	0	0
(3) CRAIG HEIMARK TREASURER	2.00 0.00	X		X				0	0	0
(4) LIBBY HEIMARK SECRETARY	2.00 0.00	X		X				0	0	0
(5) ERNAN ROMAN BOARD MEMBER	2.00 0.00	X						0	0	0
(6) DAVID COHEN BOARD MEMBER	2.00 0.00	X						0	0	0
(7) MARY LEWIS BOARD MEMBER	2.00 0.00	X						0	0	0
(8) HAL SCHWARTZ BOARD MEMBER	2.00 0.00	X						0	0	0
(9) JOSH COHEN BOARD MEMBER	2.00 0.00	X						0	0	0
(10) DICK SIMON BOARD MEMBER	2.00 0.00	X						0	0	0
(11) NEIL TAYLOR BOARD MEMBER	2.00 0.00	X						0	0	0

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

(A) Name and title	(B) Average hours per week (list any hours 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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			
(12) HEIDI HOPPER BOARD MEMBER	2.00 0.00	X						0	0	0
(13) JIM BALLER BOARD MEMBER	2.00 0.00	X						0	0	0
(14) GISELLA VOSS BOARD MEMBER	2.00 0.00	X						0	0	0
(15) JACKI KELLEY BOARD MEMBER	2.00 0.00	X						0	0	0
(16) JOSH CHURCH BOARD MEMBER	2.00 0.00	X						0	0	0
(17) SHELLEY WHITE BOARD MEMBER	2.00 0.00	X						0	0	0
(18) SCOTT BAKER EXEC DIRECTOR	20.00 0.00			X				0	0	0
(19) VICTOR LI CFO	20.00 0.00			X				0	0	0
<b>1b Sub-total</b>										
<b>c Total from continuation sheets to Part VII, Section A</b>										
<b>d Total (add lines 1b and 1c)</b>										

**2** Total number of individuals (including but not limited to those listed above) who received more than \$100,000 in reportable compensation from the organization **0**

- 3** Did the organization list any former officer, director, or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual
- 4** For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual
- 5** Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person

	Yes	No
<b>3</b>		X
<b>4</b>		X
<b>5</b>		X

**Section B. Independent Contractors**

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

(A) Name and business address	(B) Description of services	(C) Compensation
MISSION MEASUREMENT, LLC CHICAGO IL 60602	2 N. IASALLE STREET, SUITE 1150 CONSULTING	128,663
DAVID BAUM & ASSOCIATES, LLC PETERBOROUGH NH 03458	53 OLD JAFFREY ROAD CONSULTING	120,514

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

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

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

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

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

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

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

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

(A) Name and Title	(B) 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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			
(1) EVA HALLER PRESIDENT	2 00	X		X				0	0	0
(2) PROF JONATHAN WHITE V PRESIDENT	2 00	X		X				0	0	0
(3) CRAIG HEIMARK TREASURER	2 00	X		X				0	0	0
(4) LIBBY HEIMARK SECRETARY	2 00	X		X				0	0	0
(5) ERNAN ROMAN BOARD MEMBER	2 00	X						0	0	0
(6) DAVID COHEN BOARD MEMBER	2 00	X						0	0	0
(7) MARY LEWIS BOARD MEMBER	2 00	X						0	0	0
(8) HAL SCHWARTZ BOARD MEMBER	2 00	X						0	0	0
(9) JOSH COHEN BOARD MEMBER	2 00	X						0	0	0
(10) DICK SIMON BOARD MEMBER	2 00	X						0	0	0
(11) HEIDI HOPPER BOARD MEMBER	2 00	X						0	0	0
(12) JIM BALLER BOARD MEMBER	2 00	X						0	0	0
(13) GISELLA VOSS BOARD MEMBER	2 00	X						0	0	0
(14) SHELLEY WHITE BOARD MEMBER	2 00	X						0	0	0
(15) DEAN PHILLIPS BOARD MEMBER	2 00	X						0	0	0
(16) RICHARD BEAVEN BOARD MEMBER	2 00	X						0	0	0
(17) SCOTT BAKER EXEC DIRECTO	20 00			X				0	0	0



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

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

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

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

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

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

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

(A) Name and Title	(B) 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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			
(1) EVA HALLER PRESIDENT	2 00	X		X			0	0	0	
(2) PROF JONATHAN WHITE V PRESIDENT	2 00	X		X			0	0	0	
(3) CRAIG HEIMARK TREASURER	2 00	X		X			0	0	0	
(4) LIBBY HEIMARK SECRETARY	2 00	X		X			0	0	0	
(5) ERNAN ROMAN BOARD MEMBER	2 00	X					0	0	0	
(6) DAVID COHEN BOARD MEMBER	2 00	X					0	0	0	
(7) MARY LEWIS BOARD MEMBER	2 00	X					0	0	0	
(8) HAL SCHWARTZ BOARD MEMBER	2 00	X					0	0	0	
(9) JOSH COHEN BOARD MEMBER	2 00	X					0	0	0	
(10) DICK SIMON BOARD MEMBER	2 00	X					0	0	0	
(11) HEIDI HOPPER BOARD MEMBER	2 00	X					0	0	0	
(12) JIM BALLER BOARD MEMBER	2 00	X					0	0	0	
(13) GISELLA VOSS BOARD MEMBER	2 00	X					0	0	0	
(14) SHELLEY WHITE BOARD MEMBER	2 00	X					0	0	0	

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

(A) Name and Title	(B) Average hours per week (list any hours 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)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(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			
(15) DEAN PHILLIPS BOARD MEMBER	2 00	X					0	0	0	
(16) RICHARD BEAVEN BOARD MEMBER	2 00	X					0	0	0	
(17) ALEEN KESHISHIAN BOARD MEMBER	2 00	X					0	0	0	
(18) SCOTT BAKER EXEC DIRECTO	20 00			X			0	0	0	
(19) VICTOR LI CFO	20 00			X			0	0	0	

<b>1b Sub-Total</b>			
<b>c Total from continuation sheets to Part VII, Section A</b>			
<b>d Total (add lines 1b and 1c)</b>			

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

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

**Section B. Independent Contractors**

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

(A) Name and business address	(B) Description of services	(C) Compensation
MISSION MEASUREMENT LLC 2 N LASALLE STREET SUITE 1150 CHICAGO, IL 60602	CONSULTING	607,087
TETHER 316 OCCIDENTAL AVE SOUTH 4RTH FLOOR SEATTLE, WA 98104	BRAND DESIGN	255,763

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



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

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

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

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

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

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

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

(A) Name and Title	(B) Average hours per week (list any hours 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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			
(1) <b>PROF. JONATHAN WHITE</b>	2.00									
<b>PRESIDENT</b>	0.00	X		X			0	0	0	
(2) <b>SHELLEY WHITE</b>	2.00									
<b>SECRETARY</b>	0.00	X		X			0	0	0	
(3) <b>RICHARD BEAVEN</b>	2.00									
<b>VICE PRESIDENT</b>	0.00	X		X			0	0	0	
(4) <b>STANLEY HAINSWORTH</b>	2.00									
<b>TREASURER</b>	0.00	X		X			0	0	0	
(5) <b>SCOTT BAKER</b>	20.00									
<b>EXEC DIRECTOR</b>	0.00			X			0	0	0	
(6) <b>VICTOR LI</b>	20.00									
<b>CFO</b>	0.00			X			0	0	0	
(7)										
(8)										
(9)										
(10)										
(11)										



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

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

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

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

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

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

(A) Name and Title	(B) Average hours per week (list any hours 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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			
(1) DR. JONATHAN WHITE CHAIR	2.00 0.00	X		X				0	0	0
(2) DR. SHELLEY WHITE SECRETARY	2.00 0.00	X		X				0	0	0
(3) RICHARD BEAVEN VICE PRESIDENT	2.00 0.00	X		X				0	0	0
(4) DR. BRENDA CASSELLIUS BOARD MEMBER	2.00 0.00	X						0	0	0
(5) STANLEY HAINSWORTH TREASURER	2.00 0.00	X		X				0	0	0
(6) TERRY MAZANY BOARD MEMBER	2.00 0.00	X						0	0	0
(7) TAWFIQ RANGWALA BOARD MEMBER	2.00 0.00	X						0	0	0
(8) SCOTT BAKER EXEC DIRECTOR	2.00 0.00			X				0	0	0
(9) VICTOR LI CFO	2.00 0.00			X				0	0	0
(10)										
(11)										

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

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

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

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

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

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

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

(A) Name and Title	(B) Average hours per week (list any hours 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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			
(1) DR. JONATHAN WHITE	2.00									
CHAIR	0.00	X		X			0	0	0	
(2) KANNAN ARASARATNAM	2.00									
TREASURER	0.00	X		X			0	0	0	
(3) TERRY MAZANY	2.00									
BOARD MEMBER	0.00	X					0	0	0	
(4) TAWFIQ RANGWALA	2.00									
BOARD MEMBER	0.00	X					0	0	0	
(5) STEPHANIE SWEDLOVE	2.00									
BOARD MEMBER	0.00	X					0	0	0	
(6) DR. SHELLEY WHITE	2.00									
SECRETARY	0.00	X		X			0	0	0	
(7) DALAL AL WAHEIDI	2.00									
EXEC DIRECTOR	0.00			X			0	0	0	
(8) VICTOR LI	2.00									
CFO	0.00			X			0	0	0	
(9)										
(10)										
(11)										