

Form **990**

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

2009

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ The organization may have to use a copy of this return to satisfy state reporting requirements.

A For the 2009 calendar year, or tax year beginning **March 1**, 2009, and ending **February 28**, 20 **10**

- B** Check if applicable:
- Address change
 - Name change
 - Initial return
 - Terminated
 - Amended return
 - Application pending

Please use IRS label or print or type. See Specific Instructions.

C Name of organization **For the Cause**
 Doing Business As **Lost Cause**
 Number and street (or P.O. box if mail is not delivered to street address) Room/suite
123 Helpful Way
 City or town, state or country, and ZIP + 4
Equality, AZ

D Employer identification number
12 : 0000000

E Telephone number
(877) 829-5500

G Gross receipts \$ **1,150,310**

shown is the tollfree number for the IRS "Exempt Orgs" Customer Account Services

F Name and address of principal officer: **Mary Cheney**
address same as C, above

H(a) Is this a group return for affiliates? Yes No

H(b) Are all affiliates included? Yes No
If "No," attach a list. (see instructions)

I Tax-exempt status: 501(c) (**3**) ◀ (insert no.) 4947(a)(1) or 527

J Website: ▶ **www.FortheCause.org**

H(c) Group exemption number ▶ **n/a**

K Form of organization: Corporation Trust Association Other ▶

L Year of formation: **2004** **M State of legal domicile:** **MN**

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: For the Cause provides education about the illness of widgetphobia, provides support to widgetphobics and undertakes education to overcome bias and misunderstanding about the disease and its effects. To these ends, the organization operates a 24 hour hotline, produces materials for (and conducts) both lay and professional trainings and publishes a professional journal.		
	2 Check this box <input type="checkbox"/> 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)	3	5
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	4
	5 Total number of employees (Part V, line 2a)	5	8
	6 Total number of volunteers (estimate if necessary)	6	30
	7a Total gross unrelated business revenue from Part VIII, column (C), line 12	7a	\$102,000
b Net unrelated business taxable income from Form 990-T, line 34	7b	0	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year 615,000	Current Year 816,000
	9 Program service revenue (Part VIII, line 2g)	136,500	136,500
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	41,000	41,000
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	21,500	20,500
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	814,000	1,014,000
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	2,000	102,000
	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)	638,758	664,960
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0	50,001
	b Total fundraising expenses (Part IX, column (D), line 25) ▶ 76,789		
	17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f)	195,242	119,039
18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	836,000	936,000	
19 Revenue less expenses. Subtract line 18 from line 12	<22,000>	78,000	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year 132,000	End of Year 111,600
	21 Total liabilities (Part X, line 26)	153,000	54,600
	22 Net assets or fund balances. Subtract line 21 from line 20	<21,000>	57,000

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

Signature of officer _____ Date _____
 Type or print name and title _____

Paid Preparer's Use Only

Preparer's signature ▶ _____ Date _____ Check if self-employed Preparer's identifying number (see instructions) **NO!**
 Firm's name (or yours if self-employed), address, and ZIP + 4 ▶ **[501(c)(3)/527 orgs' preparers DO NOT need show PTIN or firm EIN!] Eve Borenstein, 2836 Lyndale S, Mpls, MN** EIN ▶ _____ : **NO!**
 Phone no. ▶ (**612**) **822-2677**

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

Part III Statement of Program Service Accomplishments

1 Briefly describe the organization's mission:
To provide education about the illness of widgetphobia, provide support to widgetphobics, and provide education to overcome bias and misunderstanding about the disease of widgetphobia and its effects on widgetphobics and those they live or work with.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No
If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No
If "Yes," describe these changes on Schedule O.

4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

Revenues generated BY the program/NOT contributions for the program

4a (Code: N/A) (Expenses \$ 150,000 including grants of \$ 0) (Revenue \$ 6,500)
A 24 hour* hotline is the organization's largest program. In the filing year, 3,520 callers received support and/or information related to meeting the needs of [fill-in-the-blank charitable constituency; in this case "widgetphobics"]. Information provided detailed treatment options, studies showing effect of discrimination on treatment and recovery, history of medical community's response to the illness, and community support services. Hotline staff undergo 25 hours of training about the illness and the contemporary social climate that widgetphobics face. In addition to dollar expenditures shown above, approximately \$100,000 of donated services were received and expended in the conduct of this program.
*** 1-866-wid-gets (1-866-943-4387)**

Revenues generated BY the program/NOT contributions for the program

4b (Code: N/A) (Expenses \$ 180,000 including grants of \$ 0) (Revenue \$ 103,000)
The Widgetphobia Journal: Monographs on Treatment, Training, and Anti-Bias for Medical Practitioners, a bi-monthly peer-reviewed professional journal, is edited and published by the organization. The journal presents summaries of the latest work in the field by medical and mental health practitioners whose work addresses treatment modalities, bias-related impediments to treatment, and the mental health condition and needs overall of those afflicted with widgetphobia. Circulation is to 4,120 members and subscribers.
[Amount of revenue shown solely reflects periodical's subscription and advertising receipts (no dues imputed).]

Revenues generated BY the program/NOT contributions for the program

4c (Code: N/A) (Expenses \$ 120,000 including grants of \$ 0) (Revenue \$ 12,000)
Four "day" programs were sponsored: two of these served 400 and 250 lay people, respectively, and two reached 150 and 135 mental health and social service professionals, respectively. Each addressed discrimination barriers to treatment, societal norms, and modes of support necessary to support widgetphobics and their families. The mental health and social service professionals audience received continuing education credits under APA. Programs rotate by geographic region of the country, in 2008-9 the cities of Seattle and Atlanta each were the site for one lay and one professional program.

Revenues generated BY the program/NOT contributions for the program

4d **Other program services. (Describe in Schedule O.)**
(Expenses \$ 102,989 including grants of \$ 102,000) (Revenue \$ 15,000*)

4e **Total program service expenses** ▶ 552,989

* Organization's receipt of 'true' membership dues makes same "program revenues"; rather than make artificial allocation of these amongst programs on 4a-c, they are all reported upon Line 4d

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2 Is the organization required to complete Schedule B, Schedule of Contributors?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities? <i>If "Yes," complete Schedule C, Part II</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5 Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? <i>If "Yes," complete Schedule C, Part III</i>	<input type="checkbox"/>	<input type="checkbox"/>
6 Did the organization maintain any donor advised funds or any similar funds or accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
9 Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
10 Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
11 Is the organization's answer to any of the following questions "Yes"? <i>If so, complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
• Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI.</i>		
• 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? <i>If "Yes," complete Schedule D, Part VII.</i>		
• 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? <i>If "Yes," complete Schedule D, Part VIII.</i>		
• 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? <i>If "Yes," complete Schedule D, Part IX.</i>		
• Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X.</i>		
• Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48? <i>If "Yes," complete Schedule D, Part X.</i>		
12 Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
12A Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
14a Did the organization maintain an office, employees, or agents outside of the United States?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? <i>If "Yes," complete Schedule F, Part I</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? <i>If "Yes," complete Schedule F, Part II.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If "Yes," complete Schedule F, Part III</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
20 Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

501(c)(3)'s will have Schedule A apply and it is common for them to have B, C, D & G apply as well.

501(c)(4)'s commonly have C, D & G apply and B too if successful in soliciting donations of \$5k or more!

Sch. A = how organization is NOT classified as private foundation
 Sch. B = list of contributors
 Sch. C = lobbying (c3's) or proxy tax (c4's & c6's) or 527
 Sch. D = balance sheet detail (e.g., equipment vs. buildings)
 Sch. G = fundraising event income, prof'l fundraisers or gambling

Part IV Checklist of Required Schedules *(continued)*

	Yes	No
21 Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II.</i>	✓	
22 Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III.</i>	✓	
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? <i>If "Yes," complete Schedule J.</i>		✓
24a 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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25.</i>		✓
24b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
24c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
24d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I.</i>		✓
25b 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? <i>If "Yes," complete Schedule L, Part I.</i>		✓
26 Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II.</i>	✓	
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III.</i>		✓
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
28a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV.</i>	left blank	
28b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV.</i>	in favor of discussing	
28c An entity of which a current or former officer, director, trustee, or key employee of the organization (or a family member) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV.</i>	Schedule L rules	
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M.</i>	✓	
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M.</i>		✓
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I.</i>		✓
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II.</i>		✓
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I.</i>		✓
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1.</i> ← This complicated question also impacts reporting of compensation (in Part VII-A) and Board members' independence (Part VI, 1)	Related Orgs?	
35 Is any related organization a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2.</i>		✓
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2.</i>		✓
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? <i>If "Yes," complete Schedule R, Part VI.</i>	unique situation	
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? Note. All Form 990 filers are required to complete Schedule O. ←	✓	

5 most common Schedules triggered on this page

Sch. I = reporting on grantmaking | **Sch. J** = triggered if TDOKes paid >\$150k or have "formers" or pay from unrelated organizations | **Sch. L** = interested person transactions (loans, grants, business transactions) or 4958 tax | **Sch. M** = receiving property contributions (i.e., "noncash" inflows reported on 990) of >\$25,000 OR holiday collections of art, treasures, or similar assets | **Sch. R** = filer has related organizations (this Schedule provides information on those organizations and on transactions with them) or has partnership where significant activity is conducted but the partnership falls outside of the "related org" definition

Part V Statements Regarding Other IRS Filings and Tax Compliance

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable		
	1a 5		
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
	1b 0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	✓	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		
	2a 8		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to <i>e-file</i> this return. (see instructions)	✓	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?	✓	
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O		✓
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		✓
b	If "Yes," enter the name of the foreign country: ▶ _____ See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		✓
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		✓
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?		✓
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?		✓
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	✓	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	✓	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	✓	
d	If "Yes," indicate the number of Forms 8282 filed during the year		
	7d 1		
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		✓
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		✓
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?		
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required? 2009 Instructions say to leave these blank if you do not have these types of contributions		
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		
	8 unique situation		
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the organization make any taxable distributions under section 4966?		
b	Did the organization make a distribution to a donor, donor advisor, or related person?		
	9a ditto		
	9b above		
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders		
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year		
	12b		

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.

Section A. Governing Body and Management

Yes? Must disclose upon Sch O names and state either "family" or "biz" relationship

Table with columns: Question, Yes, No. Rows 1a-9a. Includes handwritten annotations like 'on the last day of the tax year' and 'narrative that MATTERS is at line 11A'.

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

Table with columns: Question, Yes, No. Rows 10a-16b. Includes handwritten annotations like 'old Q. 10', 'READ Inst!', and 'narrative that MATTERS is at line 11A'.

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed
18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection.
19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public.
20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization:

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. 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, 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 current officer, director, or trustee.

(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			
Ricki Lake, Director (all year) / Secretary (second half of year)	6	✓		✓			0	0	0	
Oprah Winfrey, Director / President (both all year)	6	✓		✓			0	0	0	
Amelia Earhart, Director / Treasurer (both all year)	7.5	✓		✓			0	0	0	
Lani Guinier, Director (all year) / Secretary (first half of year)	4.5	✓					0	0	0	
Bill Gates, Director (Mar - September)	4	✓					2,000	0	0	
Mary Cheney, Chief Executive Officer (Apr - Feb) [CEO's = Officer per #2 below]	60			✓			80,000	0	10,115	
Rudy Galindo, Executive Director (March) [ED's = Officer per #2 below]	10			✓			20,000	0	0	
Fannie Flagg, Chief Financial Officer (all year) [CFO's = Officer per #2 below]	60			✓			140,000	0	6,885	

Explanation of Col. (C) definitions:

1. Once an individual is reportable due to status as a Trustee/Director and/or as an Officer at any time during the tax year (thus a "current" TD, O, or both), they are NO longer eligible for reporting as a Key Employee (KE), "High 5" or "former"
2. ED/CEO & CFO-type = Officer (O) automatically (for 990 purposes)
3. This filer (like many smaller organizations) effectively has NO current KEs as they have no individuals who are NOT in TDO status per 1-2 prior whose calendar year compensation ("reportable comp") was >\$150k (1st of 3 KE tests)
4. This filer has NO current "High 5s" since they have no individuals who are NOT in TDOKE status per 1-3 prior with >\$100k in "reportable comp"

* "reportable comp" = amts in (D) + (E) [i.e., calendar year measure]
 ** definitions for "former" TDOKEs/High 5s are on NEXT page...

'Current' Key Employee (KE) status requires **Three Tests** be met (all three are applied using the **calendar year** ending with or within the tax year this return reports upon -- a different paradigm than that used for finding current TDOs):

1. Individual's "reportable comp" (i.e., total of what would be inputted for them at (D) and (E)) is >\$150,000
2. Individual had responsibilities sufficient to fall within one or more "responsibility test" categories (e.g., control of >10% budget)
3. Total of individual's (D) and (E) amounts places them in top 20 of all individuals meeting prior two tests

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

(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			
<div style="border: 1px solid black; padding: 5px;"> The rules by which someone is inputted as a "former" reach individuals NOT listed as current TDOKEs per reporting conventions 1-4 on prior page, who were: a) a Trustee/Director in any of the filer's five prior tax years who was paid (during the calendar year ending with or within this reporting year, the period by which "reportable comp" is measured) reportable comp >\$10k with respect to such service b) an Officer or Key Employee in any of the five prior tax years who was paid (during the calendar year ending with or within this reporting year, the period by which "reportable comp" is measured) reportable comp >\$100k c) a High 5 in any of the five prior tax years who was NOT filer's employee in the calendar year ending with or within this tax year, whose "reportable comp" would have placed them in this return's "High 5" had they been an employee </div>										
1b Total							\$242,000	0	\$17,000	

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 **1**

Having one (or more) formers is a "trigger" to Schedule J!

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

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.

(A) Name and business address	(B) Description of services	(C) Compensation
None		

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

BUT it is also the case that amounts paid to such person by the unrelated org(s), if known, are req'd to be listed as though paid by the filer in Cols. (D) & (F) here

equivalent to true gifts

Part VIII Statement of Revenue				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514	
Contributions, gifts, grants and other similar amounts	1a Federated campaigns	1a						
	b Membership dues	1b	20,000					
	c Fundraising events	1c	18,320					
	d Related organizations	1d						
	e Government grants (contributions).	1e	15,000					
	f All other contributions, gifts, grants, and similar amounts not included above	1f	762,680					
	g Noncash contributions included in lines 1a-1f: \$		55,000					
	h Total. Add lines 1a-1f			816,000				
	Program Service Revenue			Business Code				
2a Journal - Advertiser income			900004	100,000		100,000		
b Journal - Subscription income			511190	3,000	3,000			
c Training Program Fees			611600	12,000	12,000			
d Fees and contracts from gov't			624100	6,500	6,500			
e Members' dues (for benefits)			624100	15,000	15,000			
f All other program service revenue								
g Total. Add lines 2a-2f			136,500					
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			3,000			3,000	
	4 Income from investment of tax-exempt bond proceeds							
	5 Royalties			10,000			10,000	
	6a Gross Rents	(i) Real	19,810					
		(ii) Personal						
		b Less: rental expenses	9,810					
		c Rental income or (loss)	10,000					
	d Net rental income or (loss)			10,000		2,000	8,000	
	7a Gross amount from sales of assets other than inventory	(i) Securities	140,000					
		(ii) Other						
		b Less: cost or other basis and sales expenses	102,000					
		c Gain or (loss)	38,000					
	d Net gain or (loss)			38,000			38,000	
	8a Gross income from fundraising events (not including \$ 18,320 of contributions reported on line 1c). See Part IV, line 18	a	21,500					
		b Less: direct expenses	24,000					
c Net income or (loss) from fundraising events				(2,500)			(2,500)	
9a Gross income from gaming activities. See Part IV, line 19	a							
	b Less: direct expenses.							
	c Net income or (loss) from gaming activities			0			0	
10a Gross sales of inventory, less returns and allowances	a	1,500						
	b Less: cost of goods sold	500						
	c Net income or (loss) from sales of inventory			1,000	1,000			
Miscellaneous Revenue		Business Code						
11a Commission (mailings)		561499	2,000				2,000	
	b							
	c							
	d All other revenue							
	e Total. Add lines 11a-11d			2,000				
12 Total revenue. See instructions.			1,014,000	37,500	102,000	58,500		

1c = parenthetical preceding 8a

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.

All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

<i>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</i>	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21	40,000	40,000		
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22	62,000	62,000		
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	269,000	145,000	121,500	2,500
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	252,202	90,002	112,199	50,001***
7 Other salaries and wages	80,000	68,000	12,000	
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)				
9 Other employee benefits	25,725	21,875	3,250	600
10 Payroll taxes	38,033	17,272	10,043	10,718
11 Fees for services (non-employees):				
a Management				
b Legal	2,000		2,000	
c Accounting	8,325		8,325	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	50,001			50,001***
f Investment management fees				
g Other	24,000	18,000		6,000
12 Advertising and promotion				
13 Office expenses	30,167	20,000	8,417	1,750
14 Information technology				
15 Royalties				
16 Occupancy	7,200	5,040	1,440	720
17 Travel	9,500	6,575	2,925	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	3,298	2,000	1,298	
20 Interest	10,000	7,000	2,000	1,000
21 Payments to affiliates	1,000		1,000	
22 Depreciation, depletion, and amortization	15,000	7,500	5,000	2,500
23 Insurance				
24 Other expenses. Itemize expenses not covered above. (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below.)				
a Amortized Start Up Costs	2,500	2,000	500	
b Program Printing	25,500	25,500		
c Phone Lines	16,000	7,500	7,500	1,000
d Postage	7,800	6,240	1,560	
e Litigation Settlement	6,750	1,485	5,625	
f All other expenses	-50,001			-50,001***
25 Total functional expenses. Add lines 1 through 24f	936,000	552,989	306,222	76,789
26 Joint costs. Check here <input type="checkbox"/> if following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

***Development firm is a "disqualified person", thus disbursement to them is subject of BOTH Lines 6 and 11e (double-reporting back out is at Line 24f). Form **990** (2009)

Part X Balance Sheet

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	0	1	0
	2 Savings and temporary cash investments	40,289	2	31,095
	3 Pledges and grants receivable, net	10,211	3	22,005
	4 Accounts receivable, net	0	4	0
	5 Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L	23,000	5	0
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L	0	6	0
	7 Notes and loans receivable, net	0	7	0
	8 Inventories for sale or use	0	8	0
	9 Prepaid expenses and deferred charges	0	9	0
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	60,000		
	b Less: accumulated depreciation	10,000	10c	50,000
	11 Investments—publicly traded securities	0	11	0
	12 Investments—other securities. See Part IV, line 11	0	12	0
	13 Investments—program-related. See Part IV, line 11	8,500	13	8,500
	14 Intangible assets	0	14	0
	15 Other assets. See Part IV, line 11	0	15	0
16 Total assets. Add lines 1 through 15 (must equal line 34)	132,000	16	111,600	
Liabilities	17 Accounts payable and accrued expenses	42,999	17	44,600
	18 Grants payable	0	18	0
	19 Deferred revenue	0	19	0
	20 Tax-exempt bond liabilities	0	20	0
	21 Escrow or custodial account liability. Complete Part IV of Schedule D	0	21	unique situation
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L	110,001	22	10,000
	23 Secured mortgages and notes payable to unrelated third parties	0	23	0
	24 Unsecured notes and loans payable to unrelated third parties	0	24	0
	25 Other liabilities. Complete Part X of Schedule D	0	25	0
	26 Total liabilities. Add lines 17 through 25	153,000	26	54,600
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	<21,000>	27	25,000
	28 Temporarily restricted net assets	0	28	32,000
	29 Permanently restricted net assets	0	29	0
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> 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	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
33 Total net assets or fund balances	<21,000>	33	57,000	
34 Total liabilities and net assets/fund balances	132,000	34	111,600	

Part XI Financial Statements and Reporting

1 Accounting method used to prepare the Form 990: Cash Accrual Other _____
 If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.

2a Were the organization's financial statements compiled or reviewed by an independent accountant?

b Were the organization's financial statements audited by an independent accountant?

c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
 If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.

d If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a consolidated basis, separate basis, or both:

- Separate basis Consolidated basis Both consolidated and separate basis

3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?

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.

	Yes	No
2a		✓
2b		✓
2c		
3a		✓
3b		

NOTES ON ATTACHED SCHEDULES . . .

The 2008 990's Core Form of 11 pages and the 2009 990's Core Form of 12 pages are supplemented by activities-based Schedules *as well as by* Schedule O, which is mandatory for all organizations.

For the Cause's facts confirm, per Part IV (Checklist of Required Schedules), that it will need attach the following eight Schedules along with the Schedule O:

Schedule A (required of all 501(c)(3) organizations who are nonprivate foundations – i.e., “public charities”)

Schedule B (as it has one or more contributors who provided \$5,000 or more)

Schedule C (to report on its lobbying activities)

Schedule D (balance sheet detail related to both land, buildings, equipment and program related investment “entries”; note that most of the balance sheet lines noted in Part VI, Line 11 as requiring Schedule D exploration have thresholds (on the 2008 form you only would have found that by going to the Schedule D Instructions, the 2009 Form itself was changed to make same evident in its asks:

- Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If “Yes,” complete Schedule D, Part VI.*
- 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.*
- 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.*
- 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.*
- Did the organization report an amount for other liabilities in Part X, line 25? *If “Yes,” complete Schedule D, Part X.*

Schedule G (to report on its use of professional fundraiser(s) as well as on receipts from fundraising events)

Schedule I (to report on its grantmaking, in this case to both organization and individual recipients)

Schedule L (to report on an “insider” loan)

Schedule M (to report on its receipts of “noncash contributions”, such as items solicited for use in fundraising events)

In the interest of brevity, the above-listed-Schedules that would be part of **For the Cause's 990** are not provided with this “teaching tool sample”. What DOES FOLLOW is For the Cause's sample Schedule O . . .

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

This Schedule NEED ALWAYS be attached! It is MANDATED for use via two lines of the Core Form (each flagged, below). This "sample" illustrates narratives for the key and/or common arenas in which Schedule O's employ is required . . .

Supplemental Information to Form 990

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

▶ Attach to Form 990.

OMB No. 1545-0047

2009'08too

Open to Public Inspection

Name of the organization

For the Cause

Employer identification number

12

0000000

changes to program (these now delineated upon 990 rather than noticed to IRS, Cincinnati)

Part III, Line 3 (p. 2): The organization has altered its research program, no longer funding doctoral candidate-fellowships

and now funding laboratory research centers (this program described at Part III, Line 4d, below).

Part III, Line 4d (p. 2): The organization expended \$102,989 upon research (\$60,000 in 4 doctoral Research Fellows grants;

\$42,000 in grants to laboratory facilities). Note also that program service revenue from members' dues was

not allocated to any specific program(s) and is thus overall reported upon this line.

Part V, Line 3b (p. 2) : The organization has extended, but not yet filed, a Form 990-T with respect to its advertising income

and rents received from a controlled organization.

Part VII-A-listee's contact address is NOT organization's

Part VI, Line 9 (p.6) : Rudy Galindo's preferred mailing address is 110 Central Park West, Apt. 14A, New York, NY 10001.

*** Part VI, Line 10-2008 Form, Line 11A-2009 Form (p. 6) -- "what process does the organization use to review the Form 990?"**

flag #1

The organization's CEO/Executive Director and Treasurer review a draft of the Form 990 and then present a final draft to the President and Executive Committee for sign-off. The finalized return is copied to all Board members when filed with the IRS, such filing typically occurring 30-45 days before the next regular meeting of the Board at which time the as-filed Form 990 is on the agenda and discussed for 30-45 minutes.

*** Part VI, Line 12c (p. 6) -- Conflict of Interest (COI) Policy/Enforcement**

The organization's Board members, corporate Officers, CEO/Executive Director, and Chief Financial Officer are all subject to a COI policy that requires decision-making on any transaction that would affect their "material financial interest" to be effected only by action of the entire Board, with only Directors who are independent of the party participating in the action and with notice of the conflict/subject given in advance. Question of whether an individual has a conflict/"material financial interest" are decided by the Board, not including in such deliberations (or vote) the party whose potential conflict is at issue.

Part VI, Line 15a (p. 6) -- Process for Determining Compensation of Top Management Official (i.e., CEO/Exec. Director)

Part VI, Line 15b (p. 6) -- Process for Determining Compensation of Other Officers and Key Employees

The Executive Committee establishes compensation for the CEO/Exec. Director and CFO initially and via biannual review (last undertaken, February 2008), applying all elements noted in this Line's query.

Part VI, Line 19 (p. 6): The conflict of interest policy and year's financial statements may be accessed on our website;

flag #2

Articles of Incorporation (on file with MN Sec'y of State) and By-laws are not normally provided.