

**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)

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

**CLIENT'S COPY****2010**

Open to Public Inspection

Department of the Treasury  
Internal Revenue Service

<b>A</b> For the 2010 calendar year, or tax year beginning _____ and ending _____		<b>D</b> Employer identification number 22-3061699
<b>B</b> Check applicable boxes: <input type="checkbox"/> Charitable organization <input type="checkbox"/> Religious organization <input type="checkbox"/> Educational organization <input type="checkbox"/> Scientific or literary organization <input type="checkbox"/> Fraternal organization <input type="checkbox"/> Other (specify) _____	<b>C</b> Name of organization WALKBOSTON, INC Doing Business As _____	<b>E</b> Telephone number (617) 367-9255
	Number and street (or P.O. box if mail is not delivered to street address) Room/suite OLD CITY HALL, 45 SCHOOL STREET	<b>F</b> Telephone number 492,081.
	City or town, state or country, and ZIP + 4 BOSTON, MA 02108	<b>H(a)</b> Is this a group return for affiliates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	<b>F</b> Name and address of principal officer: WENDY LANDMAN SAME AS C ABOVE	<b>H(b)</b> Are all affiliates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. (See instructions)
<b>J</b> Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) _____ (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		<b>H(c)</b> Group exemption number ▶
<b>K</b> Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		<b>L</b> Year of formation: 1990 <b>M</b> State of legal domicile: MA
<b>J</b> Website: ▶ WWW.WALKBOSTON.ORG		

Part I Summary		Prior Year	Current Year
1 Briefly describe the organization's mission or most significant activities: OUR MISSION IS TO CREATE AND PRESERVE SAFE WALKING ENVIRONMENTS THAT BUILD VITAL COMMUNITIES.			
2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.			
Activities & Governance	3 Number of voting members of the governing body (Part VII, line 1a)	3	21
	4 Number of independent voting members of the governing body (Part VII, line 1b)	4	21
	5 Total number of individuals employed in calendar year 2010 (Part V, line 2a)	5	16
	6 Total number of volunteers (estimate if necessary)	6	55
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
	7b Net unrelated business taxable income from Form 990-T, line 24	7b	0.
	Revenue	8 Contributions and grants (Part VIII, line 1h)	211,202.
9 Program service revenue (Part VIII, line 2g)		183,809.	140,321.
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)		337.	25.
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		1,659.	2,932.
12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)		397,007.	492,081.
13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)		0.	0.
Expenses	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)	354,280.	345,135.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	6,120.
	16b Total fundraising expenses (Part IX, column (D), line 25) ▶ 46,430.		
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-14f)	76,300.	120,007.
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	430,580.	471,262.
19 Revenue less expenses. Subtract line 18 from line 12	-33,573.	20,819.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year 219,384.	End of Year 263,823.
	21 Total liabilities (Part X, line 26)	21,635.	45,255.
	22 Net assets or fund balances. Subtract line 21 from line 20	197,749.	218,568.

<b>Part II Signature Block</b>			
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	
	WENDY LANDMAN, EXECUTIVE DIRECTOR		
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date
	LINDA M. SMITH, CPA		07/26/11
Paid Preparer Use Only	Firm's name ▶ SMITH, SULLIVAN & COMPANY, P.C.	Firm's EIN ▶	PTA <input type="checkbox"/>
	Firm's address ▶ 80 FLANDERS ROAD - SUITE #200 WESTBOROUGH, MA 01581	Phone no. (508) 871-7178	
May the IRS discuss this return with the preparer shown above? (See instructions)			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

**Part III** Statement of Program Service AccomplishmentsCheck if Schedule O contains a response to any question in this Part III 

- 1 Briefly describe the organization's mission:  
OUR MISSION IS TO CREATE AND PRESERVE SAFE WALKING ENVIRONMENTS THAT BUILD VITAL COMMUNITIES.
- 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)(29) 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.
- 4a (Code: ) (Expenses \$ 129,565, including grants of \$ ) (Revenue \$ 15,018.)  
OUTREACH AND EDUCATION:  
WALKBOSTON'S OUTREACH AND EDUCATION PROGRAMS ENCOMPASS THE DEVELOPMENT OF WALKING MAPS AND WALKS, WORK WITH LOCAL GRASSROOTS ORGANIZATIONS TO TEACH NEIGHBORHOOD RESIDENTS HOW TO ADVOCATE FOR BETTER SIDEWALKS, STREET CROSSINGS AND SNOW CLEARANCE, AND THE DEVELOPMENT AND DISTRIBUTION OF PRESENTATIONS ABOUT WALKING ISSUES TO A WIDE VARIETY OF AUDIENCES.
- 4b (Code: ) (Expenses \$ 90,644, including grants of \$ ) (Revenue \$ 62,419.)  
TECHNICAL ASSISTANCE:  
WALKBOSTON LEADS WALKING AUDITS FOR MUNICIPAL OFFICIALS AND LOCAL RESIDENTS, TEACHES MUNICIPAL STAFF ABOUT THE ELEMENTS OF GOOD WALKING CONDITIONS, REVIEWS AND REPORTS ON TRAFFIC SIGNAL TIMING, AND HELPS COMMUNITIES DEVELOP PROGRAMS TO IMPROVE LOCAL WALKING CONDITIONS AND ENCOURAGE WALKING.
- 4c (Code: ) (Expenses \$ 77,360, including grants of \$ ) (Revenue \$ 45,263.)  
SAFE ROUTES TO SCHOOLS:  
WALKBOSTON WORKS WITH STATE AND LOCAL AGENCIES TO DELIVER SAFE ROUTES TO SCHOOL SAFETY EDUCATION TO STUDENTS IN MANY MASSACHUSETTS MUNICIPALITIES, AND TO PROVIDE SCHOOL PERSONNEL WITH THE TOOLS TO CARRY OUT COMPREHENSIVE SAFE ROUTES TO SCHOOLS EFFORTS THAT ENCOURAGE MORE STUDENTS TO WALK.
- 4d Other program services. (Describe in Schedule O.)  
(Expenses \$ 45,987, including grants of \$ ) (Revenue \$ 19,231.)
- 4e Total program service expenses \$ 343,556.



## Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(2) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(c) election in effect during the tax year? If "Yes," complete Schedule C, Part II		X
5 Is the organization a section 501(c)(4), 501(c)(25), or 501(c)(29) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III		
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? If "Yes," complete Schedule D, Part I		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III		X
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? If "Yes," complete Schedule D, Part IV		X
10 Did the organization, directly or through a related organization, hold assets in trust, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part V		X
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 as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI		X
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		X
c 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		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		X
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X		X
f 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 (ASC 740)? If "Yes," complete Schedule D, Part X	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII		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, XII, and XIII is optional		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
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? If "Yes," complete Schedule F, Parts I and IV		X
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? If "Yes," complete Schedule F, Parts II and IV		X
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? If "Yes," complete Schedule F, Parts III and IV		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 8 and 11e? If "Yes," complete Schedule G, Part I		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VII, lines 1c and 8a? If "Yes," complete Schedule G, Part II		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VII, line 9a? If "Yes," complete Schedule G, Part III		X
20a Did the organization operate one or more hospitals? If "Yes," complete Schedule H		X
b If "Yes" to line 20a, did the organization attach its audited financial statements to this return? <b>Note.</b> Some Form 990 filers that operate one or more hospitals must attach audited financial statements (see instructions).		

Form 990 (2015)

**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 17? If "Yes," complete Schedule L, Parts I and II	21	X
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 27? If "Yes," complete Schedule L, Parts I and II	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
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? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25	24a	X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
c 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	
d 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) 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 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? 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 a grant selection committee member, or to a person related to such an individual? 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 instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a	X
b 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, 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	X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30	X
31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule R, Part I	31	X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule R, Part II	32	X
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? 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, Parts E, III, IV, and V, line 1	34	X
35 Is any related organization a controlled entity within the meaning of section 512(b)(13)?	35	X
a 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 <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
36 Section 501(c)(29) 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 11 and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O	38	X

Form 990 (2010)



**Part V** Statements Regarding Other IRS Filings and Tax ComplianceCheck if Schedule D contains a response to any question in this Part V 

		Yes	No
<b>1a</b>	Enter the number reported in Box 3 of Form 1099. Enter -0- if not applicable		
<b>1b</b>	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
<b>c</b>	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		
<b>2a</b>	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	16	
<b>b</b>	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <i>Note.</i> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. (see instructions)	X	
<b>3a</b>	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
<b>b</b>	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule D		
<b>4a</b>	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)?		X
<b>b</b>	If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
<b>5a</b>	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
<b>b</b>	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
<b>c</b>	If "Yes," to line 5a or 5b, did the organization file Form 8898-T?		
<b>6a</b>	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?		X
<b>b</b>	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
<b>7</b>	<b>Organizations that may receive deductible contributions under section 170(c).</b>		
<b>a</b>	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?		X
<b>b</b>	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
<b>c</b>	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 6252?		X
<b>d</b>	If "Yes," indicate the number of Forms 6252 filed during the year		
<b>e</b>	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
<b>f</b>	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
<b>g</b>	If the organization received a contribution of qualified intellectual property, did the organization file Form 9909 as required?		X
<b>h</b>	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1099-C?		X
<b>8</b>	<b>Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.</b> Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		X
<b>9</b>	<b>Sponsoring organizations maintaining donor advised funds.</b>		
<b>a</b>	Did the organization make any taxable distributions under section 4966?		X
<b>b</b>	Did the organization make a distribution to a donor, donor advisor, or related person?		X
<b>10</b>	<b>Section 501(c)(7) organizations.</b> Enter:		
<b>a</b>	Initiation fees and capital contributions included on Part VIII, line 12	10a	
<b>b</b>	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b	
<b>11</b>	<b>Section 501(c)(12) organizations.</b> Enter:		
<b>a</b>	Gross income from members or shareholders	11a	
<b>b</b>	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b	
<b>12a</b>	<b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?		
<b>b</b>	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	
<b>13</b>	<b>Section 501(c)(29) qualified nonprofit health insurance issuers.</b>		
<b>a</b>	Is the organization licensed to issue qualified health plans in more than one state? <i>Note.</i> See the instructions for additional information the organization must report on Schedule D.		
<b>b</b>	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b	
<b>c</b>	Enter the amount of reserves on hand	13c	
<b>14a</b>	Did the organization receive any payments for indoor tanning services during the tax year?		X
<b>b</b>	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule D		

Form 990 (2010)

**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 D. See instructions.Check if Schedule D contains a response to any question in this Part VI **Section A. Governing Body and Management**

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year		
	1a		21
b	Enter the number of voting members included in line 1a, above, who are independent		
	1b		21
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Does the organization have members or stockholders?		X
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?		X
	7a		X
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?		X
	7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	X	
	8a	X	
b	Each committee with authority to act on behalf of the governing body?	X	
	8b	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule D		X
	9		X

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

	Yes	No
10a		X
	10a	X
b		
	10b	
11a	X	
	11a	X
b		
	11b	
12a	X	
	12a	X
b		X
	12b	X
c	X	
	12c	X
13		X
	13	X
14		X
	14	X
15		
a	X	
	15a	X
b	X	
	15b	X
16a		X
	16a	X
b		
	16b	

**Section C. Disclosure**

17 List the states with which a copy of this Form 990 is required to be filed **MA**

18 Section 5104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(2)s only) available for public inspection. Indicate how you make these available. Check all that apply.  
 Own website  Another's website  Upon request

19 Describe in Schedule D 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: **WENDY LANDMAN - (617) 367-9255**  
**OLD CITY HALL, 45 SCHOOL STREET, BOSTON, MA 02108**



**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 organization compensated any current officer, director, or trustee

(A) Name and Title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(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			
WENDY LANDMAN EXECUTIVE DIRECTOR	38.00	X		X			57,594.	0.	0.	
DAVID BLACE BOARD MEMBER	1.00	X					0.	0.	0.	
BETSY BOVERDIE VICE PRESIDENT	1.00	X					0.	0.	0.	
AMY BRANDE BOARD MEMBER	1.00	X					0.	0.	0.	
DAN BREUER TREASURER	1.00	X					0.	0.	0.	
STEVE BRIDGEMAN BOARD MEMBER	1.00	X					0.	0.	0.	
JOYCE BIRBA SECRETARY	1.00	X					0.	0.	0.	
SHERRY COBO BOARD MEMBER	1.00	X					0.	0.	0.	
THOMAS DOOLITTLE BOARD MEMBER	1.00	X					0.	0.	0.	
MINA GARFINKLE BOARD MEMBER/GRAPHIC DESIGN	1.00	X					3,393.	0.	0.	
ANN EBBENFANG BOARD MEMBER	1.00	X					0.	0.	0.	
EDWARD HENDERSON BOARD MEMBER	1.00	X					0.	0.	0.	
BEVERLY JOHNSON PRESIDENT	1.00	X					0.	0.	0.	
DAVID STRACE BOARD MEMBER	1.00	X					0.	0.	0.	
HAKE FAYENMANN BOARD MEMBER	1.00	X					0.	0.	0.	
PETER R. LEE BOARD MEMBER	1.00	X					0.	0.	0.	
ERIC LONG BOARD MEMBER	1.00	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 (describe hours for related organizations in Schedule C)	(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
		Director/trustee or officer	Individual trustee or director	Officer	Key employee	Highest compensated employee	None			
JERRY PUCILLO BOARD MEMBER	1.00	X						0.	0.	0.
BILL REBELT BOARD MEMBER	1.00	X						0.	0.	0.
JESSICA SAWYER BOARD MEMBER	1.00	X						0.	0.	0.
LINDA C. SWARKE BOARD MEMBER	1.00	X						0.	0.	0.
DAVIS STRAUS BOARD MEMBER	1.00	X						0.	0.	0.
BARBARA CORD TAYLOR BOARD MEMBER	1.00	X						0.	0.	0.
<b>1b Sub-total</b>								60,987.	0.	0.
<b>c Total from continuation sheets to Part VII, Section A</b>								0.	0.	0.
<b>d Total (add lines 1b and 1c)</b>								60,987.	0.	0.

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**

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual		X
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		X
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		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. **NONE**

(A) Name and business address	(B) Description of services	(C) Compensation

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**



## 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	1 a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	348,803.			
	g	Noncash contributions included in lines 1a-1f					
h	<b>Total. Add lines 1a-1f</b>			348,803.			
Program Service Revenue	2 a	CONTRACTED PROGRAM SER	Business Code 900099	140,321.	140,321.		
	b						
	c						
	d						
	e						
	f	All other program service revenue					
	g	<b>Total. Add lines 2a-2f</b>			140,321.		
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		25.	25.		
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6 a	Gross Rents	<input type="checkbox"/> Real <input type="checkbox"/> Personal				
		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	<input type="checkbox"/> Securities <input type="checkbox"/> Other				
		b	Less: cost or other basis and sales expenses				
	c	Gain or (loss)					
	d	Net gain or (loss)					
	8 a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18					
	b	Less: direct expenses					
	c	Net income or (loss) from fundraising events					
	9 a	Gross income from gaming activities. See Part IV, line 10					
b	Less: direct expenses						
c	Net income or (loss) from gaming activities						
10 a	Gross sales of inventory, less returns and allowances						
b	Less: cost of goods sold						
c	Net income or (loss) from sales of inventory						
Miscellaneous Revenue							
11 a	MISCELLANEOUS INCOME	Business Code 900099		2,932.	2,932.		
b							
c							
d	All other revenue						
e	<b>Total. Add lines 11a-11d</b>			2,932.			
12	<b>Total revenue. See instructions</b>			492,081.	143,278.	0.	0.

**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).

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21				
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22				
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	95,264.	60,778.	17,224.	17,262.
6 Compensation not included above, to disqualified persons (as defined under section 4958(b)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	214,776.	185,492.	21,748.	7,536.
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)				
9 Other employee benefits	3,096.	2,459.	389.	248.
10 Payroll taxes	31,999.	25,417.	4,023.	2,559.
11 Fees for services (non-employees):				
a Management				
b Legal				
c Accounting	23,715.		23,715.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	6,120.			6,120.
f Investment management fees				
g Other	32,633.	31,616.	1,017.	
12 Advertising and promotion				
13 Office expenses	18,635.	11,449.	5,121.	2,065.
14 Information technology				
15 Royalties				
16 Occupancy	14,000.	11,122.	1,758.	1,120.
17 Travel	1,887.	1,190.	72.	625.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	15,687.	4,193.	4,082.	7,412.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization				
23 Insurance	3,787.	3,008.	303.	476.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24f if line 24f amount exceeds 10% of line 25, column (A) amount; list line 24f expenses on Schedule O.)				
a MINOR EQUIPMENT AND OFF	7,512.	6,505.		1,007.
b MISCELLANEOUS	1,271.		1,271.	
c MEMBERSHIP AND SUBSCRIP	880.	327.	553.	0.
d				
e				
f All other expenses				
25 Total functional expenses. Add lines 1 through 24f	471,262.	343,556.	81,276.	46,430.
26 Joint costs. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720). Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				



## Part X Balance Sheet

		(A) Beginning of year	(B) End of year
Assets	1 Cash - non-interest bearing	195,706.	184,634.
	2 Savings and temporary cash investments		24,567.
	3 Pledges and grants receivable, net		
	4 Accounts receivable, net	18,782.	47,769.
	5 Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L.		
	6 Receivables from other disqualified persons (as defined under section 4958(b)(1)), persons described in section 4958(c)(3)(B), and contributing employees and sponsoring organizations of section 501(c)(29) voluntary employees' beneficiary organizations (see instructions)		
	7 Notes and loans receivable, net		
	8 Inventories for sale or use		
	9 Prepaid expenses and deferred charges	4,096.	6,053.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D		
	10b Less: accumulated depreciation		
	11 Investments - publicly traded securities		
	12 Investments - other securities. See Part IV, line 11		
	13 Investments - program-related. See Part IV, line 11		
	14 Intangible assets		
	15 Other assets. See Part IV, line 11	800.	800.
16 Total assets. Add lines 1 through 15 (must equal line 34)	219,384.	263,823.	
Liabilities	17 Accounts payable and accrued expenses	21,635.	45,255.
	18 Grants payable		
	19 Deferred revenue		
	20 Tax-exempt bond liabilities		
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L.		
	23 Secured mortgages and notes payable to unrelated third parties		
	24 Unsecured notes and loans payable to unrelated third parties		
	25 Other liabilities. Complete Part X of Schedule D		
	26 Total liabilities. Add lines 17 through 25	21,635.	45,255.
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	91,332.	76,677.
	28 Temporarily restricted net assets	106,417.	141,891.
	29 Permanently restricted net assets		
	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		
	31 Paid-in or capital surplus, or land, building, or equipment fund		
	32 Retained earnings, endowment, accumulated income, or other funds	197,749.	218,568.
33 Total net assets or fund balances	219,384.	263,823.	
34 Total liabilities and net assets/fund balances			

Form 990 (2010)

**Part XI Reconciliation of Net Assets**Check if Schedule O contains a response to any question in this Part XI 

1	Total revenue (must equal Part VIII, column (A), line 12)	1	492,081.
2	Total expenses (must equal Part IX, column (A), line 25)	2	471,262.
3	Revenue less expenses. Subtract line 2 from line 1	3	20,819.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	197,749.
5	Other changes in net assets or fund balances (explain in Schedule O)	5	
6	Net assets or fund balances at end of year. Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6	218,568.

**Part XII Financial Statements and Reporting**Check if Schedule O contains a response to any question in this Part XII 

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant?	X	
b Were the organization's financial statements audited by an independent accountant?		X
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.		X
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 separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> 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?		X
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.		

Form 990 (2010)