Form **990**

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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

Depa	artment of the Treasury nal Revenue Service	► Th	ne organization r	may have to use a copy	of this return to sati	isfy state repor	ting requirer	nents.		Inspect	ion	
Α	For the 2011 calend	lar year, or tax	year beginn	ing	, 2011	1, and endi	ng			,		
	Check if applicable:	С						D Employ	er Ident	ification Numbe	er	
_	V	Kids In Ne	eed of D	evelopment,	Education	,		75-2	2999	028		
	Name change	and Relie	f Kinde	r-USA		ė.		E Telepho	ne num	ber		
	taitiat satura	P.O. Box 2						972	-664	-1991		
		Dallas, T	X 75222					3,6	001			
	Terminated							G Gross re	occinto	\$ 61	94	951.
	Amended return	F Name and addr	age of principal (officer			H(a) Is this	a group retur			Yes	X No
	Application pending	Same As C		micer.				affiliates incl			Yes	No
_	T	(*****	7	\d (insert as)	4047(0)(1) 0	or 527	If 'No,'	attach a list.	(see ins	structions)	103	
<u>. </u>	Tax-exempt status	X 501(c)(3)	501(c) () ◀ (insert no.)	4947(a)(1) o	1 327						
<u>J</u>		w.kinderus	7	П				exemption nu			mv	
K		X Corporation	Trust	Association Other	L	Year of Forma	tion: ZUU	Z IVI S	tate of I	egal domicile:	IV	
Pa	art I Summary		Carata sata ata		at a sticition of	11 0				1 2 1		1
				n or most significat							<u>n</u> t	. <u>ne</u> _
ce				<u>children_wh</u>			_man_ma	age_ang	ı_na	curai		
nar	GISGSTEL	Ş <u>.</u>										
ver	2 Check this box	y liftha	organization	discontinued its op	orations or disp	osod of mo	ro than 25					
Activities & Governance		ting members o	f the govern	ing body (Part VI,	line 1a)		ne triair 20	7/0 01 11.5 1	3	icis.		5
ο S				of the governing bo					4			5
/itie				calendar year 2011					5			0
cţi				ecessary)					6			0
∢				art VIII, column (C)					7a			0.
	b Net unrelated	business taxab	le income fro	om Form 990-T, lin	ne 34			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	7b			0.
	_							rior Year		Curren		
ø				h)				679,4	52.	6	94,	796.
enn				2g)					1-			1
Revenue	Investment income (Part VIII, column (A), lines 3, 4, and 7d)						6	15.			155.	
-	11 Other revenue 12 Total revenue	: (Fart VIII, COIL	through 11 (r	5 5, 60, 80, 90, 100	c, and rre)	ino 12\		680,0	67		0.4	951.
		the state of the s						364,840.				992.
	FACTOR COLUMN TOPO PARTO V			column (A), line 4				304, 840. 339,				994.
				penefits (Part IX, c				186,147. 1			0.1	178.
es						- 6		100,1	4/.	1.	$\mathcal{I}_{\mathcal{I}_{\mathcal{I}_{\mathcal{I}_{\mathcal{I}}}}}$	1/0.
ens	16a Professional f						\$2000 AND \$100 SER		AZONONIO PIO			
Expenses				mn (D), line 25)►								AND THE REAL PROPERTY.
-	17 Other expense							215,6		2:	19,	183.
	18 Total expense							766,627.				353.
	19 Revenue less	expenses. Subt	ract line 18	from line 12				-86,5	60.		75,	402.
Net Assets or Fund Balances								ng of Curren		End of		
3alai								219,4				502.
ot A				* * * * * * * * * * * * * * * *				38,3	91.		91,	812.
	22 Net assets or		Subtract line	e 21 from line 20				181,0	92.	10	05,	690.
Pa	rt II Signature	Block										
Unde	er penalties of perjury, I de plete. Declaration of prepa	clare that I have exa	mined this return	, including accompanying	ig schedules and stat	ements, and to	the best of n	ny knowledge	and bel	ief, it is true, co	rrect,	and
C:~	Signature	e of officer					Da	to.				
Sig Her	J11		~d									
1101		orint name and title.	zu				Execu	itive I	rec	ctor		
		eparer's name	r	Preparer's signature		Date		a T	1. 1	PTIN		
Da:	7	7.7		11 11		4/27	1.1		J "		C C	
Pai Pre	eparer Firm's name	► Mike D	linson (MILLERA	man	4/27	1110	self-employe	d	P008970	ρβ	
Use	e Only Firm's addres			al Expy Ste	700				. 75	200000	,	
	riin's addres	Dallas			700					-2902287		
May	the IRS discuss this				:			Phone no.	(972		.182	
ividy	the IRS discuss this	s return with the	; preparer sh	lown above? (see	ınstructions)					X Yes		No

Form	990 (2011) Kids In Need of Development, Education,	75-2999028	Page 2
Par	5		
	Check if Schedule O contains a response to any question in this Part III		X
1	Briefly describe the organization's mission:		
	The Organization provides aid in the relief and development of c	hildren who are	
	victims of man-made and natural disasters.		
2			
2	Did the organization undertake any significant program services during the year which were not listed or	n 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 se	rvices? Yes	No
	If 'Yes,' describe these changes on Schedule O.		
4	Describe the organization's program service accomplishments for each of its three largest program serv	ices, as measured by expe	enses.
	Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the arothers, the total expenses, and revenue, if any, for each program service reported.	mount of grants and alloca	tions to
	outlood, the total experience, and revenue, in any, for each program of the reported.		
// 2	(Code: \$ 339,128. including grants of \$ 284,271.)	Revenue \$	
40	Development - sustainable projects for children and farmers	nevenue y	
	Development Subturnable projects for children and ranners		
4b	(Code:) (Expenses \$ 103,278. including grants of \$ 48,422.) (Health - Psychosocial trauma center, counseling, nutrition, neo-)
10	(Code: (Code: \$ 72,155. including grants of \$ 17,299.)	Revenue \$	
40	Educational projects - program for academically challenged stude		/
	meals for students in UNRWA schools		
40	Other program services. (Describe in Schedule O.) See Schedule O		
	(Expenses \$ 64,856. including grants of \$ 10,000.) (Revenue \$)	
4e	Total program service expenses ► 579, 417.		

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?If 'Yes,' complete Schedule A	1	Χ	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	2	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.	3		X
4	Section 501(c)(3) organizations Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If 'Yes,' complete Schedule C, Part II	4		X
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If 'Yes,' complete Schedule C, Part III	5		X
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which 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.	6		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	7		Х
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If 'Yes,' complete Schedule D, Part III.	8		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.	9		Х
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If 'Yes,' complete Schedule D, Part V	10		X
11	If the organization's answer to any of the following questions is 'Yes', then complete Schedule D, Parts VI, 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	11a	Х	
	b Did the organization report an amount for investments— other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If 'Yes,' complete Schedule D, Part VII	11b		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.	11 c		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	11 d		X
	e Did the organization report an amount for other liabilities in Part X, line 25? If 'Yes,' complete Schedule D, Part X	11 e		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	11f		X
12	a Did the organization obtain separate, independent audited financial statements for the tax year? If 'Yes,' complete Schedule D, Parts XI, XII, and XIII.	12a	Х	
	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	12b		X
	Is the organization a school described in section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule E	13		X
14	a Did the organization maintain an office, employees, or agents outside of the United States?	14a	X	
	b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If 'Yes,' complete Schedule F, Parts I and IV	14b	Х	
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	15	Х	
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	16		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 6 and 11e? If 'Yes,' complete Schedule G, Part I (see instructions)	17		Х
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If 'Yes,' complete Schedule G, Part II.	18	Х	
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a?If 'Yes,' complete Schedule G, Part III.	19		X
	a Did the organization operate one or more hospital facilities? If 'Yes,' complete Schedule H	20		X
	b If 'Yes' to line 20a, did the organization attach a copy of its audited financial statements to this return?	20 b		

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Part IV Checklist of Required Schedules (continued) Yes No 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? If 'Yes,' complete Schedule I, Parts I and II..... 21 Χ Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part X 22 IX, column (A), line 2? If 'Yes,' complete Schedule I, Parts I and III. 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 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, and that was issued after December 31, 2002? If 'Yes,' answer lines 24b through 24d and complete Schedule K. If 'No, 'go to line 25..... X 24a 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 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?!f 'Yes,' complete X 25b Schedule L, Part I. 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 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If 'Yes,' complete Schedule L, Part III. 27 X 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..... X 28a 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 Did the organization receive more than \$25,000 in non-cash contributions? If 'Yes,' complete Schedule M...... 29 X Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If 'Yes,' complete Schedule M..... 30 X Did the organization liquidate, terminate, or dissolve and cease operations? If 'Yes,' complete Schedule N, Part I...... X 31 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If 'Yes,' complete Schedule Ň, Part II. X 32 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. X 33 Was the organization related to any tax-exempt or taxable entity? If 'Yes,' complete Schedule R, Parts II, III, IV, and V, X line 1..... 34 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?..... X b 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..... X 35b Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If 'Yes,' complete Schedule R, Part V, line 2. X 36 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is 37 X 38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? X

BAA

Page 5

Part V	Statements	Regarding	Other IRS	Filings and	Tax	Compliance

	Check if Schedule O contains a response to any question in this Part V			
			Yes	No
18	a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable			
1	b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable			
(c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c		
2	a 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			
	b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b		
7.	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. (see instructions)			
3	a Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	Appropriate to the second	X
I	b If 'Yes' has it filed a Form 990-T for this year? If 'No,' provide an explanation in Schedule O	3b		
	a 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: Belgium	4a	X	
	See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.			
5	a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a	description (1987)	X
	b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
	c If 'Yes,' to line 5a or 5b, did the organization file Form 8886-T?	5c		
		30		
	a 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?	6a		Х
	b If 'Yes,' did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
	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?	7a		Χ
	b If 'Yes,' did the organization notify the donor of the value of the goods or services provided?	7b		
	c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		X
	d If 'Yes,' indicate the number of Forms 8282 filed during the year			
	e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		X
	f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		X
	g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
I	h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		Managera
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organization®id the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	8		
9	Sponsoring organizations maintaining donor advised funds.			
	a Did the organization make any taxable distributions under section 4966?	9a		
	Did the organization make a distribution to a donor, donor advisor, or related person?	9b		
10	Section 501(c)(7) organizations.Enter:			
	a Initiation fees and capital contributions included on Part VIII, line 12			
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b			
	Section 501(c)(12) organizations.Enter:			
a	a Gross income from members or shareholders			
	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)		7	
12a	Section 4947(a)(1) nonexempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
	of f 'Yes,' enter the amount of tax-exempt interest received or accrued during the year			
	Section 501(c)(29) qualified nonprofit health insurance issuers.			
a	Is the organization licensed to issue qualified health plans in more than one state?	13a		
	Note. See the instructions for additional information the organization must report on Schedule O.			1000
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			
	Enter the amount of reserves on hand			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		X
b	If 'Yes,' has it filed a Form 720 to report these payments? If 'No,' provide an explanation in Schedule O	14b		

Da	1 990 (2011) Kids in Need of Bevelopmene, Eddedton,			
Pa	Governance, Management and Disclosure For each 'Yes' response to lines 2 through 7b be a 'No' response to line 8a, 8b, or 10b below, describe the circumstances, processes, or char Schedule O. See instructions.	iges i	n	
	Check if Schedule O contains a response to any question in this Part VI.			. X
Sec	ction A. Governing Body and Management			
			Yes	No
1;	a Enter the number of voting members of the governing body at the end of the tax year			
1	b Enter the number of voting members included in line 1a, above, who are independent 1b 5			
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?	2		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?	3		Х
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		Х
=	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		X
5	Did the organization become aware during the year of a significant diversion of the organization assets:	6		X
ь		0		Λ_
	a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a		Х
ı	b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or other persons other than the governing body?	7b		Х
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
	a The governing body?	8a	X	
-	b Each committee with authority to act on behalf of the governing body?	8b	Χ	
	Is there any officer, director or 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 O	9		Х
	ction B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)			11
000	CHOIL DIT OHOICS (This occitor b requests information about policies not required by the internal nevenue code.)		Yes	Ma
10.	a Did the organization have local chapters, branches, or affiliates?		ies	No
		10-		1 77
	The state of the s	10a		X
	b If 'Yes,' did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		X
11 a	b If 'Yes,' did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?		X	X
11 a	b If 'Yes,' did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? b Describe in Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O	10b	Х	X
11 a 1 12 a	b If 'Yes,' did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? b Describe in Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O a Did the organization have a written conflict of interest policy? If 'No,' go to line 13.	10b	X	X
11 a 1 12 a	b If 'Yes,' did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? b Describe in Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O	10b 11a		X
11 a 1 12 a 1	b If 'Yes,' did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? b Describe in Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O a Did the organization have a written conflict of interest policy? If 'No,' go to line 13. b Were officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	10b 11a 12a	X	X
11 a 1 12 a 1	b If 'Yes,' did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? b Describe in Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O a Did the organization have a written conflict of interest policy? If 'No,' go to line 13. b Were officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	10b 11a 12a 12b	X	X
11 a l l l l l l l l l l l l l l l l l l	b If 'Yes,' did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? b Describe in Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O a Did the organization have a written conflict of interest policy? If 'No,' go to line 13. b Were officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts? c Did the organization regularly and consistently monitor and enforce compliance with the policy? If 'Yes,' describe in Schedule O how this is done. See Schedule O	10b 11a 12a 12b	X X X	X
11 a l l l l l l l l l l l l l l l l l l	b If 'Yes,' did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? b Describe in Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O a Did the organization have a written conflict of interest policy? If 'No,' go to line 13. b Were officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts? c Did the organization regularly and consistently monitor and enforce compliance with the policy? If 'Yes,' describe in Schedule O how this is done. See Schedule O. Did the organization have a written whistleblower policy? Did the organization have a written document retention and destruction policy?	10b 11a 12a 12b 12c 13	X X X	X
11 a l l l l l l l l l l l l l l l l l l	b If 'Yes,' did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? b Describe in Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O a Did the organization have a written conflict of interest policy? If 'No,' go to line 13. b Were officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts? c Did the organization regularly and consistently monitor and enforce compliance with the policy? If 'Yes,' describe in Schedule O how this is done. See Schedule O. Did the organization have a written whistleblower policy? Did the organization have a written document retention and destruction policy? Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?	10b 11a 12a 12b 12c 13 14	X X X	
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