

Form **990****Return of Organization Exempt From Income Tax**

OMB No. 1545-0047

Department of the Treasury  
Internal Revenue ServiceUnder 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.

**2008**  
Open to Public  
Inspection

A For the 2008 calendar year, or tax year beginning

, and ending

B Check if applicable:

☐ Address change☐ Name change☐ Initial return☐ Termination☐ Amended return☐ Application pendingPlease  
use IRS  
label or  
print or  
type.  
See  
Specific  
Instruc-  
tions.

C Name of organization

GLOBAL GREENGRANTS FUND

Doing Business As

Number and street (or P.O. box if mail is not delivered to street address)

2840 WILDERNESS PLACE SUITE A

Room/suite

City or town, state or country, and ZIP + 4

BOULDER

CO 80301

F Name and address of principal officer:

D Employer identification number

84-1612422

E Telephone number

303-939-9866

G Gross receipts \$ 7,355,491

H(a) Is this a group return for

affiliates?

☐ Yes☒ NoH(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.greengrants.org

H(c) Group exemption number

K Type of organization:

☒

Corporation

☐ Trust☐ Association☐ Other

L Year of formation: 2001

M State of legal domicile: CO

**Part I Summary**

Activities & Governance	1	Briefly describe the organization's mission or most significant activities: TO STRENGTHEN THE GRASSROOTS ENVIRONMENTAL MOVEMENT IN DEVELOPING REGIONS BY MAKING SMALL GRANTS TO GROUPS STRIVING FOR ENVIRONMENTAL STABILITY.	
	2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its assets.	
	3	Number of voting members of the governing body (Part VI, line 1a)	3 8
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4 0
	5	Total number of employees (Part V, line 2a)	5 19
	6	Total number of volunteers (estimate if necessary)	6 0
	Revenue	7a	Total gross unrelated business revenue from Part VIII, line 12, column (C)
b		Net unrelated business taxable income from Form 990-T, line 34	7b 0
8		Contributions and grants (Part VIII, line 1h)	Prior Year 5,224,223 Current Year 7,184,540
9		Program service revenue (Part VIII, line 2g)	
10		Investment income (Part VIII, column (A), lines 3, 4, and 7d)	73,919 75,229
Expenses	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	95,722
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	5,298,142 7,355,491
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	3,494,583 3,912,142
	14	Benefits paid to or for members (Part IX, column (A), line 4)	
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	712,579 687,372
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	
	b	Total fundraising expenses (Part IX, column (D), line 25)	507,770
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	830,520 1,114,874
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	5,037,682 5,714,388
	19	Revenue less expenses. Subtract line 18 from line 12	260,460 1,641,103
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	Beginning of Year 3,045,476 End of Year 4,496,952
	21	Total liabilities (Part X, line 26)	271,400 81,773
	22	Net assets or fund balances. Subtract line 21 from line 20	2,774,076 4,415,179

**Part II Signature Block**

Sign Here	Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.			
	Signature of officer <i>Teresa J. Odendahl</i>		Date 8/12/09	
Paid Preparer's Use Only	Preparer's signature <i>Tracy S. Smith CPA</i>		Date 8/12/09	Check if self-employed <input type="checkbox"/>
	Firm's name (or yours if self-employed), address, and ZIP + 4 Peakview Accounting Services, PC 1285 Yellow Pine Ave Boulder, CO 80304-2264		EIN	Preparer's identifying number (see instructions)
			Phone no.	303-442-1390

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

☐ Yes ☐ No

DAA For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions.

Form 990 (2008)

# Application for Extension of Time To File an Exempt Organization Return

OMB No. 1545-1709

► File a separate application for each return.

- If you are filing for an **Automatic 3-Month Extension**, complete only **Part I** and check this box ☒ **X**
  - If you are filing for an **Additional (Not Automatic) 3-Month Extension**, complete only **Part II** (on page 2 of this form).
- Do not complete Part II unless** you have already been granted an automatic 3-month extension on a previously filed Form 8868.

## **Part I** Automatic 3-Month Extension of Time. Only submit original (no copies needed).

A corporation required to file Form 990-T and requesting an automatic 6-month extension - check this box and complete Part I only ☐

All other corporations (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

**Electronic Filing (e-file).** Generally, you can electronically file Form 8868 if you want a 3-month automatic extension of time to file one of the returns noted below (6 months for a corporation required to file Form 990-T). However, you cannot file Form 8868 electronically if (1) you want the additional (not automatic) 3-month extension or (2) you file Forms 990-BL, 6069, or 8870, group returns, or a composite or consolidated Form 990-T. Instead, you must submit the fully completed and signed page 2 (Part II) of Form 8868. For more details on the electronic filing of this form, visit [www.irs.gov/efile](http://www.irs.gov/efile) and click on **e-file for Charities & Nonprofits**.

Type or print  File by the due date for filing your return. See instructions.	Name of Exempt Organization	Employer identification number
	GLOBAL GREENGRANTS FUND	84-1612422
	Number, street, and room or suite no. If a P.O. box, see instructions.	
	2840 WILDERNESS PLACE #A	
	City, town or post office, state, and ZIP code. For a foreign address, see instructions.	
	BOULDER, CO 80301	

### Check type of return to be filed (file a separate application for each return):

- |  |   |                                    |
|--|---|------------------------------------|
| <input checked="" type="checkbox"/> Form 990 | <input type="checkbox"/> Form 990-T (corporation)                 | <input type="checkbox"/> Form 4720 |
| <input type="checkbox"/> Form 990-BL         | <input type="checkbox"/> Form 990-T (sec. 401(a) or 408(a) trust) | <input type="checkbox"/> Form 5227 |
| <input type="checkbox"/> Form 990-EZ         | <input type="checkbox"/> Form 990-T (trust other than above)      | <input type="checkbox"/> Form 6069 |
| <input type="checkbox"/> Form 990-PF         | <input type="checkbox"/> Form 1041-A                              | <input type="checkbox"/> Form 8870 |

- The books are in the care of ► SUE ANDERSON

Telephone No. ► 303-939-9866

FAX No. ► 303-939-9867

- If the organization does not have an office or place of business in the United States, check this box ☐
- If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN)           . If this is for the whole group, check this box ☐. If it is for part of the group, check this box ☐ and attach a list with the names and EINs of all members the extension will cover.

- 1 I request an automatic 3-month (6 months for a corporation required to file Form 990-T) extension of time until AUGUST 17, 2009, to file the exempt organization return for the organization named above. The extension is for the organization's return for:

- ☒ calendar year 2008 or  
► ☐ tax year beginning                     ,           , and ending                     ,           .

- 2 If this tax year is for less than 12 months, check reason: ☐ Initial return ☐ Final return ☐ Change in accounting period

<b>3a</b> If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	<b>3a</b>	\$
<b>b</b> If this application is for Form 990-PF or 990-T, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit.	<b>3b</b>	\$
<b>c Balance Due.</b> Subtract line 3b from line 3a. Include your payment with this form, or, if required, deposit with FTD coupon or, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	<b>3c</b>	\$

**Caution.** If you are going to make an electronic fund withdrawal with this Form 8868, see Form 8453-EO and Form 8879-EO for payment instructions.

**For Privacy Act and Paperwork Reduction Act Notice, see Instructions.**

Form **8868** (Rev. 4-2008)

**Part III Statement of Program Service Accomplishments** (see instructions)**1** Briefly describe the organization's mission:

**TO STRENGTHEN THE GRASSROOTS ENVIRONMENTAL MOVEMENT IN DEVELOPING REGIONS BY MAKING SMALL GRANTS TO GROUPS STRIVING FOR ENVIRONMENTAL STABILITY.**

**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.

**4a** (Code: ) (Expenses \$ **4,899,909** including grants of \$ **3,912,142** ) (Revenue \$ )

**THE ORGANIZATION MAKES SMALL GRANTS IN DEVELOPING COUNTRIES TO GRASSROOTS GROUPS WORKING TO PROTECT THE ENVIRONMENT, LIVE SUSTAINABLY, PRESERVE BIODIVERSITY, AND HELP PEOPLE GAIN A VOICE IN THEIR OWN FUTURE. GRANTS GO TO STARTUP GROUPS AND PROJECTS WHERE A SMALL AMOUNT OF MONEY CAN MAKE A SIGNIFICANT DIFFERENCE. THE ORGANIZATION MAKES GRANTS TO GROUPS IN MORE THAN 100 COUNTRIES. TO IDENTIFY PROSPECTIVE GRANTEEES, THE ORGANIZATION RELIES ON A NETWORK OF MORE THAN 120 VOLUNTEER ADVISORS AROUND THE WORLD WHO IDENTIFY PROMISING GROUPS.**

**4b** (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )**4c** (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )**4d** Other program services. (Describe in Schedule O.)

(Expenses \$ including grants of \$ ) (Revenue \$ )

**4e** Total program service expenses ▶ \$ **4,899,909** (Must equal Part IX, Line 25, column (B).)

**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)? If "Yes," complete Schedule A	<b>X</b>	
2 Is the organization required to complete Schedule B, Schedule of Contributors?	<b>X</b>	
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		<b>X</b>
4 <b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II		<b>X</b>
5 <b>Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations.</b> Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III		
6 Did the organization maintain any donor advised funds or any 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	<b>X</b>	
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		<b>X</b>
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III		<b>X</b>
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		<b>X</b>
10 Did the organization hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part V		<b>X</b>
11 Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable	<b>X</b>	
12 Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? If "Yes," complete Schedule D, Parts XI, XII, and XIII	<b>X</b>	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		<b>X</b>
14a Did the organization maintain an office, employees, or agents outside of the U.S.?	<b>X</b>	
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U.S.? If "Yes," complete Schedule F, Part I	<b>X</b>	
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, Part II	<b>X</b>	
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, Part III		<b>X</b>
17 Did the organization report more than \$15,000 on Part IX, column (A), line 11e? If "Yes," complete Schedule G, Part I		<b>X</b>
18 Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II		<b>X</b>
19 Did the organization report more than \$15,000 on Part VIII, line 9a? If "Yes," complete Schedule G, Part III		<b>X</b>
20 Did the organization operate one or more hospitals? If "Yes," complete Schedule H		<b>X</b>
21 Did the organization report more than \$5,000 on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	<b>X</b>	
22 Did the organization report more than \$5,000 on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III		<b>X</b>
23 Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? If "Yes," complete Schedule J		<b>X</b>
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 questions 24b-24d and complete Schedule K. If "No," go to question 25		<b>X</b>
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
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?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a <b>Section 501(c)(3) and 501(c)(4) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I		<b>X</b>
b Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? If "Yes," complete Schedule L, Part I		<b>X</b>
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		<b>X</b>
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? If "Yes," complete Schedule L, Part III		<b>X</b>

**Part IV Checklist of Required Schedules (continued)**

	Yes	No
<b>28</b> During the tax year, did any person who is a current or former officer, director, trustee, or key employee:		
<b>a</b> Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? If "Yes," complete Schedule L, Part IV		<b>X</b>
<b>b</b> Have a family member who had a direct or indirect business relationship with the organization? If "Yes," complete Schedule L, Part IV		<b>X</b>
<b>c</b> Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? If "Yes," complete Schedule L, Part IV		<b>X</b>
<b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	<b>X</b>	
<b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M		<b>X</b>
<b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I		<b>X</b>
<b>32</b> Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II		<b>X</b>
<b>33</b> 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		<b>X</b>
<b>34</b> Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1		<b>X</b>
<b>35</b> Is any related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2		<b>X</b>
<b>36</b> <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2		<b>X</b>
<b>37</b> 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		<b>X</b>



**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	15		
1b	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?	X	
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	19		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <b>Note.</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return. (see instructions)	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?		X
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)?		X
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?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes," to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?		
6a	Did the organization solicit any contributions that were not tax deductible?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	<b>Organizations that may receive deductible contributions under section 170(c).</b>		
a	Did the organization provide goods or services in exchange for any quid pro quo contribution of more than \$75?		X
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?		X
d	If "Yes," indicate the number of Forms 8282 filed during the year		
d	7d		
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?		X
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?		X
8	<b>Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.</b> Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		X
9	<b>Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.</b>		
a	Did the organization make any taxable distributions under section 4966?		X
b	Did the organization make a distribution to a donor, donor advisor, or related person?		X
10	<b>Section 501(c)(7) organizations.</b> Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12	10a	
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b	
11	<b>Section 501(c)(12) organizations.</b> Enter:		
a	Gross income from members or shareholders	11a	
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b	
12a	<b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?	12a	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	

**Part VI Governance, Management, and Disclosure** (Sections A, B, and C request information about policies not required by the Internal Revenue Code.)**Section A. Governing Body and Management**

	Yes	No
For each "Yes" response to lines 2-7b below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.		
<b>1a</b> Enter the number of voting members of the governing body	<b>1a</b>	<b>8</b>
<b>b</b> Enter the number of voting members that are independent	<b>1b</b>	<b>0</b>
<b>2</b> 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?	<b>2</b>	<b>X</b>
<b>3</b> 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?	<b>3</b>	<b>X</b>
<b>4</b> Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	<b>4</b>	<b>X</b>
<b>5</b> Did the organization become aware during the year of a material diversion of the organization's assets?	<b>5</b>	<b>X</b>
<b>6</b> Does the organization have members or stockholders?	<b>6</b>	<b>X</b>
<b>7a</b> Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	<b>7a</b>	<b>X</b>
<b>b</b> Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	<b>7b</b>	<b>X</b>
<b>8</b> Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
<b>a</b> The governing body?	<b>8a</b>	<b>X</b>
<b>b</b> Each committee with authority to act on behalf of the governing body?	<b>8b</b>	<b>X</b>
<b>9a</b> Does the organization have local chapters, branches, or affiliates?	<b>9a</b>	<b>X</b>
<b>b</b> If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	<b>9b</b>	
<b>10</b> Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990	<b>10</b>	<b>X</b>
<b>11</b> 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	<b>11</b>	<b>X</b>

**Section B. Policies**

	Yes	No
<b>12a</b> Does the organization have a written conflict of interest policy? If "No," go to line 13	<b>12a</b>	<b>X</b>
<b>b</b> Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	<b>12b</b>	<b>X</b>
<b>c</b> Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	<b>12c</b>	<b>X</b>
<b>13</b> Does the organization have a written whistleblower policy?	<b>13</b>	<b>X</b>
<b>14</b> Does the organization have a written document retention and destruction policy?	<b>14</b>	<b>X</b>
<b>15</b> 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:		
<b>a</b> The organization's CEO, Executive Director, or top management official?	<b>15a</b>	<b>X</b>
<b>b</b> Other officers or key employees of the organization? Describe the process in Schedule O. (see instructions)	<b>15b</b>	<b>X</b>
<b>16a</b> Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	<b>16a</b>	<b>X</b>
<b>b</b> If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	<b>16b</b>	

**Section C. Disclosure**

**17** List the states with which a copy of this Form 990 is required to be filed ► **CA, CO, CT, FL, GA, MA, NY, OH, OR, PA, VA, WA, WI**

**18** Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)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 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 ► **GLOBAL GREENGRANTS FUND** **2840 WILDERNESS PL #A**  
**BOULDER** **CO 80301** **303-939-9866**







**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
<b>Contributions, gifts, grants and other similar amounts</b>	<b>1a</b> Federated campaigns	<b>1a</b>				
	<b>b</b> Membership dues	<b>1b</b>				
	<b>c</b> Fundraising events	<b>1c</b>				
	<b>d</b> Related organizations	<b>1d</b>				
	<b>e</b> Government grants (contributions)	<b>1e</b>				
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above	<b>1f</b>	<b>7,184,540</b>			
	<b>g</b> Noncash contributions included in lines 1a-1f		<b>\$ 40,800</b>			
	<b>h Total.</b> Add lines 1a-1f		<b>7,184,540</b>			
<b>Program Service Revenue</b>	<b>2a</b>	Busn. Code				
	<b>b</b>					
	<b>c</b>					
	<b>d</b>					
	<b>e</b>					
	<b>f</b> All other program service revenue					
	<b>g Total.</b> Add lines 2a-2f					
	<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts)		<b>75,229</b>		
<b>4</b> Income from investment of tax-exempt bond proceeds						
<b>5</b> Royalties						
<b>6a</b> Gross Rents		(i) Real (ii) Personal				
<b>b</b> Less: rental exps.						
<b>c</b> Rental inc. or (loss)						
<b>d</b> Net rental income or (loss)						
<b>7a</b> Gross amount from sales of assets other than inventory		(i) Securities (ii) Other				
<b>b</b> Less: cost or other basis & sales exps.						
<b>c</b> Gain or (loss)						
<b>d</b> Net gain or (loss)						
<b>8a</b> Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18		<b>a</b>				
<b>b</b> Less: direct expenses		<b>b</b>				
<b>c</b> Net income or (loss) from fundraising events						
<b>9a</b> Gross income from gaming activities. See Part IV, line 19		<b>a</b>				
<b>b</b> Less: direct expenses		<b>b</b>				
<b>c</b> Net income or (loss) from gaming activities						
<b>10a</b> Gross sales of inventory, less returns and allowances		<b>a</b>				
<b>b</b> Less: cost of goods sold	<b>b</b>					
<b>c</b> Net income or (loss) from sales of inventory						
<b>Miscellaneous Revenue</b>		<b>Busn. Code</b>				
<b>11a</b> CASUALTY LOSS PROCEEDS		<b>95,722</b>			<b>95,722</b>	
<b>b</b>						
<b>c</b>						
<b>d</b> All other revenue						
<b>e Total.</b> Add lines 11a-11d		<b>95,722</b>				
<b>12 Total Revenue.</b> Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e		<b>7,355,491</b>	<b>0</b>	<b>0</b>	<b>170,951</b>	

**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	57,580	57,580		
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	3,854,562	3,854,562		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	332,211	193,715	61,115	77,381
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	285,467	159,555		125,912
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	20,267	11,237	2,247	6,783
9 Other employee benefits				
10 Payroll taxes	49,427	27,061	5,138	17,228
11 Fees for services (non-employees):				
a Management				
b Legal	4,727	2,750		1,977
c Accounting	8,649		8,649	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other	358,143	163,863	90,298	103,982
12 Advertising and promotion				
13 Office expenses	29,096	5,637	10,902	12,557
14 Information technology				
15 Royalties				
16 Occupancy	108,957	24,158	58,932	25,867
17 Travel	131,825	85,260	2,810	43,755
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	27,085	9,478		17,607
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	14,760	5,286	6,661	2,813
23 Insurance	125,652	62,142	22,899	40,611
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 PROGRAM SUPPORT	195,203	195,203		
b STAFF RECRUITMENT	31,069	16,895	7,296	6,878
c BANK CHARGES	24,626	14,972	8,276	1,378
d DUES & SUBSCRIPTIONS	16,757	2,960	664	13,133
e STAFF TRAINING	11,958	1,340	9,546	1,072
f All other expenses	26,367	6,255	11,276	8,836
25 Total functional expenses. Add lines 1 through 24f	5,714,388	4,899,909	306,709	507,770
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				

**Part X Balance Sheet**

		(A) Beginning of year		(B) End of year
<b>Assets</b>	1 Cash—non-interest bearing	1,414,510	1	626,063
	2 Savings and temporary cash investments	190,243	2	1,125,210
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	367,791	4	60,000
	5 Receivables from current and former officers, directors, trustees, key employees, or other related parties. Complete Part II of Schedule L		5	
	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		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges		9	
	10a Land, buildings, and equipment: cost basis	120,301		
	b Less: accumulated depreciation. Complete Part VI of Schedule D	69,754		
		57,960	10c	50,547
	11 Investments—publicly traded securities	1,014,972	11	2,635,132
	12 Investments—other securities. See Part IV, line 11		12	
	13 Investments—program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
15 Other assets. See Part IV, line 11		15		
16 <b>Total assets.</b> Add lines 1 through 15 (must equal line 34)	3,045,476	16	4,496,952	
<b>Liabilities</b>	17 Accounts payable and accrued expenses	11,880	17	61,210
	18 Grants payable	255,715	18	14,450
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow account liability. Complete Part IV of Schedule D		21	
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable		24	
	25 Other liabilities. Complete Part X of Schedule D	3,805	25	6,113
	26 <b>Total liabilities.</b> Add lines 17 through 25	271,400	26	81,773
<b>Net Assets or Fund Balances</b>	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	1,719,074	27	2,150,641
	28 Temporarily restricted net assets	1,055,002	28	2,264,538
	29 Permanently restricted net assets		29	
	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 <b>Total net assets or fund balances</b>	2,774,076	33	4,415,179
34 <b>Total liabilities and net assets/fund balances</b>	3,045,476	34	4,496,952	

**Part XI Financial Statements and Reporting**

- 1 Accounting method used to prepare the Form 990 ☐ Cash ☒ Accrual ☐ Other
- 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 lines 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?
- 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?

	Yes	No
2a		X
2b	X	
2c	X	
3a		X
3b		

DAA



**Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**

(Complete only if you checked the box on line 5, 7, or 8 of Part I.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 <b>Total.</b> Add lines 1-3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 <b>Public support.</b> Subtract line 5 from line 4						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
11 <b>Total support.</b> Add lines 7 through 10						
12 Gross receipts from related activities, etc. (see instructions)					12	
13 <b>First five years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> ► <input type="checkbox"/>						

**Section C. Computation of Public Support Percentage**

14 Public support percentage for 2008 (line 6, column (f) divided by line 11, column (f))	14	%
15 Public support percentage from 2007 Schedule A, Part IV-A, line 26f	15	%
16a <b>33 1/3 % support test—2008.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3 % or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization ► <input type="checkbox"/>		
b <b>33 1/3 % support test—2007.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3 % or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization ► <input type="checkbox"/>		
17a <b>10%-facts-and-circumstances test—2008.</b> If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ► <input type="checkbox"/>		
b <b>10%-facts-and-circumstances test—2007.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ► <input type="checkbox"/>		
18 <b>Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ► <input type="checkbox"/>		

**Part III Support Schedule for Organizations Described in Section 509(a)(2)**

(Complete only if you checked the box on line 9 of Part I.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	2,467,600	4,234,510	5,430,423	5,224,223	7,184,540	24,541,296
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 <b>Total.</b> Add lines 1-5	2,467,600	4,234,510	5,430,423	5,224,223	7,184,540	24,541,296
7a Amounts included on lines 1, 2, and 3 received from disqualified persons	12,344	5,900	7,075	5,600	1,350	32,269
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or \$5,000						
c Add lines 7a and 7b	12,344	5,900	7,075	5,600	1,350	32,269
8 <b>Public support.</b> (Subtract line 7c from line 6.)	2,455,256	4,228,610	5,423,348	5,218,623	7,183,190	24,509,027

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9 Amounts from line 6	2,467,600	4,234,510	5,430,423	5,224,223	7,184,540	24,541,296
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	6,082	23,622	68,836	73,919	75,229	247,688
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b	6,082	23,622	68,836	73,919	75,229	247,688
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)					95,722	95,722
13 <b>Total support.</b> (Add lines 9, 10c, 11, and 12.)	2,473,682	4,258,132	5,499,259	5,298,142	7,355,491	24,884,706
14 <b>First five years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> ► <input type="checkbox"/>						

**Section C. Computation of Public Support Percentage**

15 Public support percentage for 2008 (line 8, column (f) divided by line 13, column (f))	15	98.4903 %
16 Public support percentage from 2007 Schedule A, Part IV-A, line 27g	16	99.0486 %

**Section D. Computation of Investment Income Percentage**

17 Investment income percentage for 2008 (line 10c, column (f) divided by line 13, column (f))	17	0.9953 %
18 Investment income percentage from 2007 Schedule A, Part IV-A, line 27h	18	0.7450 %

19a **33 1/3 % support tests—2008.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3 %, and line 17 is not more than 33 1/3 %, check this box and **stop here**. The organization qualifies as a publicly supported organization ► ☒

b **33 1/3 % support tests—2007.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3 %, and line 18 is not more than 33 1/3 %, check this box and **stop here**. The organization qualifies as a publicly supported organization ► ☐

20 **Private foundation.** If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions ► ☐

**Part IV Supplemental Information.** Complete this part to provide the explanation required by Part II, line 10; Part II, line 17a or 17b; or Part III, line 12. Provide any other additional information. (see instructions)

**Part III, Line 12 - Other Income Detail**

**CASUALTY LOSS PROCEEDS** \$ **95,722**

**SCHEDULE D**  
**(Form 990)**Department of the Treasury  
Internal Revenue Service**Supplemental Financial Statements**▶ **Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.**

OMB No. 1545-0047

**2008****Open to Public Inspection**

Name of the organization

Employer identification number

**GLOBAL GREENGRANTS FUND****84-1612422****Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year	8	
2 Aggregate contributions to (during year)	2,590,150	0
3 Aggregate grants from (during year)	1,345,874	0
4 Aggregate value at end of year	1,965,703	

- 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☒ Yes ☐ No
- 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit? ☒ Yes ☐ No

**Part II Conservation Easements.** Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

- 1 Purpose(s) of conservation easements held by the organization (check all that apply).

- ☐ Preservation of land for public use (e.g., recreation or pleasure) ☐ Preservation of an historically important land area
- ☐ Protection of natural habitat ☐ Preservation of certified historic structure
- ☐ Preservation of open space

- 2 Complete lines 2a–2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

- a Total number of conservation easements
- b Total acreage restricted by conservation easements
- c Number of conservation easements on a certified historic structure included in (a)
- d Number of conservation easements included in (c) acquired after 8/17/06
- 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year ▶

	Held at the End of the Year
2a	
2b	
2c	
2d	

- 4 Number of states where property subject to conservation easement is located ▶
- 5 Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No
- 6 Staff or volunteer hours devoted to monitoring, inspecting, and enforcing easements during the year ▶
- 7 Amount of expenses incurred in monitoring, inspecting, and enforcing easements during the year ▶ \$
- 8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No
- 9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.** Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

- 1a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items.

- b If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenues included in Form 990, Part VIII, line 1

(ii) Assets included in Form 990, Part X

▶ \$

▶ \$

- 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items:

a Revenues included in Form 990, Part VIII, line 1

b Assets included in Form 990, Part X

▶ \$

▶ \$

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)**

3 Using the organization's accession and other records, check any of the following that are a significant use of its collection items (check all that apply):

- a ☐ Public exhibition  
 b ☐ Scholarly research  
 c ☐ Preservation for future generations  
 d ☐ Loan or exchange programs  
 e ☐ Other \_\_\_\_\_

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?

☐ Yes ☐ No

**Part IV Trust, Escrow and Custodial Arrangements. Complete if organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.**

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV and complete the following table:

	Amount
1c Beginning balance	
1d Additions during the year	
1e Distributions during the year	
1f Ending balance	

2a Did the organization include an amount on Form 990, Part X, line 21?

☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV.

**Part V Endowment Funds. Complete if organization answered "Yes" to Form 990, Part IV, line 10.**

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Investment earnings or losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the year end balance held as:

- a Board designated or quasi-endowment ☐ \_\_\_\_\_ %  
 b Permanent endowment ☐ \_\_\_\_\_ %  
 c Term endowment ☐ \_\_\_\_\_ %

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i) unrelated organizations  
 (ii) related organizations

	Yes	No
3a(i)		
3a(ii)		
3b		

b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?

4 Describe in Part XIV the intended uses of the organization's endowment funds.

**Part VI Investments—Land, Buildings, and Equipment. See Form 990, Part X, line 10.**

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements	31,510		17,176	14,334
d Equipment	88,791		52,578	36,213
e Other				
<b>Total.</b> Add lines 1a–1e. (Column (d) should equal Form 990, Part X, column (B), line 10(c).)				50,547



## Part VII Investments—Other Securities. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Financial derivatives and other financial products		
Closely-held equity interests		
Other		
<b>Total.</b> (Column (b) should equal Form 990, Part X, col. (B) line 12 )		

## Part VIII Investments—Program Related. See Form 990, Part X, line 13.

[illegible]

## Part IX Other Assets. See Form 990, Part X, line 15.

(a) Description	(b) Book value
Total. (Column (b) should equal Form 990, Part X, col. (B) line 15.)	

**Part X** Other Liabilities. See Form 990, Part X, line 25.

(a) Description of liability	(b) Amount
Federal income taxes	
<b>OTHER LIABILITIES</b>	<b>6,113</b>
<b>Total.</b> (Column (b) should equal Form 990, Part X, col. (B) line 25.)	<b>6,113</b>

In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48.

## Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	7,355,491
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	5,714,388
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3	1,641,103
4	Net unrealized gains (losses) on investments	4	
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net). Add lines 4-8	9	
10	Excess or (deficit) for the year per financial statements. Combine lines 3 and 9	10	1,641,103

## Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

<b>1</b>	Total revenue, gains, and other support per audited financial statements		<b>1</b>	<b>7,355,491</b>
<b>2</b>	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
<b>a</b>	Net unrealized gains on investments	<b>2a</b>		
<b>b</b>	Donated services and use of facilities	<b>2b</b>		
<b>c</b>	Recoveries of prior year grants	<b>2c</b>		
<b>d</b>	Other (Describe in Part XIV)	<b>2d</b>		
<b>e</b>	Add lines <b>2a</b> through <b>2d</b>		<b>2e</b>	
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b>		<b>3</b>	<b>7,355,491</b>
<b>4</b>	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b	<b>4a</b>		
<b>b</b>	Other (Describe in Part XIV)	<b>4b</b>		
<b>c</b>	Add lines <b>4a</b> and <b>4b</b>		<b>4c</b>	
<b>5</b>	Total revenue. Add lines <b>3</b> and <b>4c</b> . (This should equal Form 990, Part 1, line 12.)		<b>5</b>	<b>7,355,491</b>

### Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements		1	5,714,388
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Losses reported on Form 990, Part IX, line 25	2c		
d	Other (Describe in Part XIV)	2d		
e	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	5,714,388
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIV)	4b		
c	Add lines 4a and 4b		4c	
5	Total expenses. Add lines 3 and 4c. (This should equal Form 990, Part I, line 18.)		5	5,714,388

## Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b.

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## Part XIV Supplemental Information (continued)

[illegible]

**Schedule F**  
**(Form 990)**

 Department of the Treasury  
 Internal Revenue Service

**Statement of Activities Outside the United States**

 ▶ Attach to Form 990. Complete if the organization answered "Yes" to  
 Form 990, Part IV, line 14b, line 15, or line 16.

OMB No. 1545-0047

**2008**

 Open to Public  
 Inspection

Name of the organization

GLOBAL GREENGRANTS FUND

Employer identification number

84-1612422

**Part I General Information on Activities Outside the United States.** Complete if the organization answered  
 "Yes" to Form 990, Part IV, line 14b.

- 1 For grantmakers. Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☒ Yes ☐ No

- 2 For grantmakers. Describe in Part IV the organization's procedures for monitoring the use of grant funds outside the United States.

- 3 Activities per Region. (Use Schedule F-1 (Form 990) if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i.e., fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures in region
CENTRAL AMERICA		1	GRANTMAKING	GRANTMAKING	7,120
EAST ASIA & THE PACIFIC		2	GRANTMAKING	GRANTMAKING	7,850
RUSSIA & NIS		2	GRANTMAKING	GRANTMAKING	14,601
SOUTH AMERICA		2	GRANTMAKING	GRANTMAKING	20,670
SOUTH ASIA		2	GRANTMAKING	GRANTMAKING	3,610
SUB-SAHARAN AFRICA		3	GRANTMAKING	GRANTMAKING	13,521
<b>Totals</b>		12			67,372

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

Schedule F (Form 990) 2008

**Part II** Grants and Other Assistance to Organizations or Entities Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Check this box if no one recipient received more than \$5,000 ☐   
 Use Schedule F-1 (Form 990) if additional space is needed.

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			Central America and the Caribbean	see exempt purpose	15,000	Cash disburse			
			Central America and the Caribbean	see exempt purpose	5,500	Cash disburse			
			East Asia and the Pacific	see exempt purpose	8,750	Cash disburse			
			East Asia and the Pacific	see exempt purpose	30,000	Cash disburse			
			East Asia and the Pacific	see exempt purpose	15,000	Cash disburse			
			East Asia and the Pacific	see exempt purpose	15,000	Cash disburse			
			East Asia and the Pacific	see exempt purpose	5,188	Cash disburse			
			East Asia and the Pacific	see exempt purpose	15,000	Cash disburse			
			East Asia and the Pacific	see exempt purpose	15,000	Cash disburse			
			East Asia and the Pacific	see exempt purpose	25,000	Cash disburse			
			East Asia and the Pacific	see exempt purpose	67,500	Cash disburse			
			East Asia and the Pacific	see exempt purpose	20,000	Cash disburse			
			East Asia and the Pacific	see exempt purpose	25,000	Cash disburse			
			East Asia and the Pacific	see exempt purpose	67,500	Cash disburse			
			East Asia and the Pacific	see exempt purpose	6,000	Cash disburse			
			East Asia and the Pacific	see exempt purpose	21,000	Cash disburse			

2 Enter total number of organizations that are recognized as charities by the foreign country or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter

3 Enter total number of other organizations or entities



<b>Part III</b>	<b>Grants and Other Assistance to Individuals Outside the United States.</b> Complete if the organization answered "Yes" to Form 990, Part IV, line 16. Use Schedule F-1 (Form 990) if additional space is needed.
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[illegible]

**Part IV Supplemental Information**

Complete this part to provide the information required in Part I, line 2, and any other additional information.

**Part I, Line 2 - Procedures for Monitoring the Use of Grant Funds**

THE ORGANIZATION RECEIVES RECOMMENDATIONS FOR GRANT RECIPIENTS FROM A NETWORK OF VOLUNTEER ADVISORS OVERSEAS. THE ORGANIZATION RECEIVES APPLICATIONS FROM THE PROSPECTIVE GRANT RECIPIENTS, INCLUDING A 501(C)(3) EQUIVALENCY FORM. THE ORGANIZATION DOES OTHER DUE DILIGENCE WORK BEFORE APPROVING THE GRANT. GRANT RECIPIENTS ARE REQUIRED TO REPORT TO THE ORGANIZATION ON THE USE OF THE FUNDS RECEIVED WITHIN CERTAIN TIME PERIODS OF RECEIVING THE GRANT.



**Part II** Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)

<b>1</b>	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book FMV appraisal other)
			East Asia	see exempt purpose and the Pacific	15,000	Cash disburse			
			East Asia	see exempt purpose and the Pacific	25,000	Cash disburse			
			East Asia	see exempt purpose and the Pacific	25,000	Cash disburse			
			East Asia	see exempt purpose and the Pacific	30,000	Cash disburse			
			East Asia	see exempt purpose and the Pacific	6,000	Cash disburse			
			East Asia	see exempt purpose and the Pacific	6,900	Cash disburse			
			East Asia	see exempt purpose and the Pacific	6,500	Cash disburse			
			Europe	see exempt purpose	30,000	Cash disburse			
			Europe	see exempt purpose	50,000	Cash disburse			
			Europe	see exempt purpose	50,000	Cash disburse			
			Europe	see exempt purpose	20,000	Cash disburse			
			Middle East and North Africa	see exempt purpose	25,000	Cash disburse			
			North America	see exempt purpose	25,000	Cash disburse			
			North America	see exempt purpose	9,200	Cash disburse			
			North America	see exempt purpose	25,000	Cash disburse			
			North America	see exempt purpose	67,500	Cash disburse			
			North America	see exempt purpose	15,000	Cash disburse			
			North America	see exempt purpose	40,000	Cash disburse			
			North America	see exempt purpose	25,000	Cash disburse			

**Part II** Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)

<sup>1</sup> (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		North America	see exempt purpose	67,500	Cash disburse			
		North America	see exempt purpose	35,000	Cash disburse			
		North America	see exempt purpose	50,000	Cash disburse			
		North America	see exempt purpose	20,000	Cash disburse			
		Russia and the Newly Independent States	see exempt purpose	25,000	Cash disburse			
		Russia and the Newly Independent States	see exempt purpose	5,500	Cash disburse			
		Russia and the Newly Independent States	see exempt purpose	25,000	Cash disburse			
		South America	see exempt purpose	40,000	Cash disburse			
		South America	see exempt purpose	28,200	Cash disburse			
		South America	see exempt purpose	30,000	Cash disburse			
		South America	see exempt purpose	50,000	Cash disburse			
		South America	see exempt purpose	71,000	Cash disburse			
		South America	see exempt purpose	36,000	Cash disburse			
		South America	see exempt purpose	6,200	Cash disburse			
		South America	see exempt purpose	20,000	Cash disburse			
		South America	see exempt purpose	36,000	Cash disburse			
		South America	see exempt purpose	56,000	Cash disburse			
		South America	see exempt purpose	16,900	Cash disburse			
		South America	see exempt purpose	7,600	Cash disburse			



**Part II** Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			South America	see exempt purpose	25,000	Cash disburse			
			South America	see exempt purpose	9,400	Cash disburse			
			South America	see exempt purpose	6,500	Cash disburse			
			South America	see exempt purpose	100,000	Cash disburse			
			South America	see exempt purpose	6,517	Cash disburse			
			South America	see exempt purpose	5,079	Cash disburse			
			South America	see exempt purpose	6,902	Cash disburse			
			South America	see exempt purpose	5,156	Cash disburse			
			South America	see exempt purpose	6,032	Cash disburse			
			South America	see exempt purpose	5,079	Cash disburse			
			South America	see exempt purpose	6,349	Cash disburse			
			South America	see exempt purpose	6,476	Cash disburse			
			South America	see exempt purpose	5,213	Cash disburse			
			South America	see exempt purpose	5,213	Cash disburse			
			South America	see exempt purpose	6,165	Cash disburse			
			South America	see exempt purpose	6,843	Cash disburse			
			South America	see exempt purpose	6,517	Cash disburse			
			South America	see exempt purpose	5,213	Cash disburse			
			South America	see exempt purpose	6,517	Cash disburse			

**Part II** Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book FMV appraisal other)
			South America	see exempt purpose	6,517	Cash disburse			
			South America	see exempt purpose	6,517	Cash disburse			
			South America	see exempt purpose	10,000	Cash disburse			
			South Asia	see exempt purpose	10,000	Cash disburse			
			South Asia	see exempt purpose	23,220	Cash disburse			
			South Asia	see exempt purpose	14,850	Cash disburse			
			South Asia	see exempt purpose	6,000	Cash disburse			
			South Asia	see exempt purpose	5,234	Cash disburse			
			South Asia	see exempt purpose	5,800	Cash disburse			
			South Asia	see exempt purpose	10,000	Cash disburse			
			South Asia	see exempt purpose	30,000	Cash disburse			
			South Asia	see exempt purpose	5,400	Cash disburse			
			South Asia	see exempt purpose	10,000	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	15,000	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	9,000	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	7,000	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	6,000	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	8,500	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	6,000	Cash disburse			

**Part II** Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
			Sub-Saharan Africa	see exempt purpose	8,000	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	13,000	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	20,000	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	6,200	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	8,000	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	6,263	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	11,000	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	8,870	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	6,000	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	9,000	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	10,000	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	6,500	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	7,200	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	10,000	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	5,500	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	6,000	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	6,900	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	5,830	Cash disburse			
			Sub-Saharan Africa	see exempt purpose	12,000	Cash disburse			

**Part II** Continuation of Grants and Other Assistance or Entities Outside the United States. (Schedule F (Form 990), Part II)Schedule F-1 (Form 990) 2008





**SCHEDULE I**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

## Grants and Other Assistance to Organizations, Governments, and Individuals in the U.S.

► Complete if the organization answered "Yes," on Form 990, Part IV, lines 21 or 22.

▶ **Attach to Form 990.**

OMB No. 1545-0047

2008

**Open to Public Inspection**

Name of the organization

GLOBAL GREENGRANTS FUND

Employer identification number

84-1612422

**Part I**      **General Information on Grants and Assistance**

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ Yes ☐ No
- 2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

**Part II** **Grants and Other Assistance to Governments and Organizations in the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Use Part IV and Schedule I-1 (Form 990) if additional space is needed.

[illegible]

- 2 Enter total number of section 501(c)(3) and government organizations
- 3 Enter total number of other organizations

**Part III Grants and Other Assistance to Individuals in the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.  
Use Schedule I-1 (Form 990) if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance

**Part IV Supplemental Information.** Complete this part to provide the information required in Part I, line 2, and any other additional information.

**SCHEDULE M  
(Form 990)****NonCash Contributions**

OMB No 1545-0047

**2008****Open To Public  
Inspection**Department of the Treasury  
Internal Revenue Service▶ To be completed by organizations that answered "Yes"  
on Form 990, Part IV, lines 29 or 30.

▶ Attach to Form 990.

Name of the organization

**GLOBAL GREENGRANTS FUND**Employer identification number  
**84-1612422****Part I Types of Property**

	(a) Check if applicable	(b) Number of Contributions	(c) Revenues reported on Form 990, Part VIII, line 1g	(d) Method of determining revenues
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded				
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution (historic structures)				
14 Qualified conservation contribution (other)				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ ( <b>USE OF FACILITY</b> )	<b>X</b>	<b>1</b>	<b>40,800</b>	<b>FAIR MARKET VALUE</b>
26 Other ▶ ( )				
27 Other ▶ ( )				
28 Other ▶ ( )				

29 Number of Forms 8283 received by the organization during the tax year for contributions for  
which the organization completed Form 8283, Part IV, Donee Acknowledgement

29

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1-28 that  
it must hold for at least three years from the date of the initial contribution, and which is not required to be  
used for exempt purposes for the entire holding period?

b If "Yes," describe the arrangement in Part II.

31 Does the organization have a gift acceptance policy that requires the review of any non-standard  
contributions?32a Does the organization hire or use third parties or related organizations to solicit, process, or sell non-cash  
contributions?

b If "Yes," describe in Part II.

33 If the organization did not report revenues in column (c) for a type of property for which column (a) is checked,  
describe in Part II.

Yes No

	Yes	No
30a		<b>X</b>
31		<b>X</b>
32a		<b>X</b>
33		

**Part II Supplemental Information.** Complete this part to provide the information required by Part I, lines 30b, 32b, and 33. Also complete this part for any additional information.

**SCHEDULE O**

(Form 990)

Department of the Treasury  
Internal Revenue Service

Name of the organization

**Supplemental Information to Form 990**

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No. 1545-0047

**2008****Open to Public Inspection****GLOBAL GREENGRANTS FUND**Employer identification number  
**84-1612422**

Form 990, Part VI, Line 10 - Organization's Process Used to Review Form 990  
THE FINANCE DIRECTOR AND CEO RECEIVES A DRAFT OF THE FORM 990 TO REVIEW,  
AND APPROVES IT BEFORE THE PREPARER FINALIZES THE RETURN.

Form 990, Part VI, Line 15a - Compensation Process for Top Official  
DURING 2008, MANAGEMENT CONSULTANTS REVIEWED THE SALARY STRUCTURE OF THE  
ORGANIZATION FOR ALL POSITIONS AND MADE RECOMMENDATIONS BASED ON THEIR  
COMPARISON OF THE ORGANIZATION'S PAY STRUCTURE TO SALARY SURVEYS IN ITS  
INDUSTRY AND SIZE. THE BOARD APPROVED THE RECOMMENDATIONS.

Form 990, Part VI, Line 15b - Compensation Process for Officers  
DURING 2008, MANAGEMENT CONSULTANTS REVIEWED THE SALARY STRUCTURE OF THE  
ORGANIZATION FOR ALL POSITIONS AND MADE RECOMMENDATIONS BASED ON THEIR  
COMPARISON OF THE ORGANIZATION'S PAY STRUCTURE TO SALARY SURVEYS IN ITS  
INDUSTRY AND SIZE. THE BOARD APPROVED THE RECOMMENDATIONS.