

Clear Fund Board Meeting 6/22/07

Attachment C: Review of Compensation

Context

I. Executive Director compensation for 3 comparable organizations

Although the Clear Fund is an unconventional organization, Holden Karnofsky, asked Jason McGill, Director of Membership at the New York Regional Association of Grantmakers, to name appropriate comparables. Their exchange is attached. Jason named four organizations, of which we were able to locate Form 990s (relevant pages attached) for three, with the stipulation that the Clear Fund's budget – and therefore appropriate compensation – is lower than that of these comparables.

- New York Women's Foundation, a small public foundation located in New York City.
 - Total expenses: \$3,023,293.00.
 - Executive Director compensation (excluding benefits): **\$129,231.00 for 40 hrs/week.**
 - Program Director compensation (excluding benefits): **\$87,258.00 for 40 hrs/week.**
- Third Wave Foundation, a small public foundation located in New York City.
 - Total expenses: \$657,468.00
 - Executive Director compensation: **\$51,827.00 for 40 hrs/week.**
 - Other officer compensation: N/A.
- North Star Fund, a small public foundation located in New York City.
 - Total expenses: \$1,072,280.00
 - Executive Director compensation: **\$67,015.00 for 40 hrs/week.**
 - Other officer compensation: N/A.

II. Data from NPCCNY's salary survey

Craig Weinrich of the Nonprofit Coordinating Committee of New York, in an exchange with Holden Karnofsky (attached), disclosed the following data about salaries at nonprofits with budgets and areas of focus comparable to those of The Clear Fund.

- For nonprofits in the area of health and human services with annual budgets between \$400,000 and \$700,000, the median Executive Director salary is **\$68,000** (ann.); the median Deputy Director salary is **\$48,000** (ann.)
- For nonprofits in the area of public societal benefit with annual budgets between \$400,000 and \$700,000, the median Executive Director salary is **\$74,000** (ann.); Deputy Director data is not available.

III. Roles of Holden Karnofsky and Elie Hassenfeld

The Clear Fund's 2007 budget is approximately \$250,000; on an annualized basis, this translates to approximately \$500,000.

Holden Karnofsky will serve as Executive Director, and expects to work approximately 80 hours per week. Elie Hassenfeld will serve as Program Officer, and expects to work in excess of 60 hours per week.

Proposal

Holden Karnofsky, Executive Director: An annualized salary of \$68,600 (including benefits).

Elie Hassenfeld, Program Officer: An annualized salary of \$68,600 (including benefits).

These salaries are within range of the comparable salaries discussed above.

Before voting

Before voting on the proposal regarding compensation, please affirm each of the following:

1. I am not the person who is the subject of the compensation arrangement, or a family member of such person;
2. I am not in an employment relationship subject to the direction or control of the person who is the subject of the compensation arrangement;
3. I do not receive compensation or other payments subject to approval by the person who is the subject of the compensation arrangement;
4. I have no material financial interest affected by the compensation arrangement;
and
5. I am not approving a transaction providing economic benefits to the person who is the subject of the compensation arrangement, who in turn has approved or will approve a transaction providing benefits to the board or committee member.

Exchange between Holden Karnofsky and Jason McGill of NYRAG

Hi Holden:

Each of the following organizations runs a budget that is currently larger than The Clear Fund, but each is a relatively modest-sized public foundation and is therefore in the ballpark, grantmaking-wise, of what I understand to be your first grantmaking plateau goal for the Fund. I think these would make a reasonable comparison for due diligence on compensation (although you'll likely set your salary below what these folks make).

You should be able to find their 990s online. Let me know if the numbers leave you needing additional examples.

New York Women's Foundation
The North Star Fund
Twenty-First Century Foundation
Third Wave Foundation

Yrs--

Jason

Jason McGill
Director, Member Services
NYRAG: New York Regional Association of Grantmakers
79 Fifth Avenue, Fourth Floor
New York, NY 10003
Phone: 212/714-0699 x 203
Fax: 212/239-2075
e-mail: jmcgill@nyrag.org
Web: www.nyrag.org



please consider the environment before printing this e-mail

From: holden0@gmail.com [mailto:holden0@gmail.com] **On Behalf Of** Holden
Sent: Wednesday, June 20, 2007 11:59 AM
To: Jason McGill
Subject: Comparables for The Clear Fund

Hi Jason,

Thanks again for speaking with me just now. As I mentioned over the phone, we are looking for the names of nonprofit organizations that would be appropriate comparables for The Clear Fund, for the purpose of setting an appropriate level of compensation for our officers. Since you are well placed to know the landscape of grantmakers in New York, and you have a thorough understanding of The Clear Fund (its budget, its work, and its mission), I'd appreciate if you could send the names of the nonprofits you know of that are most similar to - and thus most appropriate for compensation reference for - The Clear Fund.

Thanks,
Holden

Exchange between Holden Karnofsky and Craig Weinrich of NPCCNY

[See answers below...](#)

Craig Weinrich
Membership, Outreach & IT Director
Nonprofit Coordinating Committee of New York
1350 Broadway, Suite 1801 | New York, NY 10018
(212) 502-4191 x.30 | www.npccny.org

[About Us](#) | [Join NPCC](#) | [Member Benefits](#) | [Government Relations](#) | [Workshops](#)

From: holden0@gmail.com [mailto:holden0@gmail.com] **On Behalf Of** Holden
Sent: Wednesday, June 20, 2007 12:21 PM
To: Craig Weinrich
Subject: Salary data

Dear Mr. Weinrich,

Thanks for speaking with me today. I would appreciate if you could send me the following data:

Median annualized compensation for Executive Director and Chief Operating Officer positions at nonprofits in the area of health and human services, with annualized budgets between \$400,000 and \$700,000 [\\$68,000 for ED](#); [\\$48,000 for Deputy Director](#)

Median annualized compensation for Executive Director and Chief Operating Officer positions at nonprofits in the area of public societal benefit, with annualized budgets between \$400,000 and \$700,000
[\\$74,000 for ED](#); [No data for Deputy Director](#)

As we are not yet officially recognized as a 501(c)(3) organization, we can't yet join NPCCNY, but we plan on doing so when the opportunity arises. [I look forward to seeing your membership application!](#)

[Good luck.](#)

Thanks,
Holden Karnofsky
The Clear Fund

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

Department of the Treasury Internal Revenue Service

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

For the 2005 calendar year, or tax year beginning 2005, and ending

Form header section containing: B Check if applicable, C Name of organization (THE NEW YORK WOMEN'S FOUNDATION, INC.), D Employer identification number (13-3457287), E Telephone number ((212) 414-4342), F Accounting method (Accrual).

Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ).

Form continuation section containing: G Website (WWW.NYWF.ORG), J Organization type (501(c)(3)), K Check here (if gross receipts normally not more than \$25,000), L Gross receipts (7,676,072), H and I are not applicable to section 527 organizations.

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (See the instructions.)

Table with 21 rows detailing Revenue (lines 1-12), Expenses (lines 13-17), and Net Assets (lines 18-21). Includes sub-rows for contributions, program service revenue, membership dues, interest, dividends, rents, special events, and inventory sales.

SCANNED JUL 14 2006

Revenue
Expenses
Net Assets

RECEIVED
MAY 19 2006
OFFICE OF THE ATTORNEY GENERAL

Part II Statement of Functional Expenses

All organizations must complete column (A). Columns (B), (C), and (D) are required for section 501(c)(3) and (4) organizations and section 4947(a)(1) nonexempt charitable trusts but optional for others. (See the instructions.)

Table with 5 columns: (A) Total, (B) Program services, (C) Management and general, (D) Fundraising. Rows include: 22 Grants and allocations (1,450,000), 23 Specific assistance to individuals, 24 Benefits paid to or for members, 25 Compensation of officers, directors, etc. (129,231), 26 Other salaries and wages (400,886), 27 Pension plan contributions (24,269), 28 Other employee benefits (59,634), 29 Payroll taxes (37,859), 30 Professional fundraising fees (55,000), 31 Accounting fees, 32 Legal fees, 33 Supplies (14,091), 34 Telephone (8,758), 35 Postage and shipping (4,133), 36 Occupancy (83,956), 37 Equipment rental and maintenance, 38 Printing and publications (30,587), 39 Travel (5,064), 40 Conferences, conventions, and meetings (2,756), 41 Interest, 42 Depreciation, depletion, etc. (31,839), 43 Other expenses not covered above (itemize): a STMT 4 (685,230), 44 Total functional expenses (3,023,293).

Joint Costs. Check if you are following SOP 98-2.

Are any joint costs from a combined educational campaign and fundraising solicitation reported in (B) Program services? Yes No

If "Yes," enter (i) the aggregate amount of these joint costs \$ _____; (ii) the amount allocated to Program services \$ _____; (iii) the amount allocated to Management and general \$ _____; and (iv) the amount allocated to Fundraising \$ _____

FORM 990, PART V-A - CURRENT OFFICERS, DIRECTORS, AND TRUSTEES

NAME AND ADDRESS	TITLE AND TIME DEVOTED TO POSITION	COMPENSATION	CONTRIBUTIONS TO EMPLOYEE BENEFIT PLANS	EXPENSE ACCT AND OTHER ALLOWANCES
C/O THE NEW YORK WOMEN'S FOUNDATION 34 WEST 22ND STREET NEW YORK, NY 10010				
DIANA TAYLOR C/O THE NEW YORK WOMEN'S FOUNDATION 34 WEST 22ND STREET NEW YORK, NY 10010	BOARD MEMBER 2 HOURS	NONE	NONE	NONE
BARBARA M. VOGELSTEIN C/O THE NEW YORK WOMEN'S FOUNDATION 34 WEST 22ND STREET NEW YORK, NY 10010	BOARD MEMBER 2 HOURS	NONE	NONE	NONE
HOLLIS COHEN C/O THE NEW YORK WOMEN'S FOUNDATION 34 WEST 22ND STREET NEW YORK, NY 10010	EXECUTIVE DIRECTOR 40 HOURS	129,231.	1,154.	NONE
GRAND TOTALS		129,231.	1,154.	NONE

SCHEDULE A, PART I - COMPENSATION OF THE FIVE HIGHEST PAID EMPLOYEES

NAME AND ADDRESS	TITLE AND TIME DEVOTED TO POSITION	COMPENSATION	CONTRIBUTIONS TO EMPLOYEE BENEFIT PLANS	EXPENSE ACCOUNT
RUTH SANDERSON C/O THE NEW YORK WOMEN'S FDTN 34 WEST 22ND STREET NEW YORK, NY 10010	FINANCE & ADMIN MGR 40 HOURS	63,644.	6,245.	NONE
ANGIE WANG C/O THE NEW YORK WOMEN'S FDTN 34 WEST 22ND STREET NEW YORK, NY 10010	PROGRAM DIRECTOR 40 HOURS	87,258.	7,527.	NONE
TOTAL COMPENSATION		150,902.	13,772.	NONE

Return of Organization Exempt From Income Tax

OMB No 1545-0047

2005

Open to Public Inspection

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

Department of the Treasury
Internal Revenue Service

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

A For the 2005 calendar year, or tax year beginning _____, **2005, and ending** _____

B Check if applicable:
 Address change
 Name change
 Initial return
 Final return
 Amended return
 Application pending

Please use IRS label or print or type. See specific instructions.

Third Wave Foundation,
 formerly **Third Wave Direct Action Corp.**
 511 West 25th Street, Ste. 301
 New York, NY 10001

D Employer Identification Number
13-3670260

E Telephone number
(212) 675-0700

F Accounting method: Cash Accrual
 Other (specify) _____

• **Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ).**

G Web site: ▶ www.thirdwavefoundation.org

J Organization type (check only one) ▶ 501(c) 3 ◀ (insert no) 4947(a)(1) or 527

K Check here if the organization's gross receipts are normally not more than \$25,000. The organization need not file a return with the IRS, but if the organization chooses to file a return, be sure to file a complete return. **Some states require a complete return.**

L Gross receipts Add lines 6b, 8b, 9b, and 10b to line 12 ▶ 1,370,309.

H and I are not applicable to section 527 organizations

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

H (b) If 'Yes,' enter number of affiliates ▶ _____

H (c) Are all affiliates included? Yes No
(If 'No,' attach a list. See instructions.)

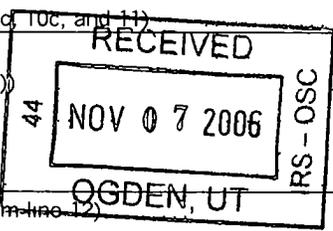
H (d) Is this a separate return filed by an organization covered by a group ruling? Yes No

I Group Exemption Number ▶ _____

M Check if the organization is not required to attach Schedule B (Form 990, 990-EZ, or 990-PF)

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (See Instructions)

1 Contributions, gifts, and similar amounts received:				
a Direct public support		1a	1,170,144.	
b Indirect public support		1b		
c Government contributions (grants)		1c		
d Total (add lines 1a through 1c) (cash \$ 1,170,144. noncash \$ _____)		1d		1,170,144.
2 Program service revenue including government fees and contracts (from Part VII, line 93)		2		
3 Membership dues and assessments		3		652.
4 Interest on savings and temporary cash investments		4		
5 Dividends and interest from securities		5		18,579.
6a Gross rents		6a		
b Less rental expenses		6b		
c Net rental income or (loss) (subtract line 6b from line 6a)		6c		
7 Other investment income (describe _____)		7		
8a Gross amount from sales of assets other than inventory		(A) Securities		(B) Other
		165,334.	8a	
b Less cost or other basis and sales expenses		152,781.	8b	
c Gain or (loss) (attach schedule) Statement 1		12,553.	8c	
d Net gain or (loss) (combine line 8c, columns (A) and (B))			8d	12,553.
9 Special events and activities (attach schedule) If any amount is from gaming, check here <input type="checkbox"/>				
a Gross revenue (not including \$ _____ of contributions reported on line 1a)		9a	14,900.	
b Less direct expenses other than fundraising expenses		9b		
c Net income or (loss) from special events (subtract line 9b from line 9a)		9c		14,900.
10a Gross sales of inventory, less returns and allowances		10a		
b Less cost of goods sold		10b		
c Gross profit or (loss) from sales of inventory (attach schedule) (subtract line 10b from line 10a)		10c		
11 Other revenue (from Part VII, line 103)		11		700.
12 Total revenue (add lines 1d, 2, 3, 4, 5, 6c, 7, 8d, 9c, 10c, and 11)		12		1,217,528.
13 Program services (from line 44, column (B))		13		523,175.
14 Management and general (from line 44, column (C))		14		76,252.
15 Fundraising (from line 44, column (D))		15		58,041.
16 Payments to affiliates (attach schedule)		16		
17 Total expenses (add lines 16 and 44, column (A))		17		657,468.
18 Excess or (deficit) for the year (subtract line 17 from line 12)		18		560,060.
19 Net assets or fund balances at beginning of year (from line 73, column (A))		19		567,038.
20 Other changes in net assets or fund balances (attach explanation) See Statement 3		20		-1,909.
21 Net assets or fund balances at end of year (combine lines 18, 19, and 20)		21		1,125,189.



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Part II Statement of Functional Expenses All organizations must complete column (A) Columns (B), (C), and (D) are required for section 501(c)(3) and (4) organizations and section 4947(a)(1) nonexempt charitable trusts but optional for others

Do not include amounts reported on line 6b, 8b, 9b, 10b, or 16 of Part I		(A) Total	(B) Program services	(C) Management and general	(D) Fundraising
22 Grants and allocations (att sch) (cash \$ 273,133. non-cash \$ _____) If this amount includes foreign grants, check here <input type="checkbox"/>	22	273,133.	273,133.		
23 Specific assistance to individuals (att sch)	23				
24 Benefits paid to or for members (att sch)	24				
25 Compensation of officers, directors, etc	25	51,827.	38,870.	7,774.	5,183.
26 Other salaries and wages	26	92,696.	81,796.	4,270.	6,630.
27 Pension plan contributions	27				
28 Other employee benefits	28				
29 Payroll taxes	29	37,074.	30,771.	3,337.	2,966.
30 Professional fundraising fees	30				
31 Accounting fees	31				
32 Legal fees	32				
33 Supplies	33				
34 Telephone	34	13,512.	8,321.	902.	4,289.
35 Postage and shipping	35	3,507.	56.	2,576.	875.
36 Occupancy	36	30,399.	25,231.	2,736.	2,432.
37 Equipment rental and maintenance	37	3,717.	3,085.	335.	297.
38 Printing and publications	38	6,543.	442.	1,890.	4,211.
39 Travel	39				
40 Conferences, conventions, and meetings	40				
41 Interest	41				
42 Depreciation, depletion, etc (attach schedule)	42	5,151.	4,275.	464.	412.
43 Other expenses not covered above (itemize)					
a See Statement 4	43a	139,909.	57,195.	51,968.	30,746.
b _____	43b				
c _____	43c				
d _____	43d				
e _____	43e				
f _____	43f				
g _____	43g				
44 Total functional expenses. Add lines 22 through 43 (Organizations completing columns (B) - (D), carry these totals to lines 13 - 15)	44	657,468.	523,175.	76,252.	58,041.

Joint Costs. Check if you are following SOP 98-2

Are any joint costs from a combined educational campaign and fundraising solicitation reported in (B) Program services? Yes No
 If 'Yes,' enter (i) the aggregate amount of these joint costs \$ _____, (ii) the amount allocated to Program services \$ _____, (iii) the amount allocated to Management and general \$ _____; and (iv) the amount allocated to Fundraising \$ _____

BAA

Client THIRDWAV

Third Wave Foundation,
formerly Third Wave Direct Action Corp.

13-3670260

9/18/06

11 39AM

Statement 8 (continued)
Form 990, Part V-A
List of Officers, Directors, Trustees, and Key Employees

Name and Address	Title and Average Hours Per Week Devoted	Compen- sation	Contri- bution to EBP & DC	Expense Account/ Other
Vivien Labaton SEE FACE OF RETURN ,	Member 0	\$ 0.	\$ 0.	\$ 0.
Natalia Lopez SEE FACE OF RETURN ,	Member 0	0.	0.	0.
Rickke Mananzala SEE FACE OF RETURN ,	Member 0	0.	0.	0.
Masum Khona Momaya SEE FACE OF RETURN ,	Member 0	0.	0.	0.
Catherine Gund SEE FACE OF RETURN ,	Founder 0	0.	0.	0.
Dawn Lundy Martin SEE FACE OF RETURN ,	Founder 0	0.	0.	0.
Carmen Patrick SEE FACE OF RETURN ,	Member 0	0.	0.	0.
Amy Richards SEE FACE OF RETURN ,	Founder 0	0.	0.	0.
Rebecca Walker SEE FACE OF RETURN ,	Founder 0	0.	0.	0.
Monique Mehta SEE FACE OF RETURN ,	Executive Direc 40	51,827.	0.	0.
Dayanara Marte SEE FACE OF RETURN ,	Member 0	0.	0.	0.
Lisa Siegler SEE FACE OF RETURN ,	Member 0	0.	0.	0.
	Total	\$ 51,827.	\$ 0.	\$ 0.

Return of Organization Exempt from Income Tax

2004

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

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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

A For the 2004 calendar year, or tax year beginning 7/01, 2004, and ending 6/30, 2005

- B Check if applicable: Address change, Name change, Initial return, Final return, Amended return, Application pending

Please use IRS label or print or type See specific instructions.

NORTH STAR FUND INC. 305 SEVENTH AVENUE, FIFTH FLOOR NEW YORK, NY 10001-6008

D Employer Identification Number 13-2950801 E Telephone number 212-620-9110 F Accounting method: Cash, Accrual, Other

Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ).

H and I are not applicable to section 527 organizations

- H (a) Is this a group return for affiliates? Yes No
H (b) If 'Yes,' enter number of affiliates
H (c) Are all affiliates included? Yes No
H (d) Is this a separate return filed by an organization covered by a group ruling? Yes No

G Web site: N/A

J Organization type (check only one): 501(c) 3 (insert no) 4947(a)(1) or 527

K Check here if the organization's gross receipts are normally not more than \$25,000. The organization need not file a return with the IRS, but if the organization received a Form 990 Package in the mail, it should file a return without financial data. Some states require a complete return.

I Group Exemption Number

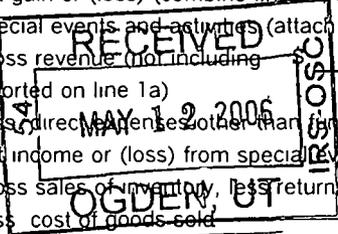
M Check if the organization is not required to attach Schedule B (Form 990, 990-EZ, or 990-PF)

L Gross receipts Add lines 6b, 8b, 9b, and 10b to line 12: 2,274,347.

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (See Instructions)

Table with 21 rows detailing revenue and expenses. Includes categories like Contributions, Program service revenue, Investment income, and Total revenue/expenses.

SCANNED JUN 17 2006



Part II Statement of Functional Expenses All organizations must complete column (A) Columns (B), (C), and (D) are required for section 501(c)(3) and (4) organizations and section 4947(a)(1) nonexempt charitable trusts but optional for others

Do not include amounts reported on line 6b, 8b, 9b, 10b, or 16 of Part I		(A) Total	(B) Program services	(C) Management and general	(D) Fundraising
22 Grants and allocations (att sch) (cash \$ <u>471,000.</u> non-cash \$ _____)	22	471,000.	471,000.		
23 Specific assistance to individuals (att sch)	23				
24 Benefits paid to or for members (att sch)	24				
25 Compensation of officers, directors, etc	25	118,732.	71,239.	23,746.	23,747.
26 Other salaries and wages	26	94,446.	56,668.	18,889.	18,889.
27 Pension plan contributions	27	2,000.	1,200.	400.	400.
28 Other employee benefits	28	28,075.	16,845.	5,615.	5,615.
29 Payroll taxes	29	20,014.	12,008.	4,003.	4,003.
30 Professional fundraising fees	30				
31 Accounting fees	31				
32 Legal fees	32				
33 Supplies	33				
34 Telephone	34	4,738.	2,842.	948.	948.
35 Postage and shipping	35	6,969.	3,485.	1,254.	2,230.
36 Occupancy	36	64,701.	38,821.	12,940.	12,940.
37 Equipment rental and maintenance	37				
38 Printing and publications	38	21,013.	12,607.	4,203.	4,203.
39 Travel	39				
40 Conferences, conventions, and meetings	40	75,758.	49,565.		26,193.
41 Interest	41				
42 Depreciation, depletion, etc (attach schedule)	42	6,799.	4,079.	1,360.	1,360.
43 Other expenses not covered above (itemize)					
a <u>SEE STATEMENT 3</u>	43a	158,135.	92,368.	35,472.	30,295.
b _____	43b				
c _____	43c				
d _____	43d				
e _____	43e				
44 Total functional expenses (add lines 22-43) Organizations completing columns (B) - (D), carry these totals to lines 13 - 15	44	1,072,380.	832,727.	108,830.	130,823.

Joint Costs. Check if you are following SOP 98-2

Are any joint costs from a combined educational campaign and fundraising solicitation reported in (B) Program services? Yes No
 If "Yes," enter (i) the aggregate amount of these joint costs \$ _____, (ii) the amount allocated to Program services \$ _____, (iii) the amount allocated to Management and general \$ _____, and (iv) the amount allocated to Fundraising \$ _____

Part III Statement of Program Service Accomplishments

What is the organization's primary exempt purpose? ▶ <u>GRANTS MADE TO COMMTY GROUPS</u>	Program Service Expenses (Required for 501(c)(3) and (4) organizations and 4947(a)(1) trusts, but optional for others)
a <u>SEE STATEMENT 4</u> _____ _____ _____ (Grants and allocations \$ <u>471,000.</u>)	832,727.
b _____ _____ _____ (Grants and allocations \$ _____)	
c _____ _____ _____ (Grants and allocations \$ _____)	
d _____ _____ _____ (Grants and allocations \$ _____)	
e Other program services (Grants and allocations \$ _____)	
f Total of Program Service Expenses (should equal line 44, column (B), Program services)	832,727.

Part IV-A Reconciliation of Revenue per Audited Financial Statements with Revenue per Return (See instructions.)		Part IV-B Reconciliation of Expenses per Audited Financial Statements with Expenses per Return	
a Total revenue, gains, and other support per audited financial statements	▶ a	960,395.	
b Amounts included on line a but not on line 12, Form 990			
(1) Net unrealized gains on investments \$			
(2) Donated services and use of facilities \$			
(3) Recoveries of prior year grants \$			
(4) Other (specify)			
----- \$			
Add amounts on lines (1) through (4)	▶ b		
c Line a minus line b	▶ c	960,395.	
d Amounts included on line 12, Form 990 but not on line a:			
(1) Investment expenses not included on line 6b, Form 990 \$			
(2) Other (specify)			
----- \$			
Add amounts on lines (1) and (2)	▶ d		
e Total revenue per line 12, Form 990 (line c plus line d)	▶ e	960,395.	
a Total expenses and losses per audited financial statements	▶ a	1,089,854.	
b Amounts included on line a but not on line 17, Form 990			
(1) Donated services and use of facilities \$			
(2) Prior year adjustments reported on line 20, Form 990 \$			
(3) Losses reported on line 20, Form 990 \$			
(4) Other (specify)			
SEE STMT 8 \$ 17,474.			
Add amounts on lines (1) through (4)	▶ b	17,474.	
c Line a minus line b	▶ c	1,072,380.	
d Amounts included on line 17, Form 990 but not on line a:			
(1) Investment expenses not included on line 6b, Form 990 \$			
(2) Other (specify)			
----- \$			
Add amounts on lines (1) and (2)	▶ d		
e Total expenses per line 17, Form 990 (line c plus line d)	▶ e	1,072,380.	

Part V List of Officers, Directors, Trustees, and Key Employees (List each one even if not compensated, see instructions)

(A) Name and address	(B) Title and average hours per week devoted to position	(C) Compensation (if not paid, enter -0-)	(D) Contributions to employee benefit plans and deferred compensation	(E) Expense account and other allowances
HUGH HOGAN 262 WEST 77TH STREET, #5 NEW YORK, NY 10024	EXECUTIVE DIR. 40	67,015.	0.	0.
MIRIAM HERNANDEZ 804 SOUTH STREET #1 PEEKSKILL, NY 10566	ADMIN. MGR. 40	51,717.	2,000.	0.

75 Did any officer, director, trustee, or key employee receive aggregate compensation of more than \$100,000 from your organization and all related organizations, of which more than \$10,000 was provided by the related organizations? ▶ Yes No

If 'Yes,' attach schedule -- see instructions