• •	· ·		29493194	09209
Form	990 Return of Organization Under section 501(c), 527, or 4947(a)(1) of the h		ne Tax e foundations)	1545-0047
	Do not enter social security numbers Do not enter social security numbers Go to www.irs.gov/Form990 for in	on this form as it may be made p	ublic. Oper	n to Public spection
AF	or the 2018 calendar year, or tax year beginning JAN 01,	2018 , and ending D	EC 31, 2018	
	heck if applicable; C Name of organization <u>COLORADO HEALING</u> ddress change Doing business as	FUND	D Employer identification nu	mber
	ame change 1245 CLANDA CT		2-4598761 E Telephone number	
X In		State ZIP code	03-953-4976	
	al return/terminated DENVER CO 80204- Foreign country name Foreign province/state/	county Foreign postal code		
	nended return oplication pending F Name and address of principal officer JORDAN FIN			000000. Yes X No
	-		e group return for subordinates? Il subordinates included?	
	x-exempt status. X 501(c)(3) 501(c) () ◀ (insert no)	4947(a)(1) or [162]	* attach a list (see instructions	*)
	abolito: WWW.COLORADONEALINGFUND.ORC		paramption number >	domiale CO
	rm of organization X Corporation Trust Association Other	er L Year of formation	on: 2018 M State of lega	
	1 Bnefly describe the organization's mission or most signifi	cant activities MISSION IN	NCLUDES	
Activities & Governance	ESTABLISHING A SECURE WAY FOR THE PUBLIC TO CONTRIBUTE TO VICTIMS OF MAS	S CASUALTY CRIMES IN	COLORADO	
	2 Check this box I if the organization discontinued its	s operations or disposed of more	than 25% of its net asse	
	 Number of voting members of the governing body (Part \ Number of independent voting members of the governing 	-	. 3	<u> </u>
Vitie	5 Total number of individuals employed in calendar year 20		5	18
Act	 6 Total number of volunteers (estimate if necessary). 7a Total unrelated business revenue from Part VIII, column i 	(C)-line+12	<u>6</u> 7a	18
	b Net unrelated business taxable income from Form 9907		7b rlor Yezr Cur	Tent Year
ŝ	8 Contributions and grants (Part VIII, line 1h)	. Lincole		1000000.
Revenue	10 Investment income (Part VIII, column (A), lines 3, 41 and	MAY 14 2019		
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8d, 9c, 12 Total revenueadd lines 8 through 11 (must equal Part-44), of			1000000.
	13 Grants and similar amounts paid (Part IX, column (A), line	es 1-3).		
1.	 Benefits paid to or for members (Part IX, column (A), line Salaries, other compensation, employee benefits (Part IX, colu 			
91	16a Professional fundraising fees (Part IX, column (A), line 11	e)		
ا ق	 b Total fundraising expenses (Part IX, column (D), line 25) 17 Other expenses (Part IX, column (A), lines The 11d, 11f- 		مېرون <u>مېلونې د مولانو</u> د ور د کې	(
	18 Total expenses. Add lines 13–17 (must equal PADX of 19 Revenue less expenses Subtract line 18 for time 12 5	uron (A), line 25)		
			of Current Year En	1000000. d of Year
÷	20 Total assets (Part X, line 16)	2010 2010		1000000.
Fund	2 Net assets or fund balances Subtract line 21 from line 20			1000000.
Part Under p	enalties of perjury. I dectare that I have examined this return, including enalties	Aviso schedules and statements, and to the	he best of my knowledge	
and beli	et, it is true correct, and complete. Declaration of preparer (other than officer) is			
Sign Here			Date	1
	JORDAN FINEGAN	EXECUTIVE	DIRECTOR .	
	Print/Type preparer's name Preparer's signal	ture Date	Check X if PTI	N
Paid [*] Prepa	rer MICHAEL JOHNSON MICHAEL J	OHNSON 04/25/		0350593
Use	Dniy Firm's name JOHNSON & CO		m's EIN > 94-1470933	
May th	Firm's address > 9175 E KENYON AVE SU DENVE c IRS discuss this return with the preparer shown above? (see			40 Yes No
				com 990 (2018)

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Part II	2018) COLORA	DO HEALING FUND		82-4598761	Page
		of Program Service chedule O contains a r	Accomplishments response or note to any line in this Par	t III	
l Bn		ganization's mission:			
			HE PUBLIC TO CONTRIBUTE TO V	ICTIMS OF	
			O, AND TO ASSIST LOCAL COMMU		
			ND PHYSICAL NEEDS OF VICTIMS		
		OCCUR IN THE STAT			
			program services during the year which we	ere not listed on	
the	e pnor Form 990 or 1	990.F72	Subgram services during the year times are	Yes	X N
If "	"Yes " describe thes	e new services on Sched			
	IVICes?	ease conducting, or make	e significant changes in how it conducts, a	Yes	XN
					<u>، ت</u>
De	res, describe thes	e changes on Schedule (h.,
ex	penses. Section 501	(c)(3) and 501(c)(4) orga	complishments for each of its three larges anizations are required to report the amount in program service reported	nt of grants and allocations to othe	ers,
a (Co	ode.) (Expenses \$	including grants of \$) (Revenue \$)
N/	'A - 2018 WAS	THE FIRST YEAR IN	N OPERATION AND NO SERVICES	WERE	
	PEODUED				
•••	**********				
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)/D	
b (Ca	ode:) (Expenses \$	including grants of \$) (Revenue \$)
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				-	
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(Cc	ode) (Expenses \$	including grants of \$		
(Cc	ode) (Expenses \$	including grants of \$) (Revenue \$)	
(Cc 	ode) (Expenses \$ 	including grants of \$) (Revenue \$)	

Form 990 (2018) COLORADO HEALING FUND

Par	t IV Checklist of Required Schedules			-3
			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes,"			
	complete Schedule A	1	х	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	2		X
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to			
	candidates for public office? If "Yes," complete Schedule C, Part I.	3		x
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h)			
	election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		x
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues,			
	assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5		
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors			
•	have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If			
	"Yes," complete Schedule D, Part I	6		х
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,			
	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		x
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes,"	\vdash		
•	complete Schedule D, Part III	8		x
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a			
•	custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt			
	negotiation services? If "Yes," complete Schedule D, Part IV.	9		x
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted	Ť		
	endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	10		x
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI,			
••	VII, VIII, IX, or X as applicable.			Į –
2	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete			ľ
a	Schedule D, Part VI	11a		x
Ь	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more			<u> </u>
U	of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	116		x
~	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more	11b		<u> </u>
L	of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII.	110		x
4	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets	<u>11c</u>		<u> </u>
u	reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		x
•		11e		X
	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X.	lie	-	<u> </u>
ſ	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses	445		U
42-	the organization's liability for uncortain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		<u> </u>
1Za	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete	10-		v
L	Schedule D, Parts XI and XII	12a		X
D	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes,"			
40	and if the organization answorod "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		X
13	Is the organization a school described in section $170(b)(1)(A)(u)$? If "Yes," complete Schedule E	13		X
	Did the organization maintain an office, employees, or agents outside of the United States?	14a	·	X
D	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking,			
	fundraising, business, investment, and program service activities outside the United States, or aggregate			
	foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b		<u>×</u>
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or			
	for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		X
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other			
	assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		X
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services			
	on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	17	└──┤	X
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on			
c =	Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	L	X
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a?		'	
	If "Yes," complete Schedule G, Part III	19		X
	Did the organization operate one or moro hospital facilities? If "Yes," complete Schedule H	20a		X
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		ļ
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or			
	domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		X

Form **990** (2018)

82-459876

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_	090 (2018) COLORADO HEALING FUND	8	2-46	461
Par	t IV Checklist of Required Schedules (continued)			
22			Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		v
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the			<u> </u>
20	organization's current and former officers, directors, trustees, key employees, and highest compensated			
	employees? If "Yes," complete Schedule J	23		х
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than			
	\$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines			
	24b through 24d and complete Schedule K If "No," go to line 25a	24a		<u>_X</u>
	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	<u>24b</u>		
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
Ь	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	240 24d		
	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit			
	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		х
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a			
	prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or			
	990-EZ? If "Yes," complete Schedule L, Part I	25b		X
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any			
	current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If "Yes," complete Schedule L, Part II	26		х
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee,	20		
	substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled			
	entity or family member of any of these persons? If "Yes," complete Schedule L, Part III .	27		х
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L,			
	Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		<u>X</u>
р	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		v
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof)	200		<u></u>
Ŭ	was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		х
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		Х
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified			
	conservation contributions? If "Yes," complete Schedule M	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		<u>X</u>
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	22		v
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations	32		<u>X</u>
55	sections 301 7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		х
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II,			
	III, or IV, and Part V, line 1	34		x
	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled			
26	entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		<u> </u>
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2.	36		x
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part			x
	VI	37		
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and		х	
	19? Note. All Form 990 filers are required to complete Schedule O.	38		
Par	tV Statements Regarding Other IRS Filings and Tax Compliance			<u> </u>
	Check if Schedule O contains a response or note to any line in this Part V		•	
4 -	6		Yes	No
1a b	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable	-		
U C	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable	-	x	
-	gaming (gambling) winnings to prize winners?	1c	Â	
-		<u> </u>		

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Form 9	290 (2018) COLORADO HEALING FUND 82-45	9876	1 р	Page 5
Pa	t V Statements Regarding Other IRS Filings and Tax Compliance (continued)			
			Yes	No
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		.	
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b		
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	_		
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		X
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O	3b		
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)?	4a		x
b	If "Yes," enter the name of the foreign country:			
6 -	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)		~	<u> </u>
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	53	<u> </u>	X X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b	}	<u> </u>
C C	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	<u>5c</u>	 	
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the	6.		
h	organization solicit any contributions that were not tax doductible as charitable contributions?	<u>6a</u>		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).	00		<u> </u>
'a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods			
a	and services provided to the payor?	<u> </u>		l
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was			
Ŭ	required to file Form 8282?	7c		
d	If "Yes," indicate the number of Forms 8282 filed during the year	10		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	.7g		
ĥ	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the			
	sponsoring organization have excess business holdings at any time during the year?	8		X
9	Sponsoring organizations maintaining donor advised funds.	-		-
а	Did the sponsoring organization make any taxable distributions under section 4966?	9a		X
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		Х
10	Section 501(c)(7) organizations. Enter			
а	Initiation fees and capital contributions included on Part VIII, line 12	j	· ·	()
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities . 10b			
11	Section 501(c)(12) organizations. Enter			
а	Gross income from members or shareholders			
b	Gross income from other sources (Do not net amounts due or paid to other sources			
	against amounts due or received from them)			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		ļ
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	4		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.	ŀ		ļ!
а	Is the organization licensed to issue qualified health plans in more than one state?	13a		
_	Note. See the instructions for additional information the organization must report on Schedule O	ĺ	{	
b	Enter the amount of reserves the organization is required to maintain by the states in which			
	the organization is licensed to issue qualified health plans	┨.		
C	Enter the amount of reserves on hand	1		′
14a	Did the organization receive any payments for indoor tanning services during the tay year?	14a		┣
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	14b		<u> </u>
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or			1
	excess parachute payment(s) during the year	15	┣──	X
	If "Yes," see instructions and file Form 4720, Schedule N			
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16	 	Х
	If "Yes," complete Form 4720, Schedule O.			
			000	(2018)

Form 9	90 (2018) COLORADO HEALING FUND 82-459	876	1 F	age 6
Pa	t VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a	a "No		
	response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. Se	e ins	truct	ons.
	Check if Schedule O contains a response or note to any line in this Part VI	-		
Sect	ion A. Governing Body and Management			
		_	Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year 1a 11			
	If there are material differences in voting rights among members of the governing body, or			
	If the governing body delegated broad authority to an executive committee or similar			
	committee, explain in Schedule O.			1
b	Enter the number of voting members included in line 1a, above, who are independent 1b 11			1
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with			
-	any other officer, director, trustee, or key employee have a lamity relationship of a business relationship with	2		x
3	Did the organization dolegate control over management duties customanly performed by or under the direct	-		Ê
5	supervision of officers, directors, or trustees, or key employees to a management company or other person? .	3		
4				х х
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		<u> </u>
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		X
6	Did the organization have members or stockholders?	6		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint	_		
	one or more members of the governing body?	7a		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members,			1
	stockholders, or persons other than the governing body?	7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during			l
	the year by the following:			1
а	The governing body?	8a	Х	
b	Each committee with authority to act on behalf of the governing body?	<u>8b</u>	Х	<u> </u>
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached			
	at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		X
Sect	on B. Policies (This Section B requests information about policies not required by the Internal Revenue Co	ode)		
			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a		Х
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters,			
	affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		<u> </u>
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Х	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990			
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13.	12a	Х	l
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Х	
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes,"			
	describe in Schedule O how this was done	12c	х	
13	Did the organization have a written whistleblower policy?	13		Х
14	Did the organization have a written document retention and destruction policy?	14		х
15	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?			
а	The organization's CEO, Executive Director, or top management official	15a	х	
b	Other officers or key employees of the organization	15b	X	
~	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).			<u> </u>
162	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement			ł
IVa		160		x
ь		16a		<u> </u>
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its			
	participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard	4.01		1
C = -1	the organization's exempt status with respect to such arrangements?	16b		L
	on C. Disclosure		<u> </u>	
17	List the states with which a copy of this Form 990 is required to be filed > CO			
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A if applicable), 990, and 990-T (Section	1 501	(C)	
	(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.			
	Own website Another's website Upon request Other (explain in Schedule O)		-	
19	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest p	olicy	and	
. -	financial statements available to the public during the tax year.			
20	State the name, address, and telephone number of the person who possesses the organization's books and records.			
	JORDAN FINEGAN 720-432-968	5		
<u> </u>	1245 CHAMPA ST DENVER CO 80204-			

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Form 990 (2018)	COLORADO HEALING FUND	82-4598761	Page 7
Part VII	Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensat	ed	
•	Employees, and Independent Contractors Check if Schedule O contains a response or note to any line in this Part VII		
Section A.	Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees		
1a Complete organization's	this table for all persons required to be listed. Report compensation for the calendar year ending with tax year.	or within tho	

• List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation Enter -0- in columns (D), (E), and (F) if no compensation was paid

• List all of the organization's current key employees, if any See instructions for definition of "key employee."

• List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations

• List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

• List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations

List persons in the following order. individual trustees or directors; institutional trustees; officers; key omployees, highest compensated employees; and former such persons.

X Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee) or director r institution al rtrustee e nsate e nsate e nsate r or director r or or or		(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations			
(1) ROBIN F FINEGA BOARD MEMEBER	2	x				0	0	0
(2) DORIT M FISCHE BOARD MEMEBER	2	x				0	0	0
(3) L ROGER HUTSON BOARD MEMEBER	2	x		-	 	 	· . 0	0
(4) CYNTHIA COFFMA BOARD MEMEBER	2	x			 	0	0	0
(5) BERNIE BUESCHE BOARD MEMEBER	2	x				0	0	0
(6) JIM DAVIS BOARD MEMEBER	2	x				0	0	0
(7) DONNA LYNNE BOARD MEMEBER	2	x				0	0	0
(8) STEVEN SIEGEL BOARD MEMEBER	2	x				0	0	0
(9) MIKE EDWARDS BOARD MEMEBER	2	x				0	0	0
(10) TONY FRANK BOARD MEMEBER	2	x				0	0	0
(11) FRANK DEANGELI BOARD MEMEBER	2	x				0	0	0
(12)								
(13)								
(14)								

	990 (2018) COLORADO HEALING FUN							4			98761 Page 8
	(A) Name and utle	(B) Average	(do r box,	not ch unles	((Pos neck ss pe	C) Ition more rson	e than c	one i an	(D) Reportable	(E) Reportable	(F) Estimated amount of
		hours per week (list any hours for related organizations below dotted line)				Key employee	Highest compensated employee	e Former	compensation from the organization (W-2/1099-MISC)	compensation from related organizations (W-2/1099-MISC	other compensation
(15)											
(16)											-
(17)											1
(18)											
(19)											
(20)			-								
(21)			-								
(22)						-					
(23)											
(24)											
(25)											
1b c d	Sub-total Total from continuation sheets to Part VII, Total (add lines 1b and 1c)			-			· · ·				
2	Total number of individuals (including but not l reportable compensation from the organization		listed	abo	ove)) wh	o rec	CIV	ed more than \$1	100,000 of	
3	Did the organization list any former officer, dir employee on line 1a? If "Yes," complete Sche	rector, or trusted						gho	est componsato	d	Yes No 1000 pmm (restrict) m (restrict) 3 X
4	For any individual listed on line 1a, is the sum the organization and related organizations ground individual .										4 X
5	Did any person listed on line 1a receive or acc for services rendered to the organization? If "				-				•	dividual	5 X
Sec	tion B. Independent Contractors									· · · · · · · ·	kk
1	Complete this table for your five highest comp compensation from the organization Report of year.										
	(A) Name and business add	Iress							(B) Description of ser	rvices	(C) Compensation

ŀ

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

-	990 (20		FUND				82-45	98761 Page 9
Par	t VIII							
		Chèck if Schedule O contain	s a response or	note to any line	In this Part VIII (A) Total revenue	(B) Related or exempt	(C) Unrelated business	. (D) Revenue excluded from
j.		1		· • • •		function rovenue	revenue	tax under sections 512 514
	1a	Federated campaigns		· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·	10101100		0.2 011
Contributions, Gifts, Grants and Other Similar Amounts	Ь	Membership dues						
Ano G	c	Fundraising events	1c					
Gifts lar /	d	0	<u>1d</u>					4
ns, . Simi	е	Government grants (contribution		1000000.				
her	f	All other contributions, gifts, grai						
Contributions, and Other Simi		similar amounts not included ab Noncash contributions included in li		l				
a C	9 h	Total. Add lines 1a-1f		•	- 1000000.			
	<u> </u>		<u> </u>	Business Code	1000000			
Program Service Revenue	2a							
Re	b							
vice	C							
Sei	d							
Jram	e						·	+
Prog		All other program service revent Total. Add lines 2a–2f		▶				
	<u>g</u> 3	Investment income (including div	 /idends_interest					
		other similar amounts)						
	4	Income from investment of tax-e						
	5	Royalties		🕨				
			(ı) Real	(II) Personal				
	6a	Gross rents						
	b	Less: rental expenses Rental income or (loss) .						
		Net rental income or (loss)						
		Gross amount from sales of	(I) Securities	(II) Other		· · · · · · · · · · · ·		
		assets other than inventory .	· · ·					
	b	Less cost or other basis	-	•				1
		and sales expenses						,
	,	Gain or (loss)				-		
	a	Net gain or (loss)		. 🕨				<u> </u>
ē.	8a	Gross income from fundraising				•	-	
enu		overte (net insluding f						-
Šev		of contributions reported on line						;
er		See Part IV, line 18						
Other Revenue		Less: direct expenses						
Ŭ		Net income or (loss) from fundra	-	. ►				
	ya 🦷	Gross income from gaming activ See Part IV, line 19						
	ь	Less direct expenses						
		Net income or (loss) from gamin		▶				
		Gross sales of inventory, less	guournaoo .					
	-	returns and allowances	a					
		•	b					Ì
	c	Net income or (loss) from sales	of inventory					
		Miscellaneous Revenue		Business Code				
	11a							<u> </u>
	b c							· · · · · · · · · · · · · · · · · · ·
	d	All other revenue						
		Total. Add lines 11a–11d						
	12	Total revenue. See instructions			1000000.			

Form	aan	(2018)	
ronn	990	(2018)	

COLORADO HEALING FUND

82-4598761 р	age	10
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Pa	t IX Statement of Functional Expenses				
Secti	on 501(c)(3) and 501(c)(4) organizations must complete a	ll columns All othe	r organizations mu	st complete columi	n (A)
	Check if Schedule O contains a response or note				
		(A)	(B)	(C)	(D)
	not include amounts reported on lines 6b, 7b, 9b, and 10b of Part VIII.	Total expenses	Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to domestic organizations				
	domestic governments. See Part IV, line 21				
2	Grants and other assistance to domestic				
	Individuals. See Part IV, line 22				•
3	Grants and other assistance to foreign				
	organizations, foreign governments, and foreign				
	Individuals. See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors,				
	trustees, and key employees				
6	Compensation not included above, to disqualified				1
	persons (as defined under section 4958(f)(1)) and				
	persons described in section 4958(c)(3)(B)				
7	Other salaries and wages				
8	Pension plan accruals and contributions (include				
	section 401(k) and 403(b) employer contributions)				
9	Other employee benefits				
10	Payroll taxes				
11	Fees for services (non-employees)				
а	Management				
b					
C.	Accounting				
d	Lobbying				· · · · · · · · · · · · · · · · · · ·
e f	Professional fundraising services See Part IV, line 17				
	Investment management fees				
g	(A) amount, list line 11g expenses on Schedule O)				
12	Advertising and promotion				
13	Office expenses				
14 15	Information technology			·	· · · ·
15	Royalties				
17	Occupancy			<u> </u>	
18	Payments of travel or entertainment expenses				
10	for any federal, state, or local public officials				
19	Conferences, conventions, and meetings				
20					· · · · · · · · · · · · · · · · · · ·
21	Payments to affiliates				
22	Depreciation, depletion, and amortization				
23	Insurance				
24	Other expenses Itemize expenses not covered				
	above (List miscellaneous expenses in line 24e If				
	line 24e amount exceeds 10% of line 25, column				
	(A) amount, list line 24e expenses on Schedule O.)			<u> </u>	×
а					
b					
C					
d					
	All other expenses				<u> </u>
25	Total functional expenses. Add lines 1 through 24e			ļ	
26	Joint costs. Complete this line only if the				
	organization reported in column (B) joint costs				
	from a combined educational campaign and				1
	fundraising solicitation Check here				
	following SOP 98-2 (ASC 958-720)		1	1	1

Form 990 (2018)

-	990 (2 art X	018) COLORADO HEALING FUND Balance Sheet	<u> </u>	<u> </u>	82	-4598761 Page 11
		Check if Schedule O contains a response of		Y		
				(A) Beginning of year	· ·	(B) End of year
<u> </u>	1	Cash—non-interest-bearing			1	1000000.
	2	Savings and temporary cash investments			2	
	3	Pledges and grants receivable, net			3	
	4				4	
	5	Loans and other receivables from current and		· · · ·		
		trustees, key employees, and highest compen-				
		Complete Part II of Schedule L		Renaut surgey rendering and a differen	5	
	6	Loans and other receivables from other disqualified pers	ons (as defined under section	·····		· · · · · · · · · · · · · · · · · · ·
		4958(f)(1)), persons described in section 4958(c)(3)(B), a				
		sponsoring organizations of section 501(c)(9) voluntary e	÷			
ţ		organizations (see instructions) Complete Part II of Scho			6	
Assets	7	• • •			7	
Ϋ́	8				8	
	9	Prepaid expenses and deferred charges	[······	9	
	10a	Land, buildings, and equipment: cost or	[
	Į	other basis Complete Part VI of Schedule D	10a			
	b	Less: accumulated depreciation	10b		10c	
	11	Investments-publicly traded securities			11	
	12	Investments-other securities See Part IV, Iin	e11 [12	
	13	Investmentsprogram-related. See Part IV, III	ne 11 [13	
	14	Intangible assets			14	
	15	Other assets. See Part IV, line 11	[15	
	16	Total assets. Add lines 1 through 15 (must ec	ual line 34)		16	1000000.
	17	Accounts payable and accrued expenses			17	
	18	Grants payable			18	
	19	Deferred revenue			19	
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability Complete			21	
es	22	Loans and other payables to current and forme		- -		-
abilities		trustees, key employees, highest compensate		• • •		
iab		disqualified persons Complete Part II of Sche			22	
-	23	Secured mortgages and notes payable to unre	· · ·		23	· · · · · · · · · · · · · · · · · · ·
	24	Unsecured notes and loans payable to unrelat	· · F	· · · · · · · · · · · · · · · · · · ·	24	
	25	Other liabilities (including federal income tax, p	-			
	1	parties, and other liabilities not included on line				
		of Schedule D.		····· ,	25	
	26	Total liabilities. Add lines 17 through 25	<u>· · · · _</u>	· · · · · · · · · · · · · · · · · · ·	26	
ŝ		Organizations that follow SFAS 117 (ASC 9				
ĕ		complete lines 27 through 29, and lines 33	and 34.			
lan	27	Unrestricted net assets		<u> </u>	27	150000.
Ba	28				28	
ри	29	Permanently restricted net assets			29	850000.
Net Assets or Fund Balances		Organizations that do not follow SFAS 117 (ASC958) complete lines 30 through 34.	, check here 🕨 🗌 and			•
ŝts	30	Capital stock or trust principal, or current fund	s	•	30	
SSE	31	Paid-in or capital surplus, or land, building, or			31	
ťΑ	32	Retained earnings, endowment, accumulated	· · ·		32	
Ne	33	Total net assets or fund balances		· · · · · · · · · · · · · · · · · · ·	33	1000000.
	34	Total liabilities and net assets/fund balances	[34	1000000.

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Form	990 (2018) COLORADO HEALING FUND	82-4	598761	Ра	ige 12
	t XI Reconciliation of Net Assets				<u></u>
	Check if Schedule O contains a response or note to any line in this Part XI.				
1	Total revenue (must equal Part VIII, column (A), line 12)	1	1	000	000.
2	Total expenses (must equal Part IX, column (A), line 25)	2			
3	Revenue less expenses Subtract line 2 from line 1	3	1	000	000.
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4			
5	Net unrealized gains (losses) on investments	5			
6	Donated services and use of facilities	6			
7	Investment expenses	7			
8	Prior period adjustments	8			
9	Other changes in net assets or fund balances (explain in Schedule O)	9			
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33,				
	<u>column (B)) </u>	10	1	000	000.
Part	XII Financial Statements and Reporting				
	Check if Schedule O contains a response or note to any line in this Part XII.	<u> </u>		•	
				Yes	No
1	Accounting method used to prepare the Form 990: Cash X Accrual Other				
	If the organization changed its method of accounting from a prior year or checked "Other," explain in				
	Schedule O.		-		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? .		. 2 <u>a</u>		X
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or				
	reviewed on a separate basis, consolidated basis, or both				
	X Separate basis Consolidated basis Both consolidated and separate basis				
b	Were the organization's financial statements audited by an independent accountant?		2b	-	X
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a				
	separate basis, consolidated basis, or both.				
	Separate basis Consolidated basis Both consolidated and separate basis				
с	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight	of	-		
U	the audit, review, or compilation of its financial statements and selection of an independent accountant?	01	2c		1
	If the organization changed either its oversight process or selection process during the tax year, explain it	- ·			<u>,</u>
	Schedule O	•			i T
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in		-	-	
Ψu	the Single Audit Act and OMB Circular A-133?		. 3a		x
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the				<u> </u>
-	required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits		3b		1

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Form **990** (2018)

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SCHEDULE A	Du	ublic Charity	/ Status and F	Dublic	Supp		OMB No 1545-0047
(Form 990 or 990-EZ)		•					2018
	Complete if the	-	501(c)(3) organization or a sec 1 to Form 990 or Form §		1) nonexempt	charitable trust	Open to Public
Department of the Treasury Internal Revenue Service	► Go te		990 for instructions a		est inform	ation.	Inspection
Name of the organization		· · · · · · · · · · · · · · · · · · ·				Employer identification	on number
COLORADO HEALI			· · · · · · · · · · · · · · · · · · ·			82-4598761	
Part I Reason for The organization is not a			panizations must cor				
	•		of churches described	-		•	
			Attach Schedule E (Fo		• •		
			ization described in s				
	arch organizatio	on operated in conju	unction with a hospital			· · · · ·	i). Enter the
5 An organization section 170(b)			ge or university owne	d or opora	ated by a g	governmental unit	doscribod in
6	, or local gover	nment or governme	ntal unit described in	section '	170(b)(1)(A)(v).	
described in se	ction 170(b)(1)(A)(vi). (Complete	•	·	vernmenta	I unit or from the g	eneral public
)(A)(vi). (Complete Pa				
			a section 170(b)(1)(A) Iture (see instructions				
10 An organization receipts from a support from gr	ctivities related	to its exempt functi t income and unrela	han 33 1/3% of its sup ons—subject to certai ited business taxable See section 509(a)(2	n exception	ons, and (ess sectio	2) no more than 3 n 511 tax) from bu	3 1/3% of its
	-		cly to test for public sa	• • •		-	
of one or more	publicly suppor	ted organizations d	ely for the benefit of, to lescribed in section 5 ribes the type of suppo	09(a)(1)	or sectior	1 509(a)(2). See se	ection 509(a)(3).
the supporte	d organization(pervised, or controllec ularly appoint or elect ctions A and B.				
control or ma	anagement of th		or controlled in connect nization vested in the s				
c 🗌 Type III fund	tionally integr	rated. A supporting	organization operated You must complete	d in conne Part IV,	ection with Sections	, and functionally i A, D, and E.	ntegrated with,
that is not fu	nctionally integ	rated. The organiza	orting organization operation generally must satisfied part IV, Section	atisfy a dis	stribution i	requirement and ai	
			ritten determination fr				Type III
functionally	ntegrated, or T	ype III non-function	ally integrated support				
f Enter the numb			ted organization(s).	•			·
g Provide the folic (I) Name of supported c		(ii) EIN	(til) Type of organization (described on lines 1–10 above (see instructions))	listed in yoi	organization ur governing ment?	(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
				Yes	No		
(A)				103			
(B)			·			<u> </u>	
(C)							
(D)							
(E)							
Total							

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ BCA

Schedule A (Form 990 or 990-EZ) 2018

Schedule A (Form 990 or 990-EZ) 2018 COLORADO HEALING FUND

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 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 or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

	ction A. Public Support		· · · · · · · · · · · · · · · · · · ·				· · · · · · · · · · · · · · · · · · ·
Cale	ndar year (or fiscal year beginning in)	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received (Do not						
	include any "unusual grants ")					1000000.	1000000.
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	Total. Add lines 1 through 3					1000000.	1000000.
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	1-	* *** -				
	shown on line 11, column (f)						
6	Public support. Subtract line 5 from line 4						1000000.
	tion B. Total Support				J		
	ndar year (or fiscal year beginning in)	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
7	Amounts from line 4	· · · · · · · · · · · · · · · · · · ·				1000000.	1000000.
8	Gross income from interest, dividends,						
Ŭ	payments received on securities loans,	1	1 1		Í		
	rents, royalties, and income from						
	similar sources						
9	Net income from unrelated business						
3	activities, whether or not the business is						
	regularly carried on						
10	•					·	
10	Other income Do not include gain or				}		
	loss from the sale of capital assets (Explain in Part VI.)					· -	
					· · · · ·	·	1000000.
11	Total support. Add lines 7 through 10	L			l		1000000.
12	Gross receipts from related activities, etc. (
13	First five years. If the Form 990 is for the		t, second, third, four	th, or fifth tax yea	ir as a section 501	(c)(3)	• 🗆
	organization, check this box and stop here		· .			· · ·	
	tion C. Computation of Public Su					,	100.00
	Public support percentage for 2018 (line 6,			i))		14	100.00%
15	Public support percentage from 2017 Scher	dule A, Part II, line	14	•		15	0.00%
16a	33 1/3% support test-2018. If the organiz			and line 14 is 33	1/3% or more, che	eck this box	_
	and stop here. The organization qualifies a	is a publicly suppo	rted organization				► X
b	33 1/3% support test-2017. If the organiz	zation did not chec	k a box on line 13 oi	16a, and line 15	is 33 1/3% or more	e, check this	
	box and stop here. The organization qualif	ies as a publicly su	pported organization	n		• •	▶
17a	10%-facts-and-circumstances test-2018	B. If the organizatio	n did not check a bo	x on line 13, 16a,	or 16b, and line 1	4	
	10% or moro, and if the organization moot	s the "facts and ci	rcumstances" test, (check this box and	d stop here. Expl	ain in	
	Part VI how the organization meets the "fac	cts-and-circumstan	ces" test The organ	ization qualifies as	s a publicly suppor	ted	
	organization			•			▶∟
b	10%-facts-and-circumstances test—2017	-					
	15 is 10% or more, and if the organization				•		
	Explain in Part VI how the organization mee	ets the "facts-and-o	arcumstances" test	ine organization (quaimes as a publi	cıy	
	supported organization					•	
18	Private foundation. If the organization did	not check a box or	n line 13, 16a, 16b, 1	17a, or 17b, check	this box and scc		·
	instructions						

Schedule A (Form 990 or 990-EZ) 2018

SCHEDULE O (Form 990 or 990-EZ) Supplemental Information to Form 990 or 990-EZ Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information. OMB No 1545-0047 Department of the Treasury Internal Revenue Service
Department of the Pashry Go to www.irs.gov/Form990 for the latest information. Inspection Name of the organization Employer identification number 82-4598761 COLORADO HEALING FUND 82-4598761 PART VI QUESTION 11B
COLORADO HEALING FUND 82-4598761 PART VI QUESTION 11B THIS 990 WAS REVIEWED BY THE EXECUTIVE DIRECTOR AS WELL AS A MEMBER OF THE BOARD. THE 990 WAS MADE AVAILABLE TO THE ENTIRE BOARD FOR REVIEW. PART VI QUESTION 12C THE ENTIRE ORGANIZATION IF MADE AWARE OF THE CONFLICT OF INTEREST POLICY AND REQUIRED TO DISCLOSE ANY CONFLICTS ANNUALLY IN WRITING
THIS 990 WAS REVIEWED BY THE EXECUTIVE DIRECTOR AS WELL AS A MEMBER OF THE BOARD. THE 990 WAS MADE AVAILABLE TO THE ENTIRE BOARD FOR REVIEW. PART VI QUESTION 12C THE ENTIRE ORGANIZATION IF MADE AWARE OF THE CONFLICT OF INTEREST POLICY AND REQUIRED TO DISCLOSE ANY CONFLICTS ANNUALLY IN WRITING
A MEMBER OF THE BOARD. THE 990 WAS MADE AVAILABLE TO THE ENTIRE BOARD FOR REVIEW. PART VI QUESTION 12C THE ENTIRE ORGANIZATION IF MADE AWARE OF THE CONFLICT OF INTEREST POLICY AND REQUIRED TO DISCLOSE ANY CONFLICTS
ENTIRE BOARD FOR REVIEW. PART VI QUESTION 12C THE ENTIRE ORGANIZATION IF MADE AWARE OF THE CONFLICT OF INTEREST POLICY AND REQUIRED TO DISCLOSE ANY CONFLICTS ANNUALLY IN WRITING
PART VI QUESTION 12C THE ENTIRE ORGANIZATION IF MADE AWARE OF THE CONFLICT OF INTEREST POLICY AND REQUIRED TO DISCLOSE ANY CONFLICTS
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INTEREST POLICY AND REQUIRED TO DISCLOSE ANY CONFLICTS
ANNHALLY IN WRITTING
ANNUALLY IN WRITING.
PART VI QUESTIONS 15A AND 15B
ALL COMPENSATION DECISIONS ARE FIRST REVIEWED BY AN OUTSIDE
COMPENSATION EXPERT FAMILIAR WITH COMMENSURATE POSITIONS IN
THIS MARKET. FINAL DECISIONS ARE REVIEWED BY THE BOARD.
PART VI QUESTION 19
THE GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICY ARE
OPEN FOR VISUAL INSPECTION AT ANY TIME. THEY ARE HOUSED IN
THE 1245 CHAMPA ST OFFICE.

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For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

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