

Form **990**  
 Department of the Treasury  
 Internal Revenue Service

# Return of Organization Exempt From Income Tax

OMB No 1545-0047

**Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)**

# 2013

**Open to Public Inspection**

Do not enter Social Security numbers on this form as it may be made public. By law, the IRS generally cannot redact the information on the form.  
 Information about Form 990 and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990)

**A For the 2013 calendar year, or tax year beginning 04-01-2013, 2013, and ending 03-31-2014**

- B** Check if applicable:  
 Address change  
 Name change  
 Initial return  
 Terminated  
 Amended return  
 Application pending

**C** Name of organization  
 PRAXIS INTERNATIONAL

Doing Business As

Number and street (or P O box if mail is not delivered to street address) Room/suite  
 179 ROBIE ST E  
 ROOM/SUITE 260

City or town, state or province, country, and ZIP or foreign postal code  
 ST PAUL, MN 55107

**D** Employer identification number  
 41-1891724

**E** Telephone number  
 (651) 699-8000

**G** Gross receipts \$ 1,991,294

**F** Name and address of principal officer  
 NOUSHIN SHAFIEE  
 179 ROBIE ST E SUITE 260  
 ST PAUL, MN 55107

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

**H(b)** Are all subordinates included?  Yes  No  
 If "No," attach a list (see instructions)

**H(c)** Group exemption number

**I** Tax-exempt status  501(c)(3)  501(c) ( ) (insert no )  4947(a)(1) or  527

**J** Website: PRAXISINTERNATIONAL.ORG

**K** Form of organization  Corporation  Trust  Association  Other

**L** Year of formation 1996

**M** State of legal domicile  
 MN

**Part I Summary**

<b>Activities &amp; Governance</b>	<b>1</b> Briefly describe the organization's mission or most significant activities PREVENTION AND ELIMINATION OF VIOLENCE IN THE LIVES OF WOMEN AND THEIR CHILDREN		
	<b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets		
	<b>3</b> Number of voting members of the governing body (Part VI, line 1a)	<b>3</b>	6
	<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)	<b>4</b>	6
	<b>5</b> Total number of individuals employed in calendar year 2013 (Part V, line 2a)	<b>5</b>	18
	<b>6</b> Total number of volunteers (estimate if necessary)	<b>6</b>	
	<b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12	<b>7a</b>	0
<b>b</b> Net unrelated business taxable income from Form 990-T, line 34	<b>7b</b>		
<b>Revenue</b>	<b>8</b> Contributions and grants (Part VIII, line 1h)	<b>Prior Year</b>	<b>Current Year</b>
	<b>9</b> Program service revenue (Part VIII, line 2g)	2,013,442	1,867,854
	<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)	117,593	106,139
	<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	-730	0
	<b>12</b> Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	8,153	9,535
		2,138,458	1,983,528
<b>Expenses</b>	<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1–3)		0
	<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)		0
	<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	915,120	1,043,697
	<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)		0
	<b>b</b> Total fundraising expenses (Part IX, column (D), line 25) $\rightarrow$ 0		
	<b>17</b> Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	1,152,124	1,024,244
<b>18</b> Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	2,067,244	2,067,941	
<b>19</b> Revenue less expenses Subtract line 18 from line 12	71,214	-84,413	
<b>Net Assets or Fund Balances</b>		<b>Beginning of Current Year</b>	<b>End of Year</b>
	<b>20</b> Total assets (Part X, line 16)	262,025	217,220
	<b>21</b> Total liabilities (Part X, line 26)	167,150	206,758
<b>22</b> Net assets or fund balances Subtract line 21 from line 20	94,875	10,462	

**Part II Signature Block**

Under penalties of perjury, I declare that I have examined this return, including my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

**Sign Here** \*\*\*\*\*  
 Signature of officer  
 NOUSHIN SHAFIEE FINANCE DIRECTOR  
 Type or print name and title

**Paid Preparer Use Only**

Print/Type preparer's name Preparer's signature  
 MICHAEL A PEDERSON

Firm's name  $\rightarrow$  ESTERBROOKS SCOTT SIGNORELLI ETAL LTD

Firm's address  $\rightarrow$  302 W SUPERIOR ST STE200  
 DULUTH, MN 55802

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

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1 Briefly describe the organization's mission
PREVENTION AND ELIMINATION OF VIOLENCE IN THE LIVES OF WOMEN AND THEIR CHILDREN

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

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses Section 501(c)(3) and 501(c)(4) organizations 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 \$ 1,752,912 including grants of \$ ) (Revenue \$ 115,674 )
PRAXIS HAS EARNED A NATIONAL REPUTATION FOR INNOVATIVE AND VICTIM-FOCUSED APPROACHES TO WORKING WITH LEGAL AND HUMAN SERVICE INSTITUTIONS TO CREATE DETERRENTS TO VIOLENCE AGAINST WOMEN SINCE 1998 WE HAVE IMPLEMENTED COMPREHENSIVE AND TARGETED TECHNICAL ASSISTANCE PROJECTS FOR THE U S DEPARTMENT OF JUSTICE, OFFICE ON VIOLENCE AGAINST WOMEN (OVW) FOR THEIR GRANTEEES IN VARIOUS GRANT PROGRAMS (RURAL, SUPERVISED VISITATION AND SAFE EXCHANGE, AND GRANTS TO ENCOURAGE ARREST) THE PRIMARY FOCUS OF OUR WORK IS TO UNCOVER AND REFORM INSTITUTIONAL SUPPORT FOR VIOLENCE AGAINST WOMEN AS A NATIONAL TRAINING AND TECHNICAL ASSISTANCE PROVIDER, PRAXIS HAS WORKED WITH THOUSANDS OF PEOPLE SEEKING TO RESPOND TO AND END VIOLENCE AGAINST WOMEN IN RURAL AND SUBURBAN COMMUNITIES, URBAN CENTERS AND NATIVE TRIBES PRAXIS EMPLOYS A WIDE RANGE OF STRATEGIES TO SHARE INNOVATIONS AND CHANGE CONDITIONS THAT PRODUCE INJUSTICE INCLUDING TRAINING INSTITUTES, WEBINARS, AND AUDIO CONFERENCES FEATURING NATIONAL EXPERTS AND PEER-TO-PEER DIALOGUES, ROUNDTABLES CONVENED TO DELVE DEEP INTO ISSUES AND FOSTER CREATIVE THINKING, COMPREHENSIVE TOOL KITS TO HELP APPLY NEW APPROACHES STEP-BY-STEP, EMERGING ISSUE THINK PIECES, CONFERENCE PRESENTATIONS, AND A WEBSITE RICH WITH FREE MATERIALS IN SIXTEEN YEARS WE HAVE CONDUCTED DOZENS OF ON-SITE CONSULTATIONS THROUGHOUT THE COUNTRY, PROVIDED MORE THAN FOUR HUNDRED ADVOCACY AND CRIMINAL JUSTICE REFORM TRAININGS, CONDUCTED AT LEAST NINETY SAFETY AND ACCOUNTABILITY AUDITS IN PARTNERSHIP WITH LOCAL COMMUNITIES, AND PRODUCED NUMEROUS TRAINING AND TA RESOURCES INCLUDING ONLINE TRAINING COURSES, PUBLIC AWARENESS CAMPAIGNS, NEEDS ASSESSMENTS, ORGANIZING MANUALS, TRAINING GUIDES, AND COMPREHENSIVE TRAINING TOOLKITS OUR CURRENT PROJECTS INCLUDE ADVOCACY LEARNING CENTER - A COMPREHENSIVE PROJECT TO BUILD KNOWLEDGE AND SKILLS FOR EFFECTIVE, HIGH-QUALITY INDIVIDUAL, INSTITUTIONAL, AND COMMUNITY ADVOCACY ON BEHALF OF WOMEN AND SURVIVORS OF ALL FORMS OF VIOLENCE AGAINST WOMEN THE ADVOCACY LEARNING CENTER (ALC) IS A NATIONAL PROJECT IN PARTNERSHIP WITH MANAVI (THE FIRST U S ADVOCACY ORGANIZATION FOR SOUTH ASIAN BATTERED WOMEN), OVW, AND A HOST OF OTHER MINNESOTA-BASED AND NATIONAL ADVOCATES AND TRAINERS TEAMS OF ADVOCATES AND THEIR AGENCY LEADERS FROM DOZENS OF STATES, TRIBAL NATIONS, AND U S TERRITORIES HAVE COME TOGETHER TO LISTEN, SHARE, LEARN, TEACH, DEBATE AND CELEBRATE TOGETHER ALC PARTICIPANTS DELVE DEEP INTO CORE VALUES AND PRINCIPLES OF ADVOCACY IN A FOUR-DAY IMMERSION TRAINING, EXAMINE HOW WE CAN RESHAPE INSTITUTIONS TO PROTECT WOMEN AND CHILDREN IN A THREE-DAY SYSTEMS CHANGE INSTITUTE, AND THINK AND PLAN TOGETHER ON CHANGING CULTURAL CONDITIONS THAT GENERATE VIOLENCE AGAINST WOMEN AT A TWO-DAY COMMUNITY ADVOCACY TRAINING THE TEAMS EXPLORE THE TOPICS MOST IMPORTANT TO THEM THROUGH PEER CONFERENCE CALLS AND WEBINARS AND EXPAND THEIR GRASP OF WHAT IS POSSIBLE THROUGH SITE VISITS TO MODEL SOCIAL JUSTICE ORGANIZATIONS AROUND THE COUNTRY-- ALL TOWARDS STRENGTHENING ADVOCACY ORGANIZATIONS TO CREATE FUNDAMENTAL SOCIAL CHANGE MORE THAN FOUR HUNDRED PEOPLE IN TEN COHORTS HAVE COMPLETED OR ARE CURRENTLY ENGAGED IN THE EIGHTEEN-MONTH PROCESS BLUEPRINT FOR SAFETY DEMONSTRATION INITIATIVE - DOCUMENTING THE ADAPTATION OF ST PAUL'S SUCCESSFUL BLUEPRINT FOR SAFETY MODEL IN COMMUNITIES ACROSS THE COUNTRY IN 2010, THE BLUEPRINT BECAME THE FIRST COMPREHENSIVE INTERAGENCY FRAMEWORK IN THE NATION FOR CRIMINAL JUSTICE SYSTEM RESPONSE TO DOMESTIC VIOLENCE ITS DESIGN DREW ON HUNDREDS OF HOURS OF ANALYSIS, INTERVIEWS, AND DISCUSSIONS ACROSS THE SYSTEM, MULTIPLE BATTERED WOMEN'S ADVOCACY PROGRAMS, AND DOZENS OF DIVERSE COMMUNITY-BASED FOCUS GROUPS ITS INTEGRATED APPROACH IS MAKING AN IMPACT IN ST PAUL 911 CALL-TAKERS HAVE IMPROVED INFORMATION-GATHERING, LAW ENFORCEMENT OFFICERS ARE WRITING STRONGER REPORTS, PROSECUTORS ARE CHARGING MORE CASES, JUDGES ARE STRENGTHENING CONDITIONS OF RELEASE, AND CONCURRENTLY, THE BLUEPRINT STEERING COMMITTEE IS ASSESSING RACIAL DISPARITIES IN DOMESTIC VIOLENCE CASES THE OFFICE ON VIOLENCE AGAINST WOMEN FUNDED THREE DEMONSTRATION PROJECTS TO ADAPT THE BLUEPRINT AND THEY ARE CURRENTLY UNDERWAY IN DULUTH, MN, NEW ORLEANS, LA, AND SHELBY COUNTY, TN PRAXIS SERVES AS THE TECHNICAL ASSISTANCE PROVIDER FOR THE DEMONSTRATION INITIATIVE AN ADAPTABLE VERSION OF THE BLUEPRINT IS AVAILABLE FOR FREE DOWNLOAD ON THE PRAXIS WEBSITE AND WE HAVE CONTINUED TO UPDATE THIS RESOURCE BY ADDING POLICY AND PROTOCOL TEMPLATES, TRAINING MEMOS, AND OTHER NEW MATERIAL DEVELOPED THROUGH THE NATIONAL DEMONSTRATION PROJECT INSTITUTIONAL ANALYSIS/COMMUNITY ASSESSMENT - SUPPORT TO COMMUNITIES TO CONDUCT COMMUNITY ASSESSMENTS, BEST-PRACTICE ASSESSMENTS AND SAFETY AND ACCOUNTABILITY AUDITS OF THEIR LOCAL CRIMINAL JUSTICE, CHILD WELFARE OR OTHER INSTITUTIONAL RESPONSE TO BATTERING THE PROJECT ADDRESSES ADVANCED TRAINING ON SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, STALKING AND OTHER FORMS OF GENDER VIOLENCE FOR OVW GRANTEEES AND OTHERS WHO ENGAGE IN INSTITUTIONAL CHANGE WORK INCLUDING NON-PROFIT NONGOVERNMENTAL VICTIM ADVOCATES, PERSONNEL INVOLVED IN DEVELOPING OR ENHANCING CRIMINAL JUSTICE RESPONSES TO DOMESTIC AND SEXUAL ASSAULT, STALKING AND DATING VIOLENCE THROUGH COORDINATED COMMUNITY RESPONSES (CCRS) AND SEXUAL ASSAULT RESPONSE TEAMS, CRIMINAL JUSTICE PRACTITIONERS, HUMAN SERVICE PROVIDERS, CHILD PROTECTION OFFICIALS, PROBATION AGENTS, COURT PERSONNEL, MENTAL HEALTH PROFESSIONALS, JUDGES, LAW ENFORCEMENT AGENCIES AND OFFICERS, HOUSING PROVIDERS, AND OTHER RELEVANT PARTNERS RESPONDING TO VIOLENCE AGAINST WOMEN PRAXIS OFFERS GRANTEEES A METHOD OF INSTITUTIONAL ANALYSIS AND CHANGE ROOTED IN THE FIELD OF SOCIOLOGY CALLED INSTITUTIONAL ETHNOGRAPHY IT PROVIDES A METHOD FOR ACTIVISTS AND REPRESENTATIVES FROM INSTITUTIONS THAT PROCESS "CASES" TO MOVE AWAY FROM SIMPLY TRAINING PRACTITIONERS TO THINK DIFFERENTLY ABOUT THESE CASES TOWARD APPROACHES THAT ALTER ONGOING CASE PROCESSING ROUTINES THAT ULTIMATELY SHAPE CASE OUTCOMES PRAXIS PROVIDES ON-SITE AND DISTANCE TECHNICAL ASSISTANCE FOR COMMUNITIES ACROSS THE COUNTRY AND CONDUCTS AN ANNUAL COMMUNITY ASSESSMENT INSTITUTE WHERE PARTICIPANTS GET HANDS ON PRACTICE DEVELOPING SKILLS IN INTERVIEWING, FOCUS GROUP FACILITATION, AND TEXT ANALYSIS AS WELL AS EXPERIENCE ST PAUL PRACTITIONERS IN ACTION THROUGH RIDE-ALONGS AND COURT OBSERVATIONS IN 2014, PRAXIS COMPLETED A DRAFT OF A NEW INSTITUTIONAL ANALYSIS TOOL SPECIFICALLY DESIGNED TO EXAMINE AND CHANGE THE CHILD PROTECTION AND JUVENILE COURT SYSTEMS' RESPONSES TO CASES INVOLVING DOMESTIC VIOLENCE AND SEXUAL ASSAULT-THE CHILD WELFARE TOOLKIT THIS TOOL IS CURRENTLY BEING TESTED IN WRIGHT COUNTY, MN RURAL TECHNICAL ASSISTANCE ON VIOLENCE AGAINST WOMEN - DEVELOPING SUCCESSFUL RURAL MULTI-AGENCY COLLABORATIONS TO CONFRONT SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, AND STALKING THIS PROJECT PROVIDES TECHNICAL ASSISTANCE TO ALL OVW RURAL GRANTEEES TO SUPPORT THEIR CCR TO VIOLENCE AGAINST WOMEN, SPECIALIZED TECHNICAL ASSISTANCE TO A GROUP OF RURAL GRANTEEES TO IMPLEMENT CORE CCR ELEMENTS AND REPLICABLE MODELS, TECHNICAL ASSISTANCE TO STRENGTHEN ADVOCACY LEADERSHIP IN CREATING SYSTEM CHANGE AND INDIVIDUAL ADVOCACY SKILLS, AND CENTRALIZED/COORDINATED RURAL- SPECIFIC TECHNICAL ASSISTANCE INFORMATION IN ADDITION TO PROVIDING ONGOING TRAINING, TECHNICAL ASSISTANCE AND ON SITE CONSULTATIONS FOR RURAL GRANTEEES, PRAXIS LAUNCHED A NEWSLETTER FOR RURAL GRANTEEES THIS YEAR AND COMPLETED A RURAL TECHNICAL ASSISTANCE NEEDS ASSESSMENT FOR THE OFFICE ON VIOLENCE AGAINST WOMEN

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 1,752,912

**Part IV Checklist of Required Schedules**

	Yes	No
<b>1</b> Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i> <input checked="" type="checkbox"/>	Yes	
<b>2</b> Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> (see instructions)? <input checked="" type="checkbox"/>	Yes	
<b>3</b> Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		No
<b>4 Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		No
<b>5</b> 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? <i>If "Yes," complete Schedule C, Part III</i>		No
<b>6</b> 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? <i>If "Yes," complete Schedule D, Part I</i> <input checked="" type="checkbox"/>		No
<b>7</b> Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i> <input checked="" type="checkbox"/>		No
<b>8</b> Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i> <input checked="" type="checkbox"/>		No
<b>9</b> 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? <i>If "Yes," complete Schedule D, Part IV</i> <input checked="" type="checkbox"/>		No
<b>10</b> Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i> <input checked="" type="checkbox"/>		No
<b>11</b> 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		
<b>a</b> Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i> <input checked="" type="checkbox"/>	Yes	
<b>b</b> Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i> <input checked="" type="checkbox"/>		No
<b>c</b> Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i> <input checked="" type="checkbox"/>		No
<b>d</b> Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i> <input checked="" type="checkbox"/>		No
<b>e</b> Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i> <input checked="" type="checkbox"/>		No
<b>f</b> Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i> <input checked="" type="checkbox"/>		No
<b>12a</b> Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i> <input checked="" type="checkbox"/>	Yes	
<b>b</b> Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i> <input checked="" type="checkbox"/>		No
<b>13</b> Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		No
<b>14a</b> Did the organization maintain an office, employees, or agents outside of the United States?		No
<b>b</b> Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		No
<b>15</b> 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? <i>If "Yes," complete Schedule F, Parts II and IV</i>		No
<b>16</b> 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? <i>If "Yes," complete Schedule F, Parts III and IV</i>		No
<b>17</b> 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? <i>If "Yes," complete Schedule G, Part I (see instructions)</i>		No
<b>18</b> Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		No
<b>19</b> Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		No
<b>20a</b> Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		No
<b>b</b> If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		

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

<b>21</b>	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II . . . . .</i>	<b>21</b>	No
<b>22</b>	Did the organization report more than \$5,000 of grants or other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III . . . . .</i>	<b>22</b>	No
<b>23</b>	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J . . . . .</i>	<b>23</b>	No
<b>24a</b>	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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a . . . . .</i>	<b>24a</b>	No
<b>b</b>	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? . . . . .	<b>24b</b>	
<b>c</b>	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? . . . . .	<b>24c</b>	
<b>d</b>	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? . . . . .	<b>24d</b>	
<b>25a</b>	<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? <i>If "Yes," complete Schedule L, Part I . . . . .</i>	<b>25a</b>	No
<b>b</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? <i>If "Yes," complete Schedule L, Part I . . . . .</i>	<b>25b</b>	No
<b>26</b>	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? <i>If so, complete Schedule L, Part II . . . . .</i>	<b>26</b>	No
<b>27</b>	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III . . . . .</i>	<b>27</b>	No
<b>28</b>	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)		
<b>a</b>	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>	<b>28a</b>	No
<b>b</b>	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>	<b>28b</b>	No
<b>c</b>	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>	<b>28c</b>	No
<b>29</b>	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M . . . . .</i>	<b>29</b>	No
<b>30</b>	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M . . . . .</i>	<b>30</b>	No
<b>31</b>	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I . . . . .</i>	<b>31</b>	No
<b>32</b>	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II . . . . .</i>	<b>32</b>	No
<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? <i>If "Yes," complete Schedule R, Part I . . . . .</i>	<b>33</b>	No
<b>34</b>	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 . . . . .</i>	<b>34</b>	No
<b>35a</b>	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	<b>35a</b>	No
<b>b</b>	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2 . . . . .</i>	<b>35b</b>	
<b>36</b>	<b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2 . . . . .</i>	<b>36</b>	No
<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? <i>If "Yes," complete Schedule R, Part VI . . . . .</i>	<b>37</b>	No
<b>38</b>	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O . . . . .	<b>38</b>	Yes

**Part V Statements Regarding Other IRS Filings and Tax Compliance**

Check if Schedule O contains a response or note to any line in this Part V

		Yes	No
<b>1a</b>	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.		
<b>1b</b>	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.		
<b>1c</b>	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	Yes	
<b>2a</b>	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return.		
<b>2b</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 (see instructions).	Yes	
<b>3a</b>	Did the organization have unrelated business gross income of \$1,000 or more during the year?		No
<b>3b</b>	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O.		
<b>4a</b>	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		No
<b>b</b>	If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
<b>5a</b>	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		No
<b>5b</b>	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		No
<b>5c</b>	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		
<b>6a</b>	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		No
<b>6b</b>	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
<b>7</b>	<b>Organizations that may receive deductible contributions under section 170(c).</b>		
<b>a</b>	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		No
<b>7b</b>	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
<b>7c</b>	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		No
<b>7d</b>	If "Yes," indicate the number of Forms 8282 filed during the year.		
<b>7e</b>	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		No
<b>7f</b>	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		No
<b>7g</b>	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		No
<b>7h</b>	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		No
<b>8</b>	<b>Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.</b> Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		
<b>9</b>	<b>Sponsoring organizations maintaining donor advised funds.</b>		
<b>9a</b>	Did the organization make any taxable distributions under section 4966?		
<b>9b</b>	Did the organization make a distribution to a donor, donor advisor, or related person?		
<b>10</b>	<b>Section 501(c)(7) organizations.</b> Enter		
<b>10a</b>	Initiation fees and capital contributions included on Part VIII, line 12.		
<b>10b</b>	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.		
<b>11</b>	<b>Section 501(c)(12) organizations.</b> Enter		
<b>11a</b>	Gross income from members or shareholders.		
<b>11b</b>	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them).		
<b>12a</b>	<b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?		
<b>12b</b>	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.		
<b>13</b>	<b>Section 501(c)(29) qualified nonprofit health insurance issuers.</b>		
<b>13a</b>	Is the organization licensed to issue qualified health plans in more than one state? <b>Note.</b> See the instructions for additional information the organization must report on Schedule O.		
<b>13b</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.		
<b>13c</b>	Enter the amount of reserves on hand.		
<b>14a</b>	Did the organization receive any payments for indoor tanning services during the tax year?		No
<b>14b</b>	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.		

**Part VI Governance, Management, and Disclosure** For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI

**Section A. Governing Body and Management**

		Yes	No
<b>1a</b>	Enter the number of voting members of the governing body at the end of the tax year . . . . .		
	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		
<b>1b</b>	Enter the number of voting members included in line 1a, above, who are independent . . . . .		
<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? . . . . .		No
<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? . . . . .		No
<b>4</b>	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? . . . . .	Yes	
<b>5</b>	Did the organization become aware during the year of a significant diversion of the organization's assets? . . . . .		No
<b>6</b>	Did the organization have members or stockholders? . . . . .		No
<b>7a</b>	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? . . . . .		No
<b>7b</b>	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? . . . . .		No
<b>8</b>	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following		
<b>8a</b>	The governing body? . . . . .	Yes	
<b>8b</b>	Each committee with authority to act on behalf of the governing body? . . . . .	Yes	
<b>9</b>	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 . . . . .		No

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

		Yes	No
<b>10a</b>	Did the organization have local chapters, branches, or affiliates? . . . . .		No
<b>10b</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? . . . . .		
<b>11a</b>	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? . . . . .	Yes	
<b>11b</b>	Describe in Schedule O the process, if any, used by the organization to review this Form 990 . . . . .		
<b>12a</b>	Did the organization have a written conflict of interest policy? If "No," go to line 13 . . . . .	Yes	
<b>12b</b>	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? . . . . .	Yes	
<b>12c</b>	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done . . . . .	Yes	
<b>13</b>	Did the organization have a written whistleblower policy? . . . . .		No
<b>14</b>	Did the organization have a written document retention and destruction policy? . . . . .	Yes	
<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>15a</b>	The organization's CEO, Executive Director, or top management official . . . . .	Yes	
<b>15b</b>	Other officers or key employees of the organization . . . . .		No
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)		
<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? . . . . .		No
<b>16b</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 the organization's exempt status with respect to such arrangements? . . . . .		

**Section C. Disclosure**

<b>17</b>	List the States with which a copy of this Form 990 is required to be filed <b>MN</b>
<b>18</b>	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 made these available. Check all that apply. <input type="checkbox"/> Own website <input type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request <input type="checkbox"/> Other (explain in Schedule O)
<b>19</b>	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year
<b>20</b>	State the name, physical address, and telephone number of the person who possesses the books and records of the organization <b>NOUSHIN SHAFIEE 179 ROBIE ST E                  SUITE 260                  ST PAUL, MN 55107 SUITE 260 (651) 699-8000</b>







**Part VIII Statement of Revenue**

Check if Schedule O contains a response or note to any line in this Part VIII

		(A)	(B)	(C)	(D)	
		Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512-514	
<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>	1,867,854				
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above <b>1f</b>					
	<b>g</b> Noncash contributions included in lines 1a-1f \$					
	<b>h Total.</b> Add lines 1a-1f . . . . .	1,867,854				
<b>Program Service Revenue</b>	<b>2a</b> TRAINING AND OTHER REVENUE					
		Business Code				
		900099	106,139	106,139		
	<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 . . . . .	106,139					
<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts) . . . . .					
	<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 expenses				
		<b>c</b> Rental income 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 and sales expenses				
		<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>	12,246				
	<b>b</b> Less cost of goods sold . . . . . <b>b</b>	7,766				
	<b>c</b> Net income or (loss) from sales of inventory . . . . .	4,480	4,480			
Miscellaneous Revenue	Business Code					
<b>11a</b> OTHER INCOME	900099	5,055	5,055			
<b>b</b>						
<b>c</b>						
<b>d</b> All other revenue . . . . .						
<b>e Total.</b> Add lines 11a-11d . . . . .		5,055				
<b>12 Total revenue.</b> See Instructions . . . . .		1,983,528	115,674			

**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)

Check if Schedule O contains a response or note to any line in this Part IX

<b>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</b>		<b>(A)</b> Total expenses	<b>(B)</b> Program service expenses	<b>(C)</b> Management and general expenses	<b>(D)</b> Fundraising expenses
<b>1</b>	Grants and other assistance to governments and organizations in the United States. See Part IV, line 21				
<b>2</b>	Grants and other assistance to individuals in the United States. See Part IV, line 22				
<b>3</b>	Grants and other assistance to governments, organizations, and individuals outside the United States. See Part IV, lines 15 and 16				
<b>4</b>	Benefits paid to or for members				
<b>5</b>	Compensation of current officers, directors, trustees, and key employees . . . . .	188,012	26,748	161,264	
<b>6</b>	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . . . . .				
<b>7</b>	Other salaries and wages	638,603	566,676	71,927	
<b>8</b>	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) . . . . .	18,572	16,576	1,996	
<b>9</b>	Other employee benefits . . . . .	137,453	119,871	17,582	
<b>10</b>	Payroll taxes . . . . .	61,057	45,385	15,672	
<b>11</b>	Fees for services (non-employees)				
<b>a</b>	Management . . . . .				
<b>b</b>	Legal . . . . .				
<b>c</b>	Accounting . . . . .	12,035		12,035	
<b>d</b>	Lobbying . . . . .				
<b>e</b>	Professional fundraising services. See Part IV, line 17				
<b>f</b>	Investment management fees . . . . .				
<b>g</b>	Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O) . . . . .	376,571	373,385	3,186	
<b>12</b>	Advertising and promotion . . . . .				
<b>13</b>	Office expenses . . . . .	69,599	60,903	8,696	
<b>14</b>	Information technology . . . . .	15,543	12,434	3,109	
<b>15</b>	Royalties . . . . .				
<b>16</b>	Occupancy . . . . .	46,058	34,203	11,855	
<b>17</b>	Travel . . . . .	440,055	436,985	3,070	
<b>18</b>	Payments of travel or entertainment expenses for any federal, state, or local public officials . . . . .				
<b>19</b>	Conferences, conventions, and meetings . . . . .	46,998	46,836	162	
<b>20</b>	Interest . . . . .	74	55	19	
<b>21</b>	Payments to affiliates . . . . .				
<b>22</b>	Depreciation, depletion, and amortization . . . . .	7,785	5,781	2,004	
<b>23</b>	Insurance . . . . .	5,704	4,236	1,468	
<b>24</b>	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.)				
<b>a</b>	MISCELLANEOUS	2,743	2,040	703	
<b>b</b>	REPAIRS & MAINTENANCE	1,079	798	281	
<b>c</b>					
<b>d</b>					
<b>e</b>	All other expenses				
<b>25</b>	<b>Total functional expenses.</b> Add lines 1 through 24e	2,067,941	1,752,912	315,029	0
<b>26</b>	<b>Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

**Part X Balance Sheet**

Check if Schedule O contains a response or note to any line in this Part X

		(A)		(B)
		Beginning of year		End of year
<b>Assets</b>	<b>1</b> Cash—non-interest-bearing . . . . .	133,124	<b>1</b>	82,581
	<b>2</b> Savings and temporary cash investments . . . . .		<b>2</b>	
	<b>3</b> Pledges and grants receivable, net . . . . .	60,862	<b>3</b>	69,968
	<b>4</b> Accounts receivable, net . . . . .	15,959	<b>4</b>	1,818
	<b>5</b> Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L . . . . .		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L . . . . .		<b>6</b>	
	<b>7</b> Notes and loans receivable, net . . . . .		<b>7</b>	
	<b>8</b> Inventories for sale or use . . . . .	10,049	<b>8</b>	6,903
	<b>9</b> Prepaid expenses and deferred charges . . . . .	25,977	<b>9</b>	43,319
	<b>10a</b> Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D . . . . .	<b>10a</b> 68,302		
	<b>b</b> Less accumulated depreciation . . . . .	<b>10b</b> 55,671	16,054	<b>10c</b> 12,631
	<b>11</b> Investments—publicly traded securities . . . . .		<b>11</b>	
	<b>12</b> Investments—other securities See Part IV, line 11 . . . . .		<b>12</b>	
	<b>13</b> Investments—program-related See Part IV, line 11 . . . . .		<b>13</b>	
	<b>14</b> Intangible assets . . . . .		<b>14</b>	
	<b>15</b> Other assets See Part IV, line 11 . . . . .		<b>15</b>	
<b>16 Total assets.</b> Add lines 1 through 15 (must equal line 34) . . . . .	262,025	<b>16</b>	217,220	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .	165,279	<b>17</b>	201,843
	<b>18</b> Grants payable . . . . .		<b>18</b>	
	<b>19</b> Deferred revenue . . . . .	1,871	<b>19</b>	4,915
	<b>20</b> Tax-exempt bond liabilities . . . . .		<b>20</b>	
	<b>21</b> Escrow or custodial account liability Complete Part IV of Schedule D . . . . .		<b>21</b>	
	<b>22</b> Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L . . . . .		<b>22</b>	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties . . . . .		<b>23</b>	
	<b>24</b> Unsecured notes and loans payable to unrelated third parties . . . . .		<b>24</b>	
	<b>25</b> Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D . . . . .		<b>25</b>	
	<b>26 Total liabilities.</b> Add lines 17 through 25 . . . . .	167,150	<b>26</b>	206,758
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.</b>			
	<b>27</b> Unrestricted net assets . . . . .	94,875	<b>27</b>	10,462
	<b>28</b> Temporarily restricted net assets . . . . .		<b>28</b>	
	<b>29</b> Permanently restricted net assets . . . . .		<b>29</b>	
	<b>Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.</b>			
	<b>30</b> Capital stock or trust principal, or current funds . . . . .		<b>30</b>	
	<b>31</b> Paid-in or capital surplus, or land, building or equipment fund . . . . .		<b>31</b>	
	<b>32</b> Retained earnings, endowment, accumulated income, or other funds . . . . .		<b>32</b>	
<b>33</b> Total net assets or fund balances . . . . .	94,875	<b>33</b>	10,462	
<b>34</b> Total liabilities and net assets/fund balances . . . . .	262,025	<b>34</b>	217,220	

**Part XI Reconciliation of Net Assets**

Check if Schedule O contains a response or note to any line in this Part XI . . . . .

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12) . . . . .	<b>1</b>	1,983,528
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25) . . . . .	<b>2</b>	2,067,941
<b>3</b>	Revenue less expenses Subtract line 2 from line 1 . . . . .	<b>3</b>	-84,413
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) . . . . .	<b>4</b>	94,875
<b>5</b>	Net unrealized gains (losses) on investments . . . . .	<b>5</b>	
<b>6</b>	Donated services and use of facilities . . . . .	<b>6</b>	
<b>7</b>	Investment expenses . . . . .	<b>7</b>	
<b>8</b>	Prior period adjustments . . . . .	<b>8</b>	
<b>9</b>	Other changes in net assets or fund balances (explain in Schedule O) . . . . .	<b>9</b>	
<b>10</b>	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	<b>10</b>	10,462

**Part XII Financial Statements and Reporting**

Check if Schedule O contains a response or note to any line in this Part XII . . . . .

		Yes	No
<b>1</b>	Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O		
<b>2a</b>	Were the organization's financial statements compiled or reviewed by an independent accountant? 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 <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
<b>2b</b>	Were the organization's financial statements audited by an independent accountant? 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 <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	Yes	
<b>2c</b>	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O	Yes	
<b>3a</b>	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?	Yes	
<b>3b</b>	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	Yes	

**SCHEDULE A**  
(Form 990 or 990EZ)

**Public Charity Status and Public Support**

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ **Attach to Form 990 or Form 990-EZ.** ▶ **See separate instructions.**  
▶ **Information about Schedule A (Form 990 or 990-EZ) and its instructions is at**  
**[www.irs.gov/form990](http://www.irs.gov/form990).**

**2013**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

**Name of the organization**  
PRAXIS INTERNATIONAL

**Employer identification number**  
41-1891724

**Part I Reason for Public Charity Status** (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is (For lines 1 through 11, check only one box )

- 1  A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2  A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E )
- 3  A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4  A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state \_\_\_\_\_
- 5  An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II )
- 6  A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7  An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II )
- 8  A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II )
- 9  An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III )
- 10  An organization organized and operated exclusively to test for public safety See **section 509(a)(4).**
- 11  An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h  
  - a  Type I b  Type II c  Type III - Functionally integrated d  Type III - Non-functionally integrated
- e  By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)
- f  If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box

**g** Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?  
**(i)** A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?

	Yes	No
<b>11g(i)</b>		
<b>11g(ii)</b>		
<b>11g(iii)</b>		

**(ii)** A family member of a person described in (i) above?  
**(iii)** A 35% controlled entity of a person described in (i) or (ii) above?  
**h** Provide the following information about the supported organization(s)

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above or IRC section (see instructions))	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the U S ?		(vii) Amount of monetary support
			Yes	No	Yes	No	Yes	No	
<b>Total</b>									

**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.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2009	(b) 2010	(c) 2011	(d) 2012	(e) 2013	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>4 Total.</b> Add lines 1 through 3						
<b>5</b> 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)						
<b>6 Public support.</b> Subtract line 5 from line 4						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2009	(b) 2010	(c) 2011	(d) 2012	(e) 2013	(f) Total
<b>7</b> Amounts from line 4						
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on						
<b>10</b> Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV )						
<b>11 Total support</b> (Add lines 7 through 10)						
<b>12</b> Gross receipts from related activities, etc (see instructions)					<b>12</b>	
<b>13 First five years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and <b>stop here</b> . . . . .						<input type="checkbox"/>

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

<b>14</b> Public support percentage for 2013 (line 6, column (f) divided by line 11, column (f))	<b>14</b>	
<b>15</b> Public support percentage for 2012 Schedule A, Part II, line 14	<b>15</b>	
<b>16a 33 1/3% support test—2013.</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—2012.</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"/>
<b>17a 10%-facts-and-circumstances test—2013.</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—2012.</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"/>
<b>18 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 or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2009	(b) 2010	(c) 2011	(d) 2012	(e) 2013	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	1,960,404	1,875,251	1,610,455	2,013,442	1,867,854	9,327,406
<b>2</b> 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	246,001	225,502	104,844	130,280	123,440	830,067
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>6 Total.</b> Add lines 1 through 5	2,206,405	2,100,753	1,715,299	2,143,722	1,991,294	10,157,473
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons						
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year	219,115	99,686	30,522	37,111	16,717	403,151
<b>c</b> Add lines 7a and 7b	219,115	99,686	30,522	37,111	16,717	403,151
<b>8 Public support</b> (Subtract line 7c from line 6 )						9,754,322

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2009	(b) 2010	(c) 2011	(d) 2012	(e) 2013	(f) Total
<b>9</b> Amounts from line 6	2,206,405	2,100,753	1,715,299	2,143,722	1,991,294	10,157,473
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
<b>c</b> Add lines 10a and 10b						
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.)	2,206,405	2,100,753	1,715,299	2,143,722	1,991,294	10,157,473
<b>14 First five years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and <b>stop here</b> <input type="checkbox"/>						

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

<b>15</b> Public support percentage for 2013 (line 8, column (f) divided by line 13, column (f))	<b>15</b>	96 030 %
<b>16</b> Public support percentage from 2012 Schedule A, Part III, line 15	<b>16</b>	95 040 %

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

<b>17</b> Investment income percentage for <b>2013</b> (line 10c, column (f) divided by line 13, column (f))	<b>17</b>	0 %
<b>18</b> Investment income percentage from <b>2012</b> Schedule A, Part III, line 17	<b>18</b>	

- 19a 33 1/3% support tests—2013.** 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—2012.** 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.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; and Part III, line 12. Also complete this part for any additional information. (See instructions).

**Facts And Circumstances Test**

Return Reference

Explanation



SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No 1545-0047

2013

Open to Public Inspection

Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b

Attach to Form 990. See separate instructions. Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

Department of the Treasury Internal Revenue Service

Name of the organization PRAXIS INTERNATIONAL

Employer identification number

41-1891724

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.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include Total number at end of year, Aggregate contributions to (during year), Aggregate grants from (during year), Aggregate value at end of year, and questions about donor advised funds and grant purposes.

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

Table for Part II Conservation Easements. Includes questions about purpose of easements, total acreage, and monitoring expenses. Includes a sub-table for 'Held at the End of the Year' with rows 2a, 2b, 2c, 2d.

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.

Table for Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Includes questions about reporting works of art and historical treasures, and amounts required to be reported.

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

3 Using the organization's acquisition, 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 XIII

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 Escrow and Custodial Arrangements. Complete if the 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 XIII and complete the following table

Table with 2 columns: Description (1c-1f) and Amount

2a Did the organization include an amount on Form 990, Part X, line 21? Yes No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

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

Table with 6 columns: (a) Current year, (b) Prior year, (c) Two years back, (d) Three years back, (e) Four years back. Rows 1a-1g.

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as

- a Board designated or quasi-endowment, b Permanent endowment, c Temporarily restricted endowment. The percentages in lines 2a, 2b, and 2c should equal 100%

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

Table with 3 columns: Description (3a(i), 3a(ii), 3b) and Yes/No columns

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

Part VI Land, Buildings, and Equipment. Complete if the organization answered 'Yes' to Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Table with 5 columns: Description of property, (a) Cost or other basis (investment), (b) Cost or other basis (other), (c) Accumulated depreciation, (d) Book value. Rows 1a-1e and Total.



**Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return** Complete if the organization answered 'Yes' to Form 990, Part IV, line 12a.

<b>1</b>	Total revenue, gains, and other support per audited financial statements . . . . .		<b>1</b>	1,983,528
<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 XIII ) . . . . .	<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>	1,983,528
<b>4</b>	Amounts included on Form 990, Part VIII, line 12, but not on line <b>1</b>			
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b>		
<b>b</b>	Other (Describe in Part XIII ) . . . . .	<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 must equal Form 990, Part I, line 12 ) . . . . .		<b>5</b>	1,983,528

**Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.** Complete if the organization answered 'Yes' to Form 990, Part IV, line 12a.

<b>1</b>	Total expenses and losses per audited financial statements . . . . .		<b>1</b>	2,067,941
<b>2</b>	Amounts included on line 1 but not on Form 990, Part IX, line 25			
<b>a</b>	Donated services and use of facilities . . . . .	<b>2a</b>		
<b>b</b>	Prior year adjustments . . . . .	<b>2b</b>		
<b>c</b>	Other losses . . . . .	<b>2c</b>		
<b>d</b>	Other (Describe in Part XIII ) . . . . .	<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>	2,067,941
<b>4</b>	Amounts included on Form 990, Part IX, line 25, but not on line <b>1</b> :			
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b>		
<b>b</b>	Other (Describe in Part XIII ) . . . . .	<b>4b</b>		
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> . . . . .		<b>4c</b>	
<b>5</b>	Total expenses Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 18 ) . . . . .		<b>5</b>	2,067,941

**Part XIII Supplemental Information**

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, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b Also complete this part to provide any additional information

Return Reference	Explanation



**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 to provide any additional information.**  
**▶ Attach to Form 990 or 990-EZ.**  
**▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).**

OMB No 1545-0047

**2013**

**Open to Public Inspection**

Name of the organization  
PRAXIS INTERNATIONAL

**Employer identification number**  
41-1891724

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
FORM 990, PAGE 2, PART III, LINE 4A	<p>RESPOND TO AND END VIOLENCE AGAINST WOMEN IN RURAL AND SUBURBAN COMMUNITIES, URBAN CENTERS AND NATIVE TRIBES PRAXIS EMPLOYS A WIDE RANGE OF STRATEGIES TO SHARE INNOVATIONS AND CHANGE CONDITIONS THAT PRODUCE INJUSTICE INCLUDING TRAINING INSTITUTES, WEBINARS, AND AUDIO CONFERENCES FEATURING NATIONAL EXPERTS AND PEER-TO-PEER DIALOGUES, ROUNDTABLES CONVENED TO DELVE DEEP INTO ISSUES AND FOSTER CREATIVE THINKING, COMPREHENSIVE TOOL KITS TO HELP APPLY NEW APPROACHES STEP-BY-STEP, EMERGING ISSUE THINK PIECES, CONFERENCE PRESENTATIONS, AND A WEBSITE RICH WITH FREE MATERIALS IN SIXTEEN YEARS WE HAVE CONDUCTED DOZENS OF ON-SITE CONSULTATIONS THROUGHOUT THE COUNTRY, PROVIDED MORE THAN FOUR HUNDRED ADVOCACY AND CRIMINAL JUSTICE REFORM TRAININGS, CONDUCTED AT LEAST NINETY SAFETY AND ACCOUNTABILITY AUDITS IN PARTNERSHIP WITH LOCAL COMMUNITIES, AND PRODUCED NUMEROUS TRAINING AND TA RESOURCES INCLUDING ONLINE TRAINING COURSES, PUBLIC AWARENESS CAMPAIGNS, NEEDS ASSESSMENTS, ORGANIZING MANUALS, TRAINING GUIDES, AND COMPREHENSIVE TRAINING TOOLKITS OUR CURRENT PROJECTS INCLUDE ADVOCACY LEARNING CENTER - A COMPREHENSIVE PROJECT TO BUILD KNOWLEDGE AND SKILLS FOR EFFECTIVE, HIGH-QUALITY INDIVIDUAL, INSTITUTIONAL, AND COMMUNITY ADVOCACY ON BEHALF OF WOMEN AND SURVIVORS OF ALL FORMS OF VIOLENCE AGAINST WOMEN THE ADVOCACY LEARNING CENTER (ALC) IS A NATIONAL PROJECT IN PARTNERSHIP WITH MANAVI (THE FIRST U S ADVOCACY ORGANIZATION FOR SOUTH ASIAN BATTERED WOMEN), OVW, AND A HOST OF OTHER MINNESOTA-BASED AND NATIONAL ADVOCATES AND TRAINERS TEAMS OF ADVOCATES AND THEIR AGENCY LEADERS FROM DOZENS OF STATES, TRIBAL NATIONS, AND U S TERRITORIES HAVE COME TOGETHER TO LISTEN, SHARE, LEARN, TEACH, DEBATE AND CELEBRATE TOGETHER ALC PARTICIPANTS DELVE DEEP INTO CORE VALUES AND PRINCIPLES OF ADVOCACY IN A FOUR-DAY IMMERSION TRAINING, EXAMINE HOW WE CAN RESHAPE INSTITUTIONS TO PROTECT WOMEN AND CHILDREN IN A THREE-DAY SYSTEMS CHANGE INSTITUTE, AND THINK AND PLAN TOGETHER ON CHANGING CULTURAL CONDITIONS THAT GENERATE VIOLENCE AGAINST WOMEN AT A TWO-DAY COMMUNITY ADVOCACY TRAINING THE TEAMS EXPLORE THE TOPICS MOST IMPORTANT TO THEM THROUGH PEER CONFERENCE CALLS AND WEBINARS AND EXPAND THEIR GRASP OF WHAT IS POSSIBLE THROUGH SITE VISITS TO MODEL SOCIAL JUSTICE ORGANIZATIONS AROUND THE COUNTRY-- ALL TOWARDS STRENGTHENING ADVOCACY ORGANIZATIONS TO CREATE FUNDAMENTAL SOCIAL CHANGE MORE THAN FOUR HUNDRED PEOPLE IN TEN COHORTS HAVE COMPLETED OR ARE CURRENTLY ENGAGED IN THE EIGHTEEN-MONTH PROCESS BLUEPRINT FOR SAFETY MODEL IN COMMUNITIES ACROSS THE COUNTRY IN 2010, THE BLUEPRINT BECAME THE FIRST COMPREHENSIVE INTERAGENCY FRAMEWORK IN THE NATION FOR CRIMINAL JUSTICE SYSTEM RESPONSE TO DOMESTIC VIOLENCE ITS DESIGN DREW ON HUNDREDS OF HOURS OF ANALYSIS, INTERVIEWS, AND DISCUSSIONS ACROSS THE SYSTEM, MULTIPLE BATTERED WOMEN'S ADVOCACY PROGRAMS, AND DOZENS OF DIVERSE COMMUNITY-BASED FOCUS GROUPS ITS INTEGRATED APPROACH IS MAKING AN IMPACT IN ST PAUL 911 CALL-TAKERS HAVE IMPROVED INFORMATION-GATHERING, LAW ENFORCEMENT OFFICERS ARE WRITING STRONGER REPORTS, PROSECUTORS ARE CHARGING MORE CASES, JUDGES ARE STRENGTHENING CONDITIONS OF RELEASE, AND CONCURRENTLY, THE BLUEPRINT STEERING COMMITTEE IS ASSESSING RACIAL DISPARITIES IN DOMESTIC VIOLENCE CASES THE OFFICE ON VIOLENCE AGAINST WOMEN FUNDED THREE DEMONSTRATION PROJECTS TO ADAPT THE BLUEPRINT AND THEY ARE CURRENTLY UNDERWAY IN DULUTH, MN, NEW ORLEANS, LA, AND SHELBY COUNTY, TN PRAXIS SERVES AS THE TECHNICAL ASSISTANCE PROVIDER FOR THE DEMONSTRATION INITIATIVE AN ADAPTABLE VERSION OF THE BLUEPRINT IS AVAILABLE FOR FREE DOWNLOAD ON THE PRAXIS WEBSITE AND WE HAVE CONTINUED TO UPDATE THIS RESOURCE BY ADDING POLICY AND PROTOCOL TEMPLATES, TRAINING MEMOS, AND OTHER NEW MATERIAL DEVELOPED THROUGH THE NATIONAL DEMONSTRATION PROJECT INSTITUTIONAL ANALYSIS/COMMUNITY ASSESSMENT - SUPPORT TO COMMUNITIES TO CONDUCT COMMUNITY ASSESSMENTS, BEST-PRACTICE ASSESSMENTS AND SAFETY AND ACCOUNTABILITY AUDITS OF THEIR LOCAL CRIMINAL JUSTICE, CHILD WELFARE OR OTHER INSTITUTIONAL RESPONSE TO BATTERING THE PROJECT ADDRESSES ADVANCED TRAINING ON SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, STALKING AND OTHER FORMS OF GENDER VIOLENCE FOR OVW GRANTEEES AND OTHERS WHO ENGAGE IN INSTITUTIONAL CHANGE WORK INCLUDING NON-PROFIT NONGOVERNMENTAL VICTIM ADVOCATES, PERSONNEL INVOLVED IN DEVELOPING OR ENHANCING CRIMINAL JUSTICE RESPONSES TO DOMESTIC AND SEXUAL ASSAULT, STALKING AND DATING VIOLENCE THROUGH COORDINATED COMMUNITY RESPONSES (CCRS) AND SEXUAL ASSAULT RESPONSE TEAMS, CRIMINAL JUSTICE PRACTITIONERS, HUMAN SERVICE PROVIDERS, CHILD PROTECTION OFFICIALS, PROBATION AGENTS, COURT PERSONNEL, MENTAL HEALTH PROFESSIONALS, JUDGES, LAW ENFORCEMENT AGENCIES AND OFFICERS, HOUSING PROVIDERS, AND OTHER RELEVANT PARTNERS RESPONDING TO VIOLENCE AGAINST WOMEN PRAXIS OFFERS GRANTEEES A METHOD OF INSTITUTIONAL ANALYSIS AND CHANGE ROOTED IN THE FIELD OF SOCIOLOGY CALLED INSTITUTIONAL ETHNOGRAPHY IT PROVIDES A METHOD FOR ACTIVISTS AND REPRESENTATIVES FROM INSTITUTIONS THAT PROCESS "CASES" TO MOVE AWAY FROM SIMPLY TRAINING PRACTITIONERS TO THINK DIFFERENTLY ABOUT THESE CASES TOWARD APPROACHES THAT ALTER ONGOING CASE PROCESSING ROUTINES THAT ULTIMATELY SHAPE CASE OUTCOMES PRAXIS PROVIDES ON-SITE AND DISTANCE TECHNICAL ASSISTANCE FOR COMMUNITIES ACROSS THE COUNTRY AND CONDUCTS AN ANNUAL COMMUNITY ASSESSMENT INSTITUTE WHERE PARTICIPANTS GET HANDS ON PRACTICE DEVELOPING SKILLS IN INTERVIEWING, FOCUS GROUP FACILITATION, AND TEXT ANALYSIS AS WELL AS EXPERIENCE ST PAUL PRACTITIONERS IN ACTION THROUGH RIDE-ALONGS AND COURT OBSERVATIONS IN 2014, PRAXIS COMPLETED A DRAFT OF A NEW INSTITUTIONAL ANALYSIS TOOL SPECIFICALLY DESIGNED TO EXAMINE AND CHANGE THE CHILD PROTECTION AND JUVENILE COURT SYSTEMS' RESPONSES TO CASES INVOLVING DOMESTIC VIOLENCE AND SEXUAL ASSAULT-THE CHILD WELFARE TOOLKIT THIS TOOL IS CURRENTLY BEING TESTED IN WRIGHT COUNTY, MN RURAL TECHNICAL ASSISTANCE ON VIOLENCE AGAINST WOMEN - DEVELOPING SUCCESSFUL RURAL MULTI-AGENCY COLLABORATIONS TO CONFRONT SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, AND STALKING THIS PROJECT PROVIDES TECHNICAL ASSISTANCE TO ALL OVW RURAL GRANTEEES TO SUPPORT THEIR CCR TO VIOLENCE AGAINST WOMEN, SPECIALIZED TECHNICAL ASSISTANCE TO A GROUP OF RURAL GRANTEEES TO IMPLEMENT CORE CCR ELEMENTS AND REPLICABLE MODELS, TECHNICAL ASSISTANCE TO STRENGTHEN ADVOCACY LEADERSHIP IN CREATING SYSTEM CHANGE AND INDIVIDUAL ADVOCACY SKILLS, AND CENTRALIZED/COORDINATED RURAL- SPECIFIC TECHNICAL ASSISTANCE INFORMATION IN ADDITION TO PROVIDING ONGOING TRAINING, TECHNICAL ASSISTANCE AND ON SITE CONSULTATIONS FOR RURAL GRANTEEES, PRAXIS LAUNCHED A NEWSLETTER FOR RURAL GRANTEEES THIS YEAR AND COMPLETED A RURAL TECHNICAL ASSISTANCE NEEDS ASSESSMENT FOR THE OFFICE ON VIOLENCE AGAINST WOMEN</p>
FORM 990, PAGE 6, PART VI, LINE 4	<p>THE BOARD OF DIRECTORS ADOPTED REVISED BYLAWS AND ARTICLES OF INCORPORATION IN FEBRUARY 2014 THE PURPOSE STATEMENT WAS REPLACED BY OUR MISSION STATEMENT BYLAWS WERE SEPARATED FROM ARTICLES OF INCORPORATION-NOW TWO DIFFERENT DOCUMENTS CHANGED OUR CORPORATE OFFICE FROM DULUTH TO ST PAUL ADDED OFFICE LOCATION SECTION MAXIMUM NUMBER OF BOARD MEMBERS INCREASED TO NINE FROM SEVEN, MINIMUM IS STILL FOUR CLARIFIED TERMS, ELECTIONS AND VACANCIES-ADDED TERM LIMIT OF THREE CONSECUTIVE TWO YEAR TERMS CLARIFIED FREQUENCY OF MEETINGS-CHANGED FROM QUARTERLY TO AT LEAST FOUR TIMES/YEAR AND CHANGED QUORUM FROM HALF TO 51% OF DIRECTORS ADDED LANGUAGE ABOUT MEETING VIA REMOTE COMMUNICATION, ACTION WITHOUT MEETING, AND ELECTRONIC RECORDS AND SIGNATURES CLARIFIED OFFICERS AND DUTIES AND REMOVED "PROGRAM DIRECTOR" FROM THE SLATE OF OFFICERS CHANGED PROCESS FOR ESTABLISHING BOARD COMMITTEES TO A BOARD FUNCTION AND REMOVED REFERENCE TO "PROJECT DIRECTOR" ADDED LANGUAGE ABOUT THE BOARD EXECUTIVE COMMITTEE "CHANGED THE FISCAL YEAR TO CONFORM WITH OUR CURRENT FISCAL YEAR OF APRIL 1-MARCH 31 UPDATED FISCAL MANAGEMENT SECTION AND CLARIFIED BOARD AUTHORITY FOR BOOKS AND ACCOUNTS, EXECUTION OF DOCUMENTS, BUDGET, PAYMENT OF FUNDS, LOANS, DEPOSITS, AND ANNUAL AUDIT ADDED CONFLICT OF INTEREST SECTION REMOVED OBSOLETE OR UNNECESSARY LANGUAGE</p>
FORM 990, PAGE 6, PART VI, LINE 11B	<p>REVIEWED BY THE DIRECTOR OF FINANCE, INTERIM EXECUTIVE DIRECTOR, AND THE BOARD OF DIRECTORS</p>
FORM 990, PAGE 6, PART VI, LINE 12C	<p>INDIVIDUALS WITH POSSIBLE CONFLICTS ARE REQUIRED TO DISCLOSE THE CONFLICT WITH THE BOARD AND WITHDRAW FROM DISCUSSION AND VOTING ON THE MATTER</p>
FORM 990, PAGE 6, PART VI, LINE 15A	<p>COMPARABLE DATA GATHERED AND CONSIDERED IN THE COMPENSATION SETTING PROCESS THE BOARD OF DIRECTORS ANNUALLY REVIEWS AND APPROVES THE COMPENSATION LEVELS</p>
FORM 990, PAGE 6, PART VI, LINE 19	<p>AVAILABLE UPON REQUEST AT THE ORGANIZATION'S ST PAUL, MN OFFICE DURING NORMAL BUSINESS HOURS</p>
FORM 990, PART IX, LINE 11G	<p>PROGRAM CONSULTANTS &amp; TRAINER 351,827 0 0 TEMP STAFFING AGENCY 21,558 3,186 0</p>