DLN: 93493315016835 OMB No 1545-0047

Form 990

Department of the Treasury Internal Revenue Service

Return of Organization Exempt From Income Tax

Beginning of Current

Year

3,393,553

End of Year

3,595,000

Open to Public Inspection

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

► Do not enter social security numbers on this form as it may be made public

▶ Information about Form 990 and its instructions is at www.IRS.gov/form990

A For the 2014 calendar year, or tax year beginning 01-01-2014 , and ending 12-31-2014 C Name of organization D Employer identification number **B** Check if applicable THE BLACKFOOT CHALLENGE INC Address change 81-0488863 Name change Doing business as Initial return E Telephone number Number and street (or P O box if mail is not delivered to street address) Room/suite Fınal return/terminated (406) 793-3900 Amended return City or town, state or province, country, and ZIP or foreign postal code OVANDO, MT 59854 **G** Gross receipts \$ 2,451,752 Application pending Name and address of principal officer H(a) Is this a group return for **GARY BURNETT** ┌ Yes 🗸 No subordinates? PO BOX 103 OVANDO, MT 59854 ΓYes **Γ**Nο **H(b)** Are all subordinates included? Tax-exempt status If "No," attach a list (see instructions) **Website: ►** www blackfootchallenge org **H(c)** Group exemption number ► K Form of organization
✓ Corporation
☐ Trust
☐ Association
☐ Other ► L Year of formation 1993 M State of legal domicile MT Part I Summary 1 Briefly describe the organization's mission or most significant activities The mission of the Blackfoot Challenge is to coordinate efforts that will conserve and enhance the natural resources and rural way of life in the Blackfoot River Valley for present and future generations. We support environmentally responsible resource stewardship through cooperation of private and public interests The Blackfoot Challenge coordinates community-based programs to protect working land, conserve water and promote water use efficiency, educate all ages, increase fire safety and restore our forests, promote the values of community-based conservation, improve cross-boundary vegetation stewardship, and reduce Activities & Governance conflicts between predators and people Our success is structured by a strict process that leads with community values, invites participation from all watershed stakeholders, coordinates the conversations and partnerships, and supports these partnerships with good science. The Blackfoot has received national recognition for this success in coordinating private/public part 2 Check this box 🔰 if the organization discontinued its operations or disposed of more than 25% of its net assets 3 Number of voting members of the governing body (Part VI, line 1a) 22 4 Number of independent voting members of the governing body (Part VI, line 1b) . 4 22 5 Total number of individuals employed in calendar year 2014 (Part V, line 2a) . 11 255 **6** Total number of volunteers (estimate if necessary) 6 7a Total unrelated business revenue from Part VIII, column (C), line 12 . . . 7a 0 **b** Net unrelated business taxable income from Form 990-T, line 34 **Prior Year Current Year** Contributions and grants (Part VIII, line 1h) 1,191,335 1,086,026 Rayente Program service revenue (Part VIII, line 2g) . 380 103,481 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) . 82,282 11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 3,167 71,235 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 1,276,784 1,261,122 13 Grants and similar amounts paid (Part IX, column (A), lines 1-3). 98,839 18,275 Benefits paid to or for members (Part IX, column (A), line 4) 0 14 Salaries, other compensation, employee benefits (Part IX, column (A), lines 15 398,909 391,780 Expenses 16a Professional fundraising fees (Part IX, column (A), line 11e) 0 Total fundraising expenses (Part IX, column (D), line 25) $\blacktriangleright \frac{34,098}{}$ b 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 718,236 632,607 18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25) 1,208,855 1,049,791 Revenue less expenses Subtract line 18 from line 12 . 67,929 211,331

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 prepar preparer has any knowledge

Total liabilities (Part X, line 26)

Net assets or fund balances Subtract line 21 from line 20 $\,$.

Sign
Here

Net Assets or Fund Balances

21

22

Signature of officer GARY BURNETT Executive Director Type or print name and title

Paid Preparer Use Only

Preparer's signature Print/Type preparer's name KAREN NEEL CPA KAREN NEEL CPA ► Boyle Deveny & Meyer PC Firm's name Firm's address > 305 South 4th East Suite 200

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

Missoula, MT 59801

	990 (201	.4) tatement of Program Service Accomplishments	Page
the B coop cons comr	Briefly d mission of lackfoot F eration of erve wate nunity-bas	neck if Schedule O contains a response or note to any line in this Part III	ship through working land, the values of rs and people Our
coord	linates th	uctured by a strict process that leads with community values, invites participation from all watershed sta e conversations and partnerships, and supports these partnerships with good science. The Blackfoot has this success in coordinating private/public part	
2		rganization undertake any significant program services during the year which were not listed on Form 990 or 990-EZ?	┌ Yes ┌ No
3	Did the o		ΓYes Γ⁄No
4	Describe expense:	describe these changes on Schedule O the organization's program service accomplishments for each of its three largest program services, as n Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocati expenses, and revenue, if any, for each program service reported	
4a	prone we that will r Blackfoot fuels redu plant W/making c watershe Trout Unl Cottonwo continued Committe related piproposed work with program plan 2014 partners schedulin Plan and WILDLIFE grizzly be 2014 over federal w programs and Gran by Ranger to noxiou public partners for the patterson acres, for Site Charsprayed 2 community Plum Cre They also and consipilots inno boundary diversity stewards quality, p watershe bring studies on, work the 10th Wild in Lithe Uppe family-or represent thankfulf at home, we can a Economic	Y. Restoring forest health, creating defensible space, and increasing freshpiter and community safety The 2014 fire season was seem Montana. The Blackfoot Challenge Forestry Committees is dedicated to helping landowners in the Blackfoot watershed in or state of the property of the Blackfoot Challenge Forestry Committees is dedicated to helping landowners in the Blackfoot watershed in or activate shelped in the Blackfoot Watershed in or activate shelped support local jobs and provided on the Clearwater Tuels reduction nor noughly 210 acres in the Blackfoot through cost-share grant assistance of the Clearwater Tuels reduction and activates helped support local jobs and provided with a control of the Clearwater Tuels reduction and activates helped support local jobs and provided with the Clearwater Tuels reduction and activates helped support local jobs and provided on the State of the Clear and the Clearwater Tuels reduction and activates helped support local jobs and provided on the State of the Clear and the State of the State of the Clear and the State of the State of the Clear and the State of the State	der to implement projects by 40 landowners in the nice Supported hazardous the local sawmill and chipe Blackfoot and beyond ting partnerships within the Big Blackfoot Chapter of ects on Ashby Creek, 2014, the Challenge staff Blackfoot Drought gipt Additional water-juality issues and on the irogram in 2014, piloting he watershed, the water w Montana state water nearly 100 irrigation on the Blackfoot Subbasinice sedimentation tinued to work to reduce to bear crop foraging, yet in ucers, our state and fforts, and range rider the Blackfoot watershed iterations in the state of the project 357 covered existed in the state of the project 357 covered existed in the state of the project 357 covered existed in the state of the project 357 covered existed in the state of the state of the Blackfoot River, amberlain areas, and the ed Project 357 covered existing Access cres of public lands aerial in cooperatively by the project 357 covered existing Access cres of public lands aerial in cooperatively by the project 357 covered existing Access cres of public lands aerial in cooperatively by the Elicon Sculpture park the Lincoln Sculpture in the document reclamation of sitory Co-hosted five the existing with educators existing and collaboration, mered with Headwaters
4b	(Code) (Expenses \$ including grants of \$) (Revenue \$)
4c	(Code) (Expenses \$ including grants of \$) (Revenue \$)
	Other p	rogram services (Describe in Schedule O)	
	(Expens	ses \$ including grants of \$) (Revenue \$)

art IV	Checklist of	Required	Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? *	2	Yes	
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		No
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		No
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		No
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? <i>If "Yes," complete Schedule D, Part I</i>	6		No
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		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		No
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^{\square}	9		No
10	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>	10	Yes	
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			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	11a	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII"	11b		No
C	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		Νo
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX.	11d	Yes	
e	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 🕏	11e		No
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X.	11f		No
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a	Yes	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b		No
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		No
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		No
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		No
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	Yes	
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		No
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		No
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		

Par	t IV Checklist of Required Schedules (continued)			
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	Yes	
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		No
23	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>	23		No
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		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		No
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		No
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		No
25a	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		No
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		No
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? <i>If "Yes," complete Schedule L, Part II</i>	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		No
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)			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part			
	<i>IV</i>	28a		No
	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		No
С	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>	28c		No
29	Did the organization receive more than $$25,000$ in non-cash contributions? If "Yes," complete Schedule M	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		No
32	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>	32		No
33	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>	33		No
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		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
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 $512(b)(13)$? If "Yes," complete Schedule R, Part V, line 2	35b		No
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		No
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 VI	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes	

The Enter the number reported in Box 3 of Form 1096 Enter-0- if not applicable 10 10 36 10 Enter the number of Forms W-2G included in line 12 Enter-0- if not applicable 10 10 10 Enter the number of Forms W-2G included in line 12 Enter-0- if not applicable 10 10 10 Enter the number of Porms W-2G included in line 12 Enter-0- if not applicable 10 10 Enter the number of Porms W-2G included in line 12 Enter 15 Enter the number of Enter the number of Porms W-2G included in line 2D Enter the number of Enter		Check if Schedule O contains a response or note to any line in this Part V		<u> </u>	· ·	寸	Yes	. J
be Enter the number of Forms W-25 included in line 18. Enter-O-f. Incl. applicable 10 10 10 10 10 10 10 1	ntert	the number reported in Box 3 of Form 1096 Enter -0- if not applicable	1a	1	36	\dashv	1 62	140
Do the enganization comply with backup withholding rules for reportable payments to vendors and reportable payments from the process of the					0			
22 Enter the number of employees reported on Form W-3. Tonsential of Wage and Tax Statements, field for the calendar year ending with or within the year covered by this return. Tax Statements, field for the calendar year ending with or within the year covered by this return. Tax Statements, field for the calendar year, and the organization field ending the year? Note: If the sum of lines I a and 2 a is greater than 250, you may be required to e-file (see instructions) 30 DI dit the organization have unrelated business gross in some of \$1,000 more during the year? 31 DI TYPEs, final thied a Form 990-T for this year? If "Mo" to line 30, provide an explanation in Schedule O 32 DI TYPEs, from 1 file a form 990-T for this year? If "Mo" to line 30, provide an explanation in Schedule O 33 DI TYPEs, from 1 file a form 990-T for this year? 34 A stary time during the calendar year, and the organization have an interest in, or a signature or other authority over, a financial account in Gregory country. 35 Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? 36 Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction at any time during the tax year? 36 Does the organization a party to a prohibited tax shelter transaction at any time during the tax year? 37 DI TYPEs, did the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that was received eductible contributions and party for goods and sarrives provided any contributions that were not tax deductible? 38 Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization necessary approximation such as express statement that such contributions or gifts were not tax deductible? 39 Di Yes, did the organization have annual gross receipts that are normally greater than \$100,000, and did the organization have annual pross receipts inclu	d the	 e organization comply with backup withholding rules for reportable payments t		I dors and reportable				
Tax Statements, filed for the calendary year ending with or within the year covered by this return. b If all least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1 and 2 are greater than 250, you may be required to e-file (see instructions) b If Yes, has it filed a form 390-T for this year? If "Not" to line 1b, provide an explanation in Schedule 0. 3a At any time during the calendary 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 in a foreign country (such as a bank account, securities account, or other financial accounts (FEAR) b If Yes, eacher the name of the foreign country 5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? 5b D Id any taxable party notify the organization file form 8886-T? 5c Was the organization abolict any contributions that it was one a party to a prohibited tax shelter transaction? 1if Yes, to line 5 aor 5b, did the organization file form 8886-T? 5c Does the organization account any contributions that were not tax deductible? 5c Organization solicit any contributions that were not tax deductible? 6c Organizations that may receive deductible contributions under section 170(c). 7c Organizations that may receive deductible contributions under section 170(c). 7d Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services grouveled to the payor? 7d Unit the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services grouveled to the payor. 7d If Yes, did the organization notify the donor of the value of the goods or services provided? 7d If Yes, indicate the number of Forms \$222 filed during the year. 7d If the organization received a contribution of cars, boats, airplanes, or other			 i	 I		1c	Yes	
Note, if the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions) 3a Drid the organization have unrelated business gross income of \$1,000 or more during the year? 3b If Yes, 'has it filed a Form 990-T for this year? If 'Wo'to line 3b, provide an explanation in Schedule O 3b If Yes, 'has it filed a Form 990-T for this year? If 'Wo'to line 3b, provide an explanation in Schedule O 3b If Yes, 'has it filed a Form 990-T for this year? If 'Wo'to line 3b, provide an explanation in Schedule O 3b If 'Yes,' and the calendar year, and the organization have an interest in, or a signature or other authority over, a financial account in Gregory Country 4a 5b If 'Yes,' and the name of the foreign country 5c enstructions for filing requirements for Finc EN Form 114, Report of Foreign Bank and Financial Accounts (FEAR). 5a 5b If 'Yes,' did not sequence that it was oris a party to a prohibited tax shelter transaction? 5b Did any taxable party notify the organization file Form 8886-T? 5c 5a 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? 5c 5d If 'Yes,' did the organization include with every solicitation an express statement that such contributions or oilts were not tax deductible. 5d Did the organization receive a payment in excess of \$75 made party as a contribution and party for goods and services provided to the payor? 5d Dif the organization on the payor? 5d If 'Yes,' diffect the organization notify the donor of the value of the goods or services provided? 7d If If yes, indicate the number of Forms 8282 filed during the year, as premiums, directly or indirectly, to pay premiums on a personal benefit contract? 7d Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? 7d If the organization received a contribution of qualified intel	x St	atements, filed for the calendar year ending with or within the year covered	2a		11			
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O a kt any time during the calendar year, die 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)? b If "Yes," enter the name of the foreign country F- See instructions for filing requirements for Finc EN Form 114, Report of Foreign Bank and Financial Accounts (FBAR) b If "Yes," enter the name of the foreign country F- See instructions for filing requirements for Finc EN Form 114, Report of Foreign Bank and Financial Accounts (FBAR) b If any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? b Did any taxable party notify the organization file form 8886-77 sc Did the organization solicit any contributions that were not tax deductible as charitable contributions? b If "Yes," do 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 or gifts were not tax deductible? Organization include with very solicitation an express statement that such contributions or gifts were not tax deductible? Organization that may receive deductible contributions under section 170(c). D If the organization neceive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? b If "Yes," did the organization notify the donor of the value of the goods on services provided? c Did the organization received any funds, directly or indirectly, to pay premiums on a personal benefit contract? d If If yes, indicate the number of forms 8282 filed during the year b Did the organization received any funds, directly or indirectly, to pay premiums on a personal benefit contract? To Did the organization received any funds, directly or indirectly, to pay premiums on a personal b]_:	2b	Yes	
a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a handial account in a foreign country (such as a bank account, securities account, or other financial account)? b If Yes,' enter the name of the foreign country ▶ See instructions for filing requirements for FinGEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR) b If Any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? c If Yes,' to line Sa or 5b, did the organization file Form 8886-17 b Did any taxable party notify the organization file Form 8886-17 c If Yes,' to line Sa or 5b, did the organization file Form 8886-17 b Did way taxable party notify the organization file Form 8886-17 c If Yes,' did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? Organizations solicit any contributions that were not tax deductible as charitable contribution and partly for goods and services provided to the payor? 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? To bid the organization receives a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? To lif Yes,' did the organization mitry the donor of the value of the goods or services provided? To lif Yes,' did the organization received a contribution of qualified intellectual property, did the organization file of the payor and payor an	d the	e organization have unrelated business gross income of \$1,000 or more durir	ng the	year?	:	3a		N
over, a financial account in a foreign country (such as a bank account, secunities account, or other financial account)? If If Yes, a financial account in a foreign country. See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR). Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? If Yes, to line 5a or 5b, did the organization file Form 8886-T? Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? Organizations that may receive deductible contributions under section 170(c). 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? If Yes, did the organization notify the donor of the value of the goods or services provided? If Yes, did the organization notify the donor of the value of the goods or services provided? If Yes, indicate the number of Forms 8282 filed during the year To brid the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? If Yes, indicate the number of Forms 8282 filed during the year Did the organization received a contribution of qualified intelligicual property, did the organization file a form 1098-c? Did the organization received a contribution of qualified intelligicual property, did the organization file a form 1098-c? The programization received a contribution of qualified intelligicual property, did the organization file a form 1098-c? Did the spansarion gramization make any taxable distributions under section 4966? Did the spansarion gramization make any taxable distributions under section 501(c)(20) qualified form 1090, Part VIII,	"Yes	e," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explana</i> t	tion in	Schedule O		3b		N
See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR) a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? 5 b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? 5 if If Yes," to line 5 a or 5b, did the organization file Form 8886-T? 5 c a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as chantable contributions? 5 if Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? 6 Organizations that may receive deductible contributions under section 170(c). 7 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? 7 If Yes," did the organization notify the donor of the value of the goods or services provided? 7 If Yes," indicate the number of Forms \$282 filed during the year 7 If Yes, "indicate the number of Forms \$282 filed during the year 9 Did the organization, during the year, pay premiums, directly or indirectly, to pay premiums on a personal benefit contract? 7 If If Yes, "indicate the number of Forms \$282 filed during the year 9 Did the organization received a contribution of qualified intellectual property, did the organization file a form 1098-C? 9 Sponsoring organizations maintaining donor advised funds. 10 Did a dunor advised fund maintained by the sponsoring organization hile and form the property of the	er, a	financial account in a foreign country (such as a bank account, securities ac	count	, or other financial		4a		N
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? b If "Yes," to line 5a or 5b, did the organization file Form 8886-T? c If "Yes," to line 5a or 5b, did the organization file Form 8886-T? b If "Yes," to line 5a or 5b, did the organization file Form 8886-T? c Dod the organization have annual gross receipts that are normally greater than \$100,000, and did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? Organization stat may receive deductible contributions under section 170(c). Dold the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor? b If "Yes," did the organization norify the donor of the value of the goods or services provided? C Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file form 8822? b If the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? c Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? 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? a Did the sponsoring organizations Enter a Initiation fees and capital contributions included on Part VIII, line 12 b Gross income from members or shareholders b Gross income from them sources (Do not net amounts due or paid to other sources a gainst amounts of reserves the organization is required to maintain the promotion of the sources of the life fi	e ins	structions for filing requirements for FinCEN Form 114, Report of Foreign Ban	ık and	Financial Accounts				
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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? 7b	ere n	ot tax deductible?	nat su	cn contributions or g		5 b		
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Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? If "Yes," indicate the number of Forms 8282 filed during the year	rvice	es provided to the payor?						N
file Form 8 282?					_	7b		
Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	e For	rm 8282?				7c		N
contract?	"Yes	s," indicate the number of Forms 8282 filed during the year	7d		0			
The organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? 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? Did the sponsoring organization make any taxable distributions under section 4966? Did the sponsoring organizations. Enter Initiation fees and capital contributions included on Part VIII, line 12 Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities Section 501(c)(12) organizations. Enter Gross income from members or shareholders Gross income from other sources (Do not net amounts due or paid to other sources) against amounts due or received from them) The section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? The section 501(c)(29) qualified nonprofit health insurance issuers. Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O 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 The sponsoring organization file and the organization is licensed to issue qualified health plans The section 501(c) (29) qualified nonprofit health insurance issuers.		-	person	nal benefit		7e		N
required?	d the	e organization, during the year, pay premiums, directly or indirectly, on a pers	onal b	enefit contract? .	. 🗀	7f		N
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Did the sponsoring organization make any taxable distributions under section 4966?	dad	oring organizations maintaining donor advised funds. Idonor advised fund maintained by the sponsoring organization have excess bu	ısınes:	s holdings at any tim	ne –			
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?			• •			8		N
Section 501(c)(7) organizations. Enter Initiation fees and capital contributions included on Part VIII, line 12					<u> </u>			N
Initiation fees and capital contributions included on Part VIII, line 12			lated p	erson?	<u> </u>	∌b		N
Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities Section 501(c)(12) organizations. Enter Gross income from members or shareholders			ایدا	1				
Section 501(c)(12) organizations. Enter Gross income from members or shareholders	oss	receipts, included on Form 990, Part VIII, line 12, for public use of club						
Gross income from members or shareholders								
Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)			11a					
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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	the	organization licensed to issue qualified health plans in more than one state?	n Sche	dule O	1	.3a		N
in which the organization is needised to issue qualified health plans	ntert	the amount of reserves the organization is required to maintain by the states						
								
a Did the organization receive any payments for indoor tanning services during the tax year?	d the	e organization receive any payments for indoor tanning services during the ta		?	─┤₁	4a	Ī	N

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

Check if Schedule C	contains a res	sponse or n	ote to any	line in th	us Part VI	_	 _	_		_	_		_	_	Ţ
Check ii Scheddie C	Contains a re-	3 PO 113 C O1 11	occ to any	11110 111 01	113 1 416 7 1	•	 •		•	•		•	•	•	-,

Se	ection 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			
	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	Enter the number of voting members included in line 1a, above, who are independent			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?.	3		No
4		4		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		No
6	Did the organization have members or stockholders?	6		No
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		Νo
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
а	The governing body?	8a	Yes	
b	Each committee with authority to act on behalf of the governing body?	8b	Yes	
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? <i>If "Yes," provide the names and addresses in Schedule O</i>	9		No
Se	ection B. Policies (This Section B requests information about policies not required by the Internal R	evenu	ıe Cod	e.)
			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a		Νo
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		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
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	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	Yes	
13	Did the organization have a written whistleblower policy?	13	Yes	
14	Did the organization have a written document retention and destruction policy?	14	Yes	
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	Yes	
b	Other officers or key employees of the organization	15b	Yes	
	o the concerts of key employees of the organization.	130		
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)	130	100	
16a	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions) Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a		100	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions) Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	100	No
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions) Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a		100	No

Section C. Disclosure

- 17 List the States with which a copy of this Form 990 is required to be filed▶
- 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
- 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
- State the name, address, and telephone number of the person who possesses the organization's books and records ►TRACI BIGNELL

PO box 103

ovando, MT 59854 (406) 793-3900

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year

- 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, or 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 employees, highest compensated employees, and former such persons

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

	(B)	I								
(A) Name and Title	more pers and	than on is	one bot ecto	not box h an or/tr	offic ustee	ess er	(D) Reportable compensation from the organization (W- 2/1099-	(E) Reportable compensation from related organizations (W- 2/1099-	(F) Estimated amount of other compensation from the	
	organizations below dotted line)	Individual trustee or director	Institutional Trustee	Officei	Ke) employee	Highest compensated employee	Former	MISC)	MISC)	organization and related organizations
(1) JIM STONE	8 00	х		Х				0	0	0
BOARD CHAIR	0 00									
(2) MIKE O'HERRON BOARD MEMBER	1 00	×						0	0	0
(3) JOEL NELSON	1 00									
BOARD MEMBER	0 00	X						0	0	0
(4) TIM LAMARR	1 00									-
BD MEMB-INTERIM	0 00	X						0	0	0
(5) RANDY GAZDA	1 00									
VICE CHAIR (6) BRENT ANDERSON	0 00	Х		Х				0	0	0
		×						0	0	0
BOARD MEMBER (7) DENNY IVERSON	2 00									
Treasurer	0 00	x		х				0	0	0
(8) ANDY ERICKSON	1 00	х						0	0	0
BOARD MEMBER (9) RACENE FRIEDE	1 00				\vdash					
BOARD MEMBER	0 00	×						0	0	0
(10) AMBER KAMPS	2 00	,,		V				0	0	
Secretary	0 00	X		Х				0	0	0
(11) PATRICK BANNISTER	1 00	х						0	0	0
BOARD MEMBER	0 00									
(12) TIM LOVE	1 00	x						О	0	0
BOARD PARTNER (13) DAVID MANNIX	0 00									
EXEC COMM MBR	0 00	×		Х				0	0	0
(14) PATTI BARTLETT	1 00	l ,						0	0	0
BOARD MEMBER	0 00	X							U	U
										Form 990 (2014)

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and Title	(B) A verage hours per week (list any hours for related	more pers	than on is	one bot rect	not box h ar or/tr	chec k, unle n offic rustee	ess er	(D) Reportable compensation from the organization	on n	(E) Reportable compensatio from related organization	on d s	(F Estim amount comper from organiz	ated of other isation the
	organizations below dotted line)	Individual trustee or director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(W- 2/1099 MISC)	,-	(W- 2/1099 MISC)	-	and related organization	
(15) HARRY POETT	1 00	х							0		0		0
BOARD MEMBER (16) TODD JOHNSON	1 00										\dashv		
BOARD MEMBER	0 00	X							0		0		0
(17) JEFF MCNALLY	1 00	l											
BOARD MEMBER	0 00	X									이		0
(18) CRAIG ENGELHARD	1 00	х							0		0		0
BOARD MEMBER	0 00	_ ^											
(19) GEORGE HIRSCHENBERGER	1 00	l x							0		o		0
BOARD MEMBER	0 00												
(20) CHRIS BRYANT	1 00	×							0		o		0
BOARD MEMBER	0 00										\dashv		
(21) RANDY ARNOLD	1 00	x							0		0		0
BOARD MEMBER (22) MARK BOSTROM	0 00										_		
		×							0		0		0
BOARD MEMBER (23) GARY BURNETT	0 00 40 00								_		\dashv		
EXEC DIRECTOR	0 00			X				70	,645		0		0
1b Sub-Total				•		-							
c Total from continuation sheets to Part	VII, Section A			•									
d Total (add lines 1b and 1c)		•				<u> </u>		70,645					
Total number of individuals (including b \$100,000 of reportable compensation				ed al	bove	e) who	rec	eived more th	an				
3 Did the organization list any former offi	cer, director or	trustee	e, key	y em	nplo	yee, o	r hig	jhest compens	sated	l employee		Yes	No
on line 1a? If "Yes," complete Schedule J											3		No
For any individual listed on line 1a, is the organization and related organizations of individual										m the	_		
					· ·		· 			· · · · L	4		No
5 Did any person listed on line 1a receive services rendered to the organization?								_	or in	aividual for	5		No
Section B. Independent Contracto	ors												
Complete this table for your five highes compensation from the organization. Re	t compensated											tax year	
	(A) ousiness address							Desc		(B) n of services		(C Comper	
											+		
											\dashv		

Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ►0

art VII	I	Statement of Reven	rated campaigns . 1a bership dues . 1b raising events . 1c 12,581 red organizations . 1d ramount grants (contributions) 1e 489,300 red contributions included above sho contributions included in lines \$ 1. Add lines 1a-1f	a in this Bart VIII	n this Part VIII							
				se or note to any lin	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514				
, <u>s</u>	1a	Federated campaigns .	. 1a									
	b	Membership dues	1b									
5 6	c	Fundraising events	1c	12,581								
2 ₹	d											
5 월 │	e	_		489 300								
Ş.E.												
	f	similar amounts not included al	oove									
5	g	Noncash contributions included 1a-1f \$	ın lınes	į	į	į						
Contributions, Gins, Grants and Other Similar Amounts	h	Total. Add lines 1a-1f.			1,086,026							
ا ه د				Pusiness Code								
an l	2a	SWAN RELEASE	-		380	380						
e Ke	ъ	- The Relative Control of the Contro		900099	300	380						
م ح	c											
7.2	d											
क्र	e											
Program Serwice Revenue	f	All other program service	revenue									
Š		Total Add lines 22 2f			380							
	<u>g</u> 3				300							
		and other similar amounts	s) 	🟲 📙	34,770			34,770				
	4			· · · · · -	0							
	5				0							
	6a	Gross rents (1) K	.eai	(II) Personal								
	b	Less rental										
	С	expenses Rental income										
	_	or (loss)			0							
	d		-		9							
	7a	Gross amount from sales of assets other		(,								
	ь	than inventory Less cost or other basis and	1 174 458									
		sales expenses										
	٦ C	Gain or (loss)	, l		68,711			68,711				
	d 8a	Gross income from fundra events (not including	Г		00,711			30,711				
		of contributions reported										
		, 		87,407								
	b	Less direct expenses .	ь[16,172								
				vents 🛌	71,235			71,235				
	9a	Gross income from gamin See Part IV, line 19 .										
	b	Less direct expenses .	ь									
	c	Net income or (loss) from	gaming activ	rities	0							
1	.0a	Gross sales of inventory, returns and allowances	.									
	b	Less cost of goods sold	-									
				ntory 🛌	0							
		Miscellaneous Revenue		Business Code								
1	.1a											
	b											
	c											
	d	All other revenue	\cdot \cdot [
	e	Total. Add lines 11a-11d	i	🕨	o							
	2	Total revenue See Instru	ations					1				

Part IX Statement of Functional Expenses

Section	501(c)(3)) and 501(c)(4)	organizations mi	ust complete all o	columns All other	organizations must com	plete column ((A)
		/ \ - /\ . /				g	p. c. c. c. c. c	· · /

	on 501(c)(3) and 501(c)(4) organizations must complete all columns All		·		
	Check if Schedule O contains a response or note to any line in this		(B)		
	ot include amounts reported on lines 6b, o, 9b, and 10b of Part VIII.	(A) Total expenses	Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21	18,275	18,275		
2	Grants and other assistance to domestic individuals See Part IV, line 22	0			
3	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals See Part IV, lines 15 and 16	0			
4	Benefits paid to or for members	0			
5	Compensation of current officers, directors, trustees, and key employees	70,645	34,561	9,428	26,656
6	Compensation not included above, to disqualified persons (as defined under section $4958(f)(1)$) and persons described in section $4958(c)(3)(B)$	0			
7	Other salaries and wages	276,794	222,719	54,075	
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	0			
9	Other employee benefits	15,517	13,773	414	1,330
10	Payroll taxes	35,953	32,458	976	2,519
11	Fees for services (non-employees)				
а	Management	0			
b	Legal	2,252	2,171	81	
С	Accounting	12,579	12,129	450	
d	Lobbying	0			
e	Professional fundraising services See Part IV, line 17	0			
f	Investment management fees	0			
g	Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	336,614	324,566	12,048	
12	Advertising and promotion	2,305	2,264		41
13	Office expenses	28,623	19,174	6,942	2,507
14	Information technology	5,490	2,496	2,684	310
15	Royalties	0			
16	Occupancy	12,007	6,933	5,074	
17	Travel	87,695	85,248	2,167	280
18	Payments of travel or entertainment expenses for any federal, state, or local public officials	0			
19	Conferences, conventions, and meetings	6,525	5,128	1,269	128
20	Interest	0			
21	Payments to affiliates	0			
22	Depreciation, depletion, and amortization	0			
23	Insurance	7,047	3,200	3,847	
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)				
а	PROJECT COSTS	126,395	124,720	1,494	181
b	EQUIPMENT COSTS	2,134	358	1,776	
c	TRAINING	1,691	1,572	119	
d	DUES & SUBSCRIPTIONS	713	138	500	75
e	All other expenses	537	458	8	71
25	Total functional expenses. Add lines 1 through 24e	1,049,791	912,341	103,352	34,098
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ► ☐ if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Par	rt X	Balance Sheet Check if Schedule O contains a response or note to any line in this Part X			
			(A) Beginning of year		(B) End of year
	1	Cash-non-interest-bearing	161,010	1	216,810
	2	Savings and temporary cash investments		2	0
	3	Pledges and grants receivable, net		3	0
	4	Accounts receivable, net		4	88,548
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L			_
2	6	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		5	0
9				6	0
Assets	7	Notes and loans receivable, net		7	0
_	8	Inventories for sale or use		8	0
	9	Prepaid expenses and deferred charges		9	0
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D 1,891,284			
	ь	Less accumulated depreciation	1,891,284	10 c	1,891,284
	11	Investments—publicly traded securities	294,462	11	303,314
	12	Investments—other securities See Part IV, line 11		12	0
	13	Investments—program-related See Part IV, line 11		13	0
	14	Intangible assets		14	0
	15	Other assets See Part IV, line 11	1,046,797	15	1,095,044
	16	Total assets. Add lines 1 through 15 (must equal line 34)	3,393,553	16	3,595,000
	17	Accounts payable and accrued expenses		17	21,466
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
Ø	21	Escrow or custodial account liability $\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \$		21	
Liabilitie	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified			
дe		persons Complete Part II of Schedule L		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	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	11,982	25	
	26	D	11,982	25	21,466
	26	Total liabilities. Add lines 17 through 25	11,902	26	21,400
μÇ		lines 27 through 29, and lines 33 and 34.	2 000 074		2.074.422
<u>ත</u>	27	Unrestricted net assets	2,000,874 333,900		2,071,433
ă	28	Temporarily restricted net assets		28	
or Fund Balance	29	Permanently restricted net assets	1,046,797	29	1,085,923
Į.		Organizations that do not follow SFAS 117 (ASC 958), check here ► ☐ and complete lines 30 through 34.			
	30	Capital stock or trust principal, or current funds		30	
Assets	31	Paid-in or capital surplus, or land, building or equipment fund		31	
S S.	32	Retained earnings, endowment, accumulated income, or other funds		32	
	33	Total net assets or fund balances	3,381,571	33	3,573,534
Net	34	Total liabilities and net assets/fund balances	3,393,553	34	3,595,000
		rotal nabilities and net assets/land palances	3,383,003	34	3,333,000

Par	Reconcilliation of Net Assets 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		1,2	261,122
2	Total expenses (must equal Part IX, column (A), line 25)	2		1,0	049,791
3	Revenue less expenses Subtract line 2 from line 1	3			211,331
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			-19,368
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, column (B))	10		3,5	573,534
Par	t XII Financial Statements and Reporting				•
	Check if Schedule O contains a response or note to any line in this Part XII				. 区
				Yes	No
1	Accounting method used to prepare the Form 990				
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a		No
	If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or revie a separate basis, consolidated basis, or both	wed o	n		
	Separate basis Consolidated basis Both consolidated and separate basis				
b	Were the organization's financial statements audited by an independent accountant?		2b	Yes	
	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	arate			
	▼ Separate basis				
С	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversig audit, review, or compilation of its financial statements and selection of an independent accountant?	ht of tl	ne 2c	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain is Schedule O	n			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in th Single Audit Act and OMB Circular A-133?	ie	3a		No
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		3b		

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As Filed Data -

DLN: 93493315016835

Employer identification number

is Filed Data -

SCHEDULE A (Form 990 or 990EZ)

Name of the organization

Department of the Treasury Internal Revenue Service 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.

► Information about Schedule A (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2014

Open to Public Inspection

THE BL	ACKFO	DOT CHALLENGE INC					81-0488863		
Pai	τI	Reason for Publi	c Charity S	Status (All organiza	itions must co	mplete this r		ns	
		zation is not a private fo						71101	
1	Ť	A church, convention		•		•	•		
2	į.	A school described in				`	,,,,,,,		
3	<u></u>	A hospital or a cooper				tion 170(b)(1)	(A)(iii).		
4	Ė	A medical research or	•	-) Enter the	
•	'	hospital's name, city,	_	stated in conjunction v	vicii a nospitar e	ieseribea iii se i		J. Enter the	
5	Γ	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). (Complet	e Part II)					
6	Г	-							
7	ⅳ	An organization that n						ieneral public	
	•	described in section 1	•	•	• • •			,	
8	Г	A community trust de							
9	Γ	An organization that n	ormally receiv	es (1) more than 33:	1/3% of its supp	ort from contri	butions, membership	fees, and gross	
		receipts from activitie	s related to its	s exempt functions—s	ubject to certai	n exceptions, a	and (2) no more than 3	331/3% of	
		ıts support from gross	ınvestment ır	ncome and unrelated b	usıness taxable	e income (less	section 511 tax) from	n businesses	
		acquired by the organi	ızatıon after Ju	ine 30, 1975 See sec	tion 509(a)(2).	. (Complete Pa	rt III)		
10	Γ	An organization organ	ized and opera	ated exclusively to tes	t for public safe	ety See sectio i	n 509(a)(4).		
11	Γ	An organization organ	ized and opera	ated exclusively for the	e benefit of, to p	erform the fun	ctions of, or to carry o	ut the purposes of	
		one or more publicly s							
_	_	the box in lines 11a th Type I. A supporting of							
а	1	supported organization			•				
		organization You mus				cy of the uncer	ors or crustees or the	supporting	
b	Γ	Type II. A supporting				with its suppo	rted organization(s), l	by having control or	
		management of the su			same persons t	hat control or r	manage the supported	$organization(s) \ \textbf{You}$	
	_	must complete Part IV					d & k 11 k		
C	ı	Type III functionally is supported organization						grated with, its	
d	Г	Type III non-function						ianization(s) that is	
	•	not functionally integr							
	_	(see instructions) Yo							
е	ļ	Check this box if the c					s a Type I, Type II, T	ype III functionally	
f		integrated, or Type III Enter the number of si							
g g		Provide the following i							
9		Trovide the following r	mormation ab	out the supported orge	inizacion(3)				
	(i)Na	ame of supported	(ii) EIN	(iii) Type of	(iv) Is the org	ganization	(v) A mount of	(vi) Amount of	
		organization		organization	listed in your		monetary support	other support (see	
				(described on lines	docume	ent?	(see instructions)	ınstructions)	
				1-9 above or IRC					
				section (see instructions))					
					Yes	No			
									
Total				1	İ	1	l		

Schedule A (Form 990 or 990-EZ) 2014 Page 2 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 (a) 2010 **(b)** 2011 (c) 2012 (d) 2013 (e) 2014 (f) Total in) 🟲 1 Gifts, grants, contributions, and membership fees received (Do not 1,576,931 929,528 1,168,650 1,191,335 1,086,026 5,952,470 include any "unusual grants ") 2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf 3 The value of services or facilities furnished by a governmental unit to the organization without charge 1,576,931 929,528 1,168,650 1,191,335 1,086,026 5,952,470 Total. Add lines 1 through 3 The portion of total contributions by each person (other than a governmental unit or publicly 250,816 supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column Public support. Subtract line 5 from 5,701,654 line 4 Section B. Total Support Calendar year (or fiscal year **(c)** 2012 (a) 2010 **(b)** 2011 (d) 2013 (e) 2014 (f) Total beginning in) 🟲 1,576,931 929,528 1,168,650 1,191,335 1,086,026 5,952,470 Amounts from line 4 Gross income from interest, dividends, payments received on 16,559 15,121 35,136 28,787 34,770 130,373 securities loans, rents, royalties and income from similar sources Net income from unrelated business activities, whether or not the business is regularly carried on Other income Do not include 10 gain or loss from the sale of 0 capital assets (Explain in Part VI) 11 Total support Add lines 7 through 6,082,843 10 Gross receipts from related activities, etc (see instructions) 12 12 113,921 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) 13 Section C. Computation of Public Support Percentage 14 Public support percentage for 2014 (line 6, column (f) divided by line 11, column (f)) 14 93 730 % 15 Public support percentage for 2013 Schedule A, Part II, line 14 50 620 % 15 16a 33 1/3% support test - 2014. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box **▶**▽ and stop here. The organization qualifies as a publicly supported organization b 33 1/3% support test—2013. 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 stop here. The organization qualifies as a publicly supported organization 17a 10%-facts-and-circumstances test - 2014. 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 stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization

b 10%-facts-and-circumstances test—2013. 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 stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly

Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see

supported organization

instructions

Schedule A (Form 990 or 990-EZ) 2014 Page 3 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 (a) 2010 **(b)** 2011 (c) 2012 (d) 2013 **(e)** 2014 (f) Total in) 🟲 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants") 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 Gross receipts from activities that are not an unrelated trade or business under section 513 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf The value of services or facilities furnished by a governmental unit to the organization without charge Total. Add lines 1 through 5 7a Amounts included on lines 1, 2, and 3 received from disqualified persons 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 c Add lines 7a and 7b Public support (Subtract line 7c from line 6) Section B. Total Support Calendar year (or fiscal year beginning (a) 2010 **(b)** 2011 (c) 2012 (d) 2013 (e) 2014 (f) Total in) 🟲 Amounts from line 6 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated 11 business activities not included in line 10b, whether or not the business is regularly carried on Other income Do not include 12 gain or loss from the sale of capital assets (Explain in Part VI) Total support. (Add lines 9, 10c, 11. and 12) First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here Section C. Computation of Public Support Percentage Public support percentage for 2014 (line 8, column (f) divided by line 13, column (f)) 15 16 Public support percentage from 2013 Schedule A, Part III, line 15 16

19a 33 1/3% support tests—2014. 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

18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization

33 1/3% support tests—2013. 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

more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

Section D. Computation of Investment Income Percentage

Investment income percentage from 2013 Schedule A, Part III, line 17

Investment income percentage for 2014 (line 10c, column (f) divided by line 13, column (f))

17

18

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

17

18

Part IV Supporting Organizations

(Complete only if you checked a box on line 11 of Part I If you checked 11a of Part I, complete Sections A and B If you checked 11b of Part I, complete Sections A and C If you checked 11c of Part I, complete Sections A, D, and E If you checked 11d of Part I, complete Sections A and D, and complete Part V)

Se	ection A. All Supporting Organizations		Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.	1		
2	Did the organization have any supported organization that does not have an IRS determination of status under section $509(a)(1)$ or $(2)^7$ If "Yes," explain in Part VI how the organization determined that the supported organization was described in section $509(a)(1)$ or (2) .	2		
За	Did the organization have a supported organization described in section $501(c)(4)$, (5) , or (6) ? If "Yes," answer (b) and (c) below.	За		
t	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination.	3b		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.	3с		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you checked 11a or 11b in Part I, answer (b) and (c) below.	4a		
t	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.	4b		
c	: Did the organization support any foreign supported organization that does not have an IRS determination under sections $501(c)(3)$ and $509(a)(1)$ or $(2)^7$ If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section $170(c)(2)(B)$ purposes.	4 c		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document).	5a		
b	Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?	5b		
c	Substitutions only. Was the substitution the result of an event beyond the organization's control?	5c		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (a) its supported organizations, (b) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (c) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI .	6		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in IRC 4958(c)(3)(C)), a family member of a substantial contributor, or a 35-percent controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990).	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part II of Schedule L (Form 990).	8		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509 (a)(1) or (2))? If "Yes," provide detail in Part VI .	9a		
Ŀ	Did one or more disqualified persons (as defined in line 9(a)) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI .	9b		
c	Did a disqualified person (as defined in line 9(a)) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI .	9c		
L0a	Was the organization subject to the excess business holdings rules of IRC 4943 because of IRC 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer b below.	10a		
Ŀ	Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).	10b		
L1	Has the organization accepted a gift or contribution from any of the following persons?			
a	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?	11a		
ŀ	• A family member of a person described in (a) above?	11a 11b		
	A 135% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.	11c		

Pa	rt IV Supporting Organizations (continued)			
S	ection B. Type I Supporting Organizations			
			Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.	1		
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.	2		
S	ection C. Type II Supporting Organizations			
			Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).	1		
S	ection D. All Type III Supporting Organizations			
			Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (1) a written notice describing the type and amount of support provided during the prior tax year, (2) a copy of the Form 990 that was most recently filed as of the date of notification, and (3) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?	1		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).	2		
3	By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.	3		
5	ection E. Type III Functionally-Integrated Supporting Organizations			
	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see	inctri	ıct ione)	
	The organization satisfied the Activities Test Complete line 2 below The organization is the parent of each of its supported organizations. Complete line 3 below The organization supported a governmental entity. Describe in Part VI how you supported a government elinstructions.)			
2	Activities Test Answer (a) and (b) below.		Yes	No
	a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.	2a		
	b Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.	2b		
3				
	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>Provide details in Part VI</i> .	3a		
	h Did the organization evergise a substantial degree of direction over the policies, programs and activities of each			l

of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.

3b

Part V - Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1	_	Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov 20, 1970 See instructions. All other
ype	[]	II non-functionally integrated supporting organizations must complete Sections A through E

	Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8		

	Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)	1		
а	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
c	Fair market value of other non-exempt-use assets	1c		
d	Total (add lines 1a, 1b, and 1c)	1d		
e	Discount claimed for blockage or other factors (explain in detail in Part VI)			
2	Acquisition indebtedness applicable to non-exempt use assets	2		
3	Subtract line 2 from line 1d	3		
4	Cash deemed held for exempt use Enter 1-1/2% of line 3 (for greater amount, see instructions)	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by 035	6		
7	Recoveries of prior-year distributions	7		
8	Minimum Asset Amount (add line 7 to line 6)	8		

Section C - Distributable Amount

- **1** Adjusted net income for prior year (from Section A, line 8, Column A)
- 2 Enter 85% of line 1
- 3 Minimum asset amount for prior year (from Section B, line 8, Column A)
- 4 Enter greater of line 2 or line 3
- 5 Income tax imposed in prior year
- **6 Distributable Amount.** Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)
- 7 Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)

	Current Year
1	
2	
3	
4	
5	
6	

Section D - Distributions	Current Year		
1 Amounts paid to supported organizations to accom	plish exempt purposes		
2 A mounts paid to perform activity that directly furthexcess of income from activity	ers exempt purposes of supp	ported organizations, in	
3 Administrative expenses paid to accomplish exemp	ot purposes of supported org	anızatıons	
4 Amounts paid to acquire exempt-use assets			
5 Qualified set-aside amounts (prior IRS approval rec	nured)		
6 Other distributions (describe in Part VI) See instru	JCTIONS		
7 Total annual distributions. Add lines 1 through 6			
8 Distributions to attentive supported organizations t details in Part VI) See instructions	o which the organization is r	esponsive (provide	
9 Distributable amount for 2014 from Section C, line	6		
10 Line 8 amount divided by Line 9 amount			
		(::)	(:::)
Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2014	(iii) Distributable Amount for 2014
1 Distributable amount for 2014 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2014 (reasonable cause requiredsee instructions)			
3 Excess distributions carryover, if any, to 2014			
a From 2009			
b From 2010			
c From 2011			
d From 2012			
e From 2013			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2014 distributable amount i Carryover from 2009 not applied (see instructions)			
j Remainder Subtract lines 3g, 3h, and 3i from 3f			
4 Distributions for 2014 from Section D, line 7 \$			
A pplied to underdistributions of prior years			
b Applied to 2014 distributable amount			
c Remainder Subtract lines 4a and 4b from 4			
5 Remaining underdistributions for years prior to 2014, if any Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions)			
6 Remaining underdistributions for 2014 Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions)			
7 Excess distributions carryover to 2015. Add lines 3j and 4c			
8 Breakdown of line 7			
a From 2010			
b From 2011			
c From 2012			
d From 2013			

Part VI Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

Return Reference	Explanation

Schedule A (Form 990 or 990-EZ) 2014

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DLN: 93493315016835

OMB No 1545-0047

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

► 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.

Supplemental Financial Statements

► Attach to Form 990.

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

Open to Public Inspection

	ne of the organization	Employer identification number			
THE	BLACKFOOT CHALLENGE INC	81-	0488863		
Pa	organizations Maintaining Donor Advorganization answered "Yes" to Form 990	, Part IV, line 6.	unds	or Accounts. Complete if the	
		(a) Donor advised funds		(b) Funds and other accounts	
L	Total number at end of year				
<u> </u>	Aggregate value of contributions to (during year)				
	Aggregate value of grants from (during year)				
	Aggregate value at end of year	<u> </u>	<u> </u>		
;	Did the organization inform all donors and donor advisor funds are the organization's property, subject to the or		or adv	Yes No	
	Did the organization inform all grantees, donors, and do used only for charitable purposes and not for the benef conferring impermissible private benefit?				
Pa I	t II Conservation Easements. Complete if	the organization answered "Yes" to	o Forn	n 990, Part IV, line 7.	
!	Purpose(s) of conservation easements held by the organization of land for public use (e.g., recreation Protection of natural habitat Preservation of open space Complete lines 2a through 2d if the organization held a	or education) Preservation of an Preservation of a c	ertifie	d historic structure	
	easement on the last day of the tax year				
				Held at the End of the Year	
а	Total number of conservation easements		2a		
b	Total acreage restricted by conservation easements		2b		
3	Number of conservation easements on a certified histo	` ′	2c		
t	Number of conservation easements included in (c) acq historic structure listed in the National Register	uired after 8/17/06, and not on a	2d		
	Number of conservation easements modified, transferr	ed, released, extinguished, or terminate	d by th	ne organization during	
	the tax year 🛌				
	Number of states where property subject to conservati	on easement is located 🗠			
	Does the organization have a written policy regarding tenforcement of the conservation easements it holds?	he periodic monitoring, inspection, hand	dling of	violations, and Yes No	
	Staff and volunteer hours devoted to monitoring, inspec	cting, and enforcing conservation easen	nents d	during the year	
	A mount of expenses incurred in monitoring, inspecting	and enforcing conservation easements	durin	g the year	
	► \$, and emoreing conservation easements	duilli	g the year	
	Does each conservation easement reported on line 2(c and section 170(h)(4)(B)(II)?	l) above satisfy the requirements of sec	tion 17	70(h)(4)(B)(ı)	
	In Part XIII, describe how the organization reports corbalance sheet, and include, if applicable, the text of the the organization's accounting for conservation easeme	e footnote to the organization's financial			
ar	Complete if the organization answered "Y		or Ot	her Similar Assets.	
a	If the organization elected, as permitted under SFAS 1 works of art, historical treasures, or other similar asseservice, provide, in Part XIII, the text of the footnote to	ts held for public exhibition, education,	or rese	arch in furtherance of public	
b	If the organization elected, as permitted under SFAS 1 works of art, historical treasures, or other similar asse service, provide the following amounts relating to these	16 (ASC 958), to report in its revenue s ts held for public exhibition, education, o	statem	nent and balance sheet	
	(i) Revenue included in Form 990, Part VIII, line 1			► \$	
	(ii) Assets included in Form 990, Part X			▶ \$	
	If the organization received or held works of art, historic following amounts required to be reported under SFAS		r finan		
а	Revenue included in Form 990, Part VIII, line 1			► \$	
ь	Assets included in Form 990. Part X			b - ¢	

Part	Organizations Maintaining Co	llections of Art	<u>, His</u>	<u>stori</u>	<u>cal Tre</u>	easu	res, or O	<u>the</u>	<u>r Similar As</u>	sets (d	continued)
3	Using the organization's acquisition, access collection items (check all that apply)	ion, and other recor	ds, cł	neck a	any of th	ne foll	owing that a	re a	significant use	e of its	
а	Public exhibition		d	Γ	Loan o	rexc	hange progr	ams			
b	Scholarly research		e	\vdash	Other						
С	Preservation for future generations										
4	Provide a description of the organization's co	ollections and expla	ın hov	w they	/ further	the c	organization	's ex	empt purpose	ın	
5	During the year, did the organization solicit								ıılar	_	_
	assets to be sold to raise funds rather than t		•						!! to Famo (☐ Yes	No
Par	Escrow and Custodial Arrang Part IV, line 9, or reported an an						i answered	u Y	es to romm s	990,	
1a	Is the organization an agent, trustee, custoc included on Form 990, Part X?						or other ass	ets r	not	┌ Yes	┌ No
b	If "Yes," explain the arrangement in Part XII	I and complete the	follov	wıng t	able		_				
									1A	nount	
С	Beginning balance							1 c			
d	Additions during the year							1d			
e	Distributions during the year							1e			
f	Ending balance							1f			
2a	Did the organization include an amount on Fo	orm 990, Part X, line	e 21,	for es	scrow or	cust	odıal accoui	nt IIa	bility?	┌ Yes	┌ No
b	If "Yes," explain the arrangement in Part XII	I Check here if the	expl	anatı	on has b	een p	rovided in F	art :	×III		Γ
Pa	rt V Endowment Funds. Complete										
	·	(a)Current year	(b)Prior		b (c) ⊺		+ ` '	Three years back	(e)Four	years back
1a	Beginning of year balance	1,046,797			918,407		819,704	1	807,673		41,081
b	Contributions							<u> </u>			750,000
C	Net investment earnings, gains, and losses	67,006			134,732		104,418	3	17,481		18,094
d	Grants or scholarships										
е	Other expenditures for facilities and programs	21,000									
f	Administrative expenses	6,881			6,342		5,71	5	5,450		1,502
g	End of year balance	1,085,922		1	,046,797		918,407	7	819,704		807,673
2	Provide the estimated percentage of the cur	rent year end baland	e (lır	ne 1g,	column	(a)) l	held as				
а	Board designated or quasi-endowment ►										
b	Permanent endowment ► 100 000 %										
c	Temporarily restricted endowment ► The percentages in lines 2a, 2b, and 2c sho	uld equal 100%									
3a	Are there endowment funds not in the posse		atıon	that a	re held	and a	ıdmınıstered	for	the	_	
	organization by									Yes	+
	(i) unrelated organizations							•	3a		No
L	(ii) related organizations							•	3a(_	No No
ь 4	Describe in Part XIII the intended uses of the							•	3	<u>ا</u> ت	No
	t VI Land, Buildings, and Equipme					ansv	vered 'Yes	' to	Form 990. Pa	art IV. I	ıne
	11a. See Form 990, Part X, line								·		
	Description of property				Cost or c s (Investr		(b) Cost or o basis (othe		(c) Accumulated depreciation	d (d) E	Book value
1a	Land						1,891	,284			1,891,284
b	Buildings										
c	Leasehold improvements										
d I	Equipment										
Tota	I. Add lines 1a through 1e <i>(Column (d) must e</i>	qual Form 990, Part 2	X, colu	ımn (l	3), line 1	O(c).)			-		1,891,284
									Schedule I) (Form	990) 2014

Part VII Investments—Other Securities. Co	emplete if the organization	n answered 'Yes' to Form	990, Part IV, line 11b.
See Form 990, Part X, line 12. (a) Description of security or category (including name of security)	(b)Book value	(c) Method of valu	
(1)Financial derivatives		Cost of cha of year in	arket varae
(2)Closely-held equity interests			
Other			
Total. (Column (b) must equal Form 990, Part X, col (B) line 12)	+		
Part VIII Investments—Program Related.	Complete if the organization	on answered 'Yes' to For	m 990, Part IV, line 11c.
See Form 990, Part X, line 13.	(h) Deelevelue	(-> Makhada 6	h
(a) Description of investment	(b) Book value	(c) Method of value Cost or end-of-year m	
		· ·	
	*		
Total. (Column (b) must equal Form 990, Part X, col (B) line 13) Part IX Other Assets. Complete if the organizati		O Part IV June 11d See Fe	rm 000 Part V line 15
(a) Desc		,,, aiciv, ille iiu See io	(b) Book value
(1) EMPLOYEE ADVANCE			9,122
(2) ENDO WMENT			1,085,922
Total. (Column (b) must equal Form 990, Part X, col.(B) line			1,095,044
Part X Other Liabilities. Complete if the org	janization answered 'Yes'	to Form 990, Part IV, lin	e 11e or 11f. See
Form 990, Part X, line 25. (a) Description of liability	(b) Book value		
	(3) 2001. 14.40		
Federal income taxes			
	<u> </u>		
		-	
		7	
	1	4	
		1	
		1	
		-	
		_	
Total. (Column (b) must equal Form 990, Part X, col (B) line 25)	F		

Par		Revenue per Audited Financial Sta t wered 'Yes' to Form 990, Part IV, line 1		nts With Revenue	per R	leturn Complete if
1		er support per audited financial statements			1	1,257,926
2	Amounts included on line 1 b	ut not on Form 990, Part VIII, line 12				
а	Net unrealized gains (losses)	on investments	2a	-19,368		
b	Donated services and use of	facilities	2b		1	
c	Recoveries of prior year grant	.s	2c		1	
d	Other (Describe in Part XIII)	2d	16,172	1	
e	Add lines 2a through 2d .				2e	-3,196
3	Subtract line 2e from line 1 .				3	1,261,122
4	Amounts included on Form 99	90, Part VIII, line 12, but not on line 1				
а	Investment expenses not inc	luded on Form 990, Part VIII, line 7b .	4a			
b	Other (Describe in Part XIII)	4b		1	
c	Add lines 4a and 4b				4c	
5	Total revenue Add lines 3 an	d 4c. (This must equal Form 990, Part I, line	12)		5	1,261,122
Part		xpenses per Audited Financial Stanswered 'Yes' to Form 990, Part IV, line		nts With Expense	s per	Return. Complete
1	Total expenses and losses pe	r audited financial statements			1	1,065,963
2	A mounts included on line 1 bi	ut not on Form 990, Part IX, line 25				
а	Donated services and use of f	acılıtıes	2a			
b	Prior year adjustments		2b			
C	Otherlosses		2c			
d	Other (Describe in Part XIII)		2d	16,172	2	
e	Add lines 2a through 2d				2e	16,172
3	Subtract line 2e from line 1 .				3	1,049,791
4	Amounts included on Form 99	0, Part IX, line 25, but not on line 1:				
а	Investment expenses not inc	uded on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII))	4b			
c	Add lines 4a and 4b				4c	
5	Total expenses Add lines 3 a	nd 4c. (This must equal Form 990, Part I, lir	ne 18)		5	1,049,791
Part	XIII Supplemental In	formation				
Part		r Part II, lines 3, 5, and 9, Part III, lines 1a , lines 2d and 4b, and Part XII, lines 2d and				de any additional
	Return Reference	Explanation				
Part V	, Line 4 Intended uses of the	THE STEWARDSHIP ENDOWMENT FUND				
endow	ment fund	THE PURPOSE OF PROVIDING FUNDS FOR THE BLACE BY THE BOARD THE BLACE ENDOWMENT FUND IS DESIGNATED BY PROVIDE FUNDS FOR THE BENEFIT OF	KFOO'	T COMMUNITY CONS BOARD OF TRUSTEES	ERVA ⁻ FOR T	TION AREA(BCCA) HE PURPOSE TO
amour includ	I, Line 2d Other revenue its included in F/S but not ed on form 990	SPECIAL EVENT EXPENSES \$16172				
	II, Line 2d Other expenses sses per audited F/S	SPECIAL EVENT EXPENSE \$16172				

Jenedale 2 (1 31111 33 3) 23 13		r age 3		
Part XIII Supplemental Information	on (continued)			
Return Reference	Explanation			
l				
-				

Schedule D (Form 990) 2014

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DLN: 93493315016835

OMB No 1545-0047

Department of the Treasury Internal Revenue Service

(Form 990 or 990-EZ)

SCHEDULE G

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" to Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a. Attach to Form 990 or Form 990-EZ.

► Information about Schedule G (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

Open to Public Inspection

Name of the organization	TNC					Employer iden	ntification number	
THE BLACKFOOT CHALLENGE	INC					81-0488863		
Part I Fundraising Active filers are not require			janizatio	on answered "Yes" to	Form 9	990, Part IV,	line 17. Form 990-EZ	
1 Indicate whether the organ	ızatıon raısed funds	through a	ny of the 1	following activities Che	eck all th	at apply		
a Mail solicitations	e Solicitation of non-government grants							
b Internet and email soli	cıtatıons	f Solicitation of government grants						
c Phone solicitations d In-person solicitations			g	Special fundraisin	g events			
2a Did the organization have a or key employees listed in							Γ _{Yes}	
b If "Yes," list the ten highes to be compensated at least			fundraise	rs) pursuant to agreem	ents und	er which the fu	ndraiser is	
(i) Name and address of ındıvıdual or entity (fundraiser)	(ii) Activity	fundrais custe cont contrib	Did ser have ody or rol of outions?	(iv) Gross receipts from activity	(or re fundra	nount paid to etained by) iser listed in col (i)	(vi) A mount paid to (or retained by) organization	
1		Yes	No					
•								
2								
3								
4								
5								
6								
7								
8								
9								
10								
Total			-					
3 List all states in which the registration or licensing	organization is regis	tered or li	censed to	solicit contributions o	r has bee	en notified it is	exempt from	

Pa	rt II	Fundraising Events. Commore than \$15,000 of fundraevents with gross receipts g	aising event contributi			
			(a) Event #1 20TH ANNIVERSARY CELEBRATION (event type)	(b) Event #2 Private Lands Day - 2014 (event type)	(c) O ther events (total number)	(d) Total events (add col (a) through col (c))
	١.	_				99,988
Revenue	1	Gross receipts	89,038			· ·
Æ	3	Less Contributions Gross income (line 1	12,581	-		12,581
		minus line 2)	76,457	10,950		87,407
	4	Cash prizes				
ம	5	Noncash prizes				
Expenses	6	Rent/facility costs				
<u>8</u>	7	Food and beverages .				
	8	Entertainment				
Direct	9	Other direct expenses .	10,000	6,124		16,124
	10	Direct expense summary Add lin	es 4 through 9 in column	(d)		(16,124)
	10 11	Net income summary Subtract li				
Par	t II	•	•		rt IV, line 19, or repo	71,283 orted more than
		\$15,000 on Form 990-EZ, lii	ne 6a.	·		
Revenue			(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col (a) through col (c))
<u>~</u>	1	Gross revenue				
Ses	2	Cash prizes				
sesuedy	3	Non-cash prizes				
ш	4	Rent/facility costs				
Direct	5	Other direct expenses				
	6	Volunteer labor	│ Yes	┌ Yes %	│ Yes	
	7	Direct expense summary Add line	s 2 through 5 ın column (d)		
	8	Net gaming income summary Subt	ract line 7 from line 1, co	lumn (d)	🛌	
9	Ent	er the state(s) in which the organiza	ation conducts gaming ac	tivities		
a b	Ist	the organization licensed to conduct	t gaming activities in eac	h of these states?		
10a b		re any of the organization's gaming Yes," explain	licenses revoked, susper	ded or terminated during	the tax year?	

Sche	edule G (Form 990 or 990-EZ) 2014				Page 3
11	Does the organization conduct gaming	activities with nonm	nembers?	┌ Yes	_ No
12	Is the organization a grantor, beneficia	ry or trustee of a tru:	st or a member of a partnership or other entity		
	formed to administer charitable gaming	_j ,		┌ _{Yes}	Г _{No}
13	Indicate the percentage of gaming act	vities conducted in			
а	The organization's facility		13a		%
b	An outside facility		13b		%
14	Enter the name and address of the per	son who prepares the	e organization's gaming/special events books and records		
	Name ►				
	Address 🟲				
15a	Does the organization have a contract	with a third party fro	m whom the organization receives gaming		
	revenue?			┌ _{Yes}	┌ No
b	If "Yes," enter the amount of gaming reamount of gaming revenue retained by		the organization 🟲 \$ and the		
c	If "Yes," enter name and address of th	e third party			
	Name 🕨				
	Address ►				
16	Gaming manager information				
	Name 🟲				
	Gaming manager compensation 🟲 \$				
	Description of services provided				
	Director/officer	Employee	Independent contractor		
17	Mandatory distributions				
а	Is the organization required under stat	e law to make charita	able distributions from the gaming proceeds to		
	retain the state gaming license? $$. $$.			┌ Yes	Γ_{No}
b	·		distributed to other exempt organizations or spent		
	in the organization's own exempt activ		· · · · · · · · · · · · · · · · · · ·		
Pai			oplanations required by Part I, line 2b, columns (iii) 7b, as applicable. Also provide any additional inforr		
	Return Reference		Explanation		
		<u> </u>	· · · · · · · · · · · · · · · · · · ·		

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DLN: 93493315016835

OMB No 1545-0047

Schedule I (Form 990)

Grants and Other Assistance to Organizations, Governments and Individuals in the United States

Complete if the organization answered "Yes," to Form 990, Part IV, line 21 or 22. Attach to Form 990.

Open to Public **Inspection**

Department of the Treasury Internal Revenue Service

Information about Schedule I (Form 990) and its instructions is at www.irs.gov/form990.

Employer identification number

81-0488863

Name of the organization THE BLACKFOOT CHALLENGE INC

General Information on Grants and Assistance

- Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and

Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" to Part II Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) A mount of cash grant	(e) A mount of non- cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
(1) PARTNERS FOR CONSERVATION 20643 County Road J Ordway,CO 81063	27-3577543	501(c)(3)	18,275	0			Partners for Conservation Program

Enter total number of section 501(c)(3) and government organizations listed in the line 1 table.

Schedule I (Form 990) 2014								
Part III	Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" to Form 990, Part IV, line 22.							
	Part III can be duplicated if additional space is needed.							

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

Part IV Supplemental Information. Provide the information required in Part I, line 2, Part III, column (b), and any other additional information.		
Return Reference	Explanation	
Grants are Used	All grants/agreements received by the Blackfoot Challenge are recorded in a Grants database. Separate files are maintained on each to include professional service contracts, expenditures, invoicing, match, cost-sharing, in-kind costs and correspondence. The Grants and Finance Manager maintains an accounts receivable folder and reimbursement invoices are prepared monthly or quarterly. The Board approves expenditures at monthly meetings. The Blackfoot Challenge ensures that all grants, agreements and contracts are carried out according to applicable federal, state, local or private grant, agreement and contract requirements.	

Schedule I (Form 990) 2014

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DLN: 93493315016835

OMB No 1545-0047

2014

Open to Public Inspection

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.

► 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.

Name of the organization THE BLACKFOOT CHALLENGE INC

SCHEDULE 0

(Form 990 or 990-EZ)

Department of the Treasury

Internal Revenue Service

Employer identification number

81-0488863

990 Schedule O, Supplemental Information

Return Reference	Explanation
Form 990, Part VI, Line 11b Form 990 Review Process	BOARD OF DIRECTORS ARE GENERALLY EMAILED A COPY OF THE FORM 990 PRIOR TO SUBMISSION
Form 990, Part VI, Line 12c Explanation of Monitoring and Enforcement of Conflicts	ANY POTENTIAL CONFLICTS OF INTEREST ARE DISCLOSED TO THE BOARD AND RECORDED IN THE MINUTES THE INTERESTED DIRECTOR ABSTAINS FROM VOTING ON THE MATTER
Form 990, Part VI, Line 15a Compensation Review & Approval Process - CEO, Top Management	IN REGARDS TO COMPENSATION, THE BOARD SEEKS OUT COMPARABLE COMPENSATION INFORMATION WHERE IT IS AVAILABLE FOR COMPARABLE JOBS AND CONTACTS NATIONAL ORGANIZATIONS FOR POSITIONS SUCH AS PROGRAM COODINATORS
Form 990, Part VI, Line 19 Other Organization Documents Publicly Available	COPIES ARE MADE AVAILABLE UPON REQUEST
Form 990, Part XII, Line 2 Change of Oversight or Selection Process	THE ORGANIZATION HAS NOT CHANGED ITS OVERSIGHT IN THIS PROCESS