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CLIENT'S COPY



August 9, 2023

THE OUTDOOR CIRCLE 1314 South King Street, No. 306 Honolulu, HI 96814

THE OUTDOOR CIRCLE:

Enclosed is the organization's 2021 Exempt Organization return.

Specific filing instructions are as follows.

FORM 990 RETURN:

This return has qualified for electronic filing. After you have reviewed the return for completeness and accuracy, please sign, date and return Form 8879-TE to our office. We will transmit the return electronically to the IRS and no further action is required. Return Form 8879-TE to us by August 15, 2023.

A copy of the return is enclosed for your files. We suggest that you retain this copy indefinitely.

Very truly yours,

Dustin Verity



August 9, 2023

THE OUTDOOR CIRCLE 1314 South King Street, No. 306 Honolulu, HI 96814

THE OUTDOOR CIRCLE:

Enclosed are the original and one copy of the 2021 Exempt Organization returns, as follows...

2021 Form 990

Each original should be dated, signed and filed in accordance with the filing instructions. The copy should be retained for your files.

Very truly yours,

Dustin Verity

PRIVACY POLICY

CPAs, like all providers of personal financial services, are now required by law to inform their clients of their policies regarding privacy of client information. CPAs have been and continue to be bound by professional standards of confidentiality that are even more stringent than those required by law. Therefore, we have always protected your right to privacy.

TYPES OF NONPUBLIC PERSONAL INFORMATION WE COLLECT

We collect nonpublic personal information about you that is either provided to us by you or obtained by us with your authorization.

PARTIES TO WHOM WE DISCLOSE INFORMATION

For current and former clients, we do not disclose any nonpublic personal information obtained in the course of our practice except as required or permitted by law. Permitted disclosures include, for instance, providing information to our employees and, in limited situations, to unrelated third parties who need to know that information to assist us in providing services to you. In all such situations, we stress the confidential nature of information being shared.

PROTECTING THE CONFIDENTIALITY AND SECURITY OF CURRENT AND FORMER CLIENTS' INFORMATION

We retain records relating to professional services that we provide so that we are better able to assist you with your professional needs and, in some cases, to comply with professional guidelines. In order to guard your nonpublic personal information, we maintain physical, electronic, and procedural safeguards that comply with our professional standards.

Please call if you have any questions, because your privacy, our professional ethics, and the ability to provide you with quality financial services are very important to us.

Filing Instructions									
Prepared for:	Prepared by:								
THE OUTDOOR CIRCLE 1314 South King Street, No. 306 Honolulu, HI 96814	Verity CPAs 1050 BISHOP ST., #106 Honolulu , HI 96813								
2021 FORM 990									
Electronic Filing:									
This return has qualified for electronic filing. After you have reviewed the return for completeness and accuracy, please sign, date and return Form 8879-TE to our office. We will transmit the return electronically to the IRS and no further action is required. Return Form 8879-TE to us by August 15, 2023									

8879-TE

IRS e-file Signature Authorization for a Tax Exempt Entity

rum		For calendar year 2021	, or fiscal year beginning OCT 1	, 2021, and ending SEP 30	, 20 2 2	0004
D		1	Do not send to the IRS. Ke			2021
Department of the T Internal Revenue Se			Go to www.irs.gov/Form8879TE			N=92 0+0 H0/W 199)
Name of filer					EIN or SSN	
	THE O	UTDOOR CIRC			99-00	85044
Name and title o	f officer or p	person subject to tax	DENISE SODERHOLM			
Dowl	T	Datum and Dat	BOARD TREASURER			
Part I			urn Information			
Form 5330 file or 10a below,	rs may ent and the ar oplicable,	er dollars and cents. nount on that line for	e using this Form 8879-TE and ente For all other forms, enter whole dol the return being filed with this form -). But, if you entered -0- on the retu	llars only. If you check the box was blank, then leave line 1b	on line 1a, 2a, 3 , 2b, 3b, 4b, 5b,	a, 4a, 5a, 6a, 7a, 8a, 9a, 6b, 7b, 8b, 9b, or 10b,
1a Form	990 check	here X	b Total revenue, if any (Form 9	90, Part VIII, column (A), line 12	2)	ıь <u>239,375.</u>
2a Form	9 90-EZ ch	neck here >	b Total revenue, if any (Form 99			
3a Form	1120-POL	. check here 🕨 🗌	b Total tax (Form 1120-POL, lin	e 22)		3b
4a Form	990-PF ch	neck here >	b Tax based on investment inc	come (Form 990-PF, Part V, Iin	e 5)	4b
5a Form	8868 chec	k here ▶	b Balance due (Form 8868, line			5b
6a Form	990-T che	ck here	b Total tax (Form 990-T, Part III			6b
		k here ▶	b Total tax (Form 4720, Part III,			7b
		k here	b FMV of assets at end of tax			Bb
		k here	b Tax due (Form 5330, Part II, li	\$1663 ASSAM		9b
The state of the s		check here	b Amount of credit payment re		III, line 22)	10b
Part II			ure Authorization of Office			and the second reconstruction
			I am an officer of the above entity			
later than 2 bu payment of tax personal identi	siness day ses to rece fication nu	s prior to the paymer ive confidential inforr imber (PIN) as my sig	ecount. To revoke a payment, I mus nt (settlement) date. I also authorize nation necessary to answer inquirie nature for the electronic return and	the financial institutions involves and resolve issues related to	ved in the process the payment. I h	sing of the electronic ave selected a
PIN: check on						. 05044
X I aut	horize <u>V</u> .	ERITY CPAS			to enter my Pli	
			ERO firm name			Enter five numbers, but do not enter all zeros
with	a state ag		1 electronically filed return. If I have harities as part of the IRS Fed/Stat creen.			
return IRS	rn. If I have Fed/State or person sub	e indicated within this program, I will enter	x with respect to the entity, I will er return that a copy of the return is t my PIN on the return's disclosure co	peing filed with a state agency(arities as part of the
Part III		ation and Authe				
		your six-digit electron by your five-digit self-s	•	992093628 Do not enter all ze		
I certify that th submitting this Business Retu ERO's signature	returnin.	umeric entry is my Placcordance with the	N, which is my signature on the 202 courrements of Pub. 4163, Moder	21 electronically filed return ind nized e-File (MeF) Information f Date	icated above. I co for Authorized IRS 08/08/20	e-file Providers for
				. 0		
			ERO Must Retain This Form		20.00	
		Do Not Su	ibmit This Form to the IRS	Unless Requested To L	70 20	

LHA For Privacy act and Paperwork Reduction Act Notice, see instructions.

Form 8879-TE (2021)

EXTENDED TO AUGUST 15, 2023

Return of Organization Exempt From Income Tax

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

OMB No. 1545-0047

▶ Do not enter social security numbers on this form as it may be made public. ► Go to www.irs.gov/Form990 for instructions and the latest information.

Open to Public

Department of the Treasury

2022 A For the 2021 calendar year, or tax year beginning OCT 1, 2021 and ending SEP Check if applicable: C Name of organization D Employer identification number Address change THE OUTDOOR CIRCLE Name change 99-0085044 Doing business as Initial return Number and street (or P.O. box if mail is not delivered to street address) Room/suite E Telephone number Final return/ termin-ated 808-593-0300 1314 SOUTH KING STREET, NO. 306 240,981. City or town, state or province, country, and ZIP or foreign postal code **G** Gross receipts \$ Amended return HONOLULU, HI 96814 H(a) Is this a group return Applica-tion pending F Name and address of principal officer: WINSTON WELCH for subordinates? Yes X No SAME AS C ABOVE H(b) Are all subordinates included? Tax-exempt status: \mathbf{X} 501(c)(3) $\mathbf{\Box}$ 501(c) (4947(a)(1) or) ◀ (insert no.) If "No," attach a list. See instructions J Website: ► WWW.OUTDOORCIRCLE.ORG **H(c)** Group exemption number ▶ K Form of organization: X Corporation Association Other > L Year of formation: 1949 M State of legal domicile: HI Trust Part I Summary Briefly describe the organization's mission or most significant activities: TO PRESERVE, PROTECT, **Activities & Governance** ENHANCE THE SCENIC ENVIRONMENT OF HAWAII FOR FUTURE GENERATIONS BY if the organization discontinued its operations or disposed of more than 25% of its net assets. 11 3 Number of voting members of the governing body (Part VI, line 1a) $\overline{11}$ Number of independent voting members of the governing body (Part VI, line 1b) 4 Total number of individuals employed in calendar year 2021 (Part V, line 2a) 5 Total number of volunteers (estimate if necessary) 6 7 a Total unrelated business revenue from Part VIII, column (C), line 12 **b** Net unrelated business taxable income from Form 990-T, Part I, line 11 7b **Prior Year Current Year** 377,583. 174,488. Contributions and grants (Part VIII, line 1h) 8 0. 0. Program service revenue (Part VIII, line 2g) 40,077.44,551. Investment income (Part VIII, column (A), lines 3, 4, and 7d) 10 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 12,480. 20,336. 11 430,140. 239,375. Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) 12 250. 0. Grants and similar amounts paid (Part IX, column (A), lines 1-3) 0. 0. 14 Benefits paid to or for members (Part IX, column (A), line 4) 202,871. 191,992. Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 15 16a Professional fundraising fees (Part IX, column (A), line 11e) **b** Total fundraising expenses (Part IX, column (D), line 25) 230,387. 213,775. 17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 433,258. 406,017. 18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) -3,118.-166,642. Revenue less expenses. Subtract line 18 from line 12 **Beginning of Current Year End of Year** 5 2,206,282. 1,775,213 20 Total assets (Part X, line 16) 11,924. 0. 21 Total liabilities (Part X, line 26) 三年 194,358. 22 Net assets or fund balances. Subtract line 21 from line 20 Part II | Signature Block Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge. Signature of officer Date Sign DENISE SODERHOLM, BOARD TREASURER Here Type or print name and title Date PTIN Print/Type preparer's name Preparer's signature DUSTIN VERITY 08/09/23 self-employed P01701078 Paid Firm's name VERITY CPAS Firm's EIN = 45 - 4462880Preparer Firm's address 1050 BISHOP ST., Use Only Phone no. 808-546-5026 HONOLULU , HI 96813 X Yes May the IRS discuss this return with the preparer shown above? See instructions

Par	rt III Statement of Program Service Accomplishments	
	Check if Schedule O contains a response or note to any line in this Part III	X
1	Briefly describe the organization's mission: THE OUTDOOR CIRCLE IS A STATEWIDE ENVIRONMENTAL NON-PROFIT THAT WORKS	
	WITH BRANCHES THROUGHOUT THE HAWAIIAN ISLANDS TO PROTECT HAWAII'S	
	UNIQUE NATURAL AND SCENIC BEAUTY FOR FUTURE GENERATIONS THROUGH	
	COMMUNITY IMPROVEMENT PROJECTS, PUBLIC EDUCATION AND ADVOCACY TO	
2	Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes X	No
	If "Yes," describe these new services on Schedule O.	
3	Did the organization cease conducting, or make significant changes in how it conducts, any program services?	No
4	Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.	
	Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.	
4a	(Code:) (Expenses \$245,806 • including grants of \$) (Revenue \$	
4a	SPONSOR PROGRAMS TO PROMOTE HAWAII'S URBAN FOREST BY PLANTING AND	— [']
	PROTECTING TREES, BEAUTIFYING PARKS AND PUBLIC LANDS AND LANDSCAPING	
	BIKE PATHS. IN ADDITION, THE ORGANIZATION EDUCATES THE PUBLIC ON	
	ISSUES AFFECTING THE SCENIC ENVIRONMENT INCLUDING PROTECTING VIEW	
	PLANES, MAINTAINING A BILLBOARD-FREE ENVIRONMENT, WORKING TOWARD	
	UNDERGROUND WIRING, REVIEWING PROPOSED DEVELOPMENT PROJECTS AND	
	EDUCATING CHILDREN AND ADULTS ABOUT ENVIRONMENTAL ISSUES FACING FUTURE	
	GENERATIONS.	
	GENERALIONS.	
4b	(Code:) (Expenses \$ including grants of \$) (Revenue \$)
4c	(Code:) (Expenses \$ including grants of \$) (Revenue \$)
4d	Other program services (Describe on Schedule O.)	
	(Expenses \$ including grants of \$) (Revenue \$)	
4e	Total program service expenses > 245,806.	

Form 990 (2021) THE OUTDOOR CIRCLE Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?			
	If "Yes," complete Schedule A	1	Х	
2	Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	2	Х	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for			
	public office? If "Yes," complete Schedule C, Part I	3		X
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect			
	during the tax year? If "Yes," complete Schedule C, Part II	4		X
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or			
	similar amounts as defined in Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III	5		X
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to			
	provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,			
	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete			
	Schedule D, Part III	8		X
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for			
	amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services?			l
	If "Yes," complete Schedule D, Part IV	9		X
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments			
	or in quasi endowments? If "Yes," complete Schedule D, Part V	10	Х	
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,			٠,,
	Part VI	11a		X
b	Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total	l		
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		X
С	Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total			X
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		
a	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	444		x
_	Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		X
f	Did the organization report an amount for other liabilities in Part X, line 25? <i>If</i> "Yes," <i>complete Schedule D, Part X</i>	11e		122
•	the organization's separate of 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		x
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			
124	Schedule D, Parts XI and XII	12a		x
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		Х
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		Х
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		Х
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		Х
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any			
	foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		X
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to			
	or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		X
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,			
	column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions	17		X
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines			
	1c and 8a? If "Yes," complete Schedule G, Part II	18		X
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"			
	complete Schedule G, Part III	19		X
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		X
	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		-
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or			_v
	domestic government on Part IX, column (A), line 1? If "Yes." complete Schedule I. Parts I and II	21		X

132003 12-09-21

Form 990 (2021) THE OUTDOOR CIRCLE
Part IV Checklist of Required Schedules (continued)

			Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		X
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? If "Yes," complete			l
	Schedule J	23		X
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			37
	Schedule K. If "No," go to line 25a	24a		X
	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease	04-		
	any tax-exempt bonds?	24c 24d		
	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	240		
2 5a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit	25a		x
h	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and	25a		1
b	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes." complete			
		25b		x
26	Schedule L, Part I Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current	200		
20	or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35%			
	controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II	26		X
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee,			
	creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled			
	entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		X
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV,			
	instructions for applicable filing thresholds, conditions, and exceptions):			
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If</i>			
	"Yes," complete Schedule L, Part IV	28a		Х
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		Х
	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If			
	"Yes," complete Schedule L, Part IV	28c		Х
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		Х
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation			
	contributions? If "Yes," complete Schedule M	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete			
	Schedule N, Part II	32		X
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? If "Yes," complete Schedule R, Part I	33		X
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and			l
	Part V, line 1	34		X
	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity			
	within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		-
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?			_~
07	If "Yes," complete Schedule R, Part V, line 2	36		<u> </u>
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			_V
20	and that is treated as a partnership for federal income tax purposes? <i>If</i> "Yes," <i>complete Schedule R, Part VI</i>	37		X
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note: All Form 990 filers are required to complete Schedule O	38	х	
Pai		₁ 30		
	Check if Schedule O contains a response or note to any line in this Part V			
	2.123 Solitada o contante a respenso or floto to dry into in the rait v		Yes	No
12	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable		163	140
b				
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming			
	(gambling) winnings to prize winners?	1c		
			000	

132004 12-09-21

Form 990 (2021)
Part V Statements

Par	Statements Regarding Other IRS Filings and Tax Compliance (continued)			
			Yes	No
	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements,			
	filed for the calendar year ending with or within the year covered by this return			
	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	Х	
	Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.			37
	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		X
	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	3b		
	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a	4.		x
	financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		lacksquare
	If "Yes," enter the name of the foreign country See instructions for filling requirements for FinCEN Form 114. Penert of Foreign Reply and Financial Accounts (FRAR)			
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR). Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		х
	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		<u> </u>
	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit	30		
	any contributions that were not tax deductible as charitable contributions?	6a		x
	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts	<u> </u>		
	were not tax deductible?	6b		
	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?	7a		х
	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required			
	to file Form 8282?	7c		Х
d	If "Yes," indicate the number of Forms 8282 filed during the year			
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		<u> </u>
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		<u> </u>
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the			
	sponsoring organization have excess business holdings at any time during the year?	8		
9	Sponsoring organizations maintaining donor advised funds.			
	Did the sponsoring organization make any taxable distributions under section 4966?	9a		<u> </u>
	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		
	Section 501(c)(7) 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 11a			
	Gross income from other sources. (Do not net amounts due or paid to other sources against			
	amounts due or received from them.) Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	10-		
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12a		
	Section 501(c)(29) qualified nonprofit health insurance issuers.			
	Is the organization licensed to issue qualified health plans in more than one state?	13a		
	Note: See the instructions for additional information the organization must report on Schedule O.	100		
	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			
	Enter the amount of reserves on hand 13c			
	Did the organization receive any payments for indoor tanning services during the tax year?	14a		Х
	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b		
	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or			
	excess parachute payment(s) during the year?	15		Х
	If "Yes," see the instructions and file Form 4720, Schedule N.			
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16		X
	If "Yes," complete Form 4720, Schedule O.			
17	Section 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage in any			l
	activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953?	17		_
	If "Yes," complete Form 6069.			

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions. X Check if Schedule O contains a response or note to any line in this Part VI Section A. Governing Body and Management Yes No 11 **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 on Schedule O. 11 **b** Enter the number of voting members included on line 1a, above, who are independent Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other X officer, director, trustee, or key employee? 2 Did the organization delegate control over management duties customarily performed by or under the direct supervision 3 of officers, directors, trustees, or key employees to a management company or other person? 3 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? 4 5 Did the organization become aware during the year of a significant diversion of the organization's assets? Did the organization have members or stockholders? 6 Х 6 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? Х 7a **b** Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? Х 7b Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: Х a The governing body? 8a **b** Each committee with authority to act on behalf of the governing body? Х 8b Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes." provide the names and addresses on Schedule O Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.) Yes Nο 10a Did the organization have local chapters, branches, or affiliates? Х 10a b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, Х 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 b Describe on Schedule O the process, if any, used by the organization to review this Form 990. Х 12a Did the organization have a written conflict of interest policy? If "No," go to line 13 12a Х b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? 12b c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes." describe Х 12c on Schedule O how this was done Did the organization have a written whistleblower policy? Х 13 13 Did the organization have a written document retention and destruction policy? 14 Х 14 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? The organization's CEO, Executive Director, or top management official Х 15a Х Other officers or key employees of the organization 15b If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions. 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a Х taxable entity during the year? 16a b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements? 16h Section C. Disclosure List the states with which a copy of this Form 990 is required to be filed $\blacktriangleright HI$ Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply X Upon request Another's website Own website Other (explain on Schedule O) Describe on 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 WINSTON WELCH - EXECUTIVE DIRECTOR - 808-593-0300

Form **990** (2021)

1314 SOUTH KING ST NO. 306, HONOLULU, HI

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

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

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

- 1a Complete 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 the 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, Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

(A)	ion nor any related (B)			((Pos	C)			(D)	(E)	(F)
Name and title	Average	(do				1 than	one	Reportable	Reportable	Estimated
	hours per					is botl or/trus		compensation	compensation	amount of
	week (list any	_				П	Ĺ	from the	from related organizations	other compensation
	hours for	Individual trustee or director				Ļ		organization	(W-2/1099-MISC/	from the
	related	9e 0r	stee			nsate		(W-2/1099-MISC/	1099-NEC)	organization
	organizations	truste	Institutional trustee		yee	Highest compensated employee		1099-NEC)	,	and related
	below	idual	tution	er	Key employee	est co	Je.			organizations
	line)	Indiv	Instii	Officer	Key	High	Former			
(1) WINSTON WELCH	40.00									
EXECUTIVE DIRECTOR				Х				84,378.	0.	16,938
(2) DIANE HARDING	10.00									
PRESIDENT		Х		Х				0.	0.	0
(3) MAUREEN MURPHY	5.00									
VICE PRESIDENT		Х		Х				0.	0.	0
(4) SCOTT WILSON	10.00									
ADVISOR/DIRECTOR		Х						0.	0.	0
(5) DENISE SODERHOLM	10.00									
TREASURER		Х		Х				0.	0.	0
(6) CHERYL LANGTON	2.00									
ADVISOR		Х						0.	0.	0
(7) KATHY WHITMIRE	2.00									
ADVISOR/DIRECTOR		X						0.	0.	0
(8) MIMI BORNHORST GADDIS	2.00									
ADVISOR		Х						0.	0.	0
(9) PAULA RESS	2.00									
SECRETARY		Х		Х				0.	0.	0
(10) JONATHAN SUDLER	2.00									
ADVISOR/DIRECTOR		Х						0.	0.	0
(11) GORDON AOYAGI	5.00									
ADVISOR		Х						0.	0.	0
(12) JOAN GOSSETT	5.00									
ADVISOR/DIRECTOR		Х						0.	0.	0
(13) KATHLEEN BRYAN	2.00									
ADVISOR		Х						0.	0.	0
		L	L		L					
		1	I			1	1	1	1	

Par	Section A. Officers, Directors, Trus	tees, Key Emp	oloy	ees,	and	iH t	ghes	st C	ompensated Employee	s (continued)	—			
	(A)	(B)				C)			(D)	(E)			(F)	
	Name and title	Average		Position (do not check more					Reportable	Reportable			timate	
		hours per week					is both or/trus		compensation	compensation			ount	of
		(list any	to					ĺ	from the	from related organizations			other pensa	tion
		hours for	direc				р В		organization	(W-2/1099-MISC			om the	
		related	stee o	ustee			ensat		(W-2/1099-MISC/	1099-NEC)	C) organ		anizati	ion
		organizations below	al trus	onal tr		loyee	comp		1099-NEC)				d relate	
		line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former				orga	nizatio	ons
		,	드	드	ō	<u> </u>	= ₽	굔			+			
			-											
											+			
							-				\dashv			
											+			
			-											
											\dashv			
											\dashv			
1b	Subtotal				l		<u> </u>		84,378.		0.	1	6,9	38.
	Total from continuation sheets to Part VI							•	0.		0.			0.
	Total (add lines 1b and 1c)								84,378.		0.	1	6 , 9:	38.
2	Total number of individuals (including but r	ot limited to th	ose	liste	d ab	oove	e) wh	o re	eceived more than \$100,	000 of reportable				
	compensation from the organization											ı	· ·	0
_	Did the averagination list and former officers	-line -4 44	1					امانا			П		Yes	No
3	Did the organization list any former officer line 1a? If "Yes," complete Schedule J for s	•	,	,	•	,	,	_	• •	•		3		Х
4	For any individual listed on line 1a, is the su											3		
	and related organizations greater than \$150	•							•	•		4		Х
5	Did any person listed on line 1a receive or a													
	rendered to the organization? If "Yes," con	plete Schedule	e J f	or st	ıch į	pers	on .				<u> </u>	5		Х
Sec	tion B. Independent Contractors													
1	Complete this table for your five highest co										ensatio	on fro	m	
	the organization. Report compensation for	the calendar ye	ear e	endir	ng w	ith c	or wi	thin 	i the organization's tax y (B)	ear.		(0	٠,	
	(A) Name and business	address	NO	ONE	c				Description of s	ervices	Cc		י) nsatioı	า
								_						
2	Total number of independent contractors (i		ot lir	nited	to t		_	ted	above) who received mo	ore than				
	\$100,000 of compensation from the organi	zation				()					_	000	202:
											F	orm	990 ₍₂	2021)

Form 990 (2021) THE OUT
Part VIII Statement of Revenue

		Check if Schedule O contains a response or	r note to any lin	e in this Part VIII			
		Cricer ii Gericadie C contains a response of	TIOLE TO ALTY IIII	(A)	(B)	(C)	(D)
				Total revenue	Related or exempt	Unrelated	Revenuè excluded
					function revenue	business revenue	from tax under sections 512 - 514
							Sections 512 - 514
nts ts	1 :	a Federated campaigns1a					
ir our	ı	b Membership dues 1b	16,896.				
A, G		c Fundraising events 1c					
ij,		d Related organizations1d					
Contributions, Gifts, Grants and Other Similar Amounts	,	e Government grants (contributions) 1e	12,047.				
Sign	1	f All other contributions, gifts, grants, and					
be E			45,545.				
Ę		g Noncash contributions included in lines 1a-1f	,				
Ν		h Total. Add lines 1a-1f		174,488.			
0 10	'		Business Code	17171001			
	_	<u> </u>	Business Code				
ice	2 :						
er re	'	b					
n S	•	c					
ran Sev	•	d					
Program Service Revenue	•	e					
4	1	f All other program service revenue					
		g Total. Add lines 2a-2f					
	3	Investment income (including dividends, interes					
		other similar amounts)		44,551.			44,551.
	4	Income from investment of tax-exempt bond pro					
	5	Royalties					
		(i) Real	(ii) Personal				
	6		()				
		b Less: rental expenses 6b					
		c Rental income or (loss) 6c					
		d Net rental income or (loss)					
	7 :	a Gross amount from sales of (i) Securities	(ii) Other				
		assets other than inventory 7a					
		b Less: cost or other basis					
Revenue		and sales expenses 7b					
Ver	•	c Gain or (loss) 7c					
Be		d Net gain or (loss)					
her	8 :	a Gross income from fundraising events (not					
ᅙ		including \$ of					
		contributions reported on line 1c). See					
		Part IV, line 188a	4,552.				
	- 1	b Less: direct expenses 8b	1,606.				
		c Net income or (loss) from fundraising events .	•	2,946.			2,946.
		a Gross income from gaming activities. See	,				
		Part IV, line 19					
		b Less: direct expenses 9b					
		c Net income or (loss) from gaming activities					
		a Gross sales of inventory, less returns					
	10	•					
		and allowances 10a					
		b Less: cost of goods sold10b					
-		Net income or (loss) from sales of inventory	_				
ဟ		<u> </u>	Business Code	4= 555	4=		
o e	11 :	a ANNUAL MEETING AND OTH	532000	17,390.	17,390.		
ane	ı	b					
Miscellaneous Revenue		c					
lsc B		d All other revenue					
2	_ (e Total. Add lines 11a-11d	>	17,390.			
	12	Total revenue. See instructions		239,375.	17,390.	0.	47,497.

132009 12-09-21

Da	Check if Schedule O contains a respons	(A)	(B)	(C)	(D)
	not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	Total expenses	Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to domestic organizations	0.50	252		
	and domestic governments. See Part IV, line 21	250.	250.		
2	Grants and other assistance to domestic				
	individuals. See Part IV, line 22				
3	Grants and other assistance to foreign				
	organizations, foreign governments, and foreign				
	individuals. See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors,	101 216	71 072	20 162	10 001
	trustees, and key employees	101,316.	71,073.	20,162.	10,081
6	Compensation not included above to disqualified				
	persons (as defined under section 4958(f)(1)) and				
	persons described in section 4958(c)(3)(B)	C1 FC2	20 225	10 212	20 025
7	Other salaries and wages	61,563.	28,325.	12,313.	20,925
8	Pension plan accruals and contributions (include	6 740	2 702	1 2/0	2 610
_	section 401(k) and 403(b) employer contributions)	6,740.	2,782.	1,348.	2,610 6,667
9	Other employee benefits	44,3/3.	11,434.	4,4/4.	0,00/
0	Payroll taxes				
1	Fees for services (nonemployees):				
a	Management	9,702.	9,702.		
b	Legal	31,879.	3,104.	31,879.	
c	Accounting	J1,013.		J1,0/3•	
d	Lobbying Professional fundraising services. See Part IV, line 17				
e f	Investment management fees	23,718.		23,718.	
f	Other. (If line 11g amount exceeds 10% of line 25,	23,110.		23,710	
g	column (A), amount, list line 11g expenses on Sch 0.)	29,784.	20,224.	4,780.	4,780
12	Advertising and promotion		,	2,,000	
13	Office expenses	16,792.	12,906.	1,943.	1,943
13 14	Information technology	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,,,,,,,	_,,,,,,	_,,,,,
15	Royalties				
16	Occupancy	28,497.	18,557.	4,970.	4,970
17	Travel	1,038.	836.	101.	101
18	Payments of travel or entertainment expenses	,			
	for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	14,315.	14,275.	20.	20
20	Interest	,	,	-	
21	Payments to affiliates				
22	Depreciation, depletion, and amortization				
23	Insurance	5,210.	3,680.	765.	765
24	Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If				
	line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule 0.)				
а	PLANTING AND BEAUTIFICA	51,962.	51,962.		
b	OTHER EXPENSE	878.		878.	
С					
d					
е	All other expenses				
:5	Total functional expenses. Add lines 1 through 24e	406,017.	245,806.	107,349.	52,862
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)				

Form 990 (2021)
Part X | Balance Sheet

Pai	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		78,684.	1	40,732
	2	Savings and temporary cash investments		90,056.	2	85,580
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net			4	
	5	Loans and other receivables from any current				
		trustee, key employee, creator or founder, su	bstantial contributor, or 35%			
		controlled entity or family member of any of t	nese persons		5	
	6	Loans and other receivables from other disqu	alified persons (as defined			
		under section 4958(f)(1)), and persons describ	oed in section 4958(c)(3)(B)		6	
S	7	Notes and loans receivable, net			7	
Assets	8	Inventories for sale or use			8	
ĕ	9	Donat del compose de la factoria de la compose		4,582.	9	
	10a	Land, buildings, and equipment: cost or othe	r			
		basis. Complete Part VI of Schedule D	10a			
	b	Less: accumulated depreciation	10b		10c	
	11	Investments - publicly traded securities		2,032,960.	11	1,648,901
	12	Investments - other securities. See Part IV, lin	e 11		12	
	13	Investments - program-related. See Part IV, lin	ne 11		13	
	14	Intangible assets		14		
	15	Other assets. See Part IV, line 11		15		
	16	Total assets. Add lines 1 through 15 (must e	qual line 33)	2,206,282.	16	1,775,213
	17	Accounts payable and accrued expenses		11,924.	17	
	18	Grants payable			18	
	19	Deferred revenue			19	
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability. Comple	te Part IV of Schedule D		21	
S	22	Loans and other payables to any current or for	ormer officer, director,			
≝		trustee, key employee, creator or founder, su	bstantial contributor, or 35%			
Liabilities		controlled entity or family member of any of t	nese persons		22	
_	23	Secured mortgages and notes payable to uni			23	
	24	Unsecured notes and loans payable to unrela			24	
	25	Other liabilities (including federal income tax,				
		parties, and other liabilities not included on li	nes 17-24). Complete Part X			
				11 004	25	
	26	Total liabilities. Add lines 17 through 25		11,924.	26	0
S		Organizations that follow FASB ASC 958, o	heck here 🕨 🔼			
č		and complete lines 27, 28, 32, and 33.		001 002		400 000
ä	27	Net assets without donor restrictions		891,023.	27	482,290
Ä	28	Net assets with donor restrictions		1,303,335.	28	1,292,923
Ĕ		Organizations that do not follow FASB ASC	958, check here			
F T		and complete lines 29 through 33.				
ţ	29	Capital stock or trust principal, or current fun			29	
SSe	30	Paid-in or capital surplus, or land, building, or			30	
Net Assets or Fund Balances	31	Retained earnings, endowment, accumulated		2 104 250	31	1 775 010
Š	32	Total net assets or fund balances		2,194,358.	32	1,775,213
	33	Total liabilities and net assets/fund balances		2,206,282.	33	1,775,213 Form 990 (202

Pai	t XI Reconciliation 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			75.	
2	Total expenses (must equal Part IX, column (A), line 25)	2	400	5,0	<u> 17.</u>	
3	Revenue less expenses. Subtract line 2 from line 1	3	-16	5,6	42.	
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	2,194	1,3	58.	
5	Net unrealized gains (losses) on investments	5	-259	9,8	46.	
6	Donated services and use of facilities	6				
7	Investment expenses	7				
8	Prior period adjustments	8		7,3	43.	
9	Other changes in net assets or fund balances (explain on Schedule O)	9			0.	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32,					
	coluṃn (B))	10	1,77!	5,2	<u>13.</u>	
Pai	t XII Financial Statements and Reporting					
	Check if Schedule O contains a response or note to any line in this Part XII					
				Yes	No	
1	Accounting method used to prepare the Form 990: Cash X Accrual Other					
	If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule	Ο.				
2a	2a Were the organization's financial statements compiled or reviewed by an independent accountant?					
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed	on a				
	separate basis, consolidated basis, or both:					
	Separate basis Consolidated basis Both consolidated and separate basis					
b	Were the organization's financial statements audited by an independent accountant?		. 2b		_X_	
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate	basis,				
	consolidated basis, or both:					
	Separate basis Consolidated basis Both consolidated and separate basis					
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the	audit,				
	review, or compilation of its financial statements and selection of an independent accountant?		2c		$ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ldsymbol{ld}}}}}}}}}$	
	If the organization changed either its oversight process or selection process during the tax year, explain on Scho	edule O.				
За	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Sin	gle Audit				
	Act and OMB Circular A-133?		. 3a		X	
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required	ed audit				
	or audits, explain why on Schedule O and describe any steps taken to undergo such audits		3b			
			Form	990	(2021)	

SCHEDULE A

(Form 990)

Total

Department of the Treasury Internal Revenue Service

Name of the organization

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.

► Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2021

Open to Public Inspection

Employer identification number

THE OUTDOOR CIRCLE 99-0085044 Reason for Public Charity Status. (All organizations must complete this part.) See instructions. Part I The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.) A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i). A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990).) 3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii). A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state: An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II.) 6 A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v). X An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.) A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.) An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or 10 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.) An organization organized and operated exclusively to test for public safety. See section 509(a)(4). 11 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g. Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. You must complete Part IV, Sections A and B. Type II. A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). You must complete Part IV, Sections A and C. Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E. Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). You must complete Part IV, Sections A and D, and Part V. Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization. Enter the number of supported organizations Provide the following information about the supported organization(s). (i) Name of supported (ii) EIN (iii) Type of organization (v) Amount of monetary (vi) Amount of other your governing document? (described on lines 1-10 organization support (see instructions) support (see instructions) No above (see instructions))

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.)

Sec	tion A. Public Support						
Cale	ndar year (or fiscal year beginning in) 🕨	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")	106,803.	137,846.	210,269.	377,583.	174,488.	1006989.
2	Tax revenues levied for the organ-	-			-	-	
	ization's benefit and either paid to						
	or expended on its behalf						
3	The value of services or facilities						
	furnished by a governmental unit to						
	the organization without charge						
4	Total. Add lines 1 through 3	106,803.	137,846.	210,269.	377,583.	174,488.	1006989.
	The portion of total contributions	,		·	•	•	
_	by each person (other than a						
	governmental unit or publicly						
	supported organization) included						
	on line 1 that exceeds 2% of the						
	amount shown on line 11,						
	column (f)						
6	Public support. Subtract line 5 from line 4.						1006989.
	ction B. Total Support						20003031
	ndar year (or fiscal year beginning in)	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
	Amounts from line 4	106,803.	137,846.	210,269.	377,583.	174,488.	1006989.
	Gross income from interest.				,		
Ŭ	dividends, payments received on						
	securities loans, rents, royalties,						
	and income from similar sources	58,863.	26,821.	37,406.	40,077.	44 551.	207,718.
۵	Net income from unrelated business	3070031	20,021	3771000	10,077	11/3310	20171200
9	activities, whether or not the						
	business is regularly carried on						
10	Other income. Do not include gain						
10	or loss from the sale of capital						
	·	4,362.	29,419.	18,963.	12,449.	17,390.	82,583.
44	assets (Explain in Part VI.) Total support. Add lines 7 through 10	1,302.	45,415	10,505.	12,117	17,3300	1297290.
	Gross receipts from related activities,	oto (ooo inatruotia	.no/			12	12372300
	First 5 years. If the Form 990 is for th	•	,	ourth or fifth toy w			
13	·	•				. , . ,	ightharpoonup
Sec	organization, check this box and stop ction C. Computation of Public						
	Public support percentage for 2021 (li			olumn (fl)		14	77.62 %
	Public support percentage from 2020		•	* * * * * * * * * * * * * * * * * * * *		15	76.30 %
100	16a 33 1/3% support test - 2021. 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						
h							
D	b 33 1/3% support test - 2020. 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						
172							
11 a	7a 10% -facts-and-circumstances test - 2021. 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						
				=	•	_	\
L	meets the facts-and-circumstances test	-	•		-	70 and line 15 is 1	
a	10% -facts-and-circumstances test	_					1U70 UI
	more, and if the organization meets the				-		▶ □
10	organization meets the facts-and-circu				•		.
ΙŎ	Private foundation. If the organization	n dia not check a l	oux on line 13, 16a	i, 100, 17a, 0r 17b	, check this box ar		(Form 000) 2001

Schedule A (Form 990) 2021

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

(Complete only if you checked the box on line 10 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.)

Se	ction A. Public Support	, , , , , , , , , , , , , , , , , , , ,					
Cale	ndar year (or fiscal year beginning in)	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")						
2	Gross receipts from admissions,						
	merchandise sold or services per-						
	formed, or facilities furnished in any activity that is related to the						
	organization's tax-exempt purpose						
3	Gross receipts from activities that						
	are not an unrelated trade or bus-						
	iness under section 513						
4	Tax revenues levied for the organ-						
	ization's benefit and either paid to						
	or expended on its behalf						
5	The value of services or facilities						
	furnished by a governmental unit to						
	the organization without charge						
6	Total. Add lines 1 through 5						
78	Amounts included on lines 1, 2, and						
-	3 received from disqualified persons						
k	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						
	Add lines 7a and 7b						
8	Public support. (Subtract line 7c from line 6.)						
	ction B. Total Support		T	T	Т	T	1
	ndar year (or fiscal year beginning in)	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
	Amounts from line 6						
10a	Gross income from interest, dividends, payments received on						
	securities loans, rents, royalties,						
	and income from similar sources						
k	Unrelated business taxable income						
	(less section 511 taxes) from businesses						
	acquired after June 30, 1975						
	Add lines 10a and 10b						
"	Net income from unrelated business activities not included on line 10b,						
	whether or not the business is						
10	regularly carried on Other income. Do not include gain						
12	or loss from the sale of capital						
10	assets (Explain in Part VI.)						
	Total support. (Add lines 9, 10c, 11, and 12.)		rot opening their	foundly an extra to	l	01(a)(2)	<u> </u>
14	First 5 years. If the Form 990 is for the	· ·		•	•		
Sec	check this box and stop here ction C. Computation of Publi			• • • • • • • • • • • • • • • • • • • •			
	Public support percentage for 2021 (li			column (fl)		15	%
	Public support percentage from 2020	, , , , , , , , , , , , , , , , , , , ,	,			16	%
	ction D. Computation of Inves					1	70
	Investment income percentage for 20			ne 13, column (f))		17	%
	Investment income percentage from 2					18	%
	33 1/3% support tests - 2021. If the						
-	more than 33 1/3%, check this box ar						. —
k	33 1/3% support tests - 2020. If the						
	line 18 is not more than 33 1/3%, che						
20	Private foundation If the organization						

Part IV | Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

- 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.
- 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in **Part VI** how the organization determined that the supported organization was described in section 509(a)(1) or (2).
- **3a** Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below.
- **b** 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.
- 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.
- **4a** Was any supported organization not organized in the United States ("foreign supported organization")? *If* "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.
- **b** 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.
- 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)? 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.
- 5a Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer lines 5b and 5c 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).
- **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?
- c Substitutions only. Was the substitution the result of an event beyond the organization's control?
- 6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) 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.
- 7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990).
- 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? If "Yes," complete Part I of Schedule L (Form 990).
- 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.
- **b** Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes." provide detail in **Part VI.**
- c Did a disqualified person (as defined on line 9a) 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.
- 10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer line 10b below.
 - **b** 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.)

	Yes	No
1		
2		
3a		
3b		
- CE		
3с		
00		
4a		
40		
4h		
4b		
_		
4c		
5a		
5b		
5c		
6		
7		
8		
9a		
9b		
9с		
10a		
10b		

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Par	t IV Supporting Organizations (continued)			
			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
а	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and			
	11c below, the governing body of a supported organization?	11a		
b	A family member of a person described on line 11a above?	11b		
	A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide			
	detail in Part VI.	11c		
Sect	tion B. Type I Supporting Organizations			
			Yes	No
	Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or			
	more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, 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 officers, 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		
	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,			
C1	supervised, or controlled the supporting organization.	2		
Sect	tion C. Type II Supporting Organizations			
			Yes	No
	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			
<u> </u>	the supported organization(s).	1		
Sect	tion 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, (i) a written notice describing the type and amount of support provided during the prior tax			
	year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) 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 on line 2, above, 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. tion E. Type III Functionally Integrated Supporting Organizations	3		
Sect	ion E. Type III Functionally Integrated Supporting Organizations			
1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instruction	ns).		
а	The organization satisfied the Activities Test. Complete line 2 below.			
b	The organization is the parent of each of its supported organizations. Complete line 3 below.			
С	The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see	instruction		
	Activities Test. Answer lines 2a and 2b below.		Yes	No
	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		
	Did the activities described on line 2a, above, 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		
	Parent of Supported Organizations. Answer lines 3a and 3b below.			
	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? If "Yes" or "No" provide details in Part VI.	3a		
	Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each			
	of its supported organizations? If "Yes." describe in Part VI the role played by the organization in this regard.	3b	i l	

Sche	dule A (Form 990) 2021 THE OUTDOOR CIRCLE			99-0085044 Page 6
Pai	rt V Type III Non-Functionally Integrated 509(a)(3) Supporti	ng Organiz	zations	
1	Check here if the organization satisfied the Integral Part Test as a qualify	ing trust on N	ov. 20, 1970 (<i>explair</i>	in Part VI). See instructions.
	All other Type III non-functionally integrated supporting organizations mu	st complete S	Sections A through E.	
Sect	ion 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		
Sect	ion 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):			
а	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
С	Fair market value of other non-exempt-use assets	1c		
d	Total (add lines 1a, 1b, and 1c)	1d		
е	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 0.015 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 0.035.	6		
_7	Recoveries of prior-year distributions	7		
8	Minimum Asset Amount (add line 7 to line 6)	8		
Sect	ion C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1		
2	Enter 0.85 of line 1.	2		
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3		
4	Enter greater of line 2 or line 3.	4		

Schedule A (Form 990) 2021

Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see

Income tax imposed in prior year

instructions).

Distributable Amount. Subtract line 5 from line 4, unless subject to

emergency temporary reduction (see instructions).

5

Par	t V Type III Non-Functionally Integrated 509(a)(3) Supporting Orga	nizations _{(continu}	ıed)	
Secti	on D - Distributions				Current Year
1	Amounts paid to supported organizations to accomplish exer	mpt purposes		1	
2	Amounts paid to perform activity that directly furthers exemp	t purposes of supported			
	organizations, in excess of income from activity		2		
3	Administrative expenses paid to accomplish exempt purpose	s of supported organizations	3	3	
4	Amounts paid to acquire exempt-use assets			4	
5	Qualified set-aside amounts (prior IRS approval required - pro	ovide details in Part VI)		5	
6	Other distributions (describe in Part VI). See instructions.	,		6	
7	Total annual distributions. Add lines 1 through 6.			7	
8	Distributions to attentive supported organizations to which the	e organization is responsive			
	(provide details in Part VI). See instructions.			8	
9	Distributable amount for 2021 from Section C, line 6			9	
10	Line 8 amount divided by line 9 amount			10	
Secti	on E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistribution Pre-2021	ıs	(iii) Distributable Amount for 2021
1	Distributable amount for 2021 from Section C, line 6				
2	Underdistributions, if any, for years prior to 2021 (reason-				
	able cause required - explain in Part VI). See instructions.				
3	Excess distributions carryover, if any, to 2021				
<u>a</u>	From 2016				
b	From 2017				
с	From 2018				
d	From 2019				
е	From 2020				
f	Total of lines 3a through 3e				
g	Applied to underdistributions of prior years				
h	Applied to 2021 distributable amount				
i_	Carryover from 2016 not applied (see instructions)				
j_	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.				
4	Distributions for 2021 from Section D,				
	line 7: \$				
<u>a</u>	Applied to underdistributions of prior years				
b	Applied to 2021 distributable amount				
с	Remainder. Subtract lines 4a and 4b from line 4.				
5	Remaining underdistributions for years prior to 2021, if				
	any. Subtract lines 3g and 4a from line 2. For result greater				
	than zero, explain in Part VI. See instructions.				
6	Remaining underdistributions for 2021. Subtract lines 3h				
	and 4b from line 1. For result greater than zero, explain in				
	Part VI. See instructions.				
7	Excess distributions carryover to 2022. Add lines 3j				
	and 4c.				
8	Breakdown of line 7:				
а	Excess from 2017				
b	Excess from 2018				
с	Excess from 2019				
d	Excess from 2020				
	Excess from 2021				

Schedule A (Form 990) 2021

Schedule B

(Form 990)

Department of the Treasury Internal Revenue Service

Schedule of Contributors

► Attach to Form 990 or Form 990-PF.

Go to www.irs.gov/Form990 for the latest information.

0004

2021

OMB No. 1545-0047

Name of the organization

THE OUTDOOR CIRCLE

Employer identification number

99-0085044

Organization type (check one): Filers of: Section: X 501(c)(3) (enter number) organization Form 990 or 990-EZ 4947(a)(1) nonexempt charitable trust not treated as a private foundation 527 political organization Form 990-PF 501(c)(3) exempt private foundation 4947(a)(1) nonexempt charitable trust treated as a private foundation 501(c)(3) taxable private foundation Check if your organization is covered by the General Rule or a Special Rule. Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions. **General Rule** ☐ For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions. Special Rules X For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II. For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III. For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions exclusively for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an exclusively religious, charitable, etc., purpose. Don't complete any of the parts unless the General Rule applies to this organization because it received nonexclusively religious, charitable, etc., contributions totaling \$5,000 or more during the year ______ > \$ Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it must answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify

that it doesn't meet the filing requirements of Schedule B (Form 990).

Schedule B (Form 990) (2021)

Name of organization Employer identification number

THE OUTDOOR CIRCLE

Part I	Contributors (see instructions). Use duplicate copies of Part I if addition	nal space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	BOBBIE JENNINGS 428 KAWAIHAE ST. #28 HONOLULU, HI 96825-1284	\$\$,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
2	LADYBUG FOUNDATION 347 S. MCCASLIN BLVD. STE 200 LOUISVILLE, CO 80027	\$\$,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
3	REEDS BAY RESORT HOTEL LTC 175 BANYAN DRIVE HILO, HI 96720-4650	- - \$	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
4	PRISANLEE FUND PO BOX 3170 HONOLULU, HI 96802-3170	\$ 8,167.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
5	GATES FAMILY FOUNDATION - THE POHA FUND 1390 LAWRENCE ST. STE 400 DENVER, CO 80204-2080	\$ 10,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
122452 11-1	ATHERTON FAMILY FOUNDATION 827 FORT STREET MALL HONOLULU, HI 96813-4317	\$\$	Person X Payroll Noncash (Complete Part II for noncash contributions.)

Schedule B (Form 990) (2021)

Name of organization Employer identification number

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional	al space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7	MARIE RILEY - CENTRAL PACIFIC BANK: TRUST DIVISION PO BOX 1400 HONOLULU, HI 96807	\$\$	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
8	STATE OF HAWAII: OFFICE OF COMMUNITY SERVICES 830 PUNCHBOWL STREET ROOM 420 HONOLULU, HI 96813	\$\$	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Oncash Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Oncash Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Occash Complete Part II for noncash contributions.)

Page 3

Name of organization Employer identification number

THE OUTDOOR CIRCLE

Part II	Noncash Property (see instructions). Use duplicate copies of Part	Il if additional space is needed.	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		 \$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		 \$	
123/153 11-11	04		Schedule B (Form 990) (2021)

Schedule B (Form 990) (2021) Page 4 Name of organization **Employer identification number** THE OUTDOOR CIRCLE 99-0085044 Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) Use duplicate copies of Part III if additional space is needed. (a) No. from (b) Purpose of gift (c) Use of gift (d) Description of how gift is held Part I (e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee (a) No. from (b) Purpose of gift (c) Use of gift (d) Description of how gift is held Part I (e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee (a) No. from (b) Purpose of gift (c) Use of gift (d) Description of how gift is held Part I

(e) Transfer of gift

Transferee's name, address, and ZIP + 4

Relationship of transferor to transferee

a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift

Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee
, ,	•

123454 11-11-21

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

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

► Attach to Form 990.

►Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Inspection

Name of the organization THE OUTDOOR CIRCLE **Employer identification number** 99-0085044

Pai	organizations Maintaining Donor Advised organization answered "Yes" on Form 990, Part IV, line		or Accounts. Complete if the			
		(a) Donor advised funds	(b) Funds and other accounts			
1	Total number at end of year					
2	Aggregate value of contributions to (during year)					
3	Aggregate value of grants from (during year)					
4	Aggregate value at end of year					
5	Did the organization inform all donors and donor advisors in w		ed funds			
	are the organization's property, subject to the organization's e	exclusive legal control?	Yes No			
6						
	for charitable purposes and not for the benefit of the donor or	donor advisor, or for any other purpose of	conferring			
	impermissible private benefit?		Yes No			
Pai	t II Conservation Easements. Complete if the org	anization answered "Yes" on Form 990, F	Part IV, line 7.			
1	Purpose(s) of conservation easements held by the organization	n (check all that apply).				
	Preservation of land for public use (for example, recreat	ion or education) Preservation of	a historically important land area			
	Protection of natural habitat	Preservation of	a certified historic structure			
	Preservation of open space					
2	Complete lines 2a through 2d if the organization held a qualifi	ed conservation contribution in the form	of a conservation easement on the last			
	day of the tax year.		Held at the End of the Tax Year			
а	Total number of conservation easements		2a			
b						
С	Number of conservation easements on a certified historic stru					
d	Number of conservation easements included in (c) acquired a					
	listed in the National Register	•	I I			
3	Number of conservation easements modified, transferred, rele					
	year▶	, ,	3			
4	Number of states where property subject to conservation ease	ement is located				
5	Does the organization have a written policy regarding the peri	•				
	violations, and enforcement of the conservation easements it	• • • • • • • • • • • • • • • • • • • •	☐ Yes ☐ No			
6	Staff and volunteer hours devoted to monitoring, inspecting, h					
	>					
7	Amount of expenses incurred in monitoring, inspecting, handl	ing of violations, and enforcing conservat	ion easements during the year			
	▶ \$					
8	Does each conservation easement reported on line 2(d) above	e satisfy the requirements of section 170(l	n)(4)(B)(i)			
	and section 170(h)(4)(B)(ii)?		Yes No			
9	In Part XIII, describe how the organization reports conservation					
	balance sheet, and include, if applicable, the text of the footne	ote to the organization's financial stateme	ents that describes the			
	organization's accounting for conservation easements.	-				
Pai	t III Organizations Maintaining Collections of	Art, Historical Treasures, or Ot	her Similar Assets.			
	Complete if the organization answered "Yes" on Form	990, Part IV, line 8.				
1a	If the organization elected, as permitted under FASB ASC 958	3, not to report in its revenue statement a	nd balance sheet works			
	of art, historical treasures, or other similar assets held for pub	lic exhibition, education, or research in fu	rtherance of public			
	service, provide in Part XIII the text of the footnote to its finan-	cial statements that describes these item	S.			
b	If the organization elected, as permitted under FASB ASC 958	B, to report in its revenue statement and b	palance sheet works of			
	art, historical treasures, or other similar assets held for public					
	provide the following amounts relating to these items:	,	,			
	(i) Revenue included on Form 990, Part VIII, line 1		> \$			
2	If the organization received or held works of art, historical trea					
_	the following amounts required to be reported under FASB AS					
а	Revenue included on Form 990, Part VIII, line 1	_	> \$			
			. .			
	For Paperwork Reduction Act Notice, see the Instructions		Schedule D (Form 990) 2021			

132051 10-28-21

Pai	t III	Organizations Maintaining Co	ollections of Art	t, Histo	rical Tre	asures, or Otl	ner S	imilar	Assets	(contin	nued)	
3	Using	the organization's acquisition, accessic	on, and other records	s, check	any of the fo	ollowing that make	e signi	ficant us	se of its			
	collec	collection items (check all that apply):										
а		Public exhibition	d	ı 🔲 L	oan or exch	nange program						
b		Scholarly research	е		Other							
С		Preservation for future generations										
4	Provi	de a description of the organization's co	llections and explain	n how the	ey further th	e organization's e	xempt	purpos	e in Part	XIII.		
5		g the year, did the organization solicit or										
	to be	sold to raise funds rather than to be ma	intained as part of th	ne organi	zation's col	lection?				Yes		No
Par	τIV	Escrow and Custodial Arrang	gements. Comple	ete if the	organization	n answered "Yes"	on Fo	rm 990,	Part IV, I	ine 9, or		
		reported an amount on Form 990, Par			_							
1a	Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included											
	on Fo	orm 990, Part X?							\square	Yes		No
b	b If "Yes," explain the arrangement in Part XIII and complete the following table:											
									Amount			
С	Begin	nning balance						1c				
d	Addit	ions during the year						1d				
е	Distri	butions during the year						1e				
f	Endir	ng balance						1f				
2a	Did th	ne organization include an amount on Fo	orm 990, Part X, line	21, for e	scrow or cu	stodial account lia	ability?		<u> </u>	Yes		No
		s," explain the arrangement in Part XIII.										
Pai	t V	Endowment Funds. Complete if	the organization an	swered "	Yes" on Fo	rm 990, Part IV, Iir						
			(a) Current year	(b) Pi	rior year	(c) Two years bac	(d)	Three ye	ars back	(e) Four	years b	ack
1a	Begir	nning of year balance	1,271,077.	1,	271,077.	1,271,07	7.	1,27	1,077.	1,	,271,0)77.
b	Contr	ributions										
С	Net ir	nvestment earnings, gains, and losses										
d	Grant	ts or scholarships										
е	Other	expenditures for facilities										
	and p	programs										
f	Admi	nistrative expenses										
g	End c	of year balance	1,271,077.	1,	271,077.	1,271,07	7.	1,27	1,077.	1,	,271,0)77.
2	Provi	de the estimated percentage of the curre	ent year end balance	e (line 1g	, column (a)) held as:						
а	Board	d designated or quasi-endowment 🕨 _		_%								
b	Perm	anent endowment	%									
С	Term	endowment >	%									
	The p	percentages on lines 2a, 2b, and 2c shou	ıld equal 100%.									
3а	Are th	nere endowment funds not in the posses	ssion of the organiza	tion that	are held an	d administered fo	r the o	rganizat	tion	_		
	by:										Yes	
		Inrelated organizations								3a(i)	\rightarrow	<u>X</u>
		Related organizations								3a(ii)	\rightarrow	<u>X</u>
b	If "Ye	s" on line 3a(ii), are the related organizat	tions listed as require	ed on Sc	hedule R?					3b	$oldsymbol{\bot}$	
4		ribe in Part XIII the intended uses of the		wment fu	ınds.							
Pai	t VI	Land, Buildings, and Equipme										
		Complete if the organization answered	Tres" on Form 990	, Part IV,					<u> </u>			
		Description of property	(a) Cost or o		(b) Cost		,	ımulated	d	(d) Bool	к value	!
			basis (investr	nent)	basis (otner)	aepre	ciation				
1a												
b		ings										
		ehold improvements										
		oment										
		ſ										0.
LATA	1 V 4 4	lines 1a through 1e (Column (d) must or	aural Farms OOO Dort	V aalum	- (D) line 10	۱ م ۱						11.

Schedule D (Form 990) 2021

Schedule D (Form 990) 2021 THE OUTDOOR Part VII Investments - Other Securities.	CINCUE	33	-0085044 Page
Complete if the organization answered "Yes"	on Form 990 Part IV line 1	1h See Form 990 Part X line 12	
(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end	l-of-vear market value
	(b) Book value	(b) Moniou of Valuation. Cool of Circ	Tor your market value
(1) Financial derivatives (2) Closely held equity interests			
(6)			
(A)			
(B)			
(C)			
(D)			
(E)			
(F)			
(G)			
(H)			
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ► Part VIII Investments - Program Related.			
Complete if the organization answered "Yes"	on Form 990 Part IV line 1	1c See Form 990 Part Y line 13	
(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end	Lof-year market value
	(b) BOOK Value	(c) Method of Valuation. Cost of end	i-or-year market value
(1)			
(2)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9) Fotal. (Col. (b) must equal Form 990, Part X, col. (B) line 13.)			
Part IX Other Assets.			
Complete if the organization answered "Yes"	on Form 990. Part IV. line 1	1d. See Form 990. Part X. line 15.	
-) Description	, ,	(b) Book value
(1)	,		()
(2)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			
(9)			
Total. (Column (b) must equal Form 990, Part X, col. (B) lin	ne 15)	•	
Part X Other Liabilities.			
Complete if the organization answered "Yes"	on Form 990, Part IV, line 1	1e or 11f. See Form 990, Part X, line 25.	
1. (a) Description of liability			(b) Book value
(1) Federal income taxes			
(2)			
(3)			
(4)			
(5)			
(6)			
(7)			
(8)			

organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ... Schedule D (Form 990) 2021

Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the

Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ...

Pai	T XI	Reconciliation of Revenue per Audited Financial S	statements with Revenue	e per Return.	
		Complete if the organization answered "Yes" on Form 990, Part IV	/, line 12a.		
1	Total	revenue, gains, and other support per audited financial statements		1	
2		ints included on line 1 but not on Form 990, Part VIII, line 12:	1 1		
а		nrealized gains (losses) on investments			
b		ted services and use of facilities			
С		veries of prior year grants			
d		(Describe in Part XIII.)			
е		nes 2a through 2d			
3		act line 2e from line 1		3	
4		ints included on Form 990, Part VIII, line 12, but not on line 1:	1 1		
а		tment expenses not included on Form 990, Part VIII, line 7b			
b		(Describe in Part XIII.)			
		nes 4a and 4b			
5 Do:	Total	revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line Reconciliation of Expenses per Audited Financial	12.)	5	
Pai	I AII		-	es per neturn.	
		Complete if the organization answered "Yes" on Form 990, Part IV			
1		expenses and losses per audited financial statements		1	
2		ints included on line 1 but not on Form 990, Part IX, line 25:	1 - 1		
a		ted services and use of facilities			
b		year adjustments			
С.		losses	1 1		
d		(Describe in Part XIII.)			
_		ines 2a through 2d			
3		act line 2e from line 1		3	
4		ints included on Form 990, Part IX, line 25, but not on line 1:	1 4- 1		
a		tment expenses not included on Form 990, Part VIII, line 7b			
		(Describe in Part XIII.)		40	
		ines 4a and 4b			
Pai	rt XIII	expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, lir Supplemental Information.	ne (8.)	j 3	
		descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a a	nd 4: Part IV lines 1h and 2h: Pa	urt V line 1: Part Y line 2: Part	ΥI
		descriptions required for Farth, lines 3, 3, and 3, Farth, lines 1a a 4b; and Part XII, lines 2d and 4b. Also complete this part to provid		iit v, iiile 4, i ait A, iiile 2, i ait	ΛΙ,
100	Zu un	a 45, and t are Arr, into 2a and 45. Also complete this part to provid	o any additional information.		
PAF	RT V	, LINE 4:			
FOF	R TH	E PAYMENT OF PERSONNEL AND OFFICE	EXPENSES		

Schedule D (Form 990) 2021

SCHEDULE 0 (Form 990)

Department of the Treasury

Internal Revenue Service

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 Form 990-EZ. ► Go to www.irs.gov/Form990 for the latest information. OMB No. 1545-0047 Open to Public Inspection

Name of the organization

THE OUTDOOR CIRCLE

Employer identification number 99-0085044

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION: ADVOCATING FOR THE PLANTING AND PROTECTION OF TREES, FOR THE PLACING OF UTILITY LINES UNDERGROUND, AND BY PROMOTING RECYCLING AND FIGHTING FOR BILLBOARD-FREE HAWAII. DESCRIPTION OF ORGANIZATION MISSION: FORM 990, PART III, LINE 1, MAINTAIN A BILLBOARD FREE ENVIRONMENT, PROTECT VIEW PLANES, AND COUNTER VISUAL BLIGHT. IT PROMOTOES POLICIES OF PLANTING AND PROTECTING TREES PROMOTING AND PROTECTING GREEN SPACES, AND ADVOCATING FOR PROGRAMS PROTECTING AND POLICIES FOR A MORE BEAUTIFUL ENVIRONMENT ON A VARIETY OF ISSUES FACING THE STATE. FORM 990, PART VI, SECTION A, LINE 6: WE HAVE ONE GENERAL CLASS OF MEMBERSHIP, THEIR RIGHTS ARE TO ELECT BOARD APPROVE BYLAWS, AMENDMENTS, AND ARTICLES OF INCORPORATION. OFFICERS, FORM 990, PART VI, SECTION A, LINE 7A: THEIR RIGHTS ARE TO ELECT BOARD WE HAVE ONE GENERAL CLASS OF MEMBERSHIP, APPROVE BYLAWS, AMENDMENTS, AND ARTICLES OF INCORPORATION. FORM 990, PART VI, SECTION A, LINE 7B: WE HAVE ONE GENERAL CLASS OF MEMBERSHIP, THEIR RIGHTS ARE TO ELECT BOARD OFFICERS, APPROVE BYLAWS, AMENDMENTS, AND ARTICLES OF INCORPORATION.

FORM 990, PART VI, SECTION B, LINE 11B:

THE EXECUTIVE DIRECTOR AND TREASURER REVIEWS THE TAX RETURN PRIOR TO

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

Schedule O (Form 990) 2021

Schedule O (Form 990) 2021 Page 2 Name of the organization **Employer identification number** 99-0085044 THE OUTDOOR CIRCLE FILING. TAX RETURN WILL BE DISTRIBUTED TO THE BOARD ON SEPTEMBER 2022 MEETING. FORM 990, PART VI, SECTION B, LINE 12C: THE EXECUTIVE DIRECTOR MONITORS ANY REAL AND/OR PERCEIVED CONFLICTS OF INTEREST AND BRINGS IT TO THE ATTENTION OF THE EXECUTIVE COMMITTEE AND BOARD. FORM 990, PART VI, SECTION B, LINE 15A: THE EXECUTIVE DIRECTOR'S COMPENSATION INCLUDES A REVIEW AND APPROVAL BY THE EXECUTIVE BOARD COMMITTEE AND IS BASED UPON PRIOR COMPENSATION HISTORY, USAGE OF COMPARABILITY DATA FROM LOCAL AND NATIONAL SALARY DATA, AND JOB PERFORMANCE REVIEW. THIS PROCESS DOCUMENTED IN PERSONNEL FILES AND WAS LAST UNDERTAKEN SEPTEMBER 2019. FORM 990, PART VI, SECTION C, LINE 19: THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS , CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST.