

**Short Form  
Return of Organization Exempt From Income Tax**

**2009**

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

▶ Sponsoring organizations of donor advised funds and controlling organizations as defined in section 512(b)(13) must file Form 990. All other organizations with gross receipts less than \$500,000 and total assets less than \$1,250,000 at the end of the year may use this form.

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

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

**A For the 2009 calendar year, or tax year beginning** \_\_\_\_\_, **2009, and ending** \_\_\_\_\_

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

**C** **Please use IRS label or print or type. See Specific Instructions.**  
 Future Leadership Foundation  
 PO Box 105225  
 Jefferson City, MO 65110

**D Employer identification number**  
 13-4212678

**E Telephone number**

**F Group Exemption Number** .....

**G Accounting method:**  Cash  Accrual  
 Other (specify) ▶

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

**I Website:** ▶ N/A

**J Tax-exempt status (check only one)** —  501(c) ( 3 ) ◀ (insert no.)  4947(a)(1) or  527

**K Check**  if the organization is not a section 509(a)(3) supporting organization **and** its gross receipts are normally **not** more than \$25,000. A Form 990-EZ or Form 990 return is not required, but if the organization chooses to file a return, be sure to file a complete return.

**L Add lines 5b, 6b, and 7b, to line 9 to determine gross receipts; if \$500,000 or more, file Form 990 instead of Form 990-EZ** .....

▶ \$ 57,284.

<b>Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances</b> (See the instructions for Part I.)			
<b>REVENUE</b>	<b>1</b> Contributions, gifts, grants, and similar amounts received .....	<b>1</b>	44,568.
	<b>2</b> Program service revenue including government fees and contracts .....	<b>2</b>	12,689.
	<b>3</b> Membership dues and assessments .....	<b>3</b>	
	<b>4</b> Investment income .....	<b>4</b>	27.
	<b>5a</b> Gross amount from sale of assets other than inventory .....	<b>5a</b>	
	<b>b</b> Less: cost or other basis and sales expenses .....	<b>5b</b>	
	<b>c</b> Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a) .....	<b>5c</b>	
	<b>6</b> Special events and activities (complete applicable parts of Schedule G). If any amount is from gaming, check here .....		<input type="checkbox"/>
	<b>a</b> Gross revenue (not including \$ _____ of contributions reported on line 1) .....	<b>6a</b>	
	<b>b</b> Less: direct expenses other than fundraising expenses .....	<b>6b</b>	
<b>c</b> Net income or (loss) from special events and activities (Subtract line 6b from line 6a) .....	<b>6c</b>		
<b>7a</b> Gross sales of inventory, less returns and allowances .....	<b>7a</b>		
<b>b</b> Less: cost of goods sold .....	<b>7b</b>		
<b>c</b> Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a) .....	<b>7c</b>		
<b>8</b> Other revenue (describe ▶ _____) .....	<b>8</b>		
<b>9 Total revenue.</b> Add lines 1, 2, 3, 4, 5c, 6c, 7c, and 8 .....	<b>9</b>	57,284.	
<b>EXPENSES</b>	<b>10</b> Grants and similar amounts paid (attach schedule) .....	<b>10</b>	
	<b>11</b> Benefits paid to or for members .....	<b>11</b>	
	<b>12</b> Salaries, other compensation, and employee benefits .....	<b>12</b>	
	<b>13</b> Professional fees and other payments to independent contractors .....	<b>13</b>	5,146.
	<b>14</b> Occupancy, rent, utilities, and maintenance .....	<b>14</b>	184.
	<b>15</b> Printing, publications, postage, and shipping .....	<b>15</b>	2,608.
	<b>16</b> Other expenses (describe ▶ <u>See Statement 1</u> ) .....	<b>16</b>	27,614.
<b>17 Total expenses.</b> Add lines 10 through 16 .....	<b>17</b>	35,552.	
<b>18</b> Excess or (deficit) for the year (Subtract line 17 from line 9) .....	<b>18</b>	21,732.	
<b>ASSETS</b>	<b>19</b> Net assets or fund balances at beginning of year (from line 27, column (A)) (must agree with end-of-year figure reported on prior year's return) .....	<b>19</b>	13,814.
	<b>20</b> Other changes in net assets or fund balances (attach explanation) .....	<b>20</b>	
	<b>21</b> Net assets or fund balances at end of year. Combine lines 18 through 20 .....	<b>21</b>	35,546.

**Part II Balance Sheets.** If Total assets on line 25, column (B) are \$1,250,000 or more, file Form 990 instead of Form 990-EZ. (See the instructions for Part II.)

	(A) Beginning of year	(B) End of year
<b>22</b> Cash, savings, and investments .....	13,814.	<b>22</b> align="right">35,546.
<b>23</b> Land and buildings .....		<b>23</b>
<b>24</b> Other assets (describe ▶ _____) .....		<b>24</b>
<b>25 Total assets</b> .....	13,814.	<b>25</b> align="right">35,546.
<b>26 Total liabilities</b> (describe ▶ _____) .....	0.	<b>26</b> align="right">0.
<b>27 Net assets or fund balances</b> (line 27 of column (B) must agree with line 21) .....	13,814.	<b>27</b> align="right">35,546.

**Part III Statement of Program Service Accomplishments** (See the instructions.)

What is the organization's primary exempt purpose? See Statement 2  
 Describe what was achieved in carrying out the organization's exempt purposes. In a clear and concise manner, describe the services provided, the number of persons benefited, or other relevant information for each program title.

**Expenses**  
 (Required for section 501(c)(3) and (4) organizations and section 4947(a)(1) trusts; optional for others.)

<b>28</b>	<u>Belarus Participant Travel Costs</u>		
	(Grants \$ _____) If this amount includes foreign grants, check here. <input type="checkbox"/>	<b>28a</b>	8,841.
<b>29</b>	<u>Belarus ministry expenses</u>		
	(Grants \$ _____) If this amount includes foreign grants, check here. <input type="checkbox"/>	<b>29a</b>	7,855.
<b>30</b>	<u>Leadership Coaching Event</u>		
	(Grants \$ _____) If this amount includes foreign grants, check here. <input type="checkbox"/>	<b>30a</b>	2,715.
<b>31</b>	Other program services (attach schedule). <u>See Statement 3</u>		
	(Grants \$ _____) If this amount includes foreign grants, check here. <input type="checkbox"/>	<b>31a</b>	2,356.
<b>32</b>	<b>Total program service expenses</b> (add lines 28a through 31a)	<b>32</b>	21,767.

**Part IV List of Officers, Directors, Trustees, and Key Employees.** List each one even if not compensated. (See the instrs.)

(a) Name and address	(b) Title and average hours per week devoted to position	(c) Compensation (If not paid, enter -0-.)	(d) Contributions to employee benefit plans and deferred compensation	(e) Expense account and other allowances
Verlyn Bergen P.O. Box 105225 Jefferson City, MO 65110-5225	Director 7.00	0.	0.	0.
Rodger Cobb P.O. Box 105225 Jefferson City, MO 65110-5225	Vice President 7.00	0.	0.	0.
Norma Houston P.O. Box 105225 Jefferson City, MO 65110-5225	Director 7.00	0.	0.	0.
Phil Hunt P.O. Box 105225 Jefferson City, MO 65110-5225	President 10.00	0.	0.	0.
Toby Barnett 108 Edinburgh Woodway, TX 76712-4060	Director 0	0.	0.	0.
Stephen Mathis P.O. Box 105225 Jefferson City, MO 65110-5225	Secretary 10.00	0.	0.	0.
Roger Hatfield P.O. Box 105225 Jefferson City, MO 65110-5225	Executive Direc 7.00	0.	0.	0.
Gary Collins P O Box 105225 Jefferson City, MO 65110-5225	Treasurer 7.00	0.	0.	0.
John Heskett 316 Cheval Square Drive Chesterfield, MO 63005-1638	Director 0	0.	0.	0.
Roy Miller 4 Fair Oaks Moberly, MO 65270-1709	Director 0	0.	0.	0.
Cara Harrington 1816 E 15th St Sedalia, MO 65301-7820	Director 0	0.	0.	0.

**Part V Other Information** (Note the statement requirements in the instrs for Part V.) See Statement 4

	Yes	No
<b>33</b> Did the organization engage in any activity not previously reported to the IRS? If 'Yes,' attach a detailed description of each activity.		X
<b>34</b> Were any changes made to the organizing or governing documents? If 'Yes,' attach a conformed copy of the changes.		X
<b>35</b> If the organization had income from business activities, such as those reported on lines 2, 6a, and 7a (among others), but not reported on Form 990-T, attach a statement explaining why the organization did not report the income on Form 990-T.		
<b>a</b> Did the organization have unrelated business gross income of \$1,000 or more or was it subject to section 6033(e) notice, reporting, and proxy tax requirements?		X
<b>b</b> If 'Yes,' has it filed a tax return on <b>Form 990-T</b> for this year?		
<b>36</b> Did the organization undergo a liquidation, dissolution, termination, or significant disposition of net assets during the year? If 'Yes,' complete applicable parts of Schedule N.		X
<b>37a</b> Enter amount of political expenditures, direct or indirect, as described in the instructions. ▶ <b>37a</b> 0.		
<b>b</b> Did the organization file <b>Form 1120-POL</b> for this year?		X
<b>38a</b> Did the organization borrow from, or make any loans to, any officer, director, trustee, or key employee or were any such loans made in a prior year and still outstanding at the end of the period covered by this return?		X
<b>b</b> If 'Yes,' complete Schedule L, Part II and enter the total amount involved. <b>38b</b> N/A		
<b>39</b> Section 501(c)(7) organizations. Enter:		
<b>a</b> Initiation fees and capital contributions included on line 9. <b>39a</b> N/A		
<b>b</b> Gross receipts, included on line 9, for public use of club facilities. <b>39b</b> N/A		
<b>40a</b> Section 501(c)(3) organizations. Enter amount of tax imposed on the organization during the year under: section 4911 ▶ 0.; section 4912 ▶ 0.; section 4955 ▶ 0.		
<b>b</b> Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in any section 4958 excess benefit transaction during the year or is it aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If 'Yes,' complete Schedule L, Part I.		X
<b>c</b> Section 501(c)(3) and 501(c)(4) organizations. Enter amount of tax imposed on organization managers or disqualified persons during the year under sections 4912, 4955, and 4958. ▶ 0.		
<b>d</b> Section 501(c)(3) and 501(c)(4) organizations. Enter amount of tax on line 40c reimbursed by the organization. ▶ 0.		
<b>e</b> All organizations. At any time during the tax year, was the organization a party to a prohibited tax shelter transaction? If 'Yes,' complete Form 8886-T.		X
<b>41</b> List the states with which a copy of this return is filed ▶ <u>None</u>		

**42a** The organization's books are in care of ▶ Roger Hatfield Telephone no. ▶ 573-635-8092  
 Located at ▶ PO Box 105225 Jefferson City MO ZIP + 4 ▶ 65110

	Yes	No
<b>b</b> At any time during the calendar year, did the organization have an interest in or a signature or other authority over a financial account in a foreign country (such as a bank account, securities account, or other financial account)? If 'Yes,' enter the name of the foreign country: ...		X
See the instructions for exceptions and filing requirements for <b>Form TD F 90-22.1, Report of a Foreign Bank and Financial Accounts.</b>		
<b>c</b> At any time during the calendar year, did the organization maintain an office outside of the U.S.? If 'Yes,' enter the name of the foreign country: ...		X

**43** Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of **Form 1041** — Check here. ▶  N/A  
 and enter the amount of tax-exempt interest received or accrued during the tax year. ▶ **43** N/A

	Yes	No
<b>44</b> Did the organization maintain any donor advised funds? If 'Yes,' Form 990 must be completed instead of Form 990-EZ.		X
<b>45</b> Is any related organization a controlled entity of the organization within the meaning of section 512(b)(13)? If 'Yes,' Form 990 must be completed instead of Form 990-EZ.		X

**Part VI Section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts only.** All section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts must answer questions 46-49b and complete the tables for lines 50 and 51.

	Yes	No
46 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.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
47 Did the organization engage in lobbying activities? If 'Yes,' complete Schedule C, Part II.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
48 Is the organization a school as described in section 170(b)(1)(A)(ii)? If 'Yes,' complete Schedule E.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
49a Did the organization make any transfers to an exempt non-charitable related organization?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
b If 'Yes,' was the related organization a section 527 organization?	<input type="checkbox"/>	<input type="checkbox"/>

50 Complete this table for the organization's five highest compensated employees (other than officers, directors, trustees and key employees) who each received more than \$100,000 of compensation from the organization. If there is none, enter 'None.'

(a) Name and address of each employee paid more than \$100,000	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans and deferred compensation	(e) Expense account and other allowances
None				

f Total number of other employees paid over \$100,000. . . . . ▶ \_\_\_\_\_

51 Complete this table for the organization's five highest compensated independent contractors who each received more than \$100,000 of compensation from the organization. If there is none, enter 'None.'

(a) Name and address of each independent contractor paid more than \$100,000	(b) Type of service	(c) Compensation
None		

d Total number of other independent contractors each receiving over \$100,000 . . . . . ▶ \_\_\_\_\_

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.

**Sign Here**

Signature of officer: Roger Hatfield Date: \_\_\_\_\_  
 Type or print name and title: Executive Direc

**Paid Preparer's Use Only**

Preparer's signature: James B. Seaver Date: 5-28-10  
 Firm's name (or yours if self-employed), address, and ZIP + 4: HSS, LLC  
1620 Southridge Dr.  
Jefferson City, MO 65109  
 Check if self-employed:  Preparer's Identifying Number (See instructions): N/A  
 EIN: N/A  
 Phone no.: (573) 636-5507

May the IRS discuss this return with the preparer shown above? See instructions. . . . . ▶  Yes  No



**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.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
<b>1</b> Gifts, grants, contributions and membership fees received. (Do not include 'unusual grants.') ...						
<b>2</b> Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf. ....						
<b>3</b> The value of services or facilities furnished to the organization by a governmental unit without charge. Do not include the value of services or facilities generally furnished to the public without charge. ....						
<b>4 Total.</b> Add lines 1-through 3 ...						
<b>5</b> The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f). ...						
<b>6 Public support.</b> Subtract line 5 from line 4. ....						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
<b>7</b> Amounts from line 4. ....						
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. ....						
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on. ....						
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.) ....						
<b>11 Total support.</b> Add lines 7 through 10. ....						
<b>12</b> Gross receipts from related activities, etc. (see instructions) .....					12	

**13 First five years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here.

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

<b>14</b> Public support percentage for 2009 (line 6, column (f) divided by line 11, column (f)) .....	14	%
<b>15</b> Public support percentage from 2008 Schedule A, Part II, line 14. ....	15	%

**16a 33-1/3 support test – 2009.** If the organization did not check the box on line 13, and the line 14 is 33-1/3 % or more, check this box and stop here. The organization qualifies as a publicly supported organization.

**b 33-1/3 support test – 2008.** If the organization did not check a box on line 13, or 16a, and line 15 is 33-1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization.

**17a 10%-facts-and-circumstances test – 2009** 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 IV how the organization meets the 'facts-and-circumstances' test. The organization qualifies as a publicly supported organization.

**b 10%-facts-and-circumstances test – 2008.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the 'facts-and-circumstances' test, check this box and stop here. Explain in Part IV how the organization meets the 'facts-and-circumstances' test. The organization qualifies as a publicly supported organization.

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

