

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

2012

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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

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

A For the 2012 calendar year, or tax year beginning July 1, 2012, and ending June 30, 2013

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

C Name of organization Team Kids, Inc.
 Doing Business As _____
 Number and street (or P.O. box if mail is not delivered to street address) Room/suite
2192 Martin 280
 City, town or post office, state, and ZIP code
Irvine, CA 92612

D Employer identification number
75-3152594

E Telephone number
949-861-4887

F Name and address of principal officer:
Julie Hudash, Chief Executive Officer, Same as "C" above

G Gross receipts \$ _____

H(a) Is this a group return for affiliates? Yes No
H(b) Are all affiliates included? Yes No
 If "No," attach a list. (see instructions)

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

J Website: ▶ www.teamkids.org

K Form of organization: Corporation Trust Association Other ▶

L Year of formation: 2004 **M** State of legal domicile: CA

H(c) Group exemption number ▶ _____

Part I Summary

Activities & Governance	1	Briefly describe the organization's mission or most significant activities: <u>To strengthen innovative community collaborations that empower young people to be responsible, resilient citizens with a passion for service through school-based and community wide programs.</u>		
	2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3	Number of voting members of the governing body (Part VI, line 1a)	3	18
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	17
	5	Total number of individuals employed in calendar year 2012 (Part V, line 2a)	5	11
	6	Total number of volunteers (estimate if necessary)	6	1,730
	7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	
b	Net unrelated business taxable income from Form 990-T, line 34	7b		
Revenue	8	Contributions and grants (Part VIII, line 1h)	Prior Year 300,213	Current Year 367,948
	9	Program service revenue (Part VIII, line 2g)	89,780	67,844
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	58	24
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	(20,234)	(70,942)
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	364,817	364,874
	Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	77,688
14		Benefits paid to or for members (Part IX, column (A), line 4)		
15		Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	221,444	171,821
16a		Professional fundraising fees (Part IX, column (A), line 11e)		
b		Total fundraising expenses (Part IX, column (D), line 25) ▶		
17		Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	86,079	101,545
18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	385,211	341,592	
19	Revenue less expenses. Subtract line 18 from line 12	(20,394)	23,282	
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	Beginning of Current Year 16,409	End of Year 42,262
	21	Total liabilities (Part X, line 26)	28,310	30,881
	22	Net assets or fund balances. Subtract line 21 from line 20	(11,901)	11,381

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.

Sign Here

Signature of officer: [Signature] Date: 2-14-14

Type or print name and title: TRAIL E. ELLIOTT, PRESIDENT

Paid Preparer Use Only

Print/Type preparer's name: _____ Preparer's signature: _____ Date: _____

Check if self-employed PTIN: _____

Firm's name ▶: _____ Firm's EIN ▶: _____

Firm's address ▶: _____ Phone no.: _____

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

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Irvine, CA 92612

D Employer identification number
75-3152594

E Telephone number
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G Gross receipts \$

F Name and address of principal officer:
Julie Hudash, Chief Executive Officer, Same as "C" above

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

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Part I Summary

Activities & Governance	1	Briefly describe the organization's mission or most significant activities: <u>To strengthen innovative community collaborations that empower young people to be responsible, resilient citizens with a passion for service through school-based and community wide programs.</u>		
	2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3	Number of voting members of the governing body (Part VI, line 1a)	3	<u>18</u>
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	<u>17</u>
	5	Total number of individuals employed in calendar year 2012 (Part V, line 2a)	5	<u>11</u>
	6	Total number of volunteers (estimate if necessary)	6	<u>1,730</u>
	7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	
b	Net unrelated business taxable income from Form 990-T, line 34	7b		
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	9	Program service revenue (Part VIII, line 2g)	<u>300,213</u>	<u>367,948</u>
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	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	<u>58</u>	<u>24</u>
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	<u>364,817</u>	<u>364,874</u>
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	<u>77,688</u>	<u>68,226</u>
	14	Benefits paid to or for members (Part IX, column (A), line 4)		
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	<u>221,444</u>	<u>171,821</u>
	16a	Professional fundraising fees (Part IX, column (A), line 11e)		
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	<u>86,079</u>	<u>101,545</u>
18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	<u>385,211</u>	<u>341,592</u>	
19	Revenue less expenses. Subtract line 18 from line 12	<u>(20,394)</u>	<u>23,282</u>	
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21	Total liabilities (Part X, line 26)	<u>16,409</u>	<u>42,262</u>
	22	Net assets or fund balances. Subtract line 21 from line 20	<u>28,310</u>	<u>30,881</u>
			<u>(11,901)</u>	<u>11,381</u>

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.

Sign Here

Signature of officer _____ Date _____

Type or print name and title _____

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed	PTIN
Firm's name ▶	Firm's EIN ▶		Phone no.	
Firm's address ▶				

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

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	✓	
2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	✓	
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		✓
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		✓
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III		✓
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		✓
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		✓
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III		✓
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV		✓
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V		✓
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.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	✓	
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII		✓
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII		✓
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX		✓
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X		✓
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X		✓
12 a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII		✓
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		✓
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		✓
14 a Did the organization maintain an office, employees, or agents outside of the United States?		✓
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		✓
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If "Yes," complete Schedule F, Parts II and IV		✓
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? If "Yes," complete Schedule F, Parts III and IV		✓
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)		✓
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	✓	
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		✓
20 a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H		✓
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		

Part IV Checklist of Required Schedules (continued)

		Yes	No
21	Did the organization report more than \$5,000 of grants and other assistance to any government or organization in the United States on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	✓	
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		✓
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>		✓
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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25</i>		✓
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		✓
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		✓
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		✓
25a	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		✓
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		✓
26	Was a loan to or by a current or former officer, director, trustee, key employee, highest compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>	✓	
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		✓
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		✓
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		✓
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>		✓
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	✓	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		✓
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		✓
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		✓
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		✓
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>		✓
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?		✓
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		✓
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		✓
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		✓
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O		✓

Part V Statements Regarding Other IRS Filings and Tax Compliance
 Check if Schedule O contains a response to any question in this Part V

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable		
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
1c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	✓	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		
2b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	✓	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		✓
3b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		✓
5a	If "Yes," enter the name of the foreign country: ▶ See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
5b	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		✓
5c	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		✓
6a	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		
6b	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		✓
7a	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7b	Organizations that may receive deductible contributions under section 170(c).		
7c	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?		
7d	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
7e	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		
7f	If "Yes," indicate the number of Forms 8282 filed during the year		
7g	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		
7h	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		
8	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
9	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
9a	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		
9b	Sponsoring organizations maintaining donor advised funds.		
10a	Did the organization make any taxable distributions under section 4966?		
10b	Did the organization make a distribution to a donor, donor advisor, or related person?		
11a	Section 501(c)(7) organizations. Enter:		
11b	a Initiation fees and capital contributions included on Part VIII, line 12		
12a	b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
12b	Section 501(c)(12) organizations. Enter:		
13a	a Gross income from members or shareholders		
13b	b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)		
13c	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
14a	b If "Yes," enter the amount of tax-exempt interest received or accrued during the year		
14b	Section 501(c)(29) qualified nonprofit health insurance issuers.		
15a	a Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.		
15b	b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans		
15c	c Enter the amount of reserves on hand		
16a	Did the organization receive any payments for indoor tanning services during the tax year?		
16b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O		

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.	1a	18
b	Enter the number of voting members included in line 1a, above, who are independent	1b	17
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	<input checked="" type="checkbox"/>
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person?	3	<input checked="" type="checkbox"/>
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	<input checked="" type="checkbox"/>
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5	<input checked="" type="checkbox"/>
6	Did the organization have members or stockholders?	6	<input checked="" type="checkbox"/>
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	<input checked="" type="checkbox"/>
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b	<input checked="" type="checkbox"/>
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	8a	<input checked="" type="checkbox"/>
b	Each committee with authority to act on behalf of the governing body?	8b	<input checked="" type="checkbox"/>
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9	<input checked="" type="checkbox"/>

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

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a	<input checked="" type="checkbox"/>
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	<input checked="" type="checkbox"/>
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	<input checked="" type="checkbox"/>
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	<input checked="" type="checkbox"/>
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	
13	Did the organization have a written whistleblower policy?	13	<input checked="" type="checkbox"/>
14	Did the organization have a written document retention and destruction policy?	14	<input checked="" type="checkbox"/>
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a	The organization's CEO, Executive Director, or top management official	15a	<input checked="" type="checkbox"/>
b	Other officers or key employees of the organization	15b	<input checked="" type="checkbox"/>
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	<input checked="" type="checkbox"/>
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?	16b	

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed ► California
- 18** Section 6104 requires an organization to make its Forms 1023 (or 1024 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.
 Own website Another's website Upon request Other (explain in Schedule O)
- 19** Describe in Schedule O whether (and if so, how), the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, physical address, and telephone number of the person who possesses the books and records of the organization: ► Julie Hudash, Chief Executive Officer, 2192 Marting, Suite 280, Irvine, CA 949-861-4887

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

Check if Schedule O contains a response to any question 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 instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

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

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) Julie Hudash Chief Executive Officer	50	✓		✓			72,500	0	0	
(2) Craig Elliott President	8	✓					0	0	0	
(3) Susan Holt Vice President	4	✓					0	0	0	
(4) Jack Toan Treasurer	4	✓					0	0	0	
(5) Michael Cupps Finance & Compliance Chair	3	✓					0	0	0	
(6) Nestor Herrera Program Chair	3	✓					0	0	0	
(7) Laura Baden Secretary	3	✓					0	0	0	
(8) Jamie Welsh Fund Development and Marketing Chair	3	✓					0	0	0	
(9) Bethany LaFlam Board Member	2	✓					0	0	0	
(10) Michael Vishny Board Member	2	✓					0	0	0	
(11) Dan Lubeck Board Member	2	✓					0	0	0	
(12) Ken Horner Board Member	2	✓					0	0	0	
(13) Anne Leisure Board Member	2	✓					0	0	0	
(14) Mike Hamel Board Member	2	✓					0	0	0	

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(15) Michael Moore Board Member	2	<input checked="" type="checkbox"/>						0	0	0
(16) Blythe Persinger Board Member	2	<input checked="" type="checkbox"/>						0	0	0
(17) JoAnn Redden Board Member	2	<input checked="" type="checkbox"/>						0	0	0
(18) Brett Wood Board Member	2	<input checked="" type="checkbox"/>						0	0	0
(19)										
(20)										
(21)										
(22)										
(23)										
(24)										
(25)										
1b Sub-total								72,500	0	0
1c Total from continuation sheets to Part VII, Section A								0	0	0
1d Total (add lines 1b and 1c)								72,500	0	0

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **0**

	Yes	No
3 Did the organization list any former officer, director, or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
None		

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

Part VIII Statement of Revenue

Check if Schedule O contains a response to any question in this Part VIII.

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514	
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c 203,500					
	d Related organizations	1d					
	e Government grants (contributions)	1e					
	f All other contributions, gifts, grants, and similar amounts not included above	1f 164,448					
	g Noncash contributions included in lines 1a-1f: \$	59,000					
	h Total. Add lines 1a-1f ▶		367,948				
Program Service Revenue			Business Code				
	2a Team Kids Challenge		61,875	61,875	0	0	
	b LemonAID		5,969	5,969	0	0	
	c _____						
	d _____						
	e _____						
	f All other program service revenue .						
	g Total. Add lines 2a-2f ▶		67,844				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts) ▶		24	24	0	0	
	4 Income from investment of tax-exempt bond proceeds ▶						
	5 Royalties ▶						
	6a Gross rents	(i) Real	(ii) Personal				
		b Less: rental expenses					
		c Rental income or (loss)					
		d Net rental income or (loss) ▶					
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		b Less: cost or other basis and sales expenses					
		c Gain or (loss)					
		d Net gain or (loss) ▶					
	8a Gross income from fundraising events (not including \$ 203,500 of contributions reported on line 1c). See Part IV, line 18	a 61,545					
		b Less: direct expenses	b 132,487				
		c Net income or (loss) from fundraising events . ▶		(70,942)		0	(70,942)
	9a Gross income from gaming activities. See Part IV, line 19	a					
b Less: direct expenses		b					
c Net income or (loss) from gaming activities . . ▶							
10a Gross sales of inventory, less returns and allowances	a						
	b Less: cost of goods sold	b					
	c Net income or (loss) from sales of inventory . . ▶						
Miscellaneous Revenue		Business Code					
11a _____							
b _____							
c _____							
d All other revenue							
e Total. Add lines 11a-11d ▶							
12 Total revenue. See instructions. ▶			364,874	67,868	0	(70,942)	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response to any question in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the United States. See Part IV, line 21	68,226	68,226		
2 Grants and other assistance to individuals in the United States. See Part IV, line 22				
3 Grants and other assistance to governments, organizations, and individuals outside the United States. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	72,500	60,743	7,486	4,271
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	86,168	77,551	5,169	3,448
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits				
10 Payroll taxes	13,153	11,838	881	434
11 Fees for services (non-employees):				
a Management				
b Legal				
c Accounting				
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)	4,048	0	4,048	0
12 Advertising and promotion	221	0	0	221
13 Office expenses	24,439	19,687	2,869	1,883
14 Information technology	5,825	991	2,396	2,438
15 Royalties				
16 Occupancy	34,730	13,463	17,411	3,856
17 Travel	3,755	3,755	0	0
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	4,881	1,349	2,643	889
20 Interest	1,668	0	1,668	0
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	2,639	1,742	674	223
23 Insurance	5,187	2,534	2,653	0
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a Program Implementation	14,152	14,152	0	0
b _____				
c _____				
d _____				
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	341,592	276,031	47,898	17,663
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 <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Check if Schedule O contains a response to any question in this Part X

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	5,154	1	33,224
	2 Savings and temporary cash investments	99	2	531
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net		4	
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	2,640	9	2,640
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 8,000		
	b Less: accumulated depreciation	10b 2,133	8,506	10c 5,867
	11 Investments—publicly traded securities		11	
	12 Investments—other securities. See Part IV, line 11		12	
	13 Investments—program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15	
16 Total assets. Add lines 1 through 15 (must equal line 34)		16,409	16	42,262
Liabilities	17 Accounts payable and accrued expenses	828	17	5,901
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L	8,500	22	8,500
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties	18,982	24	16,480
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D		25	
	26 Total liabilities. Add lines 17 through 25		28,310	26
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets		27	
	28 Temporarily restricted net assets		28	
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds	(11,901)	32	11,381
33 Total net assets or fund balances	(11,901)	33	11,381	
34 Total liabilities and net assets/fund balances		16,409	34	42,262

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response to any question in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	364,874
2	Total expenses (must equal Part IX, column (A), line 25)	2	341,592
3	Revenue less expenses. Subtract line 2 from line 1	3	23,282
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	(11,901)
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	11,381

Part XII Financial Statements and Reporting

Check if Schedule O contains a response to any question in this Part XII

- 1** Accounting method used to prepare the Form 990: Cash Accrual Other _____
 If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.
- 2a** Were the organization's financial statements compiled or reviewed by an independent accountant? . . .
 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? . . .
 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
- c** If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? . . .
 If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.
- 3a** As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? . . .
- b** If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits

	Yes	No
2a		✓
2b		✓
2c		
3a		✓
3b		

Statement 1

Statement of Program Service Accomplishments

What is the Organizations primary exempt purpose?

Team Kids is a 501(C)(3) nonprofit with proven success to empower our children to change the world through an innovative, asset-based, and multiagency approach to youth development. Team Kids mobilizes community partners who share a vested interest in protecting and advocating for youth, including city leaders, police, fire fighters, educators, and business leaders. As a nonprofit organization that nurtures and relies upon the passions and leadership of our youth, Team Kids never strays from its motto: "*It's all about the kids!*" Our mission is to empower our children to change the world. We educate and inspire youth to become responsible, resilient, socially conscious citizens through experiential character development programs, which leverage innovative community collaborations. Our vision is not only about the future—we give young people the opportunity to improve the lives of others today *and* encourage them to become the next generation of compassionate leaders, entrepreneurs, and philanthropists.

Through the Team Kids Challenge, a youth-led, elementary school-based program, and related community-based service programs, like Lemon Aid and Youth Council, thousands of participants learn about leadership, teamwork, and making healthy choices for themselves and others in real-world situations. The parents, teachers, police officers, fire fighters, business leaders, and other community members who volunteer to assist with the implementation of our programs recognize the need to increase the confidence of our youth by emphasizing their importance to society and their ability to make a difference regardless of age or socioeconomic status. By building up the positive assets of youth, Team Kids protects them against harmful behaviors, such as substance use, gang involvement, and other delinquent activity.

Team Kids relies upon community collaboration to protect and inspire young people. Stakeholders from education, government, public safety, and business are uniting to secure successful outcomes for our youngest citizens across the nation. Together, our communities can support the healthy development of our kids by encouraging their positive efforts to empower America's future.

A History of Team Kids

In 2001, 600 students at Vista Verde Elementary School attended an assembly as a part of a pilot project for what would become Team Kids' flagship Challenge program. There, they met Jeremy, a three-year-old boy who suffered from a rare heart condition that required serious treatment. His family needed \$20,000 to fly him to Minnesota's Mayo Clinic to receive life-saving heart surgery, and his story inspired these students to help.

From selling popsicles and hosting coin drives to organizing a pancake breakfast with fire-fighters, kids did everything they could to support Jeremy and his family. As media stories about their commitment appeared in the *OC Register* and the *LA Times*, the whole community began to take notice. Readers sent in checks; an anonymous celebrity gave a significant donation, and a local pilot offered his jet to fly Jeremy to Minnesota. Thanks to these students and the community, Mayo Clinic doctors performed successful heart surgery on Jeremy and sent him home to Irvine, where he is living happily today!

The entire process demonstrated that when the community comes together, miracles truly can happen and—what's more—*kids* can make them happen! It was the passion and power of the student participants that saved Jeremy's life and made the project a huge success. Their

excitement sparked the birth of Team Kids, officially founded in 2001 by current CEO Julie Hudash, a group of board members, and our first youth participants—many of whom are now graduating from college! Since the original group of 600, Team Kids has worked with more than 50,000 students in Orange and Los Angeles Counties. With the first leg of our national expansion in Arlington, Virginia secured, 18,000 young people will participate in the Team Kids Challenge this year at no cost to the school or students.

Prevention and Empowerment through Service Learning

The United States is home to nearly 75,000,000 people under the age of 18, which represents nearly 25% of the total population. Oftentimes, programs and professionals are forced to focus on the struggles and challenges these youth face, whether poverty, academic failure, or gang involvement. There are clearly challenges to address: although improved from past years, the high school dropout in the United States is approximately 25%, and schools in economically disadvantaged areas are still performing below par. Other statistics highlight alarming trends: from 2001 to 2011, there was a 178% increase in youth receiving publicly funded services for alcohol and drug abuse, and gang membership for youth aged 8 to 17 increased 50% from 2002 to 2011. Suicide rates also significantly increased over a similar time period (2012 Conditions of Children in OC).

In response to these challenges, many organizations deliver interventions to redirect youth's lives. By contrast, Team Kids' programs are based on research showing that many social problems can be *prevented* if community stakeholders collectively build developmental assets, such as positive peer influence, adult role models, caring neighborhoods and schools, and opportunities for service, for our youth from an early age (Search Institute). Likewise, Team Kids' philosophy is to focus on cultivating what is *right* with youth. By building on their strengths through service learning and positive adult role models, we believe youth will be prepared to make good decisions and avoid harmful risks. According to the National Conference of State Legislatures Strengthening Youth Policy, "Kids who feel safe, valued and connected to caring adults are more likely to be positive about life, engaged in school, and emotionally healthy. They are also less likely to participate in destructive or delinquent behavior."

Service learning in particular can help youth increase their sense of self-efficacy as they learn they can impact real social issues, and it also helps them develop problem-solving, teamwork, and planning skills and interest in further education and civic engagement (Roehlkepartain, Search Institute, 2007). Service learning can also benefit and enrich academic performance with real-world application of classroom skills. Committed participation in service learning has been linked with higher academic achievement, character, and leadership development, and supports 21st Century Learning Skills and the new Common Core Standards being implemented in California in 2013-2014. These new academic standards were created to be "relevant to the real world, reflecting the knowledge and skills that our young people need for success in college and careers," and service learning provides an important link between academic learning and practical application.

Our Impact

Young people are always asked to provide feedback about the Team Kids activities in which they participate. They consistently respond that they have learned new skills, had fun, and feel good about themselves and their visible contributions to the community. Younger youth often say they learned that anyone can make a difference, no matter their age. Eight-year-old Alex says, "Team Kids helps kids change the world," while fifth graders Scarlet and Stephanie say, "Team Kids has inspired me to do more volunteer work," and, "I learned that helping others can be really fun in life."

Even preschool-aged children can grow as a part of our programs. Three-year-old Audrey was one of our youngest LemonAID stand volunteers. She enthusiastically sold lemonade along with

Team Kids, Inc.
EIN: 75-3152594
Form 990 (2012-2013) Schedule Attachment

her parents, and her mother says that Audrey's eyes light up like Christmas morning when she remembers her LemonAID stand. We hope that we can inspire this excitement for all children and youth who participate, empowering them with a sense of charity as automatic as breathing. One of our board members appropriately states, "Team Kids engenders a culture where it is everyone's right, regardless of age, to be a powerful agent for change."

Another reason youth value Team Kids is that our programs break down barriers between kids and parents, police officers, fire fighters, and other adults, through the working combination of youth leadership and adult support. And it's not only the kids who learn—one teacher said that the Team Kids Challenge "proves what kids can do if we give them the chance."

In addition to the voices of our youth, Team Kids also evaluates the impact of our programs through pre- and post-program testing measuring the change in youth's confidence, awareness, and new skills. An evaluation conducted by WestEd, a leading educational research firm, consolidated these results and demonstrated the program's effectiveness for promoting positive identity, community engagement, and prevention of high-risk behaviors. Covering the 2002-2003 and 2003-2004 school years, pre-/post- program survey tools were administered to more than 440 students in seven elementary schools and one middle school. The results showed that students who participated in a Team Kids Challenge:

- Developed stronger feelings of self-efficacy;
- Showed more confidence in their capacity to be a leader;
- Increased awareness of and empathy for the needs of others;
- Strengthened desire to help others; and
- Improved perceptions of being an important contributor to their school and community.

Again, these results are critical not only for the short-term benefits they bring, but also for the preventive factors they strengthen. As Irvine Police Chief David Maggard states: "Team Kids' programs provide our young people with opportunities to learn about community, leadership, teamwork, compassion, and making healthy choices. This is prevention, as kids who feel connected to their community and are involved in positive social action are less likely to engage in destructive behavior. Team Kids' programs build self-respect—and respect for others in need."

Our Team: Staff, Volunteers, and Community Partnerships Team Kids has been able to provide such effective support for youth participants through a unique collaborative effort that includes Team Kids' board and staff, a force of volunteers, and a broad range of education, government, law enforcement, business, and other community stakeholders. By working in partnership, rather than isolation, Team Kids directly impacts youth *and* strengthens communities as developmental assets for them. Youth grow to see parents, police, and teachers not as those who tell them what they can't do, but as supportive role models and mentors. This TEAM effort is still all about the kids—but it takes everyone working together to truly make a difference.

"Kids who feel safe, valued, and connected to caring adults are more likely to be positive about life, engaged in school, and emotionally healthy. They are also less likely to participate in destructive or delinquent behavior." –National Conference of State Legislatures Strengthening Youth Policy.

Team Kids, Inc.
EIN: 75-3152594
Form 990 (2012/2013) Schedule Attachment

Statement 2

Statement of Program Service Accomplishments

Description of School Programs

Describe what was achieved in carrying out the organization's tax exempt purposes. In a clear and concise manner, describe the services provided, the number of persons benefited, or other relevant information for each program.

School based programs: Team Kids Challenge

Program Description:

Team Kids offers both school and community-based youth service programs for 18,000 youth from elementary to high school age each year. Incorporating best practices, such as giving youth active and meaningful leadership roles and meeting real community needs through service learning (RMC Research 2007), Team Kids helps youth develop the values and skills that enable them to make positive choices in their own lives while making a difference in the lives of others.

Team Kids Challenge: Our Flagship Month-long, School-based Program

Initiated as a pilot project even before the organization's founding, Team Kids' core program is the school-based, four-week **Team Kids Challenge**, an innovative, research-based, and empirically validated approach to youth development. The Team Kids Challenge empowers an average of 650 students at each elementary school as they learn about community needs and work alongside police, fire fighters, parent volunteers, and Team Kids mentors to do something about them.

Over the past three school years, Team Kids has hosted a Challenge at 30 schools, harnessing the collaborative efforts of nearly 18,000 students, their families, volunteers and community partners. Team Kids works with schools for free at the request of the principal, PTA leadership members, or students themselves. Kicking off with an assembly led by Team Kids staff, police officers, and fire fighters, the program delivers four lessons about critical community issues, such as homelessness, hunger, safety, and the environment. Every student is invited to participate in a weekly challenge such as collecting food or clothing. Furthermore, fifth and sixth graders can volunteer on the Leadership Team once a week during lunch recess, further enhancing their skills and abilities in a leadership role. This Team plans a school-wide carnival fundraiser for the last week of the Challenge to raise funds for a charitable cause, providing real assistance to children and families in need of food, shelter, and other care.

To give students an even greater sense of impact, Team Kids ensures that 100% of the funds and resources raised are donated directly to a nonprofit identified and selected by students. Past recipients of students' efforts have included the Red Cross, the American Society for the Prevention of Cruelty to Animals, Families Forward, Human Options, Illumination Foundation, OC Rescue Mission, Orangewood Children's Foundation, Second Harvest Food Bank, St. Jude Children's Research Hospital, Oak View Renewal Partnership, and several schools. Since 2001, Team Kids Challenge participants have raised more than \$420,000 in cash and in-kind donations for nonprofits such as these.

Team Kids Challenge Programs Implemented in the 2012-13 Fiscal Year are summarized on the following page.

School 2012-13	Students	LT Kids	Week 1	Est. Value	Week 2	Est. Value	Week 3	Est. Value	Carnival	Beneficiary Charities	Total Est Benefits
Alderwood	912	192	Literacy: 2,303 books for the Salvation Army Library	\$2,303	Hunger: 4 bins of food for Families Forward	\$1,500.00	Operation Gratitude: 1,900 items for care pkgs, 510 letters	\$1,900	\$1,111.26	CHOC Children's Hospital	\$6,814
Deerfield	662	121	Change 4 Change for the Sri Lankan orphans	\$1,928	Recycling: 18 bins for the Boys and Girls Club Irvine.	\$106.50	US Military Troop Support: 8 bins of items & 600 letters for Operation Gratitude	\$1,600	\$1,714.55	Free Wheel Chair Mission	\$5,349
Rea (CM)	650	142	US Military Troop Support: 262 letters for Operation Gratitude	\$0.00	Homelessness: 671 hygiene items for Orange Coast Interfaith Shelter & The Lighthouse	\$671	Senior home support: 466 valentine's cards & items for Costa Mesa Senior Center	\$250	\$712.30	OC Animal Care	\$1,623
Meadow Park	664	111	Homelessness: 1 vanload toys, books and clothes for SWCC	\$2,000	Letters to the Troops: 294 letters for Operation Gratitude	\$0.00	Food Drive for Families Forward: filled 2 bins	\$750	\$1,140.00	Irvine Animal Care Center	\$3,890
Eastshore	606	80	Homelessness 3/4 van of toys, books, clothes for SWCC	\$1,500	Animal Cruelty: 3 shopping carts full of blankets, leashes, etc	\$1,000.00	Troops: 1 van full of new blankets, games, pillows, treats for Wounded Warrior Battalion	\$1,200	\$1,160.01	Make A Wish Foundation	\$4,860
Trabuco Mesa (RSM)	600	140	US Military Troop Support: 600 Valentines for Operation Gratitude	\$0	Literacy: 1,800 used books to a Santa Ana Library	\$1,800.00	Hunger: 1 van load of clothes and toys for SWCC	\$2,000	\$1,692.37	ASPCA	\$5,492
Vieta Grande: Year-long	536	100	October: Troops Support - 534 lbs. of Halloween Candy for Operation Gratitude / November: Hunger - 3,023 items for Rainbow Shelter & Harbor Interfaith Shelter	\$6,693	December: 260 balls for the Boys and Girls Club / January: Penny Wars for the American Red Cross for Sandy Relief - \$2593	\$3,113.00	February: 2 vanloads of Clothes and Shoes for Rainbow Shelter March: Literacy - 1,232 books for Re-bookit April: Environment- \$82 of Recyclables or Algalita	\$3,814	\$1,349.00	Make A Wish Foundation	\$14,969.00
Brywood	666	120	Our Troops: 1,500 items for Operation Gratitude	\$1,500	Homelessness: 10 10 bins of shoes for SWCC	\$1,000.00	Animal Cruelty: 253 blankets and towels for Hemo-Pet	\$506	\$646.15	CHOC Children's Hospital	\$3,652.15
Turtle Rock: Year-long	870	112	Literacy: 200 stuffed animals and 560 gently used books for Oakview Elementary	\$760	Troops Support: 340 Items and 261 letters/oragami for Operation Gratitude	\$340.00	Education: 533 Educational games, School supplies, & Playground Equipment for Oakview Elementary	\$1,066	\$1,786	CHOC Children's Hospital	3951.8
Culverdale	722	79	LemonAID - Restore America for the American Red Cross	\$607	Kids: 4 bins of Toys for Toys for Tots	\$800.00	Hunger: 4 bins of food for Families Forward	\$1,500	\$1,429.33	OC Ronald McDonald House	\$4,326.09
Vista Verde	864	110	US Troop Support: 2,077 Items for Operation Gratitude	\$2,077	Literacy: 1,500 books for Think Together	\$1,500.00	Hunger: 6 large bins for Families Forward	\$2,250	\$1,100.00	CHOC Children's Hospital	\$6,927.00
TOTAL	7754	1307	705	\$19,368	\$11,830.50	\$16,836	\$13,840.77	\$16,836	\$13,840.77	31 charities	\$61,874.73
Cumulative Value Since Team Kids Inception in 2001											
											\$464,747.81

Team Kids, Inc.
EIN: 75-3152594
Form 990 (2011/2012) Schedule Attachment

Statement 3

Statement of Community Service Accomplishments

Description of Community Service Programs

Describe what was achieved in carrying out the organization's tax exempt purposes. In a clear and concise manner, describe the services provided, the number of persons benefited, or other relevant information for each program.

LemonAID, Shop with a Cop, and Team Kids Youth Council: Community-based Programs

Team Kids hosts Community Service Programs throughout the year to continue to mobilize young people in service. Team Kids events inspire entire communities to serve alongside their youngest citizens. Through participating children learn that they are significant, needed, and have the power to make positive choices for themselves and others. Attached below is a description of our key Community Events, as well as the accomplishments of our Team Kids Youth Council. The Team Kids Youth Council is made up of passionate teens that serve Team Kids as leaders and service ambassadors throughout the year. Many of these young leaders have participated in Team Kids programs since elementary school.

LemonAID: Natural disasters and large-scale catastrophes generate an imperative call for the community to respond and make a difference, big or small, in the lives of those who have been impacted. Team Kids empowers youth to do just that through our LemonAID stands, created in 2005 to raise donations for those in need around the world. In its first year, 1,200 youth hosted 220 homemade LemonAID stands, raising \$11,700 for New Orleans residents affected by Hurricane Katrina. Since then, youth LemonAID stands have supported victims of California's wildfires and the earthquakes in Haiti and Japan, along with local causes such as the OC Human Relations Council's youth diversity programs. LemonAID occurs as a community-wide event twice a year: over Martin Luther King Day weekend and in the summer.

Shop with a Cop: Besides facilitating opportunities for youth to make a difference, we also believe in creating space for positive experiences with adult role models to build trusting relationships. One way we do this is by partnering with the Irvine Police Department to break down barriers between youth and law enforcement at our annual Shop with a Cop event. Every December, Irvine police officers take 50 children from Human Options, a shelter for battered women and children, shopping at Target, followed with a dinner for families and police. The event helps build positive relationships between police and children and families who may have had negative experiences with law enforcement in the past. One mother has said, "It helped my children experience police officers as fun and loving people who care about us." We rely on the support of the Irvine Police Department and Police Association (books for each child), Target, Stonefire Grills (dinner), and Chuck Jones Center for Creativity (cartoon art) to hold this event.

Team Kids Youth Council: Knowing that older youth learn best through hands-on, experiential learning and believing in the power of adult mentoring and modeling of values-based behaviors, Team Kids invites middle and high school students from all over Orange County to participate in our Youth Council, a service group independent of schools that continues the objectives of the Team Kids Challenge. Adult coaches train, mentor, and support Youth Council members as they assess community needs, plan youth-driven service projects, and engage others in their passion for community service. Past Youth Council projects have included an Earth Day Watershed Watch, organizing a Relay for Life team to support the American Cancer Society, a project in Mexico City, and conference presentations at a Teen Summit and Peace Jam.

Community Events Highlights 2012 – 2013

8/14/12 Team Kids Youth Council Servathon: 28 high school students who serve on the Team Kids Youth Council planned and took part on a 3-county Serve-a-thon. These incredible high school leaders, embarked on 72 hours of service from Los Angeles, through Orange County, and to San Diego. They started at the Los Angeles Mission, on Skid Row, where group experienced 24 hours of homelessness and slept on cardboard boxes. Then they went to the Marine Base at Camp Pendleton and served dinner to 180 Wounded Warriors. The final leg was to San Diego where they took the lead in a major river basin clean up, and back to Orange County for a Random Acts of Kindness event in Santa Ana.

9/09/12 Team Kids 9-11 Memorial Softball and Service Event: Team Kids hosted a memorial event to honor the heroes of the 9-11. The day included a softball game between Irvine Police Officers and Orange County Fire Fighters, with the winners playing with the Wounded Warriors from Camp Pendleton. Families who attended participated in service projects, including writing letters to our deployed troops and public safety partners. A large American Flag was created with children's painted handprints, and the community had the chance to thank and honor our community heroes. Strong support was evident in the ceremony involving Irvine Mayor, IPD and OCFA Chiefs, and TKYC.

10/04/12 Read for the Record: Team Kids served as the local lead agency for Jumpstart's national Read for the Record event to promote literacy. Team Kids partnered with local schools and public safety partners to encourage children to read the same book, on the same day, while bringing in gently-used books to donate to children without books at home. Participating children collected and donated more than 5,000 books for children through the Children and Family Commission of Orange County.

11/12/13 LemonAID Restore America: Team Kids launched LemonAID in response to the Hurricane Sandy disaster on the east coast. LemonAID provides the opportunity for all young citizens to respond to a national, or international, disaster. In addition to mobilizing kids to serve as a powerful resource, Team Kids Mission Continues Fellow Doc Havig also traveled to New Jersey as part of a Team Rubicon (Veteran Disaster Response Nonprofit) and shared his experiences with our young leaders back home.

11/19/13 Team Kids Youth Council Thanksgiving Feast for Wounded Warriors: The members of the Team Kids Youth Council hosted their annual Thanksgiving Feast and had the opportunity to serve and thank the wounded veterans at Camp Pendleton. The young leaders worked with local companies to fundraise and to secure food items from local retailers. Then the students traveled to Marine base and did all the cooking to provide feast for 150 wounded warriors.

12/06/13 Team Kids Shop with a Cop: Team Kids serves as lead agency to organize our annual Shop with a Cop to bring joy and support for children and mothers affected by domestic violence. This event is in partnership with Irvine Police Department and Human Options, a local domestic violence shelter. With the support of Target and Stonefire Grill, 52 children who have suffered from violence, were matched with their very own police officer, treated with new toys from their wish list, and a fun dinner with their new officer-friend.

"It's a great night to examine how our profession can be uplifting to a child who has had a possibly frightening experience with the police." -- Irvine Police Officer

1/21/13 MLK Day of Service: Members of the Team Kids Youth Council traveled to Belmont High School, in Los Angeles, and completed a restoration project. They painted walls and restored a mural to help provide a clean and positive atmosphere for the high school students.

4/14/13 Team Kids CEO and Board Member hired to deliver Asset and Team Kids Training in Arlington, VA: Arlington County Partnership for Children Youth and Families hired CEO Julie Hudash and Board Member Susan Holt to deliver 3 full day trainings on the 40 Developmental Assets

and on the Team Kids Challenge as a vehicle to deliver and strengthen assets in children. More than 150 Arlington professionals from education, justice, public safety and after school youth providers attended the training, which provided a great opportunity for future expansion of programs.

4/30/13 Global Youth Service Day – Letters from Home! Team Kids and the Team Kids Youth Council partnered with the Festival of Children Foundation to host an event at Costa Mesa's South Coast Plaza. The public was invited to thank active duty and veteran military heroes, and to write letters to deployed troops.

SCHEDULE A
(Form 990 or 990-EZ)

Public Charity Status and Public Support

OMB No. 1545-0047

2012

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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

▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

Name of the organization

Employer identification number

Team Kids, Inc.

75-3152594

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

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

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2 A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E.)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state: _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 9 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete Part III.)
- 10 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**.
- 11 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See **section 509(a)(3)**. Check the box that describes the type of supporting organization and complete lines 11e through 11h.
 - a Type I b Type II c Type III—Functionally integrated d Type III—Non-functionally integrated
- e By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2).
- f If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box
- g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

- (i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?
- (ii) A family member of a person described in (i) above?
- (iii) A 35% controlled entity of a person described in (i) or (ii) above?

	Yes	No
11g(i)		
11g(ii)		
11g(iii)		

h Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1–9 above or IRC section (see instructions))	(iv) Is the organization in col. (i) listed in your governing document?		(v) Did you notify the organization in col. (i) of your support?		(vi) Is the organization in col. (i) organized in the U.S.?		(vii) Amount of monetary support
			Yes	No	Yes	No	Yes	No	
(A)									
(B)									
(C)									
(D)									
(E)									
Total									

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	104,594	211,424	269,119	300,271	370,756	1,256,614
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	104,594	211,424	269,119	300,271	370,756	1,256,164
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						532,931
6 Public support. Subtract line 5 from line 4.						723,233

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
7 Amounts from line 4	104,594	211,424	269,119	300,271	370,756	1,256,164
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	19	713	206	58	24	1,020
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
11 Total support. Add lines 7 through 10						1,257,184
12 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 ▶ <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2012 (line 6, column (f) divided by line 11, column (f))	14	57.53 %
15 Public support percentage from 2011 Schedule A, Part II, line 14	15	53.96 %
16a 33 1/3% support test—2012. 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 ▶ <input checked="" type="checkbox"/>		
b 33 1/3% support test—2011. 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 ▶ <input type="checkbox"/>		
17a 10%-facts-and-circumstances test—2012. 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 ▶ <input type="checkbox"/>		
b 10%-facts-and-circumstances test—2011. 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 ▶ <input type="checkbox"/>		
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 ▶ <input type="checkbox"/>		

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

(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(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 performed, 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 business under section 513						
4 Tax revenues levied for the organization'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						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 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

15 Public support percentage for 2012 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage from 2011 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2012 (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from 2011 Schedule A, Part III, line 17	18	%

- 19a 33 1/3% support tests—2012.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization
- b 33 1/3% support tests—2011.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization
- 20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

