

## The White Family Foundation

Grant Request: Starting Right, Now #742

March 31, 2022

<b>Date of grant proposal submission</b>	Tuesday, March 29, 2022
<b>Are you an IRS compliant 501(c)3 public charity/nonprofit?</b>	Yes
<b>Legal name of organization</b>	Starting Right, Now
<b>Address</b>	 1212 W Cass St Tampa, Florida 33606 United States
<b>Website</b>	<a href="http://www.startingrightnow.org">http://www.startingrightnow.org</a>
<b>Telephone</b>	8138681995
<b>Organization Director/Title</b>	Vicki Sokolik/Founder/Executive Director
<b>Contact Person/Title</b>	Cameron Sokolik/Grant Writer
<b>Contact Person's Telephone</b>	(813)868-1995
<b>Contact Person's Email</b>	<a href="mailto:cameron.sokolik@startingrightnow.org">cameron.sokolik@startingrightnow.org</a>
<b>Grant Request Amount</b>	\$10,000.00

**Please provide us with a brief description of your organization (no more than 500 words).**

When her father fled the country following charges of domestic violence and her mother's battle with mental health challenges escalated, Mel ran away for her own safety. She squatted in a vacant foreclosed home with other kids she barely knew. Strangers circulated through to buy drugs. Roaches scurried out from discarded pizza boxes. Everyone slept in the same bed and shared a toothbrush. Mel's grades plummeted. When a teacher noticed the puss-filled infected flea bites that covered her legs, Mel was referred to Starting Right, Now (SRN).

SRN programs address the roots of poverty for homeless unaccompanied youth, registered in Hillsborough or Pinellas public high schools. These students, aged 15-18, are not living with a guardian and are ineligible for foster care because they are not forcibly removed from their home by DCF but rather choose to leave for their own safety. They commonly report family dysfunction or economic insufficiency as the primary reason they cannot live at home. Unaccompanied youths endure living without housing, food and healthcare, a caring adult, hygienic facilities, and transportation. Unhoused, traumatized, and alone, homeless unaccompanied youths display high rates of illness and mental health challenges. They are at risk of school failure, incarceration, and death.

Luckily, Mel moved into SRN’s stable housing. She had access to plentiful food and a clean bed. She could maintain her hygiene utilizing the bathroom and the community commercial kitchen and laundry equipment. She made friends with other residents and was kept safe by the House Managers. Because her basic needs were met, Mel could refocus on her personal development and education.

SRN staff helped her access food stamps, Medicaid, and mental health counseling with licensed professionals. She received academic support, including tutoring, and guidance applying to college and scholarships, with continued case management through post-secondary education. Mel was matched with a personal one-on-one mentor. SRN taught her to budget and bank her earned income. She attended SRN’s life skills training to re-build self-esteem. She benefited from the five laws authored by SRN to protect unaccompanied youth statewide; for example, she was eligible for Medicaid as an unaccompanied youth independent of her family.

Mel graduated from high school on time. She also earned her Bachelor’s degree from the University of South Florida. She currently works preventing domestic abuse at a local nonprofit and is earning a Master of Social Work degree. Mel is just one of hundreds of SRN success stories. SRN’s excels at helping these youths in crisis while promoting self-reliance and personal responsibility. SRN’s holistic care, which includes long-term housing, educational support, and access to healthcare, ensures that homeless unaccompanied youths do not become chronically homeless or incarcerated adults. Society at large benefits by gaining adults who are motivated, vested in their futures, and capable of contributing meaningfully to the community.

**Grant Purpose (one paragraph)**

SRN requests \$10,000 to support SRN Shelter Operations, the operation of our two transitional housing facilities for homeless unaccompanied youths. Students (age 15-19) are referred to SRN through the school district. 80 residents annually live in SRN’s transitional housing facilities in Hillsborough and Pinellas counties, and receive SRN’s comprehensive care, until they graduate high school and progress to post-secondary education (college, vocational training, or the military), making this project a long-term investment. No other program in Florida offers comprehensive wrap-around services to homeless unaccompanied youth, particularly to independent minors. We are the only long-term housing facility for these youth in the state.

**Annual Project/Program Budget (if request is for a specific project)** \$575,207.90

**Annual Organization Budget** \$2,417,680.50



**STARTING  
RIGHT,  
NOW**

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St. Pete, FL 33714

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## **2022 Grant Proposal Submitted to The White Family Foundation**

### **Proposal Contents**

- 1. Case Statement**
- 2. Organization Annual Budget**
- 3. Organization Balance Sheet/Profit & Loss Statements**
- 4. Program Budget (with Budget Narrative)**
- 5. 990**
- 6. Executive Staff Members**
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- 8. 2021 Prospectus**
- 9. Video Testimonial**
- 10. IRS 501(c)(3) Determination Letter**
- 11. Florida Charity Solicitation of Contributions Approval Letter**

**Organization Description**

Camille enters the public bathroom at the park, where she's sleeping, and wads toilet paper into her panties. These days with her period she can't attend school. Her mother was deported when they discovered her mother's boyfriend was raping Camille. As an American, Camille ends up a junior in high school, alone and homeless. When her school absences accumulate, Camille is referred to Starting Right, Now (SRN).

SRN addresses the roots of poverty for unaccompanied homeless youth - students not living with a parent or guardian. Unaccompanied youth leave home because it is unsafe. Many times, the Department of Children & Families (DCF) has investigated but taken no further action. Because the youth was not forcibly removed from their home by DCF, they are ineligible for foster care. They have no safety net. Unaccompanied youths live without housing, food and healthcare, a caring adult, hygienic facilities, and transportation. They are at risk of school failure, incarceration, and death.

Thankfully, Camille moves into SRN's safe housing. SRN staff helps her access food stamps, Medicaid, and mental health counseling with licensed professionals. SRN arranges academic support and helps her apply to college and scholarships, with continued case management through post-secondary education. Camille is matched with a personal mentor. SRN teaches her to budget and bank. She attends SRN's life skills training to build self-esteem. She benefits from the ten laws authored by SRN to protect unaccompanied youth statewide; for example, unaccompanied youth are now eligible for Medicaid independent of their family.

Today, Camille is a Registered Nurse. She is a wife, a mother, and a homeowner. This previously at-risk homeless student has entered a career, working a salaried job with benefits, enabling her to not only remain self-sufficient, but also to contribute to the well-being of her community. Camille is just one of hundreds of unaccompanied homeless youths whose lives are changed by SRN's wrap-around programming, which includes long-term housing.

SRN's model is in accordance with the Social Determinants of Health, a CDC proven framework for cultivating resilient citizens and building healthy communities. Through meeting basic needs and facilitating access to community resources and personalized care, SRN youth build a path to well-being and self-sufficiency. Over time, there will be a reduction in chronic homelessness and poverty among young adults, breaking harmful cycles. Society at large benefits by gaining healthy adults who are motivated, vested in their futures, and meaningful contributors to the community.

**Statement of Need**

SRN empowers unaccompanied homeless youth to become self-sufficient citizens, breaking the cycle of generational homelessness and poverty. Unaccompanied homeless youth is a federal term defined in the McKinney-Vento Homeless Assistance Act as, "Youth not in the physical custody of a parent or guardian...who lack a fixed, regular, and adequate nighttime residence." SRN serves unaccompanied homeless youths registered in Hillsborough and Pinellas County public high schools (referred by the school district).

Unaccompanied youth are ineligible for foster care because they are not forcibly removed from their home but rather choose to leave. Unaccompanied youths consistently report family dysfunction (issues related to blended families, substance abuse, pregnancy, sexual activity or

orientation, gender-presentation, parental neglect and abuse, incarceration, illness, deportation, or death) as the primary reason it is unsafe at home. Many students are forced to leave home when their family cannot financially accommodate all members.

The National Alliance to End Homelessness estimates there are 550,000 unaccompanied homeless youth in the U.S. annually. Florida's Council on Homelessness 2019 Report counted over 95,000 homeless and unaccompanied youth in Florida. Between Hillsborough and Pinellas counties, the Department of Education reports 10,000 homeless and unaccompanied youth. The true rates of incidence are likely higher as it is difficult to collect data on this transient population, and youth are often reluctant to admit their precarious living conditions.

Unaccompanied homeless youth lack basic needs, such as food, clothing, and shelter. This deficiency is perpetuated by many homeless youths' inability to secure a job (due to age, inexperience, or lack of transportation). As a result, youths are forced to resort to nonviolent offenses for purposes of survival, such as stealing food to eat, selling drugs to have an income, or survival sex work to secure a place to stay. These illicit activities put homeless youth at greater risk for criminal convictions. Unhoused, traumatized, and alone, unaccompanied homeless youths suffer illness and mental health challenges, and are likely to resort to illegal substances to cope. These difficulties further inhibit one's ability to transition out of homelessness.

No other program in Florida offers wrap-around services to unaccompanied homeless youth, particularly to independent minors. We are the only long-term housing facility for these youth in the state: SRN students can live in the housing facility for years, as they continue to work towards their high school graduation; other programs offer 14-28 day maximum residence. In addition, SRN offers continued case management through post-secondary education to ensure our students successfully complete college, vocational training or the military.

### **Project Description**

SRN seeks funding to support the operation of our transitional housing facilities in Hillsborough and Pinellas counties, a project referred to as SRN Shelter Operations. SRN Shelter Operations serves unaccompanied homeless youths registered in Hillsborough and Pinellas county public high schools. Students (aged 15-19) are referred to SRN through the school district. SRN's transitional housing facilities have the capacity to accommodate 80 residents annually. Residents (unaccompanied homeless youth) receive SRN's comprehensive care until they graduate high school and progress to post-secondary education (college, vocational training, or the military), making this project a long-term investment.

SRN Shelter Operations fulfills the following objectives: (1) maintain a stocked kitchen and chef to prepare dinner, (2) make drinking/running water accessible, (3) provide new bedding/linens/pillows/towels, (4) sustain washing machines/dryers and cleaning supplies, (5) supply personal hygiene products as needed, and (6) accommodate House Managers, the presence of safe and reliable adults to monitor the security and cleanliness of the home at all times.

Homelessness or unstable housing is a significant social determinant of health. Homeless individuals may be predisposed to worse health outcomes due to poor living conditions, food insecurity, and limited resources for self-care. SRN Shelter Operations breaks down barriers for unaccompanied homeless youth to cultivate well-being, healthy relationships, and self-sufficiency.

## **Evaluation**

This program will enable SRN to house 50 unaccompanied homeless youths annually at our transitional housing facility in Hillsborough and Pinellas counties. While living with SRN, students,

1. Earn high school diploma: 100% of students living at our transitional housing facility have graduated high school.
2. Progress to post-secondary education goal: 100% of SRN's high school graduates receive acceptance to higher education, military, or vocational training.
3. Obtain scholarships and financial aid: SRN's senior classes from 2015-2021 were awarded an average of \$948,105 in scholarships and financial aid.
4. Secure funds in savings account: Students maintain an average of \$9,255 in bank account.
5. Demonstrate improved mental and emotional health: Results from questionnaires, as part of a longitudinal study conducted by the University of South Florida, show significant increases in self-reported rates of hope, coping strategies, presence of a caring adult, gratitude, commitment to school and life satisfaction, as well as significant decreases in self-reported rates of depression, somatic mental health, and stress after just six months in the program.

In 2020, partnering with a third-party researcher, SRN conducted a comprehensive survey of SRN alumni - students who entered the program spanning 2008-2019. 100% of SRN alumni are housed, with 1 in 10 owning their home. SRN alumni have a higher than average income (\$34-45k) and higher savings rate (6 months) as compared to similar age groups. 78% have completed at least some college, with 1 in 3 having a 4-year degree or higher. 83% of SRN alumni have health insurance, a higher insured rate as compared to similar age groups.

## **Funding Request**

SRN requests \$10,000 to support SRN Shelter Operations, the operation of our two transitional housing facilities for unaccompanied homeless youths. Despite having the capacity to accommodate 80 unaccompanied homeless high school students annually between our two transitional housing facilities (in Hillsborough and Pinellas counties), SRN has been scaling our programming gradually. We want to ensure we can sustain it, that we are not sacrificing quality of care for quantity. This funding from the White Family Foundation would contribute to our expansion to serve 50 unaccompanied homeless youth annually (currently we house 30 annually).

## 2022 Proposed Organizational Budget

### Revenue

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Foundations/Individuals/Corporations	\$1,960,134.00
In-Kind Rent Hillsborough	\$211,414.50
In-Kind Rent Pinellas	\$173,800.00
<b>Total</b>	<b>\$2,345,348.50</b>

### Expenses

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Rent Hillsborough	\$211,414.50
Rent Pinellas	\$173,800.00
Hillsborough Program Service Expense	\$800,000.00
Pinellas Program Service Expense	\$600,000.00
Office Rent and Electricity	\$85,140.00
Insurance	\$45,000.00
Event Expenses	\$35,200.00
Community Relations	\$6,000.00
Payroll Tax and Fees/Benefits/Salary	\$252,337.00
Workmans Comp	\$18,250.00
<b>Total</b>	<b>\$2,227,141.50</b>

# Profit and Loss

January - December 2021

	<b>Total</b>
<b>INCOME</b>	
Contributions	0.00
Hillsborough	888,336.78
Pinellas	893,603.67
<b>Total Contributions</b>	<b>1,781,940.45</b>
<b>Total Income</b>	<b>1,781,940.45</b>
<b>GROSS PROFIT</b>	<b>1,781,940.45</b>
<b>EXPENSES</b>	
Contributions - In Kind	
Assets - Pinellas	-246,500.00
Assets- Hillsborough	-468,500.00
Service - Hillsborough	-818,000.00
Service - Pinellas	-67,000.00
<b>Total Contributions - In Kind</b>	<b>-1,600,000.00</b>
In Kind Expenses	
Food Expense - Hillsborough	240,000.00
Food Expense - Pinellas	54,000.00
Hillsborough	1,046,500.00
Pinellas	259,500.00
<b>Total In Kind Expenses</b>	<b>1,600,000.00</b>
Insurance - Liability	33,336.32
Insurance Employee	51,003.60
Office Expenses	94,309.02
Payroll Services	4,264.42
Payroll Taxes	157,064.89
Payroll Wages	25,967.02
Program Expense - Hillsborough	727,897.90
Program Expense - Pinellas	545,808.83
Service Charges	407.70
SRN Community Relations	1,372.22
SRN Event Expenses	31,781.41
Worker's Compensation	16,604.31
<b>Total Expenses</b>	<b>1,689,817.64</b>
<b>NET OPERATING INCOME</b>	<b>92,122.81</b>
<b>NET INCOME</b>	<b>\$92,122.81</b>

Note: SRN's Board of Directors has made a conscious effort to raise additional funds to start a reserve fund. The profit realized on the statement, has been set aside and specially earmarked as reserved. In light of the pandemic, we are being responsible stewards to these youth and making sure money is available in case of urgent need.

# Balance Sheet

As of December 31, 2021

	<b>Total</b>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Bank Accounts</b>	
County Contributions	30,000.00
Housing Operating 0550 - Hillsborough	5,192.45
Office Account 3366	5,787.74
Operating Account 8043	711,460.00
Payroll Account 2016	6,662.87
Pinellas Account 6355	1,975.92
Reserve Cash Community Foundation	36,000.00
SSDI... Was Pinellas House 2884	15,579.44
Student Account 5006	2,408.21
Suntrust Acc	3,128.58
Suntrust Acc. 6355	423.16
<b>Total Bank Accounts</b>	<b>818,618.37</b>
<b>Other Current Assets</b>	
In Kind Inventory - Hillsborough	274,460.00
In Kind Inventory - Pinellas	89,000.00
<b>Total Other Current Assets</b>	<b>363,460.00</b>
<b>Total Current Assets</b>	<b>1,182,078.37</b>
<b>Fixed Assets</b>	
Accumulated Depreciation	-156,771.00
Haven Poe Assets	168,080.00
Property & Equipment	677,600.00
Property & Equipment - Pinellas	168,788.00
<b>Total Fixed Assets</b>	<b>857,697.00</b>
<b>Other Assets</b>	
Pinellas - Building Improvement Pledge	265,000.00
Pledges - Hillsborough	178,500.00
Pledges - Pinellas	132,000.00
PSE College Deposits	267,571.62
<b>Total Other Assets</b>	<b>843,071.62</b>
<b>TOTAL ASSETS</b>	<b>\$2,882,846.99</b>
<b>LIABILITIES AND EQUITY</b>	
<b>Liabilities</b>	
<b>Total Liabilities</b>	
<b>Equity</b>	
Retained Earnings	2,790,724.18
Net Income	92,122.81
<b>Total Equity</b>	<b>2,882,846.99</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$2,882,846.99</b>

## SRN Shelter Operations Budget (proposed) Serving 50 residents annually

### Program Delivery Salaries

House Managers (2 FTE)	\$120,000.00
Chef (0.5 FTE)	\$19,500.00
<b>Subtotal</b>	<b>\$139,500.00</b>

### Operational

Utilities	\$89,040.00
Internet & Cable	\$9,000.00
Pest Control	\$7,992.00
Security Alarm	\$6,000.00
Liability Insurance	\$50,000.00
Maintenance	\$14,664.00
<b>Subtotal</b>	<b>\$176,696.00</b>

### Equipment

Bedding	\$3,296.00
Towels	\$275.98
Dishware, Cutlery, and Glassware	\$691.06
<b>Subtotal</b>	<b>\$4,263.04</b>

### Supplies

Food	\$76,740.00
Cleaning	\$48,737.04
First Aid	\$8,151.84
Personal Hygiene	\$30,399.44
<b>Subtotal</b>	<b>\$164,028.32</b>

### Professional Services

Professional Cleaning	\$18,240.00
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<b>TOTAL</b>	<b>\$502,727.36</b>
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## Annual Equipment Purchases

Upon moving into SRN's transitional housing facility, each youth receives a brand new comforter set, sheet set, and two pillows for clean bedding. Each youth receives two brand new bath towels, and wash cloths for clean bathing. Dishware, cutlery, and glassware are replenished annually.

This purchase list accounts for 50 residents between two facilities

<b>Item</b>	<b>Vendor</b>	<b>Quantity</b>	<b>Rate</b>	<b>Expense</b>
<b>Bedding</b>				
Bare Home Kids Comforter Set - Twin/Twin Extra Long	Amazon	50	\$34.99	\$1,749.50
Bare Home Twin XL Sheet Set	Amazon	50	\$24.99	\$1,249.50
Mainstays Comfort Complete Pillows	Walmart	100	\$2.97	\$297.00
<b>Subtotal</b>				<b>\$3,296.00</b>
<b>Towels</b>				
GOLD TEXTILES (5 Dozen) 60 Pcs Cotton Economy Bath Towels	Amazon	2	\$110.00	\$220.00
Simpli-Magic Cotton Washcloths, 50 Pack	Amazon	2	\$27.99	\$55.98
<b>Subtotal</b>				<b>\$275.98</b>
<b>Dishware, Cutlery, and Glassware</b>				
Acopa 9" Round Bright White Coupe Stoneware Plates 4/Pack	Webstaurant	25	\$11.94	\$298.50
Acopa Foundations 11 oz. White Narrow Rim Melamine Bowls 12/Case	Webstaurant	8	\$9.87	\$78.96
Choice Windsor 7" 18/0 Stainless Steel Dinner Forks 12/Case	Webstaurant	8	\$1.29	\$10.32
Choice Windsor 7 5/8" 18/0 Stainless Steel Serving Spoon 12/Case	Webstaurant	8	\$2.78	\$22.24
Choice Windsor 8 3/8" 18/0 Stainless Steel Dinner Knives 12/Case	Webstaurant	8	\$3.15	\$25.20
Stolzle 1000009T Weinland 11 oz. Tumblers 6/Pack	Webstaurant	16	\$15.99	\$255.84
<b>Subtotal</b>				<b>\$691.06</b>

## Supply Purchases

Item	Vendor	Quantity	Rate	Expense
<b>Cleaning (monthly)</b>				
Clorox® Pine-Sol® Regular Multi-Surface Cleaner, 144 oz (3 PK)	Jon-Don	4	\$39.60	\$158.40
Betco Spectaculo™ Lavender Multi-Purpose Cleaner & Deodorizer (1 gallon)	Jon-Don	12	\$9.77	\$117.24
Clorox® Disinfecting Wipes, Fresh Scent, 35 Wipes (12 PK)	Jon-Don	2	\$41.28	\$82.56
P&G Dawn® Original Dishwashing Detergent, 38 oz (8 PK)	Jon-Don	1	\$58.06	\$58.06
LYSOL® Brand All-Purpose Cleaner with Bleach, 32 oz	Jon-Don	12	\$4.63	\$55.56
Betco Stainless Steel Cleaner & Polish, 16 oz	Jon-Don	8	\$6.03	\$48.24
Unitex® Streakless Glass Cleaner, 18 oz	Jon-Don	8	\$3.58	\$28.64
Clorox® Concentrated Germicidal Bleach, 121 oz (3 PK)	Jon-Don	2	\$21.93	\$43.86
P&G Tide® Liquid Laundry Detergent, 50 oz (6 PK)	Jon-Don	2	\$70.96	\$141.92
Unitex® Perfect Fit Trash Liners, 44 Gallon (100 PK)	Jon-Don	4	\$28.36	\$113.44
Unitex® Defender Cotton Mop, White, Medium, 16 oz	Jon-Don	8	\$3.59	\$28.72
Lemon Pledge Furniture Polish	Jon-Don	8	\$7.12	\$56.96
P&G Bounce® Fabric Softener Sheets, Outdoor Fresh®, 160 Sheets (6 PK)	Jon-Don	2	\$56.59	\$113.18
Tork® Advanced High-Capacity Bath Tissue, 1 Ply, 2,000-Sheet Rolls (36 PK)	Jon-Don	12	\$101.40	\$1,216.80
Scott® White Paper Towels, 8" x 700' (6 PK)	Jon-Don	20	\$80.74	\$1,614.80
Scott® Control™ Plus+ Slimfold™ Paper Towels, White, 90 Sheets (24 PK)	Jon-Don	4	\$45.76	\$183.04
<b>Subtotal</b>				<b>\$4,061.42</b>
<b>First Aid (monthly)</b>				
Band-Aid Brand Adhesive Bandage Family Variety Pack, Assorted Sizes, 280 ct	Amazon	2	\$14.00	\$28.00
Tylenol Extra Strength Caplets with 500 mg Acetaminophen, 100 ct	Amazon	4	\$9.47	\$37.88
Advil Coated Tablets Pain Reliever and Fever Reducer, Ibuprofen 200mg, 100 ct	Amazon	4	\$6.79	\$27.16
Vicks DayQuil & NyQuil LiquiCaps, 72 LiquiCaps (48 DayQuil, 24 NyQuil)	Amazon	8	\$21.60	\$172.80
Pepto Bismol Liquid Cherry, 16 Oz	Amazon	8	\$14.93	\$119.44
Imodium Multi-Symptom Relief Anti-Diarrheal Caplets, 24 ct	Amazon	4	\$11.47	\$45.88
Pepcid AC Maximum Strength, 20 mg Famotidine, 25 ct	Amazon	4	\$8.74	\$34.96
Claritin 24 Hour Allergy Medicine, Non-Drowsy Tablets, 45 Count	Amazon	4	\$18.95	\$75.80
Be Koool Fever Soft Gel Sheets For Kids, Relief from Fever Discomfort, 12 ct	Amazon	8	\$14.97	\$119.76

Swan Hydrogen Peroxide Topical 32 Ounces Pack of 2	Amazon	4	\$4.41	\$17.64
<b>Subtotal</b>				<b>\$679.32</b>

**Personal Hygiene (annual)**

Pantene Pro-V Daily Moisture Renewal Shampoo and Conditioner Bundle	Target	160	\$6.99	\$1,118.40
SheaMoisture Jamaican Black Castor Oil Shampoo - 13 fl oz	Target	240	\$9.99	\$2,397.60
SheaMoisture Jamaican Black Castor Oil Conditioner - 13 fl oz	Target	240	\$9.99	\$2,397.60
More Than Magic™ Trend Paddle Hair Brush	Target	80	\$5.00	\$400.00
Conair Multipack Combs Made in USA - 12pc	Target	80	\$4.99	\$399.20
Gt2b Ultra Glued Invincible Styling Gel - 6oz	Target	240	\$4.99	\$1,197.60
Cantu Moisturizing Twist & Lock Gel - 13oz	Target	240	\$4.99	\$1,197.60
Scented Body Wash - 24oz - up & up™	Target	320	\$2.79	\$892.80
Cetaphil Normal to Oily Skin Daily Facial Cleanser - 16oz	Target	320	\$9.19	\$2,940.80
Suave Powder 24-Hour Antiperspirant & Deodorant Stick Twin Pack - 2.6oz/2pk	Target	80	\$3.39	\$271.20
Designer Clean Toothbrush - 4ct - up & up™	Target	160	\$4.69	\$750.40
Colgate Total Whitening Gel Toothpaste - 4.8oz 2pk	Target	160	\$6.99	\$1,118.40
Oral-B Glide Pro-Health Cool Mint Deep Clean Floss - 80m 2pk	Target	240	\$5.79	\$1,389.60
Opti-Free Replenish Multi-Purpose Disinfecting Solution for Contact Lens	Target	240	\$14.99	\$3,597.60
Tampax Pearl Regular Absorbency Tampons 50ct	Target	480	\$9.29	\$4,459.20
Always Ultra Thin Long Super Pads - Size 2 58ct	Target	160	\$9.29	\$1,486.40
Women's Shave Gel for Dry Skin Relief - 7oz - up & up™	Target	320	\$1.99	\$636.80
BIC Silky Touch Twin Blade Women's Disposable Razors 40ct	Target	56	\$11.89	\$665.84
Gillette Foamy Men's Sensitive Shave Foam - 11oz	Target	320	\$1.89	\$604.80
Schick Xtreme2 Sensitive Men's Disposable Razors - 12ct	Target	160	\$12.99	\$2,078.40
Facial Tissues - up & up™ 4pk/70ct	Target	80	\$4.99	\$399.20
<b>Subtotal</b>				<b>\$30,399.44</b>

## **Budget Narrative**

The following SRN Shelter Operations Budget Narrative accounts for a single year for both of SRN's transitional housing facilities - in Hillsborough County and Pinellas County - both accommodating 25 residents, for a total of 50 housed homeless unaccompanied youth annually.

### **Program Delivery Salaries**

- House Managers provide shelter, crisis intervention and oversight of the daily operations of the house, including cleanliness. The position is full time, live-in, requires on call availability, and is considered "essential" personnel in times of hardship, such as extreme weather conditions and/or other emergencies. House Managers ensure a safe, secure and clean environment for the program participants.
- Chef prepares 1.5 daily meals (dinner and leftovers) every weeknight for all residents living in our transitional housing facility. This is a part-time position (20 hours/week).

### **Operational**

- On average, SRN pays \$600 to the City of Tampa, \$1,400 to TECO, and \$350 to Peoples Gas monthly, totaling a \$2,350 average monthly expense for Utilities. Thus, the annual estimated total Utilities in Hillsborough equals \$28,200.
- On average, SRN pays \$2,300 to the City of St. Petersburg, \$70 to Waste Pro - Clearwater, and \$2700 to Duke Energy, totaling a \$5,070 average monthly expense for Utilities. Thus, the annual estimated total Utilities in Pinellas equals \$60,840.
- SRN pays \$375 monthly to Spectrum for Internet & Cable. Thus, the annual estimated total for both facilities equals \$9,000.
- SRN pays \$333 monthly to Brandon Pest Control/Terminex and Truly Nolen Pest & Termite Control for Pest Control (both of which specialize in different types of infestations). Thus, the annual estimated total for both facilities equals \$7992.
- SRN pays \$250 monthly to State Alarm for Security Alarm. Thus, the annual estimated total for both facilities equals \$6,000.
- SRN pays \$6,250 quarterly to United States Liability Insurance (USLI). Thus, the annual estimated total for both facilities equals \$50,000.
- On average, SRN pays \$1,833 quarterly to Piper Fire Protection, Otis Elevator Company, Gasmasters, and/or Gulf Central Refrigeration & AC for maintenance. Thus, the annual estimated total for both facilities equals \$14,664.

### **Equipment**

- Upon moving into SRN's transitional housing facility, each youth receives a brand new comforter set, sheet set, and two pillows for clean bedding (please see itemized Equipment Purchases included in Budget Narrative), totaling \$3,296 annually. These items were priced from affordable, quality equipment listed on the websites for Target, Walmart, and Amazon.
- Each youth receives two brand new bath towels and wash cloths (please see itemized Equipment Purchases included in Budget Narrative), totaling \$275.98 annually. These items

were priced from affordable, quality equipment listed on the websites for Target, Walmart, and Amazon.

- To compensate for broken and/or missing items, dish-ware, cutlery, and glassware are replenished annually, totaling \$691.06. These items were priced from affordable, quality equipment listed on Webstaurant (please see Itemized Equipment List included in Budget Narrative).

### **Supplies**

- SRN's current monthly food purchases from Sysco average \$3,837.50 for 30 youths. Scaling for 50 youths, we estimate an average monthly Sysco food purchase expense of \$6,395 ( $\$3,837.50 * 50/30$ ), thus equating to an annual estimated expense of \$76,740. Food supplies purchased from Sysco, in addition to food supplies accrued through Feeding Tampa Bay, are used for the houses' Chef-prepared weekly dinner menu and to stock the communal kitchen.
- SRN's annual cleaning supplies expense is calculated from SRN's Cleaning Supply Purchases (please see itemized Supply Purchases included in Budget Narrative), totaling \$48,737.04.
- SRN's annual first aid expense is calculated from SRN's First Aid Supply Purchases (please see itemized Supply Purchases included in Budget Narrative), totaling \$8,151.84.
- SRN's annual personal hygiene expense is calculated from SRN's Personal Hygiene Supply Purchases (please see itemized Supply Purchases included in Budget Narrative), totaling \$30,399.44.

### **Professional Services**

- SRN pays \$760 monthly per site for weekly cleaning by SamZac Office Cleaning, a Professional Cleaning Service. Thus, the total annual expense for professional cleaning at both facilities equals \$18,240.

**Return of Organization Exempt From Income Tax**  
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Department of the Treasury  
Internal Revenue Service

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

Open to Public Inspection

**A For the 2021 calendar year, or tax year beginning** and ending

<b>B</b> Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	<b>C Name of organization</b> <b>START RIGHT NOW, INC.</b> Doing business as		<b>D Employer identification number</b> 26-3725699
	Number and street (or P.O. box if mail is not delivered to street address) Room/suite <b>1212 W CASS ST</b>		<b>E Telephone number</b> 813-760-5472
	City or town, state or province, country, and ZIP or foreign postal code <b>TAMPA, FL 33606</b>		<b>G Gross receipts \$</b> 3,381,941.
	<b>F Name and address of principal officer: VICKI SOKOLIK</b> <b>2900 W JULIA STREET, TAMPA, FL 33629</b>		<b>H(a) Is this a group return for subordinates?</b> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> <b>H(b) Are all subordinates included?</b> Yes <input type="checkbox"/> No <input type="checkbox"/> If "No," attach a list. See instructions
	<b>I Tax-exempt status:</b> <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) ( ) ◀ (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		<b>H(c) Group exemption number</b> ▶

**J Website:** ▶ N/A

**K Form of organization:**  Corporation  Trust  Association  Other ▶ **L Year of formation:** 2008 **M State of legal domicile:** FL

Part I Summary		Prior Year	Current Year
Activities & Governance	1 Briefly describe the organization's mission or most significant activities: <b>THE INITIAL GOAL OF STARTING RIGHT, NOW IS TO END YOUTH HOMELESSNESS IN A WRAP AROUND PROGRAM. THE</b>		
	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	16
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	16
	5 Total number of individuals employed in calendar year 2021 (Part V, line 2a)	5	0
	6 Total number of volunteers (estimate if necessary)	6	0
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	3,702,359.	3,381,941.
	9 Program service revenue (Part VIII, line 2g)	0.	0.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	0.	0.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	0.	0.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	3,702,359.	3,381,941.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	0.	0.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	228,982.	207,465.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b Total fundraising expenses (Part IX, column (D), line 25) ▶ 0.		
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	2,918,123.	3,085,163.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	3,147,105.	3,292,628.	
19 Revenue less expenses. Subtract line 18 from line 12	555,254.	89,313.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year 2,837,163.	End of Year 2,926,476.
	21 Total liabilities (Part X, line 26)	0.	0.
	22 Net assets or fund balances. Subtract line 21 from line 20	2,837,163.	2,926,476.

**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 <i>Vicki Sokolik</i>	Date
	VICKI SOKOLIK, PRESIDENT Type or print name and title	

Paid Preparer Use Only	Print/Type preparer's name DAVID A. BASTIAN CPA	Preparer's signature DAVID A. BASTIAN CPA	Date 05/16/22	Check <input checked="" type="checkbox"/> if self-employed	PTIN P01428222
	Firm's name DAVID A. BASTIAN CPA, P.A.	Firm's EIN 59-3290702	Firm's address 5327 PRIMROSE LAKE CIRCLE TAMPA, FL 33647	Phone no. 813-978-8804	

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

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: TO STOP THE CYCLE OF HOMELESSNESS FOR THE YOUNGER GENERATION THROUGH CONTINUED EDUCATION AND AN ACTIVE MENTOR RELATIONSHIP.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [ ] Yes [X] No

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

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

4a (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ ) PROVIDING EDUCATION, EMPLOYMENT, AND FAMILY STABILITY FOR HOMELESS YOUTH.

4b (Code: ) (Expenses \$ 3,292,628. including grants of \$ ) (Revenue \$ )

4c (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )

4d Other program services (Describe on Schedule O.) (Expenses \$ including grants of \$ ) (Revenue \$ )

4e Total program service expenses 3,292,628.

**Part IV Checklist of Required Schedules**

	Yes	No
<b>1</b> Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i> .....	<b>1</b> X	
<b>2</b> Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions .....	<b>2</b> X	
<b>3</b> Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i> .....	<b>3</b>	X
<b>4 Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i> .....	<b>4</b>	X
<b>5</b> Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i> .....	<b>5</b>	X
<b>6</b> Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i> .....	<b>6</b>	X
<b>7</b> Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i> .....	<b>7</b>	X
<b>8</b> Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i> .....	<b>8</b>	X
<b>9</b> Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i> .....	<b>9</b>	X
<b>10</b> Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i> .....	<b>10</b>	X
<b>11</b> If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
<b>a</b> Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i> .....	<b>11a</b> X	
<b>b</b> Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i> .....	<b>11b</b>	X
<b>c</b> Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i> .....	<b>11c</b>	X
<b>d</b> Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i> .....	<b>11d</b> X	
<b>e</b> Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i> .....	<b>11e</b>	X
<b>f</b> Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i> .....	<b>11f</b>	X
<b>12a</b> Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i> .....	<b>12a</b>	X
<b>b</b> Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i> .....	<b>12b</b>	X
<b>13</b> Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i> .....	<b>13</b>	X
<b>14a</b> Did the organization maintain an office, employees, or agents outside of the United States? .....	<b>14a</b>	X
<b>b</b> Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i> .....	<b>14b</b>	X
<b>15</b> Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i> .....	<b>15</b>	X
<b>16</b> Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i> .....	<b>16</b>	X
<b>17</b> Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i> See instructions .....	<b>17</b>	X
<b>18</b> Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i> .....	<b>18</b>	X
<b>19</b> Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i> .....	<b>19</b>	X
<b>20a</b> Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i> .....	<b>20a</b>	X
<b>b</b> If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? .....	<b>20b</b>	
<b>21</b> Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i> .....	<b>21</b>	X

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, Yes, No. Rows 22-38. Includes questions about grants, compensation, tax-exempt bonds, excess benefit transactions, and Schedule O completion.

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Table with 3 columns: Question ID, Question Text, Yes, No. Rows 1a, 1b, 1c. Includes questions about Form 1096, Forms W-2G, and backup withholding rules.

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Table with columns for question number, description, and Yes/No boxes. Includes questions 2a through 17 regarding employee counts, tax filings, and organizational activities.

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

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

**Section A. Governing Body and Management**

		Yes	No
<b>1a</b>	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
	1a		16
<b>b</b>	Enter the number of voting members included on line 1a, above, who are independent		
	1b		16
<b>2</b>	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
<b>3</b>	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		X
<b>4</b>	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
<b>5</b>	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
<b>6</b>	Did the organization have members or stockholders?		X
<b>7a</b>	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		X
<b>b</b>	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
<b>8</b>	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
<b>a</b>	The governing body?	X	
<b>b</b>	Each committee with authority to act on behalf of the governing body?	X	
<b>9</b>	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		X

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

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

**Section C. Disclosure**

- 17** List the states with which a copy of this Form 990 is required to be filed **None**
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.  
 Own website     Another's website     Upon request     Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records **DAVID A. BASTIAN CPA - 813-978-8804**  
**5327 PRIMROSE LAKE CIRCLE, TAMPA, FL 33647**

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
  - List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
  - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
  - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
  - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

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 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/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(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) JANE CASTOR BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(2) ADDISON DAVIS SUPRINTENDENT	1.00	X						0.	0.	0.
(3) MATTHEW SILVERMAN CHAIRMAN OF THE BOARD	2.00	X						0.	0.	0.
(4) SANDRA MURMAN BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(5) DAVID A. BASTIAN TREASURER	2.00	X						0.	0.	0.
(6) STEVE RANEY BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(7) SUSAN GUTTENTAG VICE CHAIRMAN	3.00	X						0.	0.	0.
(8) MEGAN ODRONIEC SECRETARY	2.00	X						0.	0.	0.
(9) GAIL NORMAN BOARD OF DIRECTORS	2.00	X						0.	0.	0.
(10) MICHELLE SHIMBERG BOARD OF DIRECTORS	2.00	X						0.	0.	0.
(11) JOEL SOKOLIK BOARD OF DIRECTORS	3.00	X						0.	0.	0.
(12) RICHARD GONZMART BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(13) HOLLY SAIA BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(14) BILL BYRNE BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(15) JODI JACOLOW BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(16) INGA SCHMITZER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(17) BILL GOEDE BOARD OF DIRECTORS	1.00	X						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 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/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(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			
(18) MICHAEL GREGO BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(19) JIM MYERS BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(20) JOSH CRISTENSEN BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(21) ALVARO HERNANDEZ BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(22) STEVE GREENBERG BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(23) LORI MATWAY BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(24) JIB REAGEN VICE CHAIRMAN	1.00	X						0.	0.	0.
(25) IRWIN NOVACK BOARD OF DIRECTORS	1.00	X						0.	0.	0.
(26) CRAIG SHER BOARD OF DIRECTORS	1.00	X						0.	0.	0.
<b>1b Subtotal</b> .....								0.	0.	0.
<b>c Total from continuation sheets to Part VII, Section A</b> .....								0.	0.	0.
<b>d Total (add lines 1b and 1c)</b> .....								0.	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
<b>3</b> Did the organization list any <b>former</b> officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i> .....		X
<b>4</b> 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> .....		X
<b>5</b> 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> .....		X

**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**

See Part VII, Section A Continuation sheets



**Part VIII Statement of Revenue**

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

				(A)	(B)	(C)	(D)	
				Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
<b>Contributions, Gifts, Grants and Other Similar Amounts</b>	<b>1 a</b> Federated campaigns .....	<b>1a</b>						
	<b>b</b> Membership dues .....	<b>1b</b>						
	<b>c</b> Fundraising events .....	<b>1c</b>						
	<b>d</b> Related organizations .....	<b>1d</b>						
	<b>e</b> Government grants (contributions) .....	<b>1e</b>						
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above ...	<b>1f</b>	3,381,941.					
	<b>g</b> Noncash contributions included in lines 1a-1f .....	<b>1g</b>	\$1,600,000.					
	<b>h Total.</b> Add lines 1a-1f .....							3,381,941.
<b>Program Service Revenue</b>	<b>2 a</b> _____	<b>Business Code</b>						
	<b>b</b> _____							
	<b>c</b> _____							
	<b>d</b> _____							
	<b>e</b> _____							
	<b>f</b> All other program service revenue .....							
	<b>g Total.</b> Add lines 2a-2f .....							
<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts) .....							
	<b>4</b> Income from investment of tax-exempt bond proceeds .....							
	<b>5</b> Royalties .....							
	<b>6 a</b> Gross rents .....	<b>6a</b>	(i) Real	(ii) Personal				
	<b>b</b> Less: rental expenses ...	<b>6b</b>						
	<b>c</b> Rental income or (loss)	<b>6c</b>						
	<b>d</b> Net rental income or (loss) .....							
	<b>7 a</b> Gross amount from sales of assets other than inventory .....	<b>7a</b>	(i) Securities	(ii) Other				
	<b>b</b> Less: cost or other basis and sales expenses .....	<b>7b</b>						
	<b>c</b> Gain or (loss) .....	<b>7c</b>						
	<b>d</b> Net gain or (loss) .....							
<b>8 a</b> Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18 .....	<b>8a</b>							
<b>b</b> Less: direct expenses .....	<b>8b</b>							
<b>c</b> Net income or (loss) from fundraising events .....								
<b>9 a</b> Gross income from gaming activities. See Part IV, line 19 .....	<b>9a</b>							
<b>b</b> Less: direct expenses .....	<b>9b</b>							
<b>c</b> Net income or (loss) from gaming activities .....								
<b>10 a</b> Gross sales of inventory, less returns and allowances .....	<b>10a</b>							
<b>b</b> Less: cost of goods sold .....	<b>10b</b>							
<b>c</b> Net income or (loss) from sales of inventory .....								
<b>Miscellaneous Revenue</b>	<b>11 a</b> _____	<b>Business Code</b>						
	<b>b</b> _____							
	<b>c</b> _____							
	<b>d</b> All other revenue .....							
	<b>e Total.</b> Add lines 11a-11d .....							
<b>12 Total revenue.</b> See instructions .....				3,381,941.	0.	0.	0.	

**Part IX Statement of Functional Expenses**

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

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

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 domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	50,400.	50,400.		
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				
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits				
10 Payroll taxes	157,065.	157,065.		
11 Fees for services (nonemployees):				
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 Sch O.)	1,250,533.	1,250,533.		
12 Advertising and promotion				
13 Office expenses				
14 Information technology				
15 Royalties				
16 Occupancy				
17 Travel				
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,552.	1,552.		
23 Insurance				
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a <b>IN KIND EXPENSE</b>	1,600,000.	1,600,000.		
b <b>OFFICE EXPENSE</b>	94,309.	94,309.		
c <b>EMPLOYEE INSURANCE</b>	51,004.	51,004.		
d <b>LIABILITY INSURANCE</b>	33,336.	33,336.		
e All other expenses	54,429.	54,429.		
<b>25 Total functional expenses.</b> Add lines 1 through 24e	3,292,628.	3,292,628.	0.	0.
26 <b>Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

Check here  if following SOP 98-2 (ASC 958-720)

**Part X Balance Sheet**

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

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash - non-interest-bearing .....	575,534.	<b>1</b>	863,800.
	<b>2</b> Savings and temporary cash investments .....		<b>2</b>	
	<b>3</b> Pledges and grants receivable, net .....		<b>3</b>	
	<b>4</b> Accounts receivable, net .....		<b>4</b>	
	<b>5</b> Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons .....		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) .....		<b>6</b>	
	<b>7</b> Notes and loans receivable, net .....		<b>7</b>	
	<b>8</b> Inventories for sale or use .....	363,460.	<b>8</b>	363,460.
	<b>9</b> Prepaid expenses and deferred charges .....		<b>9</b>	
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D .....	<b>10a</b> 1,014,468.		
	<b>b</b> Less: accumulated depreciation .....	<b>10b</b> 158,323.	<b>10c</b>	856,145.
	<b>11</b> Investments - publicly traded securities .....		<b>11</b>	
	<b>12</b> Investments - other securities. See Part IV, line 11 .....		<b>12</b>	
	<b>13</b> Investments - program-related. See Part IV, line 11 .....		<b>13</b>	
	<b>14</b> Intangible assets .....		<b>14</b>	
	<b>15</b> Other assets. See Part IV, line 11 .....	1,040,472.	<b>15</b>	843,071.
<b>16 Total assets.</b> Add lines 1 through 15 (must equal line 33) .....	2,837,163.	<b>16</b>	2,926,476.	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses .....		<b>17</b>	
	<b>18</b> Grants payable .....		<b>18</b>	
	<b>19</b> Deferred revenue .....		<b>19</b>	
	<b>20</b> Tax-exempt bond liabilities .....		<b>20</b>	
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D .....		<b>21</b>	
	<b>22</b> Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons .....		<b>22</b>	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties .....		<b>23</b>	
	<b>24</b> Unsecured notes and loans payable to unrelated third parties .....		<b>24</b>	
	<b>25</b> Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D .....		<b>25</b>	
	<b>26 Total liabilities.</b> Add lines 17 through 25 .....	0.	<b>26</b>	0.
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here</b> <input type="checkbox"/> <b>and complete lines 27, 28, 32, and 33.</b>			
	<b>27</b> Net assets without donor restrictions .....		<b>27</b>	
	<b>28</b> Net assets with donor restrictions .....		<b>28</b>	
	<b>Organizations that do not follow FASB ASC 958, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 29 through 33.</b>			
	<b>29</b> Capital stock or trust principal, or current funds .....	0.	<b>29</b>	0.
	<b>30</b> Paid-in or capital surplus, or land, building, or equipment fund .....	0.	<b>30</b>	0.
	<b>31</b> Retained earnings, endowment, accumulated income, or other funds .....	2,837,163.	<b>31</b>	2,926,476.
	<b>32 Total net assets or fund balances</b> .....	2,837,163.	<b>32</b>	2,926,476.
<b>33 Total liabilities and net assets/fund balances</b> .....	2,837,163.	<b>33</b>	2,926,476.	

**Part XI Reconciliation of Net Assets**

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	3,381,941.
2	Total expenses (must equal Part IX, column (A), line 25)	2	3,292,628.
3	Revenue less expenses. Subtract line 2 from line 1	3	89,313.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	2,837,163.
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 on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	2,926,476.

**Part XII Financial Statements and Reporting**

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

	Yes	No
1 Accounting method used to prepare the Form 990: <input checked="" type="checkbox"/> Cash <input type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on 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: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
b Were the organization's financial statements audited by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
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 on 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? _____		X
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 on Schedule O and describe any steps taken to undergo such audits _____		

Form 990 (2021)



**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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....			3993043.	3702359.	3918590.	11613992.
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge .....						
<b>4 Total.</b> Add lines 1 through 3 .....			3993043.	3702359.	3918590.	11613992.
<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.						11613992.

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
<b>7</b> Amounts from line 4 .....			3993043.	3702359.	3918590.	11613992.
<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 VI.) .....						
<b>11 Total support.</b> Add lines 7 through 10						11613992.
<b>12</b> Gross receipts from related activities, etc. (see instructions) .....					12	
<b>13 First 5 years.</b> 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 <b>stop here</b> .....						<input type="checkbox"/>

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

<b>14</b> Public support percentage for 2021 (line 6, column (f), divided by line 11, column (f)).....	<b>14</b>	100.00	%
<b>15</b> Public support percentage from 2020 Schedule A, Part II, line 14 .....	<b>15</b>	100.00	%
<b>16a 33 1/3% support test - 2021.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization .....			<input checked="" type="checkbox"/>
<b>b 33 1/3% support test - 2020.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization .....			<input type="checkbox"/>
<b>17a 10% -facts-and-circumstances test - 2021.</b> If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization .....			<input type="checkbox"/>
<b>b 10% -facts-and-circumstances test - 2020.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization .....			<input type="checkbox"/>
<b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions .....			<input type="checkbox"/>

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

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....						
<b>2</b> Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose .....						
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513 .....						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge .....						
<b>6 Total.</b> Add lines 1 through 5 .....						
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons .....						
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year .....						
<b>c</b> Add lines 7a and 7b .....						
<b>8 Public support.</b> (Subtract line 7c from line 6.)						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
<b>9</b> Amounts from line 6 .....						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources .....						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 .....						
<b>c</b> Add lines 10a and 10b .....						
<b>11</b> Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on .....						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....						
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.)						

**14 First 5 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>15</b> Public support percentage for 2021 (line 8, column (f), divided by line 13, column (f)) .....	<b>15</b>	%
<b>16</b> Public support percentage from 2020 Schedule A, Part III, line 15 .....	<b>16</b>	%

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

<b>17</b> Investment income percentage for <b>2021</b> (line 10c, column (f), divided by line 13, column (f)) .....	<b>17</b>	%
<b>18</b> Investment income percentage from <b>2020</b> Schedule A, Part III, line 17 .....	<b>18</b>	%

**19a 33 1/3% support tests - 2021.** 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 - 2020.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

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

**Part IV Supporting Organizations**

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

**Section A. All Supporting Organizations**

	Yes	No
<b>1</b> Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
<b>2</b> Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
<b>3a</b> Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
<b>b</b> Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
<b>c</b> Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
<b>4a</b> Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
<b>b</b> Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
<b>c</b> Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
<b>5a</b> Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
<b>b Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
<b>c Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
<b>6</b> Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
<b>7</b> Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
<b>8</b> Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
<b>9a</b> Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
<b>b</b> Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
<b>c</b> Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
<b>10a</b> Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
<b>b</b> Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

**Part IV Supporting Organizations** (continued)

	Yes	No
<b>11</b> Has the organization accepted a gift or contribution from any of the following persons?		
<b>a</b> A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?		
<b>b</b> A family member of a person described on line 11a above?		
<b>c</b> A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide detail in <b>Part VI</b> .		
<b>11a</b>		
<b>11b</b>		
<b>11c</b>		

**Section B. Type I Supporting Organizations**

	Yes	No
<b>1</b> Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? If "No," describe in <b>Part VI</b> how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.		
<b>2</b> Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in <b>Part VI</b> how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.		
<b>1</b>		
<b>2</b>		

**Section C. Type II Supporting Organizations**

	Yes	No
<b>1</b> Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in <b>Part VI</b> how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).		
<b>1</b>		

**Section D. All Type III Supporting Organizations**

	Yes	No
<b>1</b> Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
<b>2</b> Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in <b>Part VI</b> how the organization maintained a close and continuous working relationship with the supported organization(s).		
<b>3</b> By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in <b>Part VI</b> the role the organization's supported organizations played in this regard.		
<b>1</b>		
<b>2</b>		
<b>3</b>		

**Section E. Type III Functionally Integrated Supporting Organizations**

<b>1</b> Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
<b>a</b> <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
<b>b</b> <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
<b>c</b> <input type="checkbox"/> The organization supported a governmental entity. Describe in <b>Part VI</b> how you supported a governmental entity (see instructions).		
<b>2</b> Activities Test. Answer lines 2a and 2b below.		
<b>a</b> Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in <b>Part VI</b> identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.	Yes	No
<b>b</b> Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in <b>Part VI</b> the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.		
<b>3</b> Parent of Supported Organizations. Answer lines 3a and 3b below.		
<b>a</b> Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? If "Yes" or "No" provide details in <b>Part VI</b> .		
<b>b</b> Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in <b>Part VI</b> the role played by the organization in this regard.		
<b>2a</b>		
<b>2b</b>		
<b>3a</b>		
<b>3b</b>		

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

**1**  Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI). See instructions.  
All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

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

<b>Section B - Minimum Asset Amount</b>		(A) Prior Year	(B) Current Year (optional)
<b>1</b>	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
<b>a</b>	Average monthly value of securities	<b>1a</b>	
<b>b</b>	Average monthly cash balances	<b>1b</b>	
<b>c</b>	Fair market value of other non-exempt-use assets	<b>1c</b>	
<b>d</b>	<b>Total</b> (add lines 1a, 1b, and 1c)	<b>1d</b>	
<b>e</b>	<b>Discount</b> claimed for blockage or other factors (explain in detail in Part VI):		
<b>2</b>	Acquisition indebtedness applicable to non-exempt-use assets	<b>2</b>	
<b>3</b>	Subtract line 2 from line 1d.	<b>3</b>	
<b>4</b>	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	<b>4</b>	
<b>5</b>	Net value of non-exempt-use assets (subtract line 4 from line 3)	<b>5</b>	
<b>6</b>	Multiply line 5 by 0.035.	<b>6</b>	
<b>7</b>	Recoveries of prior-year distributions	<b>7</b>	
<b>8</b>	<b>Minimum Asset Amount</b> (add line 7 to line 6)	<b>8</b>	

<b>Section C - Distributable Amount</b>			Current Year
<b>1</b>	Adjusted net income for prior year (from Section A, line 8, column A)	<b>1</b>	
<b>2</b>	Enter 0.85 of line 1.	<b>2</b>	
<b>3</b>	Minimum asset amount for prior year (from Section B, line 8, column A)	<b>3</b>	
<b>4</b>	Enter greater of line 2 or line 3.	<b>4</b>	
<b>5</b>	Income tax imposed in prior year	<b>5</b>	
<b>6</b>	<b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	<b>6</b>	
<b>7</b>	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

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

Section D - Distributions		Current Year
<b>1</b>	Amounts paid to supported organizations to accomplish exempt purposes	<b>1</b>
<b>2</b>	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	<b>2</b>
<b>3</b>	Administrative expenses paid to accomplish exempt purposes of supported organizations	<b>3</b>
<b>4</b>	Amounts paid to acquire exempt-use assets	<b>4</b>
<b>5</b>	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	<b>5</b>
<b>6</b>	Other distributions (describe in Part VI). See instructions.	<b>6</b>
<b>7</b>	<b>Total annual distributions.</b> Add lines 1 through 6.	<b>7</b>
<b>8</b>	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	<b>8</b>
<b>9</b>	Distributable amount for 2021 from Section C, line 6	<b>9</b>
<b>10</b>	Line 8 amount divided by line 9 amount	<b>10</b>

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2021	(iii) Distributable Amount for 2021
<b>1</b> Distributable amount for 2021 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2021 (reasonable cause required - explain in Part VI). See instructions.			
<b>3</b> Excess distributions carryover, if any, to 2021			
<b>a</b> From 2016			
<b>b</b> From 2017			
<b>c</b> From 2018			
<b>d</b> From 2019			
<b>e</b> From 2020			
<b>f</b> Total of lines 3a through 3e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2021 distributable amount			
<b>i</b> Carryover from 2016 not applied (see instructions)			
<b>j</b> Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
<b>4</b> Distributions for 2021 from Section D, line 7: \$			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2021 distributable amount			
<b>c</b> Remainder. Subtract lines 4a and 4b from line 4.			
<b>5</b> Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.			
<b>6</b> Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.			
<b>7</b> Excess distributions carryover to 2022. Add lines 3j and 4c.			
<b>8</b> Breakdown of line 7:			
<b>a</b> Excess from 2017			
<b>b</b> Excess from 2018			
<b>c</b> Excess from 2019			
<b>d</b> Excess from 2020			
<b>e</b> Excess from 2021			

**Part VI**

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

Multiple horizontal lines for supplemental information.

**Schedule B**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Schedule of Contributors**

▶ Attach to Form 990 or Form 990-PF.  
▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2021**

Name of the organization

**START RIGHT NOW, INC.**

Employer identification number

**26-3725699**

Organization type (check one):

**Filers of:**

**Section:**

Form 990 or 990-EZ

501(c)( 3 ) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

**Note:** Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

**General Rule**

For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

**Special Rules**

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ..... ▶ \$ \_\_\_\_\_

**Caution:** An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

Name of organization <b>START RIGHT NOW, INC.</b>	Employer identification number <b>26-3725699</b>
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**Part I Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	FLORIDA BLUE 4800 DEERWOOD CAMPUS PARKWAY DC202 JACKSONVILLE , FL 32246	\$ 75,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	JILL CHALSTY 601 E KENNEDY BLVD TAMPA, FL 33602	\$ 100,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	THE SPURLINO FOUNDATION 7214 N MOBLEY RD ODESSA, FL 33556	\$ 100,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	MCNEEL FAMILY CHARITABLE FUND 165 TOWNSHIP LINE RD, SUITE 1200 JENKINTOWN, PA 19046	\$ 100,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	TRIAD FOUNDATION, INC P.O. BOX 4440 ITHACA, NY 14852	\$ 140,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	J. CRAYTON PRUITT PO BOX 233 ST PETERSBURG, FL 33731	\$ 175,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization <b>START RIGHT NOW, INC.</b>	Employer identification number <b>26-3725699</b>
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**Part I Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7	UNITED WAY SUNCOAST  5201 WEST KENNEDY BLVD, SUITE 600  TAMPA, FL 33609	\$ 88,607.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____ _____ _____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization  <b>START RIGHT NOW, INC.</b>	Employer identification number  <b>26-3725699</b>
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**Part II Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$ _____	
		\$ _____	
		\$ _____	
		\$ _____	
		\$ _____	
		\$ _____	
		\$ _____	

Name of organization  <b>START RIGHT NOW, INC.</b>	Employer identification number  <b>26-3725699</b>
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**Part III** Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) ▶ \$ \_\_\_\_\_  
Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
<b>(e) Transfer of gift</b>			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
<b>(e) Transfer of gift</b>			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
<b>(e) Transfer of gift</b>			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
<b>(e) Transfer of gift</b>			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
<b>(e) Transfer of gift</b>			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	

**SCHEDULE D**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Financial Statements**

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

▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

OMB No. 1545-0047

**2021**

**Open to Public Inspection**

**Name of the organization** START RIGHT NOW, INC. **Employer identification number** 26-3725699

**Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year .....		
2 Aggregate value of contributions to (during year) .....		
3 Aggregate value of grants from (during year) .....		
4 Aggregate value at end of year .....		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? .....		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? .....		<input type="checkbox"/> Yes <input type="checkbox"/> No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).  
 Preservation of land for public use (for example, recreation or education)  Preservation of a historically important land area  
 Protection of natural habitat  Preservation of a certified historic structure  
 Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Tax Year
a Total number of conservation easements .....	2a
b Total acreage restricted by conservation easements .....	2b
c Number of conservation easements on a certified historic structure included in (a) .....	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register .....	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ \_\_\_\_\_

4 Number of states where property subject to conservation easement is located ▶ \_\_\_\_\_

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? .....

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \_\_\_\_\_

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ \_\_\_\_\_

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? .....

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.** Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1 .....

(ii) Assets included in Form 990, Part X .....

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 .....

b Assets included in Form 990, Part X .....

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule D (Form 990) 2021

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

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):
- a  Public exhibition
  - b  Scholarly research
  - c  Preservation for future generations
  - d  Loan or exchange program
  - e  Other \_\_\_\_\_
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?  Yes  No

**Part IV Escrow and Custodial Arrangements.** Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?  Yes  No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- |                                 | Amount |
|---------------------------------|--------|
| c Beginning balance             | 1c     |
| d Additions during the year     | 1d     |
| e Distributions during the year | 1e     |
| f Ending balance                | 1f     |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?  Yes  No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment  \_\_\_\_\_ %
  - b Permanent endowment  \_\_\_\_\_ %
  - c Term endowment  \_\_\_\_\_ %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- |  | Yes    | No |
|--|--------|----|
| (i) Unrelated organizations  | 3a(i)  |    |
| (ii) Related organizations   | 3a(ii) |    |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | 3b     |    |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

**Part VI Land, Buildings, and Equipment.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment				
e Other		1,014,468.	158,323.	856,145.
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				856,145.

**Part VII Investments - Other Securities.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives .....		
(2) Closely held equity interests .....		
(3) Other .....		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
<b>Total.</b> (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

**Part VIII Investments - Program Related.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
<b>Total.</b> (Col. (b) must equal Form 990, Part X, col. (B) line 13.) ▶		

**Part IX Other Assets.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1) DEPOSITS	265,000.
(2) PLEDGES RECEIVABLE	578,071.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	843,071.

**Part X Other Liabilities.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII...

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

Table with 5 main rows and sub-rows (a-e) for adjustments. Columns include line numbers and descriptions.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

Table with 5 main rows and sub-rows (a-e) for adjustments. Columns include line numbers and descriptions.

Part XIII Supplemental Information.

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Multiple horizontal lines provided for entering supplemental information.

**SCHEDULE M  
(Form 990)**

**Noncash Contributions**

OMB No. 1545-0047

**2021**

**Open to Public  
Inspection**

Department of the Treasury  
Internal Revenue Service

- ▶ **Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.**
- ▶ **Attach to Form 990.**
- ▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

Name of the organization **START RIGHT NOW, INC.** Employer identification number **26-3725699**

**Part I Types of Property**

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods	X			FMV
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded				
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ( )				
26 Other ( )				
27 Other ( )				
28 Other ( )				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement **29**

	Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?		X
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?		X
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?		X
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

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

Schedule M (Form 990) 2021



**SCHEDULE O**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990 or 990-EZ**

Complete to provide information for responses to specific questions on  
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or Form 990-EZ.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2021**

Open to Public  
Inspection

Name of the organization

START RIGHT NOW, INC.

Employer identification number

26-3725699

Form 990, Part I, Line 1, Description of Organization Mission:

PRIMARY MISSION IS TO STOP THE CYCLE OF HOMELESSNESS FOR THE YOUNGER  
GENERATION THROUGH CONTINUED EDUCATION AND AN ACTIVE MENTOR  
RELATIONSHIP.

Form 990, Part VI, Section B, line 11b:

ORGANIZATION HAS POLICIES AND PROCEDURES GOVERNING ALL ACTIVITIES AND  
DETAILED RECORDS.

Form 990, Part VI, Section C, Line 19:

ORGANIZATION HAS GOVERNING DOCUMENTS AND FINANCIAL STATEMENTS AVAILABLE  
UPON REQUEST.

Form 990, Part IX, Line 11g, Other Fees:

PROGRAM SERVICE EXPENSE:

Program service expenses 1,250,533.

Management and general expenses 0.

Fundraising expenses 0.

Total expenses 1,250,533.

Total Other Fees on Form 990, Part IX, line 11g, Col A 1,250,533.

2021 DEPRECIATION AND AMORTIZATION REPORT

Form 990 Page 10

990

Asset No.	Description	Date Acquired	Method	Life	Conv	Line No.	Unadjusted Cost Or Basis	Bus % Excl	Section 179 Expense	* Reduction In Basis	Basis For Depreciation	Beginning Accumulated Depreciation	Current Sec 179 Expense	Current Year Deduction	Ending Accumulated Depreciation
	Program Services														
1	STORAGE UNIT	01/01/10	200DB	7.00	HY	17	1,800.				1,800.	1,800.		0.	1,800.
2	SHELVES	01/01/10	200DB	7.00	HY	17	800.				800.	800.		0.	800.
3	SHELVES	06/30/10	200DB	7.00	HY	17	1,320.				1,320.	1,320.		0.	1,320.
4	SCREEN	12/31/10	200DB	7.00	HY	17	200.				200.	200.		0.	200.
5	PROJECTOR	12/31/10	200DB	7.00	HY	17	500.				500.	500.		0.	500.
6	FURNITURE	06/30/11	200DB	7.00	MQ	17	300.			300.				0.	
7	COMPUTER PRINTER	06/30/11	200DB	7.00	MQ	17	2,000.			2,000.				0.	
8	STORAGE UNIT	09/30/11	200DB	7.00	MQ	17	3,400.			3,400.				0.	
9	COMPUTER PRINTER	09/30/11	200DB	7.00	MQ	17	2,600.			2,600.				0.	
10	COMPUTER PRINTER	12/31/11	200DB	7.00	MQ	17	29,020.			29,020.				0.	
11	FURNITURE	03/31/13	200DB	7.00	MQ	17	12,000.			6,000.	6,000.	6,000.		0.	6,000.
12	FURNITURE	06/30/13	200DB	7.00	MQ	17	10,000.			5,000.	5,000.	5,000.		0.	5,000.
13	HAVEN POE ASSETS	12/31/13	200DB	7.00	MQ	17	42,048.			21,024.	21,024.	21,024.		0.	21,024.
14	HAVEN POE ASSETS	03/31/14	200DB	7.00	HY	17	25,032.			12,516.	12,516.	11,957.		559.	12,516.
15	FURNITURE	03/31/14	200DB	7.00	HY	17	3,500.			1,750.	1,750.	1,672.		78.	1,750.
16	FURNITURE	06/30/14	200DB	7.00	HY	17	3,000.			1,500.	1,500.	1,433.		67.	1,500.
17	FURNITURE	09/30/14	200DB	7.00	HY	17	3,000.			1,500.	1,500.	1,433.		67.	1,500.

2021 DEPRECIATION AND AMORTIZATION REPORT

Form 990 Page 10

990

Asset No.	Description	Date Acquired	Method	Life	Conv	Line No.	Unadjusted Cost Or Basis	Bus % Excl	Section 179 Expense	* Reduction In Basis	Basis For Depreciation	Beginning Accumulated Depreciation	Current Sec 179 Expense	Current Year Deduction	Ending Accumulated Depreciation
18	FURNITURE	12/30/14	200DB	7.00		HY17	3,000.			1,500.	1,500.	1,433.		67.	1,500.
19	FURNITURE	03/30/15	200DB	7.00		HY17	3,000.			1,500.	1,500.	1,299.		134.	1,433.
20	FURNITURE	06/30/15	200DB	7.00		HY17	3,000.			1,500.	1,500.	1,299.		134.	1,433.
21	FURNITURE	09/30/14	200DB	7.00		HY17	3,000.				3,000.	2,844.		156.	3,000.
22	FURNITURE	10/31/14	200DB	7.00		HY17	3,000.				3,000.	2,844.		156.	3,000.
23	FURNITURE	12/31/15	200DB	7.00		HY17	3,000.			1,500.	1,500.	1,299.		134.	1,433.
	* 990 Page 10 Total Program Services						158,520.			92,610.	65,910.	64,157.		1,552.	65,709.
	* Grand Total 990 Page 10 Depr						158,520.			92,610.	65,910.	64,157.		1,552.	65,709.

**Vicki Sokolik, Founder and Executive Director**

Vicki Sokolik, SRN's Founder and Executive Director, has been assisting homeless unaccompanied youth to fulfill academic, professional, and personal goals for the past 14 years at SRN. Through her work, Vicki was instrumental in testifying before the House of Representatives in Florida to pass ten bills she co-authored protecting unaccompanied youths throughout the State. Due to her role in legislation reform, Florida's Chief Operating Officer for Government Operations, appointed Vicki to serve on the Independent Living Services Advisory Council for the State of Florida. Vicki was also appointed by the Governor to serve on the Council of Homeless Board.

Vicki has been recognized by the Lightning Community Hero, Bank of America's Neighborhood Builders Program, and the Humana Communities Benefit Award. Under Vicki's leadership, SRN became the first and only nonprofit to win the WEDU Be More Award twice for Nonprofit of the Year (in 2012 and 2018). In 2018 SRN joined 15 other nonprofits nationwide in the Stand Together Catalyst Program. In 2019 Vicki was recognized as a CNN Hero, an AARP Purpose Prize Fellow, and the Foundation for Improvement of Justice' Paul H. Chapman Gold Medal recipient. SRN was awarded the 2021 Sapphire Award from Florida Blue. SRN was honored by the American Psychiatric Association Foundation (APAF) with a 2022 Award for Advancing Minority Mental Health.

**Dominique Griffin, Assistant Executive Director**

Dominique has been working at SRN for seven years, first occupying the role of Social Services Coordinator and working her way up to her current role as Assistant Executive Director. Through this years-long promotion process, Dominique has been involved in all of the SRN staff positions. In 2018, Dominique joined Vicki to represent SRN in the Stand Together Catalyst Program. In 2021, Dominique earned her Certificate in Nonprofit Management Graduate Program.



**STARTING  
RIGHT,  
NOW**

1212 W. Cass Street  
Tampa, FL 33606

Tel: 813-868-1995  
Fax: 813-972-2700

4600 Haines Road  
St. Pete, FL 33714

Tel: 727-584-3100  
Fax: 727-341-9786

## **Starting Right, Now Board of Directors**

Matthew Silverman, President, Tampa Bay Rays - SRN Chairman of the Board (14 yrs)  
Bill Byrne, President, Ajax Construction - SRN Vice Chairman (5 yrs)  
Dave Bastian, CPA - SRN Treasurer (14 yrs)  
Megan A. Odronic, Esquire, Foley & Lardner - SRN Secretary (5 yrs)  
Jane Castor, Mayor, City of Tampa (7 yrs)  
Sandra Murman, Commissioner, Hillsborough County (9 yrs)  
Addison Davis, Superintendent, Hillsborough County Public Schools (2 yrs)  
Dr. Michael Grego, Superintendent, Pinellas County Public Schools (8 yrs)  
Darryl Rouson, Florida State Senator (0 yrs)  
Andrew Warren, State Attorney, Hillsborough County, 13th Judicial Circuit (3 yrs)  
Thomas Blake, Financial Advisor, Morgan Stanley (0 yrs)  
Bill Goede, Market President, Bank of America (9 yrs)  
Richard Gonzmart, President, Columbia Restaurant Group (8 yrs)  
Ashby Green, Founder, Gazelle Capital (3 yrs)  
Susan Guttentag, PhD, Educational Psychology/Services (14 yrs)  
Alvaro Hernandez, Market Vice President, Humana Employer Segment (5 yrs)  
Jodi Jacolow, President, Premiere Lifestyle Management, Inc. (5 yrs)  
Mark Letteleir, Executive Vice President, Prime Medical (7 yrs)  
Jim Myers, President and Chief Operating Officer, Crown Automotive (8 yrs)  
Irwin Novak, Chief Executive Officer/Owner, Kane's Furniture (13 yrs)  
Steve Raney, President and CEO, Raymond James Bank (8 yrs)  
Jib Reagan, Employee Benefits, McGriff Insurance Services (8 yrs)  
Inga Schmitzer, Director of HR, TD Synnex (6 yrs)  
Tamara Shamburger, former HCPS School Board (1 yrs)  
Michelle Shimberg, Community Volunteer (9 yrs)  
Leila Tooley, Senior Vice President, Commercial Banking: Wells Fargo (3 yrs)  
Joel Sokolik, M.D., Neuroradiologist, Florida Medical Clinic (14 yrs)  
Ocea Wynn, Administrator of Neighborhood and Community Affairs, City of Tampa (0 yrs)  
Vicki Sokolik, SRN Founder/Executive Director (14 yrs)

## SRN Board Member Commitment

I, \_\_\_\_\_ understand that as a member of the Starting Right, Now Board, I have a legal and ethical responsibility to ensure that the organization does the best work possible in pursuit of its goals. I believe in the purpose and the mission of the organization, and I will act responsibly and prudently as its steward. My behavior as a board member will be consistent with the values and mission of the organization.

As part of my responsibilities as a board member:

1. I will set up two in house tours a quarter and let Vicki know to schedule the tour
2. I will attend at least one student activity annually
3. Annually I will make a personal financial contribution or bring in a funding equivalent to the board financial requirement
4. I will attend at least 75% of board meetings, including committees I am assigned to. I am able to call in for a meeting if I am unavailable in person
5. I will RSVP my attendance for board meetings or board committee meetings at least one day in advance to the Executive Director
6. I will actively participate in one or more fundraising activities
7. I will act in the best interests of the organization and excuse myself from discussions and votes where I have a conflict of interest
8. I will attend our annual luncheon and fill two tables with possible funders

In turn, SRN will be responsible to me in several ways:

1. I will be sent an agenda and materials prior to the board meeting.
2. Board members and staff will respond in a straightforward fashion to questions that I feel are necessary to carry out my fiscal, legal and moral responsibilities to this organization. Board members and staff will work in good faith with me towards achievement of our goals
3. If the organization does not fulfill its commitments to me, I can call on the board president and executive director to discuss the organization's responsibilities with me

**Signed:**

**Date:**

---

**Member, Board of Directors**

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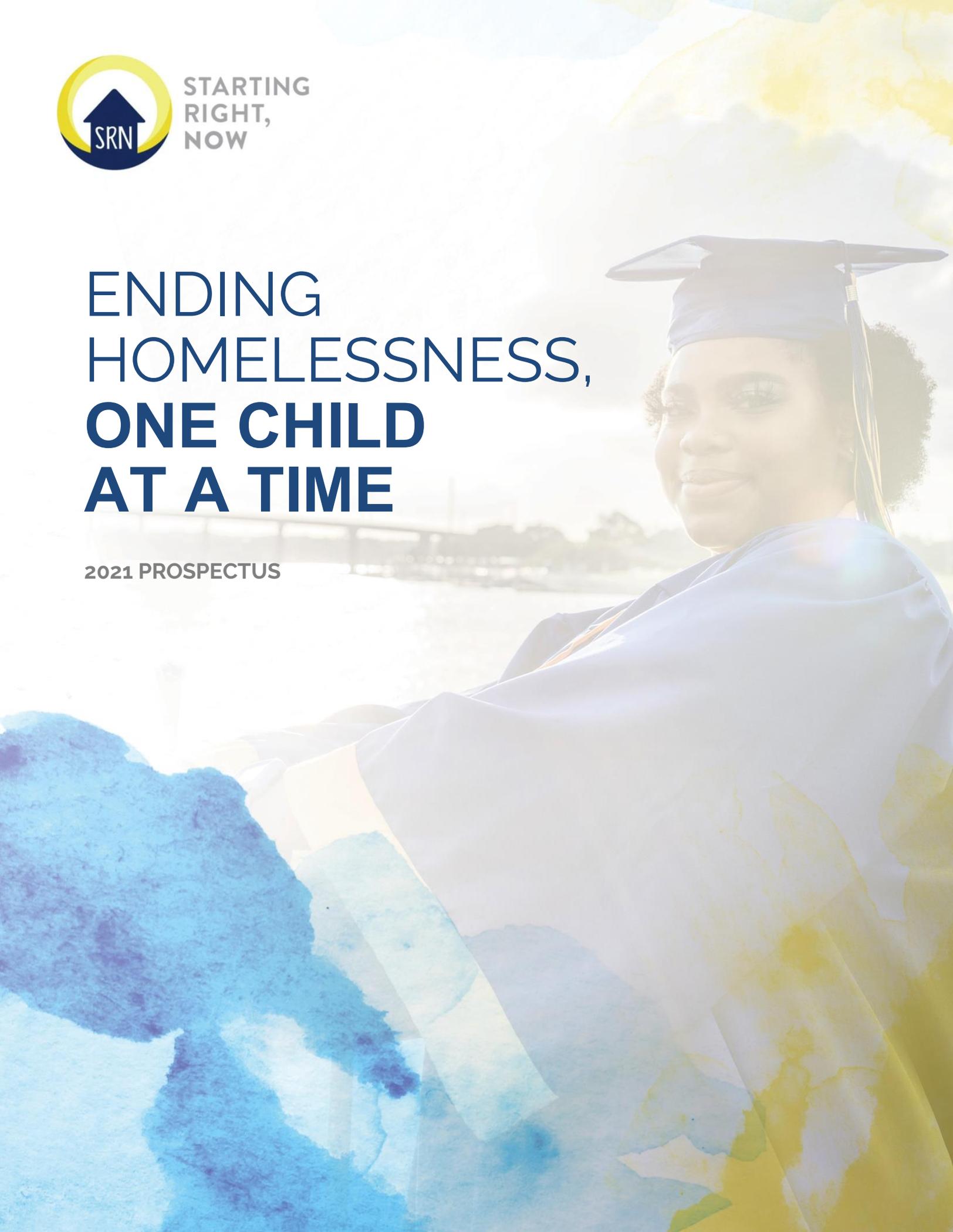
**President, Board of Directors**



STARTING  
RIGHT,  
NOW

# ENDING HOMELESSNESS, **ONE CHILD AT A TIME**

2021 PROSPECTUS



# Executive Summary

She smells of BBQ. She begins to explain her story. Tenisha, a senior at Armwood High School, is interviewing for a spot in Starting Right, Now (SRN).

Her mom and dad are both in and out of jail her whole life. At 10 years old, she is placed with her grandmother who is physically abusive. While living at her grandmother's, Tenisha is molested by several family members, not one — several. Eventually, these years of abuse and neglect culminate with her father holding a gun to her head and demanding sex. After that night, she runs away. When SRN first meets her, Tenisha is living in the storeroom of the BBQ restaurant where she works. There is no mattress, no shower, no desk to do homework, no bus to school, and no parents to offer love and support. So, she smells of BBQ because she is a 17-year-old young girl who has nowhere else to live and is forced to live alone in a restaurant.

Tenisha enrolls in SRN and has access to safe and stable housing, food stamps and Medicaid, academic support, one-on-one mentoring, life skills and leadership training. She attends college at University of Southern Florida with scholarships, studies abroad in Italy, and graduates with a B.A. Because of her tenacity and persistence, and with support from SRN, Tenisha is now a thriving adult. She is currently a 6<sup>th</sup> grade English Teacher, happily married, and recently had a beautiful baby boy named Theo. Thanks to the love and support of two stable parents, Theo will grow up in a space where he is no longer victim to circumstance but rather champion of his own life. He is proof that SRN is helping to end the generational cycle of poverty and homelessness.

SRN assists Unaccompanied Youth in high school who are not with their parents or guardian and who are not eligible for foster care because they were not taken from their family by the Department of Children and Families, but rather chose to leave due to unlivable circumstances. This is a social issue that remains an invisible, national epidemic. SRN invests in opportunities, resources, and attention for individual students indefinitely, with the ultimate goal of making them self-sufficient. SRN is the only permanent housing solution offering true holistic services.

Over the past 13 years, SRN has supported more than 300 students with stories similar to Tenisha's. Students are housed while they complete their long-term goals, propelling them to stable careers and breaking the cycle of poverty. We now seek to strengthen the support services at existing sites to increase our ability to serve more students. We are also expanding our model to serve unaccompanied youths who have been involved with the juvenile justice system due to their impoverished circumstances. With your support, we can change the trajectory of more unaccompanied youths left tragically alone to face homelessness.

---

***SRN has been helping homeless unaccompanied youths in Hillsborough County, Florida graduate high school and fulfill long-term educational, career, and personal goals since 2007. In 2017, SRN expanded into neighboring Pinellas County.***

# Our Origin

In 2005, Vicki Sokolik, Founder of Starting Right Now, began mentoring a homeless student, Serena. Serena lived in a motel because she had lost an aunt to terminal illness and was burdened with her debt. Vicki helped Serena with housing, employment, financial literacy, high school graduation, college applications, and scholarships, propelling her to higher education. Today, Serena is a graduate of American University Law School; she works for a judge in D.C. To reiterate, with Vicki's help, this student went from experiencing *homelessness* to becoming a *law school graduate!*

After years of working independently from her home, one child at a time, in 2007, Vicki was approached by the mayor of Tampa, Pam Iorio, to create a city-wide program aiding homeless youths, thus the founding of Starting Right, Now (SRN). Today, SRN has evolved into a comprehensive program combining a range of human and health services to address the root causes of poverty. SRN seeks to end an inequitable cycle. Serena is just the first of hundreds of students who embody SRN's life-changing work.

It's bewildering to consider how SRN today, with its national publicity, housing facilities, expansion projects, participation in legislation reform, and large unconventional family of formerly homeless youths, originated at Vicki's kitchen table. What started literally *in her home*, is now a refuge for homeless youths statewide. It is a testament to how small acts of kindness can have far-reaching repercussions.



# “ Keshha

7:00, like clockwork, drug dealers and sex workers appear with bloodshot eyes; some snort cocaine in the parking lot as I sneak a peek out my motel window. I am afraid to step outside.

The room is small, infested with roaches, and reeks of mildew. I feel trapped. My life unraveled the day we were evicted. With nowhere to go, my sisters and I packed and headed to a motel. Homeless, my mom left for her boyfriend's without saying a word to us, not even goodbye. We were three young, teenage girls living alone in a single motel room. My sisters worked tirelessly, I was always alone. Every night, I laid on the futon, as unhappy thoughts ran through my head.

One day, my sister confessed our situation to the school social worker, and she recommended us to Starting Right, Now (SRN), a program that helps homeless youth. They would provide us a stable home and food and help us with academic support, so we could attend college. SRN gave me the opportunity to participate in leadership classes, emotional intelligence training, and set me up for a successful future. My sisters and I are the first in our family to graduate high school and enter college.

Before I joined SRN, I never thought about going to college. I thought I was destined to be like the rest of my family and end up in jail, on the streets, or dead. I pulled my GPA up to a 3.0 and attended Saint Leo University this year. They have changed my life for the better and taught me how to trust again. Most importantly, they gave me hope. SRN is changing the world, one homeless youth at a time.

—Keshha, recent Saint Leo Graduate

”

# Invisible Epidemic

Starting Right, Now (SRN) assists homeless unaccompanied youth to break the cycle of generational poverty.<sup>1</sup>

The National Alliance to End Homelessness estimates there are 550,000 homeless unaccompanied youth in the U.S. annually. The true rates of incidence are likely much higher than documented since it is difficult to collect data on this transient population and youth experiencing these circumstances are often reluctant to admit their precarious living situations.

Unaccompanied youths face unique challenges. They are ineligible for foster care because they are not forcibly removed from their home by the Department of Children and Families (DCF) but rather choose to leave for their own safety. Often these young people report family dysfunction including issues related to blended families, substance abuse, pregnancy, sexual activity or orientation, parental neglect and abuse, incarceration, illness, deportation, or death as the primary reason they can no longer live at home. Many students are forced to leave home when their family cannot financially accommodate all members.

Once they make the decision to leave home for their safety and well-being, they often do not have access to safe, stable housing, basic needs including food and healthcare, support from a caring adult, access to bathing and laundry facilities, and transportation. Statistically the plight faced by homeless unaccompanied youths puts

these students at risk of school failure or dropping out, sexual violence including survival sex work and human trafficking, and incarceration. Homeless unaccompanied youths display high rates of illness, emotional crises, and mental health challenges. This combination of difficulties further inhibits the youth's ability to transition out of homelessness.

Florida, where SRN operates, ranks the fifth-highest in terms of homeless unaccompanied youth by state.

---

***Its proximity to Central America and the Caribbean make Florida a large hub for human trafficking of unaccompanied youth who are already at great risk of sexual violence. The number of students reporting homelessness in Florida has tripled in the last decade.***

In a 2019 report conducted in association with the Shimberg Center for Housing Studies at the University of Florida, Florida's shortage of affordable housing is one of the root causes of student's housing instability, an issue exacerbated in recent years by catastrophic hurricanes. Despite these figures, there is an absence of a public discussion regarding this epidemic. The plight of unaccompanied youth remains invisible. This lack of awareness has profound implications for legislation, education, and media making

# “ Kyle

Me and a couple other Starting Right, Now students, we rode around and went to schools and did all kinds of stuff, and we talked about college and I was all like, I don't even know if that's for me....And then I think my mentor ... sent me an email or a picture of [Hillsborough Community College],

...I asked Mrs. Vicki about it, and she made it happen like that... I don't even know if there was a seat...so I was stoked. It was the welding program, I was their second year and actually, I'm on the poster for the welding.

*– Kyle on the SRN Podcast (Raising Me), Welder and Hillsborough County Firefighter*



# Ending An Inequitable Cycle

SRN empowers homeless unaccompanied youth to become self-sufficient citizens, breaking the cycle of generational homelessness and poverty. SRN is the only program in Florida to offer comprehensive wrap-around services. This includes long-term housing for homeless independent minors as well as holistic and personalized care for each young person to ensure they do not become chronically homeless adults. Our comprehensive model includes:



## Safe Housing

SRN students live in our long-term transitional housing facility which offers food, cleanliness, safety, and rest. Housing includes (1) a fully-stocked kitchen and chef to prepare dinner; (2) access to drinking/running water; (3) bedding to facilitate rest; (4) washing machines, dryers, and cleaning supplies; and (5) a reliable and safe adult at home at all times. Students are permitted to live in the SRN house through completion of high school and often return during breaks from post-secondary education.



## Social Services

SRN staff help students enroll in Medicaid and Food Stamps and arrange medical/mental/dental health care including transportation.



## Academic Support

SRN staff monitor academic progress including facilitating credit recovery and arranging tutoring. They also assist in completion of post-secondary school applications, coordinate SAT/ACT testing,

and organize college tours. With SRN's support, students graduate high school and proceed to their self-determined post-secondary education goal which could include vocational training, college, or the military. SRN provides continued case management to SRN students through completion of a vocational certification, bachelors, or graduate degree.



## Support Systems

Each student is matched with a personal one-on-one volunteer community mentor, who often becomes a long-term friend. Students also encounter the dedicated, reliable, and loving SRN staff. Mentors and SRN staff collectively serve as an advocate and consistent form of support, a resource that our students previously did not have. SRN provides continued case management to our students through completion of their post-secondary goal, monitoring satisfactory academic progress and budgeting to ensure scholarship and financial aid retention. Unique from other programs, SRN students remain in the program indefinitely, into young adulthood, helping them overcome any new barriers as they progress into their career.



### Financial Stability

SRN helps students secure employment while in high school. SRN also prepares students to manage their own finances through financial literacy support such as opening a bank account, budgeting, and saving. SRN staff helps with scholarship applications, financial aid, and work-study enrollment for post-secondary education to eliminate debt. SRN fronts student deposits for admission, housing, and dining.



### Self-Esteem Building

Students attend after-school leadership trainings, which instill essential life skills. For example, some courses include Dale Carnegie Human Relations, Emotional Intelligence, Mindfulness and Meditation, Healthy Relationships & Boundaries. In addition, SRN fosters novel experiences, such as dining opportunities, sporting events, and/or art and culture, to provide experiences otherwise unavailable to them.



### Advocacy

SRN raises awareness of and advocates for unaccompanied homeless youth. SRN has assisted in changing five laws in the state of Florida to protect unaccompanied youth.

The team also performs extensive community outreach to raise awareness about young people facing life alone without the care of a reliable adult, and with no institutional safety-net. In addition, in partnership with WEDU, SRN has produced a podcast, titled, "Raising Me," on which students explain their struggles in their own words as homeless unaccompanied youth and explain the necessity of programs like SRN.

Unhoused, traumatized and alone, students enter defeated; through love and belonging, SRN restores hope!

### LAWS PASSED

- 1 Unaccompanied Youth can obtain their birth certificate, social security card and state ID without parental consent statewide;
- 2 Unaccompanied youth have the right to an expedited emancipation trial without court fees;
- 3 Unaccompanied youth are now eligible for Medicaid and food stamps;
- 4 Unaccompanied youth can consent for their own healthcare, including mental health, as minors;
- 5 Homeless higher education tuition waivers are now accepted at all Florida colleges and vocational programs.



“

## Ciara

Today is my last day working in the Surgical Care Unit, part of my degree requirements at Nova Southeastern University's College of Nursing. Tonight, I fulfill the last of my 200 hours, all of which I have loved! After passing my state boards in a few months, I begin as a registered nurse on a surgical-trauma unit. I will have a salaried job with benefits. I will dedicate every day of my life to helping and caring for others. That's the most rewarding part of it all. Considering where I was seven years ago, a homeless unaccompanied youth struggling to feel safe (let alone graduate high school!), I can't believe how much I have accomplished!

My nursing degree is a reminder I can do anything I set my mind to. The world is not predetermined. With the right resources, opportunities, and support system (and a lot of hard work and self-belief), I have the ability to direct the course of my own life.

I am in control. My decisions matter. And this ultimately is the goal of SRN - to empower me to live the life I choose, *to be able to choose*.  
To be me.

”

– Ciara, Registered Nurse



# Record of Success

In SRN, students seek to accomplish the following goals:

## ***Earn high school diploma:***

SRN boasts a 97% high school graduation rate, a significant figure when compared to the 73% state average for this vulnerable population.

## ***Progress to post-secondary education goal:***

100% of SRN's high school graduates receive acceptance to higher education, military, or vocational training.

## ***Obtain scholarships and financial aid:***

SRN's senior classes from 2015-2019 were awarded an average of \$953,368 in scholarships and financial aid.

The successes of SRN's first cohort from 2007 attests to the effectiveness of our programming: Dominique graduated from American University Law School and is working for a judge in D.C.; Emily graduated from Florida State University and is now a rising third-year medical student; Jacob graduated from St. Leo University and entered the army as an officer; Michael graduated welding school at Hillsborough Community College and is employed with benefits; Amanda graduated from University of

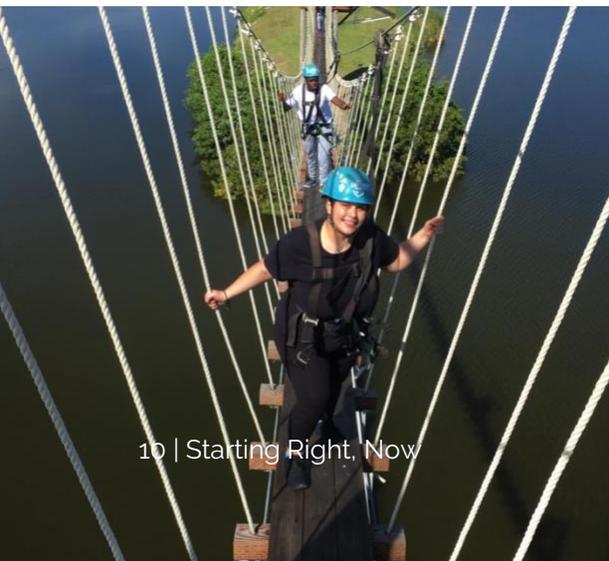
## ***Secure funds in savings account:***

Students receiving continued case management from SRN while completing their post-secondary education goal maintain an average of \$9,255 in their checking and savings account.

## ***Demonstrate improved mental and emotional health:***

Results from questionnaires, as part of a longitudinal study conducted by the University of South Florida, show significant increases in self-reported rates of hope, coping strategies, presence of a caring adult, gratitude, commitment to school and life satisfaction, as well as significant decreases in self-reported rates of depression, somatic mental health, and stress after just six months in the program

South Florida (USF) and teaches 6th grade; Samantha graduated from USF with a B.S. in Environmental Science and Policy, then earned her M.A. in Global Sustainability; and Ciara graduated from USF, then became a Registered Nurse at Nova Southeastern University. These previously homeless students, now young adults, have developed clear plans for their futures and have mastered skills enabling them to remain safe, stable, and self-sufficient.



# Breaking the Cycle!

SRN has proven to be a strong return on investment. The annual cost per child for SRN's comprehensive care (\$3,000/mo) is less than the average rate it costs to maintain a child in foster care group homes (\$5,890/mo)<sup>2</sup> or a juvenile enduring incarceration (\$12,397/mo)<sup>3</sup>. Furthermore, despite the fact that the number of children in foster care or incarcerated continues to grow each year, children exiting foster care and incarceration still struggle with housing, healthcare, employment, educational achievement, and on-going legal issues. Students maturing in SRN's care do not. Additional impact will be seen when these students have children and hopefully no longer need to rely on food stamps, welfare or other government subsidies. Through SRN, we are seeking to *end* the cycle of youth homelessness.



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## **Opportunity: Decriminalize Poverty**

In partnership with the State Attorney's Office (SAO) of Florida's 13th Judicial District, SRN launched Re-Starting Right, Now (rSRN), a residential diversion program for homeless unaccompanied juvenile offenders of low-risk non-violent crimes. rSRN will provide stable housing and tools for transition into young adulthood to end recidivism for homeless unaccompanied juvenile offenders. rSRN will be the *only residential* diversion program in Florida, providing stability to homeless unaccompanied youths who are often forced to make criminal decisions to survive. For example, SRN has been witness to homeless unaccompanied youths who are prosecuted for stealing food or feminine hygiene products or engaging in survival sex work, without any concern for the circumstances.

Students who are in the rSRN program will live in SRN's transitional housing facilities. By removing barriers to basic human needs and providing nurturing relationships with reliable role models, our students can focus on their academic, professional, and personal development. rSRN students will be re-enrolled into public high schools, receive academic support from SRN, and participate in SRN leadership curriculum to foster productive coping strategies.

According to the Walker Plan drafted by the State Attorney's Office in partnership with SRN, juvenile offenders who successfully complete rSRN's diversion program will have their charges expunged and continue to be nurtured by SRN's housing and programming. The removal of a criminal record has profound implications for



these young people who would otherwise likely face many obstacles with employment, housing, education, public benefits, and voting all because of the legally-sanctioned stigma associated with being labeled a criminal. These students will continue to work towards their high school graduation and be supported through their post-secondary education goal, which could include college, vocational training, or the military. This comprehensive care will ensure that young people who have been involved with the juvenile justice system become self-sufficient citizens who are not incarcerated adults.

rSRN seeks to end an inequitable cycle, providing a path for unaccompanied youth on the precipice of incarceration to determine their own economic, environmental, and social well-being. At the end of 18 months, we will have a drug-free, crime-free, stably-housed cohort of formerly adjudicated youth who are re-enrolled in school and have completed a year or more of work towards earning a high school diploma.

By preventing recidivism and promoting the professional and personal growth of youth facing incarceration, rSRN will make our community safer for all of its residents. SRN seeks \$279,000

annually to operate rSRN. After thirteen years of fostering safety and wellness for homeless unaccompanied youth, SRN has developed effective infrastructure, programming, and culture to replicate our model. In particular, support for rSRN has great potential to make significant advancement in the effort to end injustice associated with the criminalization of poverty.

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### **Growth**

After years of being encouraged by media outlets and community supporters to publicize her story, in 2020 Vicki wrote a formal proposal that has been acquired by a publishing house. A narrative nonfiction book describing Vicki's unintentional founding of SRN will be released in 2023. The partnering publisher has formerly published socially-conscious works such as *Just Mercy*, *Orange is the New Black*, *The Other Wes Moore*, and *Between the World and Me*. In anticipation of newfound attention that will follow from Vicki's book, SRN is developing a long-term strategic plan.

SRN seeks funding to hire a third-party consultant firm. This consultant will guide SRN to strategize and implement a plan for capacity building to replicate across the state of Florida, optimizing for potential to scale impact, ease of implementation, and generation of sustainable revenue. We have identified potential partners. In total, this 12-month collaboration costs \$350,000, affording the following services: engage stakeholders; clarify potential growth pathways; identify key operational considerations; create timeline and detailed plan for implementation; conduct research and market analysis to determine viability; create financial model to inform revenue strategy.

This funding will prepare SRN to launch a pilot to replicate our proven model across the state of Florida. With the strategic plan drafted in conjunction with the expertise of the third-party consultant, SRN will be able to open satellites in new counties. The collaborative consultant's research and evaluations will ensure we are fulfilling intended objectives as we expand into new regions.

Furthermore, this new pilot program will operate as a social enterprise for SRN. A licensing model, where counties purchase the right to use our methodology - which follows the Social Determinants of Health, an evidenced-based CDC Framework - will generate an income stream to sustain our existing program. SRN is already in contact with Pasco and Hernando who are eager for us to open in their counties. The consultant firm will give us the tools necessary to license our housing model and comprehensive human and social services programming.

After 10 successful years, SRN increased capacity at our first site in Hillsborough County, opened a new site in Pinellas County\*, and launched re-Starting Right, Now (rSRN). We remain committed to upholding our initial goals of empowerment through comprehensive, personalized care for each student. Our goal is to scale effectively - serve more young people without diluting our impact.

## CLOSING

Through meeting basic needs and facilitating access to community resources and personalized care, youth can build a path to self-improvement and well-being that will enable them to have the confidence to live authentically, continually progressing towards their goals and self-efficacy. Over time, SRN's goal is to reduce chronic homelessness and poverty among young adults, breaking harmful intergenerational cycles. With holistic support, SRN students become motivated adults who are invested in their futures and productive contributors to the broader community.

With your partnership, we are one step closer to uprooting the cycle of poverty and youth homelessness. We look forward to you joining us.



\*In 2017, SRN expanded into Pinellas county. Through in-kind donations, SRN was able to complete this \$1.2 million project with no expense to our organization. SRN's raised funds for this expansion are able to go directly to programming, rather than into a property over which we have no ownership.

<sup>1</sup> Youth not in the physical custody of a parent or guardian who lack a fixed, regular, and adequate nighttime residence (McKinney-Vento Homeless Assistance Act)

<sup>2</sup> "Group homes brace for radical overhaul of federal foster care funding." Tampa Bay Times, July 23, 2018. [https://www.tampabay.com/news/Group-homes-brace-for-radical-overhaul-of-federal-foster-care-funding\\_170082974/](https://www.tampabay.com/news/Group-homes-brace-for-radical-overhaul-of-federal-foster-care-funding_170082974/)

<sup>3</sup> Tierney Sneed, "What Youth Incarceration Costs Taxpayers," U.S. News & World Report, December 9, 2014. <https://www.usnews.com/news/blogs/data-mine/2014/12/09/what-youth-incarceration-costs-taxpayers> (accessed June 28, 2019).

Please click image to be taken to video



INTERNAL REVENUE SERVICE  
P. O. BOX 2508  
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: **JUN 02 2009**

START RIGHT NOW INC  
6523 STONINGTON DR  
TAMPA, FL 33647

Employer Identification Number:  
26-3725699  
DLN:  
17053054001049  
Contact Person:  
PETER A ORLETT ID# 31436  
Contact Telephone Number:  
(877) 829-5500  
Accounting Period Ending:  
December 31  
Public Charity Status:  
170(b)(1)(A)(vi)  
Form 990 Required:  
Yes  
Effective Date of Exemption:  
March 5, 2008  
Contribution Deductibility:  
Yes  
Addendum Applies:  
No

Dear Applicant:

We are pleased to inform you that upon review of your application for tax exempt status we have determined that you are exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code. Contributions to you are deductible under section 170 of the Code. You are also qualified to receive tax deductible bequests, devises, transfers or gifts under section 2055, 2106 or 2522 of the Code. Because this letter could help resolve any questions regarding your exempt status, you should keep it in your permanent records.

Organizations exempt under section 501(c)(3) of the Code are further classified as either public charities or private foundations. We determined that you are a public charity under the Code section(s) listed in the heading of this letter.

Please see enclosed Publication 4221-PC, Compliance Guide for 501(c)(3) Public Charities, for some helpful information about your responsibilities as an exempt organization.



FLORIDA DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES  
COMMISSIONER NICOLE "NIKKI" FRIED

March 7, 2022

Refer To: CH28910 439 CH28910

STARTING RIGHT NOW, INC.  
1212 W CASS ST  
TAMPA, FL 33606-1342

RE: STARTING RIGHT NOW, INC.  
REGISTRATION#: CH28910  
EXPIRATION DATE: March 6, 2023

Dear Sir or Madam: processed your request for a 180 day extension to submit the financial statement.

The above-named organization/sponsor has complied with the registration requirements of Chapter 496, Florida Statutes, the Solicitation of Contributions Act. A COPY OF THIS LETTER SHOULD BE RETAINED FOR YOUR RECORDS.

Every charitable organization or sponsor which is required to register under s. 496.405 must conspicuously display the registration number issued by the Department and in capital letters the following statement on every printed solicitation, written confirmation, receipt, or reminder of a contribution:

"A COPY OF THE OFFICIAL REGISTRATION AND FINANCIAL INFORMATION MAY BE OBTAINED FROM THE DIVISION OF CONSUMER SERVICES BY CALLING TOLL-FREE (800-435-7352) WITHIN THE STATE. REGISTRATION DOES NOT IMPLY ENDORSEMENT, APPROVAL, OR RECOMMENDATION BY THE STATE."

The Solicitation of Contributions Act requires an annual renewal statement to be filed on or before the date of expiration of the previous registration. The Department will send a renewal package approximately 30 days prior to the date of expiration as shown above.

Thank you for your cooperation. If we may be of further assistance, please contact the Solicitation of Contributions section.

Sincerely,  
Regulatory Consultant  
Holly Chaires  
Regulatory Consultant  
850-410-3671  
Fax: 850-410-3804  
E-mail: holly.chaires@fdacs.gov