

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

- ▶ For organizations with gross receipts less than \$100,000 and total assets less than \$250,000 at the end of the year
- ▶ The organization may have to use a copy of this return to satisfy state reporting requirements



Department of the Treasury  
Internal Revenue Service

**A For the 2002 calendar year, or tax year beginning** 7/1/2002 **and ending** 6/30/2003

<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 <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	Please use IRS label or print or type. See Specific Instructions.	<b>C Name of organization</b>			<b>D Employer identification number</b>	
		UNDERSTANDING OUR DIFFERENCES, INC			04-2738924	
		Number and street (or P O box, if mail is not delivered to street address)		Room/suite	<b>E Telephone number</b>	
		100 WALNUT STREET			617-559-6075	
City, town, or country		State	ZIP + 4	<b>F Enter 4-digit (GEN) ▶</b>		
NEWTONVILLE		MASS	02460			

\* Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ)

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

**I WEB SITE** ▶

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

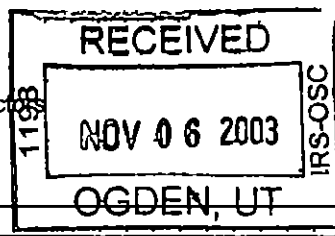
**J ORGANIZATION TYPE** (check only one) -  501(c) ( 3 ) ◀ (insert no)  4947(a)(1) OR  527

**K Check**  if the organization's gross receipts are normally not more than \$25,000. The organization need not file a return with the IRS, but if the organization received a Form 990 Package in the mail, it should file a return without financial data. **SOME STATES REQUIRE A COMPLETE RETURN**

Add lines 5b, 6b, and 7b to line 9 to determine gross receipts. If \$100,000 or more, file Form 990 instead of Form 990-EZ. ▶ \$ 57,395

**Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances** (See page 36 of the instructions)

<b>Revenue</b>	1	Contributions, gifts, grants, and similar amounts received	1	15,125
	2	Program service revenue including government fees and contracts	2	41,509
	3	Membership dues and assessments	3	
	4	Investment income	4	761
	5a	Gross amount from sale of assets other than inventory	5a	
	5b	Less cost or other basis and sales expenses	5b	
	5c	Gain or (loss) from sale of assets other than inventory (line 5a less line 5b) (attach schedule)	5c	0
	6	Special events and activities (attach schedule)		
	6a	Gross revenue (not including \$ _____ of contributions reported on line 1)	6a	
6b	Less direct expenses other than fundraising expenses	6b		
6c	Net income or (loss) from special events and activities (line 6a less line 6b)	6c	0	
7a	Gross sales of inventory, less returns and allowances	7a		
7b	Less cost of goods sold	7b		
7c	Gross profit or (loss) from sales of inventory (line 7a less line 7b)	7c	0	
8	Other revenue (describe ▶ _____)	8	0	
9	<b>TOTAL REVENUE</b> (add lines 1, 2, 3, 4, 5c, 6c, 7c, and 8)	9	57,395	
<b>Expenses</b>	10	Grants and similar amounts paid (attach schedule)	10	
	11	Benefits paid to or for members	11	
	12	Salaries, other compensation, and employee benefits	12	41,215
	13	Professional fees and other payments to independent contractors	13	1,800
	14	Occupancy, rent, utilities, and maintenance	14	
	15	Printing, publications, postage, and shipping	15	1,156
	16	Other expenses (describe ▶ See Attached Worksheet)	16	5,295
	17	<b>TOTAL EXPENSES</b> (add lines 10 through 16)	17	49,466
<b>Net Assets</b>	18	Excess or (deficit) for the year (line 9 less line 17)	18	7,929
	19	Net assets or fund balances at beginning of year (from line 27, column (A)) (must agree with end-of-year figure reported on prior year's return)	19	47,752
	20	Other changes in net assets or fund balances (attach explanation)	Final return	
	21	Net assets or fund balances at end of year (combine lines 18 through 20)	21	55,681



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

		(See page 39 of the instructions)		(A) Beginning of year	(B) End of year
22	Cash, savings, and investments			47,752	55,681
23	Land and buildings				
24	Other assets (describe ▶ _____)			0	0
25	<b>TOTAL ASSETS</b>			47,752	55,681
26	<b>TOTAL LIABILITIES</b> (describe ▶ _____)			0	0
27	<b>NET ASSETS OR FUND BALANCES</b> (line 27 of column (B) MUST agree with line 21)			47,752	55,681

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Revenue

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Part III Statement of Program Service Accomplishments (See page 39 of the instructions)

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

Table with 2 columns: Description of program service and Expenses. Row 28: Understanding Our Differences, Inc is a volunteer organization providing a disability awareness program which is part of the fourth grade curriculum for the fourth grade curriculum for all Newton elementary school students. Row 31: Other program services (attach schedule). Row 32: TOTAL PROGRAM SERVICE EXPENSES (add lines 28a through 31a) 49,031.

Part IV List of Officers, Directors, Trustees, and Key Employees (List each one even if not compensated See page 40 of the instructions)

Table with 5 columns: (A) Name and address, (B) Title and average hours per week devoted to position, (C) Compensation (IF NOT PAID, ENTER -0-), (D) Contributions to employee benefit plans & deferred compensation, (E) Expense account and other allowances. Rows include Beth Mendel (Executive Director, 30 hrs/week, 30,342), Janet Porter (Program Coordinator, Part-Time, 4,845), and Board of Directors - See Attached List.

Part V Other Information (Note the attachment requirement in General Instruction V, page 14)

Form with multiple questions (33-43) and Yes/No columns. Questions cover reporting requirements, changes to governing documents, political expenditures, and tax information. Includes fields for 37a, 38b, 39a, 39b, and 43.

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

Date 11/10/03

ent



**Part III Statements About Activities** (See page 2 of the instructions)

	Yes	No
<p>1 During the year, has the organization attempted to influence national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum? If "Yes," enter the total expenses paid or incurred in connection with the lobbying activities \$ <u>0</u> (Must equal amounts on line 38, Part VI-A, or line 1 of Part VI-B)</p> <p>Organizations that made an election under section 501(h) by filing Form 5768 must complete Part VI-A Other organizations checking "Yes," must complete Part VI-B AND attach a statement giving a detailed description of the lobbying activities</p>		X
<p>2 During the year, has the organization, either directly or indirectly, engaged in any of the following acts with any substantial contributors, trustees, directors, officers, creators, key employees, or members of their families, or with any taxable organization with which any such person is affiliated as an officer, director, trustee, majority owner, or principal beneficiary? (If the answer to any question is "Yes," attach a detailed statement explaining the transactions)</p> <p>a Sale, exchange, or leasing of property?</p> <p>b Lending of money or other extension of credit?</p> <p>c Furnishing of goods, services, or facilities?</p> <p>d Payment of compensation (or payment or reimbursement of expenses if more than \$1,000)?</p> <p>e Transfer of any part of its income or assets?</p>		X
<p>3 Does the organization make grants for scholarships, fellowships, student loans, etc? (See NOTE below)</p>		X
<p>4 Do you have a section 403(b) annuity plan for your employees?</p>		X
<p><b>Note:</b> Attach a statement to explain how the organization determines that individuals or organizations receiving grants or loans from it in furtherance of its charitable programs "qualify" to receive payments</p>		

**Part IV Reason for Non-Private Foundation Status** (See pages 3 through 5 of the instructions)

- The organization is not a private foundation because it is (Please check only ONE applicable box)
- 5  A church, convention of churches, or association of churches Section 170(b)(1)(A)(i)
  - 6  A school Section 170(b)(1)(A)(ii) (Also complete Part V)
  - 7  A hospital or a cooperative hospital service organization Section 170(b)(1)(A)(iii)
  - 8  A Federal, state, or local government or governmental unit Section 170(b)(1)(A)(v)
  - 9  A medical research organization operated in conjunction with a hospital Section 170(b)(1)(A)(iii) ENTER THE HOSPITAL'S NAME, CITY, AND STATE \_\_\_\_\_
  - 10  An organization operated for the benefit of a college or university owned or operated by a governmental unit Section 170(b)(1)(A)(iv) (Also complete the SUPPORT SCHEDULE in Part IV-A)
  - 11 a  An organization that normally receives a substantial part of its support from a governmental unit or from the general public Section 170(b)(1)(A)(vi) (Also complete the SUPPORT SCHEDULE in Part IV-A)
  - 11 b  A community trust Section 170(b)(1)(A)(vi) (Also complete the SUPPORT SCHEDULE in Part IV-A)
  - 12  An organization that normally receives (1) MORE THAN 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its charitable, etc., functions - subject to certain exceptions, and (2) NO MORE THAN 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See section 509(a)(2) (Also complete the SUPPORT SCHEDULE in Part IV-A)
  - 13  An organization that is not controlled by any disqualified persons (other than foundation managers) and supports organizations described in (1) lines 5 through 12 above, or (2) section 501(c)(4), (5), or (6), if they meet the test of section 509(a)(2) (See section 509(a)(3))

Provide the following information about the supported organizations (See page 5 of the instructions)

(a) Name(s) of supported organization(s)	(b) Line number from above

- 14  An organization organized and operated to test for public safety Section 509(a)(4) (See page 5 of the instructions)

**Part IV-A Support Schedule** (Complete only if you checked a box on line 10, 11, or 12 ) USE CASH METHOD OF ACCOUNTING

**Note:** You may use the worksheet in the instructions for converting from the accrual to the cash method of accounting

Calendar year (or fiscal year beginning in)	(a) 2001	(b) 2000	(c) 1999	(d) 1998	(e) Total
<b>15</b> Gifts, grants, and contributions received (Do not include unusual grants See line 28 )	15,125	9,740	25,101	9,502	59,468
<b>16</b> Membership fees received					0
<b>17</b> Gross receipts from admissions, merchandise sold or services performed, or furnishing of facilities in any activity that is related to the organization's charitable, etc , purpose	41,509	38,629	40,769	39,314	160,221
<b>18</b> Gross income from interest, dividends, amounts received from payments on securities loans (section 512(a)(5)), rents, royalties, and unrelated business taxable income (less section 511 taxes) from businesses acquired by the organization after June 30, 1975	761	699	690	195	2,345
<b>19</b> Net income from unrelated business activities not included in line 18					0
<b>20</b> Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf					0
<b>21</b> The value of services or facilities furnished to the organization by a governmental unit without charge Do not include the value of services or facilities generally furnished to the public without charge					0
<b>22</b> Other income Attach a schedule Do not include gain or (loss) from sale of capital assets		200			200
<b>23</b> Total of lines 15 through 22	57,395	49,268	66,560	49,011	222,234
<b>24</b> Line 23 minus line 17	15,886	10,639	25,791	9,697	62,013
<b>25</b> Enter 1% of line 23	574	493	666	490	
<b>26</b> ORGANIZATIONS DESCRIBED ON LINES 10 OR 11 <b>a</b> Enter 2% of amount in column (e), line 24					<b>26a</b> 0
<b>b</b> Prepare a list for your records to show the name of and amount contributed by each person (other than a governmental unit or publicly supported organization) whose total gifts for 1998 through 2001 exceeded the amount shown in line 26a DO NOT FILE THIS LIST WITH YOUR RETURN Enter the total of all these excess amounts					<b>26b</b>
<b>c</b> Total support for section 509(a)(1) test Enter line 24, column (e)					<b>26c</b> 0
<b>d</b> Add Amounts from column (e) for lines 18 <u>0</u> 19 <u>0</u>					<b>26d</b> 0
22 <u>0</u> 26b <u>0</u>					<b>26e</b> 0
<b>e</b> Public support (line 26c minus line 26d total)					<b>26e</b> 0
<b>f</b> PUBLIC SUPPORT PERCENTAGE (LINE 26E (NUMERATOR) DIVIDED BY LINE 26C (DENOMINATOR))					<b>26f</b> 0 00%
<b>27</b> ORGANIZATIONS DESCRIBED ON LINE 12 <b>a</b> For amounts included in lines 15, 16, and 17 that were received from a "disqualified person," prepare a list for your records to show the name of, and total amounts received in each year from, each "disqualified person " DO NOT FILE THIS LIST WITH YOUR RETURN Enter the sum of such amounts for each year					
(2001) _____ (2000) _____ (1999) _____ (1998) _____					
<b>b</b> For any amount included in line 17 that was received from each person (other than "disqualified persons"), prepare a list for your records to show the name of, and amount received for each year, that was more than the LARGER of (1) the amount on line 25 for the year or (2) \$5,000 (Include in the list organizations described in lines 5 through 11, as well as individuals ) DO NOT FILE THIS LIST WITH YOUR RETURN After computing the difference between the amount received and the larger amount described in (1) or (2), enter the sum of these differences (the excess amounts) for each year					
(2001) _____ (2000) _____ (1999) _____ (1998) _____					
<b>c</b> Add Amounts from column (e) for lines 15 <u>59,468</u> 16 <u>0</u>					<b>27c</b> 219,689
17 <u>160,221</u> 20 <u>0</u> 21 <u>0</u>					<b>27d</b> 0
<b>d</b> Add Line 27a total <u>0</u> and line 27b total <u>0</u>					<b>27e</b> 219,689
<b>e</b> Public support (line 27c total minus line 27d total)					<b>27e</b> 219,689
<b>f</b> Total support for section 509(a)(2) test Enter amount from line 23, column (e)				<b>27f</b> 222,234	
<b>g</b> PUBLIC SUPPORT PERCENTAGE (LINE 27E (NUMERATOR) DIVIDED BY LINE 27F (DENOMINATOR))					<b>27g</b> 98 85%
<b>h</b> INVESTMENT INCOME PERCENTAGE (LINE 18, COLUMN (E) (NUMERATOR) DIVIDED BY LINE 27F (DENOMINATOR))					<b>27h</b> 1 06%
<b>28</b> UNUSUAL GRANTS For an organization described in line 10, 11, or 12 that received any unusual grants during 1998 through 2001, prepare a list for your records to show, for each year, the name of the contributor, the date and amount of the grant, and a brief description of the nature of the grant DO NOT FILE THIS LIST WITH YOUR RETURN Do not include these grants in line 15					

**Part V Private School Questionnaire** (See page 7 of the instructions )  
 (To be completed ONLY by schools that checked the box on line 6 in Part IV)

		Yes	No
29	Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?		
30	Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?		
31	Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe, if "No," please explain (If you need more space, attach a separate statement )		
32	Does the organization maintain the following		
a	Records indicating the racial composition of the student body, faculty, and administrative staff?		
b	Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?		
c	Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?		
d	Copies of all material used by the organization or on its behalf to solicit contributions?		
	If you answered "No" to any of the above, please explain (If you need more space, attach a separate statement )		
33	Does the organization discriminate by race in any way with respect to		
a	Students' rights or privileges?		
b	Admissions policies?		
c	Employment of faculty or administrative staff?		
d	Scholarships or other financial assistance?		
e	Educational policies?		
f	Use of facilities?		
g	Athletic programs?		
h	Other extracurricular activities?		
	If you answered "Yes" to any of the above, please explain (If you need more space, attach a separate statement )		
34 a	Does the organization receive any financial aid or assistance from a governmental agency?		
b	Has the organization's right to such aid ever been revoked or suspended? If you answered "Yes" to either 34a or b, please explain using an attached statement		
35	Does the organization certify that it has complied with the applicable requirements of sections 4 01 through 4 05 of Rev Proc 75-50, 1975-2 C B 587, covering racial nondiscrimination? If "No," attach an explanation		

**Part VI-A Lobbying Expenditures by Electing Public Charities** (See page 9 of the instructions )  
 (To be completed ONLY by an eligible organization that filed Form 5768)

Check  a if the organization belongs to an affiliated group Check  b if you checked "a" and "limited control" provisions apply

Limits on Lobbying Expenditures		(a) Affiliated group totals	(b) To be completed for ALL electing organizations
(The term "expenditures" means amounts paid or incurred )			
<b>36</b>	Total lobbying expenditures to influence public opinion (grassroots lobbying)	<b>36</b>	
<b>37</b>	Total lobbying expenditures to influence a legislative body (direct lobbying)	<b>37</b>	
<b>38</b>	Total lobbying expenditures (add lines 36 and 37)	<b>38</b>	0
<b>39</b>	Other exempt purpose expenditures	<b>39</b>	
<b>40</b>	Total exempt purpose expenditures (add lines 38 and 39)	<b>40</b>	0
<b>41</b>	Lobbying nontaxable amount Enter the amount from the following table - If the amount on line 40 is -                      The lobbying nontaxable amount is - Not over \$500,000                                      20% of the amount on line 40 Over \$500,000 but not over \$1,000,000        \$100,000 plus 15% of the excess over \$500,000 Over \$1,000,000 but not over \$1,500,000     \$175,000 plus 10% of the excess over \$1,000,000 Over \$1,500,000 but not over \$17,000,000    \$225,000 plus 5% of the excess over \$1,500,000 Over \$17,000,000                                      \$1,000,000	<b>41</b>	0
<b>42</b>	Grassroots nontaxable amount (enter 25% of line 41)	<b>42</b>	0
<b>43</b>	Subtract line 42 from line 36 Enter -0- if line 42 is more than line 36	<b>43</b>	0
<b>44</b>	Subtract line 41 from line 38 Enter -0- if line 41 is more than line 38	<b>44</b>	0

**Caution** If there is an amount on either line 43 or line 44, you must file Form 4720

**4-Year Averaging Period Under Section 501(h)**

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below  
 See the instructions for lines 45 through 50 on page 11 of the instructions )

Calendar year (or fiscal year beginning in)	Lobbying Expenditures During 4-Year Averaging Period				
	(a) 2002	(b) 2001	(c) 2000	(d) 1999	(e) Total
<b>45</b> Lobbying nontaxable amount					0
<b>46</b> Lobbying ceiling amount (150% of line 45(e))					0
<b>47</b> Total lobbying expenditures					0
<b>48</b> Grassroots nontaxable amount					0
<b>49</b> Grassroots ceiling amount (150% of line 48(e))					0
<b>50</b> Grassroots lobbying expenditures					0

**Part VI-B Lobbying Activity by Nonelecting Public Charities**  
 (For reporting only by organizations that did not complete Part VI-A) (See page 11 of the instructions )

During the year, did the organization attempt to influence national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of

- a Volunteers
- b Paid staff or management (Include compensation in expenses reported on lines c through h )
- c Media advertisements
- d Mailings to members, legislators, or the public
- e Publications, or published or broadcast statements
- f Grants to other organizations for lobbying purposes
- g Direct contact with legislators, their staffs, government officials, or a legislative body
- h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means
- i Total lobbying expenditures (Add lines c through h )

Yes	No	Amount
	X	
	X	
	X	
	X	
	X	
	X	
	X	
	X	
		0

If "Yes" to any of the above, also attach a statement giving a detailed description of the lobbying activities



**Line 16 (990-EZ) - Other Expenses**

1	Guest Speakers	1	30
2	Kit Maintenance	2	4,333
3	Taxes and filing fees	3	35
4	Food and Meetings	4	364
5	Gifts	5	218
6	Annual Meeting	6	45
7	Marketing and Advertising	7	270
8		8	
9		9	
10	Total other deductions	10	5,295

# UNDERSTANDING OUR DIFFERENCES, INC.

## BOARD OF DIRECTORS 2002-2003

<u>Name</u>	<u>Address</u>	<u>Title</u>
Carol Kanin	65 Stuart Rd Newton, MA 02459	President
Janet Porter	295 Spiers Rd Newton, MA 02459	Secretary
Jini Fairley	80 Rowena Road Newton MA 02459	Treasurer
Carol Beard	250 Hammond Pond Pkwy Unit 1704N, Chestnut Hill, MA 02467	President Ementus

### At Large Directors

Janice Arsenault	54 Arapahoe Road Newton, MA 02465
Nancy Bernheimer	27 Barnstable Road, Newton, MA 02465
Paula Bress	3 Hillside Rd Newton, MA , 02461
Terry Bromfield	557 California St Newton, MA 02460
Theresa Bucher	1032 Centre St Newton, MA 02459
Robert Caruso	237 C Watertown St Newton, MA 02458
Kathy D'Agostino	59 Anthony Circle Newton, MA 02460
Barbara Day	119 Windmere Rd. Newton MA 02466
Mary Ellen Efferen	79 Fountain St Newton, MA 02465
Susan Epstein	372 Cabot St Newton, MA 02460
Nancy Gaulin	38 Otis St , Newton, MA 02460
Lynn Goldsmith	70 Grove Street Newton, MA 02466
Ken Haver	19 Sheffield Rd Newton, MA 02460
Linda Hiller	41 Boundbrook Rd Newton, MA 02461
Cathy Jepsen	279 Cherry St Newton, MA 02465
Victoria Katz	32 Brae Burn Rd Newton, MA 02466
Audrey Nathanson	26 Pierrepont Rd Newton, MA 02462
Fran Osten	55 Judkins St Newton, MA 02460
Mary Margaret Pappas*	70 Prospect St. Newton, MA 02465
Liz Richardson	55 Mossfield Rd Newton, MA 02468
Sharyn Roberts	21 Royce Rd Newton, MA 02459
Janet Rosenfield	158 Prince Street. Newton, MA 02465
Rachelle Ross	34 Ballard Rd Newton, MA 02459
Jennifer Stone	73 Prospect St. Newton MA 02465
Susan Sullivan	898 Watertown St Newton, MA 02465
Paula Tarrant	35 Pickwick Rd Newton, MA 02465
Beth Tishler	129 Valentine St. Newton, MA 02465
Ellen Berger Vershbow	24 Shady Hill Road Newton MA 02461
Carol Weigert	92 Louise Rd Chestnut Hill MA 02467
Joanne Zangrillo	65 Valentine St. Newton, MA 02465

\*Lifetime member

Beth Mendel	180 Otis St Newton, MA 02465	Executive Director
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