

**Return of Organization Exempt from Income Tax**

**2003**

Department of the Treasury  
Internal Revenue Service

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

**Open to Public Inspection**

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

**A For the 2003 calendar year, or tax year beginning** 7/01, **2003, and ending** 6/30, **2004**

- B** Check if applicable
- Address change
  - Name change
  - Initial return
  - Final return
  - Amended return
  - Application pending

Please use  
IRS label  
or print  
or type.  
See  
specific  
instructions.

UNITED WAY OF EASTERN MAINE  
24 SPRINGER DRIVE #201  
BANGOR, ME 04401-3621

**D Employer Identification Number**

01-0211478

**E Telephone number**

(207) 941-2800

**F Accounting method:**  Cash  Accrual

Other (specify) \_\_\_\_\_

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

H and I are not applicable to section 527 organizations

**H (a)** Is this a group return for affiliates?  Yes  No

**H (b)** If "Yes," enter number of affiliates \_\_\_\_\_

**H (c)** Are all affiliates included?  Yes  No

(If "No," attach a list. See instructions.)

**H (d)** Is this a separate return filed by an organization covered by a group ruling?  Yes  No

**G Web site:** WWW.UNITEDWAYEM.ORG

**J Organization type** (check only one)  501(c) 3 (insert no)  4947(a)(1) or  527

**K** Check here  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.**

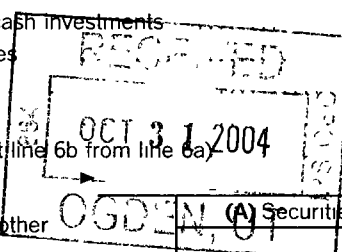
**I Group Exemption Number** \_\_\_\_\_

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

**L** Gross receipts. Add lines 6b, 8b, 9b, and 10b to line 12. **3,540,561.**

**Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances** (See Instructions)

<b>1</b> Contributions, gifts, grants, and similar amounts received:			
<b>a</b> Direct public support	<b>1a</b>	3,343,280.	
<b>b</b> Indirect public support	<b>1b</b>	148,225.	
<b>c</b> Government contributions (grants)	<b>1c</b>	10,700.	
<b>d</b> Total (add lines 1a through 1c) (cash \$ 3,231,755. noncash \$ 270,450.)	<b>1d</b>		3,502,205.
<b>2</b> Program service revenue including government fees and contracts (from Part VII, line 93)	<b>2</b>		15,527.
<b>3</b> Membership dues and assessments	<b>3</b>		
<b>4</b> Interest on savings and temporary cash investments	<b>4</b>		10,025.
<b>5</b> Dividends and interest from securities	<b>5</b>		4,339.
<b>6a</b> Gross rents	<b>6a</b>		
<b>b</b> Less: rental expenses	<b>6b</b>		
<b>c</b> Net rental income or (loss) (subtract line 6b from line 6a)	<b>6c</b>		
<b>7</b> Other investment income (describe SEE STATEMENT 1)	<b>7</b>		1,340.
<b>8a</b> Gross amount from sales of assets other than inventory (A) Securities (B) Other	<b>8a</b>		
<b>b</b> Less: cost or other basis and sales expenses	<b>8b</b>		
<b>c</b> Gain or (loss) (attach schedule)	<b>8c</b>		
<b>d</b> Net gain or (loss) (combine line 8c, columns (A) and (B))	<b>8d</b>		
<b>9</b> Special events and activities (attach schedule). If any amount is from gaming, check here <input type="checkbox"/>			
<b>a</b> Gross revenue (not including \$ _____ of contributions reported on line 1a)	<b>9a</b>	6,085.	
<b>b</b> Less: direct expenses other than fundraising expenses	<b>9b</b>	1,649.	
<b>c</b> Net income or (loss) from special events (subtract line 9b from line 9a)	<b>9c</b>		4,436.
<b>10a</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> Gross profit or (loss) from sales of inventory (attach schedule) (subtract line 10b from line 10a)	<b>10c</b>		
<b>11</b> Other revenue (from Part VII, line 103)	<b>11</b>		1,040.
<b>12</b> Total revenue (add lines 1d, 2, 3, 4, 5, 6c, 7, 8d, 9c, 10c, and 11)	<b>12</b>		3,538,912.
<b>13</b> Program services (from line 44, column (B))	<b>13</b>		2,993,480.
<b>14</b> Management and general (from line 44, column (C))	<b>14</b>		187,305.
<b>15</b> Fundraising (from line 44, column (D))	<b>15</b>		295,816.
<b>16</b> Payments to affiliates (attach schedule) SEE STATEMENT 3	<b>16</b>		19,165.
<b>17</b> Total expenses (add lines 16 and 44, column (A))	<b>17</b>		3,495,766.
<b>18</b> Excess or (deficit) for the year (subtract line 17 from line 12)	<b>18</b>		43,146.
<b>19</b> Net assets or fund balances at beginning of year (from line 73, column (A))	<b>19</b>		1,462,685.
<b>20</b> Other changes in net assets or fund balances (attach explanation) SEE STATEMENT 4	<b>20</b>		90,601.
<b>21</b> Net assets or fund balances at end of year (combine lines 18, 19, and 20)	<b>21</b>		1,596,432.



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2

**Part II Statement of Functional Expenses** All organizations must complete column (A) Columns (B), (C), and (D) are required for section 501(c)(3) and (4) organizations and section 4947(a)(1) nonexempt charitable trusts but optional for others.

Do not include amounts reported on line 6b, 8b, 9b, 10b, or 16 of Part I		(A) Total	(B) Program services	(C) Management and general	(D) Fundraising
22	Grants and allocations (att sch) SEE STM 5 (cash \$ 2433428. non-cash \$ 270,450.)	2,703,878.	2,703,878.		
23	Specific assistance to individuals (att sch)				
24	Benefits paid to or for members (att sch)				
25	Compensation of officers, directors, etc	71,644.	24,868.	26,429.	20,347.
26	Other salaries and wages	383,928.	146,294.	82,802.	154,832.
27	Pension plan contributions	25,309.	10,124.	7,086.	8,099.
28	Other employee benefits	63,445.	24,183.	14,177.	25,085.
29	Payroll taxes	35,401.	13,300.	8,489.	13,612.
30	Professional fundraising fees				
31	Accounting fees	7,500.		7,500.	
32	Legal fees				
33	Supplies	7,728.	2,743.	1,647.	3,338.
34	Telephone	3,736.	1,602.	805.	1,329.
35	Postage and shipping	13,660.	3,566.	2,202.	7,892.
36	Occupancy	46,679.	20,167.	10,168.	16,344.
37	Equipment rental and maintenance	7,259.	3,055.	1,699.	2,505.
38	Printing and publications	25,624.	5,686.	597.	19,341.
39	Travel	11,559.	7,119.	860.	3,580.
40	Conferences, conventions, and meetings	13,869.	5,309.	3,980.	4,580.
41	Interest				
42	Depreciation, depletion, etc (attach schedule)	10,652.	4,579.	2,071.	4,002.
43	Other expenses not covered above (itemize)				
a	CONSULTANTS	14,483.	2,865.	9,613.	2,005.
b	MISCELLANEOUS	30,247.	14,142.	7,180.	8,925.
c					
d					
e					
44	<b>Total functional expenses</b> (add lines 22 - 43) Organizations completing columns (B) - (D), carry these totals to lines 13 - 15	3,476,601.	2,993,480.	187,305.	295,816.

Joint Costs. Check  if you are following SOP 98-2.

Are any joint costs from a combined educational campaign and fundraising solicitation reported in (B) Program services?  Yes  No  
 If 'Yes,' enter (i) the aggregate amount of these joint costs \$ \_\_\_\_\_; (ii) the amount allocated to Program services \$ \_\_\_\_\_; (iii) the amount allocated to Management and general \$ \_\_\_\_\_; and (iv) the amount allocated to Fundraising \$ \_\_\_\_\_

**Statement of Program Service Accomplishments**

What is the organization's primary exempt purpose? <input type="checkbox"/> SEE STATEMENT 6	Program Service Expenses (Required for 501(c)(3) and (4) organizations and 4947(a)(1) trusts, but optional for others)
a SEE STATEMENT 7 ----- ----- (Grants and allocations \$ 2,703,878.)	2,993,480.
b ----- ----- (Grants and allocations \$ )	
c ----- ----- (Grants and allocations \$ )	
d ----- ----- (Grants and allocations \$ )	
e Other program services (Grants and allocations \$ )	
<b>f Total of Program Service Expenses</b> (should equal line 44, column (B), Program services)	2,993,480.

**Part IV Balance Sheets** (See Instructions)

**Note:** Where required, attached schedules and amounts within the description column should be for end-of-year amounts only

		(A) Beginning of year		(B) End of year
ASSETS	<b>45</b> Cash – non-interest-bearing	35,790.	<b>45</b>	17,036.
	<b>46</b> Savings and temporary cash investments	957,202.	<b>46</b>	357,182.
	<b>47a</b> Accounts receivable	<b>47a</b> 128,047.		
	<b>b</b> Less: allowance for doubtful accounts	<b>47b</b>	106,396.	<b>47c</b> 128,047.
	<b>48a</b> Pledges receivable	<b>48a</b> 1,035,439.		
	<b>b</b> Less: allowance for doubtful accounts	<b>48b</b> 154,745.	869,442.	<b>48c</b> 880,694.
	<b>49</b> Grants receivable			<b>49</b> 16,500.
	<b>50</b> Receivables from officers, directors, trustees, and key employees (attach schedule)			<b>50</b>
	<b>51a</b> Other notes & loans receivable (attach sch)	<b>51a</b>		
	<b>b</b> Less: allowance for doubtful accounts	<b>51b</b>		<b>51c</b>
	<b>52</b> Inventories for sale or use			<b>52</b>
	<b>53</b> Prepaid expenses and deferred charges		17,029.	<b>53</b> 18,550.
	<b>54</b> Investments – securities (attach schedule) SEE ST 8 <input type="checkbox"/> Cost <input checked="" type="checkbox"/> FMV		287,083.	<b>54</b> 781,705.
	<b>55a</b> Investments – land, buildings, & equipment: basis	<b>55a</b>		
	<b>b</b> Less: accumulated depreciation (attach schedule)	<b>55b</b>		<b>55c</b>
	<b>56</b> Investments – other (attach schedule)			<b>56</b>
	<b>57a</b> Land, buildings, and equipment: basis	<b>57a</b> 93,528.		
	<b>b</b> Less: accumulated depreciation (attach schedule) STATEMENT 9	<b>57b</b> 73,386.	28,360.	<b>57c</b> 20,142.
	<b>58</b> Other assets (describe <input type="checkbox"/> SEE STATEMENT 10 )		259,085.	<b>58</b> 442,460.
<b>59 Total assets</b> (add lines 45 through 58) (must equal line 74)		2,560,387.	<b>59</b> 2,662,316.	
LIABILITIES	<b>60</b> Accounts payable and accrued expenses		124,612.	<b>60</b> 130,260.
	<b>61</b> Grants payable		942,813.	<b>61</b> 891,336.
	<b>62</b> Deferred revenue		30,277.	<b>62</b> 44,288.
	<b>63</b> Loans from officers, directors, trustees, and key employees (attach schedule)			<b>63</b>
	<b>64a</b> Tax-exempt bond liabilities (attach schedule)			<b>64a</b>
	<b>b</b> Mortgages and other notes payable (attach schedule)			<b>64b</b>
	<b>65</b> Other liabilities (describe <input type="checkbox"/> )			<b>65</b>
<b>66 Total liabilities</b> (add lines 60 through 65)		1,097,702.	<b>66</b> 1,065,884.	
NET ASSETS OR FUND BALANCES	<b>Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 67 through 69 and lines 73 and 74.</b>			
	<b>67</b> Unrestricted		724,598.	<b>67</b> 852,945.
	<b>68</b> Temporarily restricted		416,219.	<b>68</b> 389,627.
	<b>69</b> Permanently restricted		321,868.	<b>69</b> 353,860.
	<b>Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 70 through 74.</b>			
	<b>70</b> Capital stock, trust principal, or current funds			<b>70</b>
	<b>71</b> Paid-in or capital surplus, or land, building, and equipment fund			<b>71</b>
	<b>72</b> Retained earnings, endowment, accumulated income, or other funds			<b>72</b>
	<b>73 Total net assets or fund balances</b> (add lines 67 through 69 or lines 70 through 72, column (A) must equal line 19, column (B) must equal line 21)		1,462,685.	<b>73</b> 1,596,432.
	<b>74 Total liabilities and net assets/fund balances</b> (add lines 66 and 73)		2,560,387.	<b>74</b> 2,662,316.

Form 990 is available for public inspection and, for some people, serves as the primary or sole source of information about a particular organization. How the public perceives an organization in such cases may be determined by the information presented on its return. Therefore, please make sure the return is complete and accurate and fully describes, in Part III, the organization's programs and accomplishments.

BAA

**Part IV-A Reconciliation of Revenue per Audited Financial Statements with Revenue per Return** (See instructions.)

**Part IV-B Reconciliation of Expenses per Audited Financial Statements with Expenses per Return**

<b>a</b>	Total revenue, gains, and other support per audited financial statements	<b>a</b>	3,202,749.
<b>b</b>	Amounts included on line a but not on line 12, Form 990:		
(1)	Net unrealized gains on investments \$ 65,131.		
(2)	Donated services and use of facilities \$		
(3)	Recoveries of prior year grants \$		
(4)	Other (specify):		
	SEE STM 11 \$ 1,649.		
	Add amounts on lines (1) through (4)	<b>b</b>	66,780.
<b>c</b>	Line a minus line b	<b>c</b>	3,135,969.
<b>d</b>	Amounts included on line 12, Form 990 but not on line a:		
(1)	Investment expenses not included on line 6b, Form 990 \$		
(2)	Other (specify):		
	SEE STM 12 \$ 402,943.		
	Add amounts on lines (1) and (2)	<b>d</b>	402,943.
<b>e</b>	Total revenue per line 12, Form 990 (line c plus line d)	<b>e</b>	3,538,912.

<b>a</b>	Total expenses and losses per audited financial statements	<b>a</b>	3,094,472.
<b>b</b>	Amounts included on line a but not on line 17, Form 990:		
(1)	Donated services and use of facilities \$		
(2)	Prior year adjustments reported on line 20, Form 990 \$		
(3)	Losses reported on line 20, Form 990 \$		
(4)	Other (specify):		
	SEE STMT 13 \$ 1,649.		
	Add amounts on lines (1) through (4)	<b>b</b>	1,649.
<b>c</b>	Line a minus line b	<b>c</b>	3,092,823.
<b>d</b>	Amounts included on line 17, Form 990 but not on line a:		
(1)	Investment expenses not included on line 6b, Form 990 \$		
(2)	Other (specify):		
	SEE STMT 14 \$ 402,943.		
	Add amounts on lines (1) and (2)	<b>d</b>	402,943.
<b>e</b>	Total expenses per line 17, Form 990 (line c plus line d)	<b>e</b>	3,495,766.

**Part V List of Officers, Directors, Trustees, and Key Employees** (List each one even if not compensated, see instructions.)

(A) Name and address	(B) Title and average hours per week devoted to position	(C) Compensation (if not paid, enter -0-)	(D) Contributions to employee benefit plans and deferred compensation	(E) Expense account and other allowances
SEE STATEMENT 15		71,644.	5,759.	0.

**75** Did any officer, director, trustee, or key employee receive aggregate compensation of more than \$100,000 from your organization and all related organizations, of which more than \$10,000 was provided by the related organizations?  Yes  No

If 'Yes,' attach schedule — see instructions

Part VII Other Information (See instructions)

		Yes	No
76	Did the organization engage in any activity not previously reported to the IRS? If 'Yes,' attach a detailed description of each activity		X
77	Were any changes made in the organizing or governing documents but not reported to the IRS? If 'Yes,' attach a conformed copy of the changes	X	
78a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?		X
78b	If 'Yes,' has it filed a tax return on Form 990-T for this year?	N/A	
79	Was there a liquidation, dissolution, termination, or substantial contraction during the year? If 'Yes,' attach a statement		X
80a	Is the organization related (other than by association with a statewide or nationwide organization) through common membership, governing bodies, trustees, officers, etc. to any other exempt or nonexempt organization?		X
b If 'Yes,' enter the name of the organization ▶ <u>N/A</u> and check whether it is <input type="checkbox"/> exempt or <input type="checkbox"/> nonexempt			
81a	Enter direct and indirect political expenditures See line 81 instructions	81a	0.
81b	Did the organization file Form 1120-POL for this year?		X
82a	Did the organization receive donated services or the use of materials, equipment, or facilities at no charge or at substantially less than fair rental value?	X	
b If 'Yes,' you may indicate the value of these items here. Do not include this amount as revenue in Part I or as an expense in Part II. (See instructions in Part III)		82b	
83a	Did the organization comply with the public inspection requirements for returns and exemption applications?	X	
83b	Did the organization comply with the disclosure requirements relating to quid pro quo contributions?	X	
84a	Did the organization solicit any contributions or gifts that were not tax deductible?		X
b If 'Yes,' did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		84b	N/A
85	501(c)(4), (5), or (6) organizations a Were substantially all dues nondeductible by members?	85a	N/A
b Did the organization make only in-house lobbying expenditures of \$2,000 or less? If 'Yes' was answered to either 85a or 85b, do not complete 85c through 85h below unless the organization received a waiver for proxy tax owed for the prior year		85b	N/A
c Dues, assessments, and similar amounts from members		85c	N/A
d Section 162(e) lobbying and political expenditures		85d	N/A
e Aggregate nondeductible amount of section 6033(e)(1)(A) dues notices		85e	N/A
f Taxable amount of lobbying and political expenditures (line 85d less 85e)		85f	N/A
g Does the organization elect to pay the section 6033(e) tax on the amount on line 85f?		85g	N/A
h If section 6033(e)(1)(A) dues notices were sent, does the organization agree to add the amount on line 85f to its reasonable estimate of dues allocable to nondeductible lobbying and political expenditures for the following tax year?		85h	N/A
86	501(c)(7) organizations Enter. a Initiation fees and capital contributions included on line 12	86a	N/A
b Gross receipts, included on line 12, for public use of club facilities		86b	N/A
87	501(c)(12) organizations Enter. a Gross income from members or shareholders	87a	N/A
b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)		87b	N/A
88	At any time during the year, did the organization own a 50% or greater interest in a taxable corporation or partnership, or an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If 'Yes,' complete Part IX	88	X
89a	501(c)(3) organizations Enter: Amount of tax imposed on the organization during the year under: section 4911 ▶ 0. ; section 4912 ▶ 0. , section 4955 ▶ 0.		
b 501(c)(3) and 501(c)(4) organizations Did the organization engage in any section 4958 excess benefit transaction during the year or did it become aware of an excess benefit transaction from a prior year? If 'Yes,' attach a statement explaining each transaction		89b	X
c Enter: Amount of tax imposed on the organization managers or disqualified persons during the year under sections 4912, 4955, and 4958			0.
d Enter: Amount of tax on line 89c, above, reimbursed by the organization			0.
90a	List the states with which a copy of this return is filed ▶ NONE		
b Number of employees employed in the pay period that includes March 12, 2003 (See instructions)		90b	14
91	The books are in care of ▶ KARLA MCDUGOLD Telephone number ▶ (207) 941-2800 Located at ▶ 24 SPRINGER DRIVE ZIP + 4 ▶ 04401		
92	Section 4947(a)(1) nonexempt charitable trusts filing Form 990 in lieu of Form 1041 - Check here and enter the amount of tax-exempt interest received or accrued during the tax year	92	N/A

**Part VII Analysis of Income-Producing Activities** (See instructions)

Note: Enter gross amounts unless otherwise indicated

	Unrelated business income		Excluded by section 512, 513, or 514		(E) Related or exempt function income
	(A) Business code	(B) Amount	(C) Exclusion code	(D) Amount	
93 Program service revenue					
a LABOR LIAISON					15,527.
b					
c					
d					
e					
f Medicare/Medicaid payments					
g Fees & contracts from government agencies					
94 Membership dues and assessments					
95 Interest on savings & temporary cash invmnts			14	10,025.	
96 Dividends & interest from securities			14	4,339.	
97 Net rental income or (loss) from real estate:					
a debt-financed property					
b not debt-financed property					
98 Net rental income or (loss) from pers prop					
99 Other investment income			14	1,340.	
100 Gain or (loss) from sales of assets other than inventory					
101 Net income or (loss) from special events			1	4,436.	
102 Gross profit or (loss) from sales of inventory					
103 Other revenue:					
a MISCELLANEOUS			1	1,040.	
b					
c					
d					
e					
104 Subtotal (add columns (B), (D), and (E))				21,180.	15,527.
105 Total (add line 104, columns (B), (D), and (E))					36,707.

Note: Line 105 plus line 1d, Part I, should equal the amount on line 12, Part I

**Part VIII Relationship of Activities to the Accomplishment of Exempt Purposes** (See instructions)

Line No.	Explain how each activity for which income is reported in column (E) of Part VII contributed importantly to the accomplishment of the organization's exempt purposes (other than by providing funds for such purposes).
93A	THE UNITED WAY OF EASTERN MAINE IS REIMBURSED BY OTHER MAINE UNITED WAY ORGANIZATIONS FOR SERVICES PROVIDED BY THE COMMUNITY SERVICE LIAISON: COUNSELING AND ASSISTING MAINE UNEMPLOYED, PROMOTING VOLUNTEERISM, AND ENCOURAGING SUPPORT FROM ORGANIZED LABOR.

**Part IX Information Regarding Taxable Subsidiaries and Disregarded Entities** (See instructions)

(A) Name, address, and EIN of corporation, partnership, or disregarded entity	(B) Percentage of ownership interest	(C) Nature of activities	(D) Total income	(E) End-of-year assets
N/A	%			
	%			
	%			
	%			

**Part X Information Regarding Transfers Associated with Personal Benefit Contracts** (See instructions)

- a Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  Yes  No
- b Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?  Yes  No

Note: If 'Yes' to (b), file Form 8870 and Form 4720 (see instructions)

Please  Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

*[Signature]* Date 10/20/04  
President

**SCHEDULE A**  
**(Form 990 or 990-EZ)**

Department of the Treasury  
Internal Revenue Service

**Organization Exempt Under  
Section 501(c)(3)**

**(Except Private Foundation) and Section 501(e), 501(f), 501(k),  
501(n), or Section 4947(a)(1) Nonexempt Charitable Trust**  
**Supplementary Information — (See separate instructions.)**

▶ **MUST be completed by the above organizations and attached to their Form 990 or 990-EZ.**

OMB No 1545-0047

**2003**

Name of the organization

UNITED WAY OF EASTERN MAINE

Employer identification number

01-0211478

**Part I Compensation of the Five Highest Paid Employees Other Than Officers, Directors, and Trustees**

(See instructions. List each one. If there are none, enter 'None'.)

<b>(a) Name and address of each employee paid more than \$50,000</b>	<b>(b) Title and average hours per week devoted to position</b>	<b>(c) Compensation</b>	<b>(d) Contributions to employee benefit plans and deferred compensation</b>	<b>(e) Expense account and other allowances</b>
NONE -----				
-----				
-----				
-----				
-----				
Total number of other employees paid over \$50,000 ▶	0			

**Part II Compensation of the Five Highest Paid Independent Contractors for Professional Services**

(See instructions. List each one (whether individuals or firms). If there are none, enter 'None'.)

<b>(a) Name and address of each independent contractor paid more than \$50,000</b>	<b>(b) Type of service</b>	<b>(c) Compensation</b>
NONE -----		
-----		
-----		
-----		
-----		
Total number of others receiving over \$50,000 for professional services ▶	0	

**BAA For Paperwork Reduction Act Notice, see the Instructions for Form 990 and Form 990-EZ.**

Schedule A (Form 990 or 990-EZ) 2003

**Part III** Statements About Activities (See instructions)

	Yes	No
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 <b>▶</b> \$ <u>N/A</u> (Must equal amounts on line 38, Part VI-A, or line i of Part VI-B) 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		X
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.)		
a Sale, exchange, or leasing of property?		X
b Lending of money or other extension of credit?		X
c Furnishing of goods, services, or facilities?		X
d Payment of compensation (or payment or reimbursement of expenses if more than \$1,000)?	X	
e Transfer of any part of its income or assets?		X
3a Do you make grants for scholarships, fellowships, student loans, etc? (If 'Yes,' attach an explanation of how you determine that recipients qualify to receive payments)	X	
b Do you have a section 403(b) annuity plan for your employees?	X	
4 Did you maintain any separate account for participating donors where donors have the right to provide advice on the use or distribution of funds?		X

**Part IV** Reason for Non-Private Foundation Status (See 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.)
- 11a  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)
- 11b  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 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 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) 2002	(b) 2001	(c) 2000	(d) 1999	(e) Total								
<b>15</b> Gifts, grants, and contributions received (Do not include unusual grants. See line 28.)	3,505,198.	3,571,863.	3,134,169.	2,726,384.	12,937,614.								
<b>16</b> Membership fees received													
<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	20,099.	18,621.	20,052.	25,839.	84,611.								
<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	18,653.	13,221.	15,545.	16,761.	64,180.								
<b>19</b> Net income from unrelated business activities not included in line 18													
<b>20</b> Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf													
<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.													
<b>22</b> Other income. Attach a schedule. Do not include gain or (loss) from sale of capital assets.													
<b>23</b> Total of lines 15 through 22	3,543,950.	3,603,705.	3,169,766.	2,768,984.	13,086,405.								
<b>24</b> Line 23 minus line 17	3,523,851.	3,585,084.	3,149,714.	2,743,145.	13,001,794.								
<b>25</b> Enter 1% of line 23	35,440.	36,037.	31,698.	27,690.									
<b>26 Organizations described on lines 10 or 11:</b>	<p><b>a</b> Enter 2% of amount in column (e), line 24</p> <p><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 1999 through 2002 exceeded the amount shown in line 26a. Do not file this list with your return. Enter the total of all these excess amounts.</p> <p><b>c</b> Total support for section 509(a)(1) test: Enter line 24, column (e)</p> <p><b>d</b> Add: Amounts from column (e) for lines</p> <table style="display: inline-table; vertical-align: middle;"> <tr> <td style="text-align: right;">18</td> <td style="text-align: right;">64,180.</td> <td style="text-align: right;">19</td> <td style="text-align: right;">2,220,988.</td> </tr> <tr> <td style="text-align: right;">22</td> <td style="text-align: right;">_____</td> <td style="text-align: right;">26b</td> <td style="text-align: right;">_____</td> </tr> </table> <p><b>e</b> Public support (line 26c minus line 26d total)</p> <p><b>f</b> Public support percentage (line 26e (numerator) divided by line 26c (denominator))</p>				18	64,180.	19	2,220,988.	22	_____	26b	_____	<p><b>26a</b> 260,036.</p> <p><b>26b</b> 2,220,988.</p> <p><b>26c</b> 13,001,794.</p> <p><b>26d</b> 2,285,168.</p> <p><b>26e</b> 10,716,626.</p> <p><b>26f</b> 82.42 %</p>
18	64,180.	19	2,220,988.										
22	_____	26b	_____										
<b>27 Organizations described on line 12:</b> N/A	<p><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:</p> <p>(2002) _____ (2001) _____ (2000) _____ (1999) _____</p> <p><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:</p> <p>(2002) _____ (2001) _____ (2000) _____ (1999) _____</p> <p><b>c</b> Add: Amounts from column (e) for lines</p> <table style="display: inline-table; vertical-align: middle;"> <tr> <td style="text-align: right;">15</td> <td style="text-align: right;">_____</td> <td style="text-align: right;">16</td> <td style="text-align: right;">_____</td> </tr> <tr> <td style="text-align: right;">17</td> <td style="text-align: right;">20</td> <td style="text-align: right;">21</td> <td style="text-align: right;">_____</td> </tr> </table> <p><b>d</b> Add. Line 27a total _____ and line 27b total _____</p> <p><b>e</b> Public support (line 27c total minus line 27d total)</p> <p><b>f</b> Total support for section 509(a)(2) test: Enter amount from line 23, column (e)</p> <p><b>g</b> Public support percentage (line 27e (numerator) divided by line 27f (denominator))</p> <p><b>h</b> Investment income percentage (line 18, column (e) (numerator) divided by line 27f (denominator))</p>				15	_____	16	_____	17	20	21	_____	<p><b>27c</b> _____</p> <p><b>27d</b> _____</p> <p><b>27e</b> _____</p> <p><b>27f</b> _____</p> <p><b>27g</b> _____ %</p> <p><b>27h</b> _____ %</p>
15	_____	16	_____										
17	20	21	_____										
<b>28 Unusual Grants:</b> For an organization described in line 10, 11, or 12 that received any unusual grants during 1999 through 2002, 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 instructions )  
 (To be completed ONLY by schools that checked the box on line 6 in Part IV)

N/A

**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?

	Yes	No
<b>29</b>		

**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?

<b>30</b>		
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**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?

<b>31</b>		
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If 'Yes,' please describe, if 'No,' please explain (If you need more space, attach a separate statement )

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**32** Does the organization maintain the following

**a** Records indicating the racial composition of the student body, faculty, and administrative staff?

<b>32</b>		
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**b** Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?

<b>32a</b>		
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**c** Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?

<b>32b</b>		
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**d** Copies of all material used by the organization or on its behalf to solicit contributions?

<b>32c</b>		
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If you answered 'No' to any of the above, please explain (If you need more space, attach a separate statement )

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**33** Does the organization discriminate by race in any way with respect to:

**a** Students' rights or privileges?

<b>32d</b>		
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**b** Admissions policies?

<b>33a</b>		
------------	--	--

**c** Employment of faculty or administrative staff?

<b>33b</b>		
------------	--	--

**d** Scholarships or other financial assistance?

<b>33c</b>		
------------	--	--

**e** Educational policies?

<b>33d</b>		
------------	--	--

**f** Use of facilities?

<b>33e</b>		
------------	--	--

**g** Athletic programs?

<b>33f</b>		
------------	--	--

**h** Other extracurricular activities?

<b>33g</b>		
------------	--	--

If you answered 'Yes' to any of the above, please explain (If you need more space, attach a separate statement )

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**34a** Does the organization receive any financial aid or assistance from a governmental agency?

<b>33h</b>		
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**b** Has the organization's right to such aid ever been revoked or suspended?

<b>34a</b>		
------------	--	--

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

<b>34b</b>		
<b>35</b>		

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

N/A

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 (The term 'expenditures' means amounts paid or incurred )		(a) Affiliated group totals	(b) To be completed for ALL electing organizations
<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>		
<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>		
<b>41</b> Lobbying nontaxable amount Enter the amount from the following table –			
<b>If the amount on line 40 is –</b>	<b>The lobbying nontaxable amount is –</b>		
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	<b>41</b>	
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>42</b> Grassroots nontaxable amount (enter 25% of line 41)	<b>42</b>		
<b>43</b> Subtract line 42 from line 36. Enter -0- if line 42 is more than line 36	<b>43</b>		
<b>44</b> Subtract line 41 from line 38 Enter -0- if line 41 is more than line 38	<b>44</b>		
<b>Caution:</b> 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.)

Calendar year (or fiscal year beginning in) ▶	Lobbying Expenditures During 4 -Year Averaging Period				
	(a) 2003	(b) 2002	(c) 2001	(d) 2000	(e) Total
<b>45</b> Lobbying nontaxable amount					
<b>46</b> Lobbying ceiling amount (150% of line 45(e))					
<b>47</b> Total lobbying expenditures					
<b>48</b> Grassroots non-taxable amount					
<b>49</b> Grassroots ceiling amount (150% of line 48(e))					
<b>50</b> Grassroots lobbying expenditures					

**Part VI-B** Lobbying Activity by Nonelecting Public Charities

(For reporting only by organizations that did not complete Part VI-A) (See instructions )

N/A

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

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



**STATEMENT 1  
FORM 990, PART I, LINE 7  
OTHER INVESTMENT INCOME**

INCOME FROM OTHER ASSETS

TOTAL \$ 1,340.  
\$ 1,340.

**STATEMENT 2  
FORM 990, PART I, LINE 9  
NET INCOME (LOSS) FROM SPECIAL EVENTS**

SPECIAL EVENTS	GROSS RECEIPTS	LESS CONTRI-BUTIONS	GROSS REVENUE	LESS DIRECT EXPENSES	NET INCOME (LOSS)
CAMP FAIR	6,085.	0.	6,085.	1,649.	4,436.
TOTAL	\$ 6,085.	\$ 0.	\$ 6,085.	\$ 1,649.	\$ 4,436.

**STATEMENT 3  
FORM 990, PART I, LINE 16  
PAYMENTS TO AFFILIATES**

NAME AND ADDRESS	PURPOSE OF PAYMENT	AMOUNT
UNITED WAY OF AMERICA	MEMBERSHIP	\$ 19,165.
TOTAL		\$ 19,165.

**STATEMENT 4  
FORM 990, PART I, LINE 20  
OTHER CHANGES IN NET ASSETS OR FUND BALANCES**

APPRECIATION OF INVESTMENTS	\$ 65,131.
PRIOR-PERIOD ADJUSTMENT	25,470.
TOTAL	\$ 90,601.

**STATEMENT 5  
FORM 990, PART II, LINE 22  
GRANTS AND ALLOCATIONS**

CASH GRANTS AND ALLOCATIONS

CLASS OF ACTIVITY:	ALLOCATION	
DONEE'S NAME:	ABNAKI GIRL SCOUT COUNCIL	
AMOUNT GIVEN:		\$ 27,000.
CLASS OF ACTIVITY:	ALLOCATION	
DONEE'S NAME:	BGR. AREA VISITING NURSES	

**STATEMENT 5 (CONTINUED)**  
**FORM 990, PART II, LINE 22**  
**GRANTS AND ALLOCATIONS**

CASH GRANTS AND ALLOCATIONS

AMOUNT GIVEN:		\$	13,812.
CLASS OF ACTIVITY:	ALLOCATION		
DONEE'S NAME:	BANGOR Y.M.C.A.		
AMOUNT GIVEN:			79,000.
CLASS OF ACTIVITY:	ALLOCATION		
DONEE'S NAME:	BIG BROTHER/BIG SISTER OF HC		
AMOUNT GIVEN:			81,680.
CLASS OF ACTIVITY:	ALLOCATION		
DONEE'S NAME:	C H & C S		
AMOUNT GIVEN:			17,500.
CLASS OF ACTIVITY:	ALLOCATION		
DONEE'S NAME:	LITERACY VOLUNTEERS - BGR		
AMOUNT GIVEN:			39,400.
CLASS OF ACTIVITY:	ALLOCATION		
DONEE'S NAME:	AMICUS - MULTIPLE HANDICAP CTR		
AMOUNT GIVEN:			50,000.
CLASS OF ACTIVITY:	ALLOCATION		
DONEE'S NAME:	OLD TOWN/ORONO Y.M.C.A.		
AMOUNT GIVEN:			54,000.
CLASS OF ACTIVITY:	ALLOCATION		
DONEE'S NAME:	OPEN DOOR RECOVERY CENTER		
AMOUNT GIVEN:			18,958.
CLASS OF ACTIVITY:	ALLOCATION		
DONEE'S NAME:	PENQUIS CAP		
AMOUNT GIVEN:			32,000.
CLASS OF ACTIVITY:	ALLOCATION		
DONEE'S NAME:	PROJECT ATRIUM		
AMOUNT GIVEN:			18,000.
CLASS OF ACTIVITY:	ALLOCATION		
DONEE'S NAME:	THE SALVATION ARMY		
AMOUNT GIVEN:			33,500.
CLASS OF ACTIVITY:	ALLOCATION		
DONEE'S NAME:	SHAW HOUSE		
AMOUNT GIVEN:			74,000.
CLASS OF ACTIVITY:	ALLOCATION		
DONEE'S NAME:	SPRUCE RUN		
AMOUNT GIVEN:			58,150.
CLASS OF ACTIVITY:	ALLOCATION		
DONEE'S NAME:	UNITED CEREBRAL PALSY		
AMOUNT GIVEN:			58,000.

**STATEMENT 5 (CONTINUED)**  
**FORM 990, PART II, LINE 22**  
**GRANTS AND ALLOCATIONS**

CASH GRANTS AND ALLOCATIONS

CLASS OF ACTIVITY:	ALLOCATION	
DONEE'S NAME:	WELLSPRING, INC.	
AMOUNT GIVEN:		\$ 38,000.
CLASS OF ACTIVITY:	ALLOCATION	
DONEE'S NAME:	BANGOR-BREWER Y.W.C.A.	
AMOUNT GIVEN:		95,000.
CLASS OF ACTIVITY:	ALLOCATION	
DONEE'S NAME:	DOWNAST FAMILY YMCA	
AMOUNT GIVEN:		18,000.
CLASS OF ACTIVITY:	ALLOCATION	
DONEE'S NAME:	DOWNEAST AIDS NETWORK	
AMOUNT GIVEN:		23,100.
CLASS OF ACTIVITY:	ALLOCATION	
DONEE'S NAME:	EASTERN AGENCY ON AGING	
AMOUNT GIVEN:		34,000.
CLASS OF ACTIVITY:	ALLOCATION	
DONEE'S NAME:	EASTERN ME AIDS NETWORK	
AMOUNT GIVEN:		17,000.
CLASS OF ACTIVITY:	ALLOCATION	
DONEE'S NAME:	GOOD SAMARITAN AGENCY	
AMOUNT GIVEN:		40,000.
CLASS OF ACTIVITY:	ALLOCATION	
DONEE'S NAME:	BGR. AREA HOMELESS SHELTR	
AMOUNT GIVEN:		38,900.
CLASS OF ACTIVITY:	ALLOCATION	
DONEE'S NAME:	MAINE ADOPTION PLACEMENT	
AMOUNT GIVEN:		10,000.
CLASS OF ACTIVITY:	ALLOCATION	
DONEE'S NAME:	THE NEXT STEP	
AMOUNT GIVEN:		24,500.
CLASS OF ACTIVITY:	ALLOCATION	
DONEE'S NAME:	PINE TREE HOSPICE	
AMOUNT GIVEN:		2,500.
CLASS OF ACTIVITY:	ALLOCATION	
DONEE'S NAME:	RAPE RESPONSE	
AMOUNT GIVEN:		7,500.
CLASS OF ACTIVITY:	ALLOCATION	
DONEE'S NAME:	WASH./HAN. COMM. AGENCY	
AMOUNT GIVEN:		10,000.
CLASS OF ACTIVITY:	ALLOCATION	
DONEE'S NAME:	THE HOUSING FOUNDATION	

**STATEMENT 5 (CONTINUED)**  
**FORM 990, PART II, LINE 22**  
**GRANTS AND ALLOCATIONS**

CASH GRANTS AND ALLOCATIONS

AMOUNT GIVEN:		\$	14,600.
CLASS OF ACTIVITY:	ALLOCATION		
DONEE'S NAME:	WALDO COUNTY YMCA		
AMOUNT GIVEN:			5,750.
CLASS OF ACTIVITY:	ALLOCATION		
DONEE'S NAME:	WINNIE-THE-POOH NURSERY		
AMOUNT GIVEN:			4,500.
CLASS OF ACTIVITY:	ALLOCATION		
DONEE'S NAME:	NEW HOPE FOR WOMEN		
AMOUNT GIVEN:			3,750.
CLASS OF ACTIVITY:	ALLOCATION		
DONEE'S NAME:	WOMENCARE/AEGIS ASSOC.		
AMOUNT GIVEN:			14,500.
CLASS OF ACTIVITY:	ALLOCATION		
DONEE'S NAME:	MAINE MENTAL HEALTH CONN.		
AMOUNT GIVEN:			20,000.
CLASS OF ACTIVITY:	ALLOCATION		
DONEE'S NAME:	SEXUAL ASSAULT CRISIS		
AMOUNT GIVEN:			1,500.
CLASS OF ACTIVITY:	SPECIAL ALLOCATION		
DONEE'S NAME:	CAMP BANGOR SCHOLARSHIPS		
AMOUNT GIVEN:			791,234.
CLASS OF ACTIVITY:	DESIGNATIONS		
DONEE'S NAME:	DESIGNATIONS TO SPECIFIC ORG.		
AMOUNT GIVEN:			402,943.
CLASS OF ACTIVITY:	SPECIAL ALLOCATION		
DONEE'S NAME:	KEEPING KIDS ON TRACK		
AMOUNT GIVEN:			14,000.
CLASS OF ACTIVITY:	SPECIAL ALLOCATION		
DONEE'S NAME:	INFO LINE		
AMOUNT GIVEN:			12,000.
CLASS OF ACTIVITY:	ALLOCATION		
DONEE'S NAME:	ACADIA RECOVERY COMMUNITY		
AMOUNT GIVEN:			15,000.
CLASS OF ACTIVITY:	ALLOCATIONS		
DONEE'S NAME:	BUCKSPORT AREA CHILD CARE CENT		
AMOUNT GIVEN:			10,000.
CLASS OF ACTIVITY:	ALLOCATIONS		
DONEE'S NAME:	LITERACY VOLUNTEERS-WALDO COUN		
AMOUNT GIVEN:			7,500.

**STATEMENT 5 (CONTINUED)**  
**FORM 990, PART II, LINE 22**  
**GRANTS AND ALLOCATIONS**

CASH GRANTS AND ALLOCATIONS

CLASS OF ACTIVITY:	ALLOCATIONS	
DONEE'S NAME:	WALDO PRESCHOOL FAM. SERVICES	
AMOUNT GIVEN:		\$ 6,500.
CLASS OF ACTIVITY:	ALLOCATION	
DONEE'S NAME:	WARREN CENTER FOR COMMUN/LEARN	
AMOUNT GIVEN:		32,000.
CLASS OF ACTIVITY:	SPECIAL ALLOCATION	
DONEE'S NAME:	OTHER SPECIAL ALLOCATIONS	
AMOUNT GIVEN:		27,251.
CLASS OF ACTIVITY:	ALLOCATIONS	
DONEE'S NAME:	CHARLOTTE WHITE CENTER	
AMOUNT GIVEN:		20,000.
CLASS OF ACTIVITY:	ALLOCATIONS	
DONEE'S NAME:	CENTER ON AGING	
AMOUNT GIVEN:		16,900.
TOTAL CASH GRANTS AND ALLOCATIONS		\$ 2,433,428.

NONCASH GRANTS AND ALLOCATIONS

CLASS OF ACTIVITY:	SPECIAL ALLOCATIONS	
DONEE'S NAME:	ALLOCATION AGENCIES	
DESCRIPTION OF PROPERTY:	TISSUE PAPER, BOOKS, ETC.	
DATE OF GIFT:	VARIOUS	
BOOK VALUE:	270,450.	
FAIR MARKET VALUE:		270,450.
TOTAL NONCASH GRANTS AND ALLOCATIONS		\$ 270,450.
TOTAL GRANTS AND ALLOCATIONS		\$ <u>2,703,878.</u>

**STATEMENT 6**  
**FORM 990, PART III**  
**ORGANIZATION'S PRIMARY EXEMPT PURPOSE**

THE UNITED WAY OF EASTERN MAINE WORKS TO SOLVE THE MOST CRITICAL PROBLEMS FACING OUR REGION. WE WORK WITH HUNDREDS OF PARTNERS TO ASSESS THE NEEDS, DEVELOP STRATEGIES TO ADDRESS THE PRIORITY ISSUES, MOBILIZE PARTNERS AND RESOURCES TO IMPLEMENT THE PLAN, AND MEASURE OUR RESULTS AND REPORT OUR IMPACT TO THE COMMUNITY.

**STATEMENT 7  
FORM 990, PART III, LINE A  
STATEMENT OF PROGRAM SERVICE ACCOMPLISHMENTS**

DESCRIPTION	GRANTS AND ALLOCATIONS	PROGRAM SERVICE EXPENSES
AT THE UNITED WAY OF EASTERN MAINE (UWEM), WE ACHIEVED COMMUNITY IMPACT BY FUNDING THE VERY BEST PROGRAMS AT OUR 70 PARTNER AGENCIES, BY PROVIDING CAMP SCHOLARSHIPS TO CHILDREN IN BANGOR, BY MOBILIZING THOUSANDS OF VOLUNTEERS, AND BY LEADING OR SUPPORTING COLLABORATIVE EFFORTS THAT ENGAGE MULTIPLE PARTNERS IN DEVELOPING COMMUNITY SOLUTIONS TO THE MOST CRITICAL PROBLEMS FACING OUR REGION. UWEM CONDUCTED ITS WORK THROUGHOUT PENOBSCOT, PISCATAQUIS, WASHINGTON, WALDO AND HANCOCK COUNTIES, IS GOVERNED BY AN INDEPENDENT BOARD OF LOCAL VOLUNTEERS, AND ENJOYED THE SUPPORT OF MORE THAN 12,000 INDIVIDUAL DONORS AND ALMOST 400 BUSINESSES. FOR MORE INFORMATION CALL (207) 941-2800 OR GO TO OUR WEB SITE AT WWW.UNITEDWAYEM.ORG.	2,703,878.	2,993,480.
	<u>\$ 2,703,878.</u>	<u>\$ 2,993,480.</u>

**STATEMENT 8  
FORM 990, PART IV, LINE 54  
INVESTMENTS - SECURITIES**

CORPORATE BONDS	VALUATION METHOD	AMOUNT
25K 4.25% GENERAL MILLS CORENOTES 1/2008	MARKET VALUE	\$ 0.
10K 7.3% HOUSEHOLD FIN CORP, 9/15/12	MARKET VALUE	10,034.
	TOTAL	\$ 10,034.

OTHER PUBLICLY TRADED SECURITIES	VALUATION METHOD	AMOUNT
PUTNAM EUROPE EQUITY FUND	MARKET VALUE	8,781.
DREYFUS PREMIER BALANCED FUND	MARKET VALUE	71,311.
STRATEGIC PARTNERS EQUITY INCOME FUND	MARKET VALUE	22,449.
AIM MID CAP CORE EQUITY FUND	MARKET VALUE	84,797.
AMERICA FUNDS INVESTMENT COMPANY FUND	MARKET VALUE	56,729.
FRANKLIN SMALL CAP VALUE FUND	MARKET VALUE	38,921.
UBS RMA MONEY MARKET FUND	MARKET VALUE	153,683.
	TOTAL	\$ 436,671.

U.S. GOVERNMENT OBLIGATIONS	VALUATION METHOD	AMOUNT
10K 7.4% FNMA, 07/01/04	MARKET VALUE	10,000.
	TOTAL	\$ 10,000.

**STATEMENT 8 (CONTINUED)**  
**FORM 990, PART IV, LINE 54**  
**INVESTMENTS - SECURITIES**

<u>STATE AND MUNICIPAL OBLIGATIONS</u>	<u>VALUATION METHOD</u>	<u>AMOUNT</u>
VARIOUS STATE BONDS AND NOTES	MARKET VALUE	\$ 325,000.
	TOTAL	\$ 325,000.
TOTAL INVESTMENTS - SECURITIES		<u>\$ 781,705.</u>

**STATEMENT 9**  
**FORM 990, PART IV, LINE 57**  
**LAND, BUILDINGS, AND EQUIPMENT**

<u>CATEGORY</u>	<u>BASIS</u>	<u>ACCUM. DEPREC.</u>	<u>BOOK VALUE</u>
FURNITURE AND FIXTURES	\$ 19,885.	\$ 19,885.	\$ 0.
MACHINERY AND EQUIPMENT	46,651.	36,009.	10,642.
MISCELLANEOUS	26,992.	17,492.	9,500.
TOTAL	<u>\$ 93,528.</u>	<u>\$ 73,386.</u>	<u>\$ 20,142.</u>

**STATEMENT 10**  
**FORM 990, PART IV, LINE 58**  
**OTHER ASSETS**

BENEFICIAL INTEREST IN OTHER ASSETS	\$ 161,383.
PERPETUAL TRUST FUNDS HELD BY FLEET BANK	281,077.
TOTAL	<u>\$ 442,460.</u>

**STATEMENT 11**  
**FORM 990, PART IV-A, LINE B(4)**  
**OTHER AMOUNTS**

DIRECT EXPENSES OF SPECIAL EVENTS	\$ 1,649.
TOTAL	<u>\$ 1,649.</u>

**STATEMENT 12**  
**FORM 990, PART IV-A, LINE D(2)**  
**OTHER AMOUNTS**

AMOUNTS DESIGN FOR OUTSIDE ORGANIZATIONS	\$ 402,943.
TOTAL	<u>\$ 402,943.</u>

**STATEMENT 13  
FORM 990, PART IV-B, LINE B(4)  
OTHER AMOUNTS**

DIRECT EXPENSES OF SPECIAL EVENTS

TOTAL \$ 1,649.  
\$ 1,649.

**STATEMENT 14  
FORM 990, PART IV-B, LINE D(2)  
OTHER AMOUNTS**

AMOUNTS DESIGN FOR OUTSIDE ORGANIZATIONS

TOTAL \$ 402,943.  
\$ 402,943.

**STATEMENT 15  
FORM 990, PART V  
LIST OF OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES**

NAME AND ADDRESS	TITLE AND AVERAGE HOURS PER WEEK DEVOTED	COMPEN- SATION	CONTRI- BUTION TO EBP & DC	EXPENSE ACCOUNT/ OTHER
LISA BIRD PO BOX 293 MILFORD, ME 04461	DIRECTOR 1	\$ 0.	\$ 0.	\$ 0.
RENEE BISHOP 36 PLEASANT STREET BANGOR, ME 04401	DIRECTOR 1	0.	0.	0.
AMANDA BOST 17 WINTERGREEN WAY BREWER, ME 04412	DIRECTOR 1	0.	0.	0.
CHARLES HUTCHINS 132 CLOVER LANE BREWER, ME 04412	DIRECTOR 1	0.	0.	0.
J BRADFORD COFFEY 109 LEIGHTON STREET BANGOR, ME 04401	DIRECTOR 1	0.	0.	0.
GEORGE THOMAS 23 FRANCES DRIVE HAMPDEN, ME 04444	DIRECTOR 1	0.	0.	0.
JOHN W. BRAGG 24 SPRINGER DRIVE BANGOR, ME 04401	DIRECTOR 1	0.	0.	0.
YELLOW BREEN 24 SPRINGER DRIVE BANGOR, ME 04401	DIRECTOR 1	0.	0.	0.

STATEMENT 15 (CONTINUED)  
FORM 990, PART V  
LIST OF OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

NAME AND ADDRESS	TITLE AND AVERAGE HOURS PER WEEK DEVOTED	COMPEN- SATION	CONTRI- BUTION TO EBP & DC	EXPENSE ACCOUNT/ OTHER
REV. BILL IMES 24 SPRINGER DRIVE BANGOR, ME 04401	DIRECTOR 1	\$ 0.	\$ 0.	\$ 0.
LYNN MADDEN 24 SPRINGER DRIVE BANGOR, ME 04401	DIRECTOR 1	0.	0.	0.
ROB SUTCLIFFE 24 SPRINGER DRIVE BANGOR, ME 04401	DIRECTOR 1	0.	0.	0.
JUDY HORAN 164 SILVER ROAD BANGOR, ME 04401	CHAIR 1	0.	0.	0.
C. JEFFERY WAHLSTROM 136 GRANT BANGOR, ME 04401	EXEC. DIRECTOR 40	71,644.	5,759.	0.
ANGELA BUTLER P.O. 925 BANGOR, ME 04402-0925	DIRECTOR 1	0.	0.	0.
SHAWN YARDLEY 66 GRANT STREET BANGOR, ME 04401	DIRECTOR 1	0.	0.	0.
RUSSELL LUMLEY P.O. BOX 656 HAMPDEN, ME 04444	DIRECTOR 1	0.	0.	0.
JEAN MELLETT 281 NORWAY ROAD BANGOR, ME 04401	DIRECTOR 1	0.	0.	0.
MIKE SHEA P.O. BOX 929 BANGOR, ME 04402-0929	VICE CHAIR 1	0.	0.	0.
JANET WARNERT 101 SIDNEY BLVD HAMPDEN, ME 04444	DIRECTOR 1	0.	0.	0.
TOTAL		\$ 71,644.	\$ 5,759.	\$ 0.

**STATEMENT 16  
SCHEDULE A, PART III, LINE 3  
QUALIFICATIONS OF RECIPIENTS RECEIVING GRANTS OR LOANS**

**MEMBER AGENCY ALLOCATIONS**

THE UNITED WAY OF EASTERN MAINE ACCEPTS FUNDING APPLICATIONS ONLY FROM VOLUNTARY NONPROFIT ORGANIZATIONS PROVIDING HEALTH AND HUMAN CARE SERVICES TO INDIVIDUALS AND FAMILIES. NEW APPLICANTS MUST PROVIDE THE FOLLOWING:

1. THE DESCRIPTION OF WHY THE AGENCY IS SEEKING FUNDS AND FOR WHAT THE FUNDS WILL BE USED FOR.
2. ARTICLES OF INCORPORATION.
3. CONSTITUTION OR BYLAWS IN CONFORMITY WITH MAINE STATE LAW.
4. PROOF OF TAX-EXEMPT STATUS.
5. A COPY OF THE MOST RECENT FINANCIAL STATEMENTS.
6. A COPY OF THE MOST RECENT FORM 990.
7. A LIST OF THE BOARD OF DIRECTORS AND THEIR TERMS OF OFFICE.
8. A STATEMENT OF THE AGENCY'S PURPOSES, GOALS AND OBJECTIVES.
9. A COPY OF THE AUDITOR'S MANAGEMENT LETTER AND MANAGEMENT'S RESPONSE, IF APPROPRIATE.
10. PROJECTED BUDGET FOR EACH PROGRAM FOR WHICH FUNDS ARE BEING APPLIED.

UNITED WAY OF EASTERN MAINE

BYLAWS

**ARTICLE I.            NAME**

Section 1.            The name of this corporation shall be "United Way of Eastern Maine".

Section 2.            The area to be served by this corporation shall be Penobscot, Piscataquis, Washington, Waldo and Hancock Counties.

**ARTICLE II.           MISSION AND PURPOSES**

Section 1.            MISSION.    The mission of United Way of Eastern Maine is to improve lives by mobilizing the caring power of people and communities.

Section 2.            PURPOSES:

- a.    Serves as catalyst for helping respond to community health and human care problems through periodically assessing the need for various services, assisting in the development of human service programs, promoting preventive activities, fostering cooperation among agencies serving the community, and other similar programs and activities as may be determined by the Board of Directors.
- b.    To encourage collaboration and deploy financial support and volunteer resources so as to maximize the effectiveness of health and human service agencies and to support the organization's work to build stronger and healthier communities.
- c.    Conducts a single, community-wide fund raising campaign annually, and develops as fully as possible the financial resources needed to meet the human care needs of the community.
- d.    Mobilizes a systematic communications program that promotes community support for and commitment to the entire United Way program and which both speaks and listens to the citizens, agencies and donors.
- e.    To receive by gift, grant, devise, bequest or otherwise, and from any private or public sources, personal or real property, and to hold, administer, sell, invest, reinvest, manage, use, disburse and distribute, and apply the income and/or principal of the same in accordance with the directions and intent of the donor or donors of such property, or in the absence of such directions, as the corporation may deem best from time to time, for the promotion of any or all of the foregoing purposes and objectives.
- f.    Engages in any other lawful activity, either alone or in cooperation with other organizations or institutions, which it may deem necessary or proper in order to carry out any or all of the foregoing objects or purposes.

Section 3.            None of the activities of this corporation shall consist of participating in, or intervening in (including the publishing or

distributing of statements), any political campaign on behalf of any candidate for public office.

Section 4.

No part of the net earnings of this corporation shall inure benefit to any private shareholder or individual. The property of this corporation is irrevocably dedicated to charitable purposes, and upon liquidation, dissolution or abandonment of the owner, after providing for the debts and obligations thereof, the remaining assets will not inure to the benefit of any private person but will be distributed to a non-profit fund, foundation, or corporation which is organized and operated exclusively for charitable purposes and which has established its tax-exempt status under Sections 501 (c) (3), and 509 (a) (1), (2) or (3) of the Internal Revenue Code of 1954, as amended.

**ARTICLE III.**

**BOARD OF DIRECTORS**

Section 1.

Responsibility for the management and affairs of the corporation shall be vested in a Board of Directors that shall consist of not less than twelve or more than eighteen members.

Section 2.

The powers and duties of the Board of Directors shall be:

- a. To establish overall policy in support of the mission and purposes of the corporation.
- b. To approve the investment of Community Fund dollars in agency programs.
- c. To approve the goal for the annual fund raising campaign.
- d. To approve the annual internal operating budget and annual workplan and objectives.
- e. To elect, based on the recommendations of the Governance Committee, members of the Executive Committee, Officers, and members of the Board of Directors.
- f. To amend the Bylaws of the corporation, as may be from time to time deemed necessary and proper.
- g. To employ the President and initiate and terminate the services of the President.
- h. To make financial agreements, appropriate funds, or engage in such other activities in furtherance of the mission and purposes of the corporation.
- i. To approve partner agency criteria.
- j. To establish or confirm such standing or special committees as may be desirable to carry out the purposes of this corporation.
- k. To perform such other duties as may be required to carry out the purposes of the organization.

Section 3.

Members of the Board of Directors are expected to participate on at least one United Way committee and volunteer to assist with either the annual campaign or community investment process on an annual basis.

- Section 4. Vacancies occurring in officers, the Executive Committee or the Board of Directors may be filled for the balance of the unexpired term by vote of the Board of Directors upon nomination by the Governance Committee.
- Section 5. Any director may be removed from office for failure to comply with minimum attendance requirements established from time to time by the Board. Directors may also be removed from office on a two-thirds (2/3) vote of the Directors present for such determination on account of unsatisfactory performance as a director or conduct detrimental to the United Way.
- Section 6. The Board of Directors shall elect directors for overlapping three-year terms. No director may serve more than two consecutive three-year terms except if the director is elected to a maximum of two special one-year terms at the conclusion of two consecutive three-year terms in order to serve as Board Chairperson. Directors elected to fill unexpired terms of less than three years prior to their election to a full three-year term shall remain eligible to serve two full three-year terms. In any year when the number of board members leaving the board results in 25% or greater reduction of its current members, the Board may appoint one, two or three of its current members, whose terms are expiring, to additional, non-renewable, one-year terms.
- Section 7. Regular meetings of the Board of Directors shall be held not less than six times each fiscal year. Special meetings shall be held upon call of the Board Chairperson or upon written request of five members of the Board.
- Section 8. Members of the Board shall serve without compensation. Any member receiving monetary consideration for the full-time or part-time services rendered to United Way of Eastern Maine shall not be eligible as a Director.
- Section 9. The United Way Board of Directors shall maintain and enforce a statement of policy concerning conflict of interest of volunteers.
- Section 10. Notice of any meeting of the directors, regular or special, stating the time when and the place where the meeting is to be held, and the purpose or purposes of the meeting, shall be conveyed at least five (5) days prior to the meeting.
- Section 11. The Board of Directors shall establish its own rules of procedure.
- Section 12. The United Way Board of Directors shall maintain and enforce a code of ethics for the organization's volunteers, staff, and representatives.

**ARTICLE IV.**

**OFFICERS**

- Section 1. Officers shall be elected to one-year terms by the Board of Directors. Officers shall hold office until their successors are elected, except for the Board Chairperson, who is limited to a maximum of two consecutive one-year terms.
- Section 2. The officers and their duties shall be as follows:
- a. **Chairperson.** The chairperson shall be the principal officer of the corporation. The duties of the chairperson include those customary to the position of chair, such as presiding at meetings of the board and the executive committee; serving as an ex officio member on all committees of the board; and performing such other duties as are necessarily incident to the office of chairperson or as may be prescribed by the board.

- b. **Vice Chairperson.** The vice chairperson shall perform the duties of the chairperson in the event of the chairperson's temporary absence, and shall have such other duties as the chairperson or the board may assign.
- c. **Treasurer.** The treasurer shall oversee the funds of the corporation and shall give an accounting of the finances, at a minimum, on a quarterly basis to the Board of Directors.
- d. **President.** The president shall be appointed by the board to serve at the pleasure of the board and to function as the chief executive officer. The president shall be salaried and shall be directly responsible to the board. The president shall be reviewed at least annually by the executive committee, which shall present its recommendations to the board. The president shall serve as an ex officio member of the board without vote and shall not be counted in determining the total number of authorized directors. The president may also serve as the corporation's secretary and, as such, shall ensure that notice required by these bylaws is given and shall record all proceedings of the board. In his/her role as secretary, he/she may perform any other duties incident to the office of secretary or assigned by the chairperson or the board.

**ARTICLE V.**

**EXECUTIVE COMMITTEE**

- Section 1. The Executive Committee shall consist of a minimum of five board members, including the officers of the corporation.
- Section 2. The Executive Committee shall meet as needed.
- Section 3. The Executive Committee may act on behalf of the board between regular board meetings, except that it is not permitted to do the following:
  - Amend the articles or bylaws;
  - Dissolve the corporation;
  - Dismiss or elect new board members or officers;
  - Hire or fire the president;
  - Enter into major contracts or sue another entity;
  - Change a board-approved budget; or
  - Adopt or eliminate major programs
- Section 4. The Executive Committee must report on any actions taken at its meetings at the next meeting of the Board of Directors

**ARTICLE VI.**

**PERMANENT COMMITTEES**

- Section 1. The Chairperson of the Board of Directors shall nominate Chairs, Vice Chairs, and board membership of all permanent and special committees for appointment by the Board of Directors. Additional members of these committees shall be appointed, as needed, by the committee chairs.
- Section 2. Governance Committee
  - a. The Governance Committee shall consist of a chair and three or more members. The chair and at least two other members shall be members of the Board of Directors.

- b. The purpose of the Governance Committee shall be as follows:
- Make nominations in accordance with these Bylaws for members of the Board of Directors, Officers, and Executive Committee Members.
  - Conduct an ongoing examination of how the Board is functioning, how board members communicate, and whether the board is fulfilling its responsibilities and living up to the organization's objectives.
  - Identify and update board member job descriptions and work to recruit a board that has the skills and expertise needed to meet the organization's objectives.
  - Identify potential board members and maintain information about candidates.
  - Ensure that new board members receive appropriate orientation and have adequate materials and understanding of their roles and responsibilities.
  - Evaluate board members and determine their eligibility for reelection.
  - Involve all board members in continuing education throughout their terms.
  - Ensure that appropriate communications are taking place in order to keep board members fully apprised of activities.
  - Evaluate the bylaws and propose revisions as needed.

Section 3. Finance Committee

- a. The Finance Committee shall consist of a chair, the Treasurer of the Board of Directors, and five or more members.
- b. The purpose of the Finance Committee is as follows:
- Provide oversight of the budget and financial matters
  - Keep the board informed of the general financial status of the organization
  - Work with the staff to develop and recommend to the board an annual budget
  - Ensure that generally accepted accounting principles are practiced by the organization
  - Select an audit firm to conduct UWEM's annual audit
  - Review investment accounts and strategy and monitor management and returns
  - Perform such other responsibilities as are necessary to ensure the sound financial management of the organization.

**ARTICLE VII. QUORUM AND VOTING**

Section 1. The following shall constitute a quorum:

- a. A majority of the members of the Board of Directors.
- b. A majority of the members of the Executive Committee.
- c. Forty percent of the members of any committee.

Section 2. The vote of the majority of those present, if there is a quorum, shall be the official act of the meeting. Less than a quorum may adjourn any meeting and the continued meeting may be held as adjourned without further notice.

**ARTICLE VIII. NON-DISCRIMINATION**

Section 1. The members, officers, directors, committee members, employees and persons served by this corporation shall be selected entirely on a

non-discriminatory basis with respect to age, sex, race, religion, national origin, sexual orientation and disability.

**ARTICLE IX.**

**INDEMNIFICATION**

Section 1.

The corporation may, by resolution of the board, provide for indemnification by the corporation of any and all of its directors and officers or former directors and officers against expenses actually and necessarily incurred by them in connection with the defense of any action, suit, or proceeding in which they or any of them are made parties or a party by reason of having been directors or officers of the corporation, except in relation to matters as to which such director or officer or former director or officer shall be adjudged in such action, suit, or proceeding to be liable for negligence or misconduct in the performance of his or her duty and to such matters as shall be settled by agreement predicated on the existence of such liability for negligence or misconduct. The corporation may purchase insurance for such indemnification.

**ARTICLE X.**

**AMENDMENTS**

Section 1.

The Bylaws of this Corporation may be amended by majority vote of the full membership of the Board of Directors provided that notice of such intended amendment be given at least thirty days prior to the date of such meeting.