

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. (See the instructions.)

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
22a	Grants paid from donor advised funds (attach Schedule) (cash \$ _____ noncash \$ _____) If this amount includes foreign grants, check here <input type="checkbox"/>	22a				
22b	Other grants and allocations (attach schedule) (cash \$ _____ noncash \$ _____) If this amount includes foreign grants, check here <input type="checkbox"/>	22b				
23	Specific assistance to individuals (attach schedule) <input type="checkbox"/>	23	487,093	487,093		
24	Benefits paid to or for members (attach schedule)	24				
25a	Compensation of current officers, directors, key employees etc. Listed in Part V-A (attach schedule)	25a	64,954	12,991	25,982	25,981
b	Compensation of former officers, directors, key employees etc. listed in Part V-B (attach schedule)	25b				
c	Compensation and other distributions not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) (attach schedule)	25c				
26	Salaries and wages of employees not included on lines 25a, b and c	26	211,932	161,980	23,275	26,677
27	Pension plan contributions not included on lines 25a, b and c	27				
28	Employee benefits not included on lines 25a - 27	28				
29	Payroll taxes	29				
30	Professional fundraising fees	30				
31	Accounting fees	31	4,950	3,960	495	495
32	Legal fees	32				
33	Supplies	33	4,401	3,521	440	440
34	Telephone	34	6,744	5,396	674	674
35	Postage and shipping	35	9,794	4,636	579	4,579
36	Occupancy	36	32,975	29,267	1,854	1,854
37	Equipment rental and maintenance	37				
38	Printing and publications	38	18,492	8,297	1,037	9,158
39	Travel	39				
40	Conferences, conventions, and meetings	40				
41	Interest	41				
42	Depreciation, depletion, etc. (attach schedule) <input type="checkbox"/>	42	7,256	5,804	726	726
43	Other expenses not covered above (itemize)					
a	professional fees	43a	7,659	6,127	766	766
b	insurance	43b	7,832	6,266	783	783
c	Bad debt	43c	8,800		8,800	
d	Feasibility study	43d	20,000			20,000
e	Other	43e	17,525	11,905	1,256	4,364
f		43f				
g		43g				
44	Total functional expenses. Add lines 22a through 43g (Organizations completing columns (B)-(D), carry these totals to lines 13–15)	44	910,407	747,243	66,667	96,497

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 \$ _____.



Part III

Statement of Program Service Accomplishments (See the instructions.)

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.

What is the organization's primary exempt purpose? ► to provide outreach services to members of the middleton, wi area community	Program Service Expenses (Required for 501(c)(3) and (4) orgs , and 4947(a)(1) trusts, but optional for others)
All organizations must describe their exempt purpose achievements in a clear and concise manner. State the number of clients served, publications issued, etc. Discuss achievements that are not measurable. (Section 501(c)(3) and (4) organizations and 4947(a)(1) nonexempt charitable trusts must also enter the amount of grants and allocations to others.)	
<div>a</div> Rental assistance - This program served 239 clients with eviction prevention grants and 19 clients with rental subsidy assistance. Clients in this program are considered successful is they are still in their housing 6 months after being helped by MOM. (Grants and allocations \$) If this amount includes foreign grants, check here ► <input type="checkbox"/>	101,510
<div>b</div> "good samaritan" assistance - serves approximately 30 clients per month with emergency funds that range from \$50 to \$150 per case. (Grants and allocations \$) If this amount includes foreign grants, check here ► <input type="checkbox"/>	92,192
<div>c</div> Distribution center - includes a food pantry and clothing closet which provide free food and clothing, freeing up their resources for rent and utility payments. 975 unduplicated households used the pantry during 2007. MOM gave out over 218,000 pounds of food. MOM also received donated clothing valued at \$166,810 that it distributed to clients. (Grants and allocations \$) If this amount includes foreign grants, check here ► <input type="checkbox"/>	489,112
<div>d</div> POP Program - Provided 659 rides to 135 participants and an additional 1,287 "chores." Of the 135 participants, 28 are disabled and the balance are 65 or older. (Grants and allocations \$) If this amount includes foreign grants, check here ► <input type="checkbox"/>	64,429
<div>e</div> Other program services (attach schedule) (Grants and allocations \$) If this amount includes foreign grants, check here ► <input type="checkbox"/>	
<div>f</div> Total of Program Service Expenses (should equal line 44, column (B), Program services) ►	747,243

Part IV Balance Sheets (See the 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	45	Cash—non-interest-bearing		1,512	45	18,178	
	46	Savings and temporary cash investments		206,765	46	166,032	
	47a	Accounts receivable	47a				
	b	Less allowance for doubtful accounts	47b		1,146	47c	
	48a	Pledges receivable	48a		51,942		
	b	Less allowance for doubtful accounts	48b		64,955	48c	51,942
	49	Grants receivable			49		
	50a	Receivables from current and former officers, directors, trustees, and key employees (attach schedule)			50a		
	b	Receivables from other disqualified persons (as defined under section 4958(c)(3)(B) (attach schedule)			50b		
	51a	Other notes and loans receivable (attach schedule)	51a				
	b	Less allowance for doubtful accounts	51b		51c		
	52	Inventories for sale or use			52		
	53	Prepaid expenses and deferred charges		2,776	53	1,954	
	54a	Investments—publicly-traded securities . <input checked="" type="checkbox"/> Cost <input checked="" type="checkbox"/> FMV		54,214	54a	58,275	
	b	Investments—other securities (attach schedule) <input type="checkbox"/> Cost <input type="checkbox"/> FMV			54b		
	55a	Investments—land, buildings, and equipment basis	55a				
	b	Less accumulated depreciation (attach schedule)	55b		55c		
	56	Investments—other (attach schedule)			56		
57a	Land, buildings, and equipment basis	57a		286,288			
b	Less accumulated depreciation (attach schedule)	57b		28,295			
			241,939	57c	 257,993		
58	Other assets, including program-related investments (describe <input checked="" type="checkbox"/> _____)			58			
59	Total assets (must equal line 74) Add lines 45 through 58		573,307	59	554,374		
Liabilities	60	Accounts payable and accrued expenses		25,006	60	25,263	
	61	Grants payable			61		
	62	Deferred revenue		850	62	875	
	63	Loans from officers, directors, trustees, and key employees (attach schedule)			63		
	64a	Tax-exempt bond liabilities (attach schedule)			64a		
	b	Mortgages and other notes payable (attach schedule)		195,874	64b	 190,280	
	65	Other liabilities (describe <input checked="" type="checkbox"/> _____)			65		
	66	Total liabilities Add lines 60 through 65		221,730	66	216,418	
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 67 through 69 and lines 73 and 74						
	67	Unrestricted		284,840	67	284,232	
	68	Temporarily restricted		64,955	68	51,942	
	69	Permanently restricted		1,782	69	1,782	
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 70 through 74						
	70	Capital stock, trust principal, or current funds			70		
	71	Paid-in or capital surplus, or land, building, and equipment fund			71		
	72	Retained earnings, endowment, accumulated income, or other funds			72		
	73	Total net assets or fund balances Add lines 67 through 69 or lines 70 through 72 (Column (A) must equal line 19 and column (B) must equal line 21)		351,577	73	337,956	
	74	Total liabilities and net assets / fund balances Add lines 66 and 73		573,307	74	554,374	

a	Total revenue, gains, and other support per audited financial statements		a	932,884
b	Amounts included on line a but not on Part I, line 12			
1	Net unrealized gains on investments	b1	-6,988	
2	Donated services and use of facilities	b2	36,144	
3	Recoveries of prior year grants	b3		
4	Other (specify) _____	b4	10,454	
	Add lines b1 through b4		b	39,610
c	Subtract line b from line a		c	893,274
d	Amounts included on Part I, line 12, but not on line a			
1	Investment expenses not included on Part I, line 6b	d1		
2	Other (specify) _____	d2		
	Add lines d1 and d2		d	39,610
e	Total revenue (Part I, line 12) Add lines c and d		e	893,274

a	Total expenses and losses per audited financial statements		a	946,505
b	Amounts included on line a but not on Part I, line 17			
1	Donated services and use of facilities	b1	25,644	
2	Prior year adjustments reported on Part I, line 20	b2		
3	Losses reported on Part I, line 20	b3		
4	Other (specify) _____	b4	10,454	
	Add lines b1 through b4		b	36,098
c	Subtract line b from line a		c	910,407
d	Amounts included on Part I, line 17, but not on line a :			
1	Investment expenses not included on Part I, line 6b	d1		
2	Other (specify) _____	d2		
	Add lines d1 and d2		d	
e	Total expenses (Part I, line 17) Add lines c and d		e	910,407

[illegible]


No

<p>75a Enter the total number of officers, directors, and trustees permitted to vote on organization business at board meetings <u>16</u></p>			
<p>b Are any officers, directors, trustees, or key employees listed in Form 990, Part V-A, or highest compensated employees listed in Schedule A, Part I, or highest compensated professional and other independent contractors listed in Schedule A, Part II-A or II-B, related to each other through family or business relationships? If "Yes," attach a statement that identifies the individuals and explains the relationship(s)</p>	75b		No
<p>c Do any officers, directors, trustees, or key employees listed in Form 990, Part V-A, or highest compensated employees listed in Schedule A, Part I, or highest compensated professional and other independent contractors listed in Schedule A, Part II-A or II-B, receive compensation from any other organizations, whether tax exempt or taxable, that are related to the organization? See the instructions for the definition of "related organization"</p> <p>If "Yes," attach a statement that includes the information described in the instructions</p>	75c		No
<p>d Does the organization have a written conflict of interest policy?</p>	75d	Yes	

Part V-B **Former Officers, Directors, Trustees, and Key Employees That Received Compensation or Other Benefits** (If any former officer, director, trustee, or key employee received compensation or other benefits (described below) during the year, list that person below and enter the amount of compensation or other benefits in the appropriate column. See the instructions.)

[illegible]

No

76	Did the organization make a change in its activities or methods of conducting activities? If "Yes," attach a detailed statement of each change	76		No
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	77	Yes	
78a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return? . . .	78a	Yes	
b	If "Yes," has it filed a tax return on Form 990-T for this year?	78b	Yes	
79	Was there a liquidation, dissolution, termination, or substantial contraction during the year? If "Yes," attach a statement	79		No
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?	80a		No
b	If "Yes," enter the name of the organization  _____ _____ and check whether it is <input type="checkbox"/> exempt or <input type="checkbox"/> nonexempt			
81a	Enter direct or indirect political expenditures (See line 81 instructions) . . . 81a _____			
b	Did the organization file Form 1120-POL for this year?	81b		No

Part VI

Other Information (continued)

Yes

No

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?

82a

Yes

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

404,172

83a

Did the organization comply with the public inspection requirements for returns and exemption applications?

83a

Yes

b

Did the organization comply with the disclosure requirements relating to quid pro quo contributions?

83b

Yes

84a

Did the organization solicit any contributions or gifts that were not tax deductible?

84a

No

b

If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?

84b

85

501(c)(4), (5), or (6) organizations. a Were substantially all dues nondeductible by members?

85a

b

Did the organization make only in-house lobbying expenditures of \$2,000 or less?

85b

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 the prior year.

c

Dues assessments, and similar amounts from members

85c

d

Section 162(e) lobbying and political expenditures

85d

e

Aggregate nondeductible amount of section 6033(e)(1)(A) dues notices

85e

f

Taxable amount of lobbying and political expenditures (line 85d less 85e)

85f

g

Does the organization elect to pay the section 6033(e) tax on the amount on line 85f?

85g

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

86

501(c)(7) orgs. Enter a Initiation fees and capital contributions included on line 12

86a

b

Gross receipts, included on line 12, for public use of club facilities

86b

87

501(c)(12) orgs. Enter a Gross income from members or shareholders

87a

b

Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)

87b

88a

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

88a

No

b

At any time during the year, did the organization directly or indirectly own a controlled entity within the meaning of section 512(b)(13)? If yes, complete Part XI

88b

No

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) orgs. 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

No

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

e

All organizations. At any time during the tax year was the organization a party to a prohibited tax shelter transaction?

89e

No

f

All organizations. Did the organization acquire direct or indirect interest in any applicable insurance contract?

89f

No

g

For supporting organizations and sponsoring organizations maintaining donor advised funds. Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?

89g

90a

List the states with which a copy of this return is filed WI

b

Number of employees employed in the pay period that includes March 12, 2007 (See instructions.)

90b

10

91a

The books are in care of The Organization Telephone no (608) 836-7338

7432 Hubbard Avenue

Located at Middleton, WI ZIP + 4 535623118

b

At any time during the calendar year, did the organization have an interest in or a signature or other authority over a financial account in a foreign country (such as a bank account, securities account, or other financial account)?

91b

No

If "Yes," enter the name of the foreign country

See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts

Part VI Other Information <i>(continued)</i>		Yes	No
c At any time during the calendar year, did the organization maintain an office outside of the United States?		91c	No
If "Yes," enter the name of the foreign country ▶ _____			
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	

Part VII

Analysis of Income-Producing Activities *(See the 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	_____					
b	_____					
c	_____					
d	_____					
e	_____					
f	Medicare/Medicaid payments					
g	Fees and contracts from government agencies					
94	Membership dues and assessments					
95	Interest on savings and temporary cash investments			14	1,956	
96	Dividends and interest from securities			14	5,275	
97	Net rental income or (loss) from real estate					
a	debt-financed property	531390	272			
b	non debt-financed property					
98	Net rental income or (loss) from personal property					
99	Other investment income					
100	Gain or (loss) from sales of assets other than inventory					
101	Net income or (loss) from special events . . .					
102	Gross profit or (loss) from sales of inventory					
103	Other revenue a miscellaneous			01	1,497	
b	_____					
c	_____					
d	_____					
e	_____					
104	Subtotal (add columns (B), (D), and (E)) . . .		272		8,728	
105	Total (add line 104, columns (B), (D), and (E)) ▶					9,000

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

Part VIII

Relationship of Activities to the Accomplishment of Exempt Purposes *(See the 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)
▼	

Part IX

Information Regarding Taxable Subsidiaries and Disregarded Entities *(See the 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
	%			
	%			
	%			
	%			

Part X

Information Regarding Transfers Associated with Personal Benefit Contracts *(See the instructions.)*

(a)	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	Yes	Yes	No
(b)	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	Yes	Yes	No
NOTE: If "Yes" to (b), file Form 8870 and Form 4720 (see instructions).				

Part XI

Information Regarding Transfers To and From Controlled Entities





Complete only if the organization is a controlling organization as defined in section 512(b)(13)

106 Did the reporting organization make any transfers to a controlled entity as defined in section 512(b)(13) of the Code? If "Yes," complete the schedule below for each controlled entity				Yes	No
	(A) Name and address of each controlled entity	(B) Employer Identification Number	(C) Description of transfer	(D) Amount of transfer	
a					
b					
c					
Totals					

107 Did the reporting organization receive any transfers from a controlled entity as defined in section 512(b)(13) of the Code? If "Yes," complete the schedule below for each controlled entity				Yes	No
	(A) Name and address of each controlled entity	(B) Employer Identification Number	(C) Description of transfer	(D) Amount of transfer	
a					
b					
c					
Totals					

108 Did the organization have a binding written contract in effect on August 17, 2006 covering the interests, rents, royalties and annuities described in question 107 above?				Yes	No

Please Sign Here	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				
	*****			2008-05-30	
	Signature of officer Date				
	Dietrich Gruen Executive Director				
	Type or print name and title				

Paid Preparer's Use Only	Preparer's signature  Scott Haumersen CPA		Date	Check if self-employed <input checked="" type="checkbox"/>	Preparer's SSN or PTIN (See Gen Inst W)
	Firm's name (or yours if self-employed), address, and ZIP + 4  Wegner LLP				EIN 
	2110 Luann Lane Madison, WI 53713				Phone no  (608) 274-4020

SCHEDULE A
(Form 990 or
990EZ)

Department of the
Treasury
Internal Revenue
Service

Name of the organization
Middleton Outreach Ministry

Employer identification number

39-1484945

Organization Exempt Under Section 501(c)(3)
(Except Private Foundation) and Section 501(e), 501(f), 501(k),
501(n), or 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

2007

Part I

Compensation of the Five Highest Paid Employees Other Than Officers, Directors, and Trustees
(See page 1 of the instructions. List each one. If there are none, enter "None.")

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

Part II-A

Compensation of the Five Highest Paid Independent Contractors for Professional Services
(See page 2 of the instructions. List each one (whether individual or firms). If there are none, enter "None.")

(a) Name and address of each independent contractor paid more than \$50,000	(b) Type of service	(c) Compensation
None		
Total number of others receiving over \$50,000 for professional services		

Part II-B

Compensation of the Five Highest Paid Independent Contractors for Other Services
(List each contractor who performed services other than professional services, whether individual or firms. If there are none, enter "None". See page 2 for instructions.)

(a) Name and address of each independent contractor paid more than \$50,000	(b) Type of service	(c) Compensation
None		
Total number of other contractors receiving over \$50,000 for other services		

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

Yes No

1	During the year, has the organization attempted to influence national, state, or local legislation, include 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 ►\$ _____(Must equal amounts on line 38, Part VI-A, or line 1 of Part VI-B)	1		No
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 property?	2a		No
b	Lending of money or other extension of credit?	2b		No
c	Furnishing of goods, services, or facilities?	2c		No
d	Payment of compensation (or payment or reimbursement of expenses if more than \$1,000)?	2d	Yes	
e	Transfer of any part of its income or assets?	2e		No
3a	Did the organization make grants for scholarships, fellowships, student loans, etc ? (If "Yes," attach an explanation of how the organization determines that recipients qualify to receive payments)	3a		No
b	Did the organization have a section 403(b) annuity plan for its employees?	3b	Yes	
c	Did the organization receive or hold an easement for conservation purposes, including easements to preserve open space, the environment , historic land areas or structures? If "Yes" attach a detailed statement	3c		No
d	Did the organization provide credit counseling, debt management, credit repair, or debt negotiation services?	3d		No
4a	Did the organization maintain any donor advised funds? If "Yes," complete lines 4b through 4g If "No," complete lines 4f and 4g	4a		No
b	Did the organization make any taxable distributions under section 4966?	4b		
c	Did the organization make a distribution to a donor, donor advisor, or related person?	4c		
d	Enter the total number of donor advised funds owned at the end of the tax year			
e	Enter the aggregate value of assets held in all donor advised funds owned at the end of the tax year			
f	Enter the total number of separate funds or accounts owned at the end of the tax year (excluding donor advised funds included on line 4d) where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts		0	
g	Enter the aggregate value of assets held in all funds or accounts included on line 4f at the end of the tax year		0	

Part IV

Reason for Non-Private Foundation Status (See pages 4 through 7 of the instructions.)

I certify that 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 otherwise meets the requirements of section 509(a)(3) Check the box that describes the type of supporting organization

☐ Type I

☐ Type II

☐ Type III - Functionally Integrated

☐ Type III - Other

Provide the following information about the supported organizations. (see page 7 of the instructions.)					
(a) Name(s) of supported organization(s)	(b) Employer identification number	(c) Type of organization (described in lines 5 through 12 above or IRC section)	(d) Is the supported organization listed in the supporting organization's governing documents?		(e) Amount of support?
			Yes	No	
Total					

14

☐

An organization organized and operated to test for public safety Section 509(a)(4) (See page 7 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) 2006	(b) 2005	(c) 2004	(d) 2003	(e) Total	
15 Gifts, grants, and contributions received (Do not include unusual grants See line 28)	458,368	558,483	372,742	467,270	1,856,863	
16 Membership fees received					0	
17 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	7,829	632	2,223		10,684	
18 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	7,947	7,302	6,361	10,223	31,833	
19 Net income from unrelated business activities not included in line 18					0	
20 Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf					0	
21 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	
22 Other income Attach a schedule Do not include gain or (loss) from sale of capital assets					0	
23 Total of lines 15 through 22	474,144	566,417	381,326	477,493	1,899,380	
24 Line 23 minus line 17	466,315	565,785	379,103	477,493	1,888,696	
25 Enter 1% of line 23	4,741	5,664	3,813	4,775		
26 Organizations described on lines 10 or 11:	a Enter 2% of amount in column (e), line 24			26a		
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 2002 through 2005 exceeded the amount shown in line 26a Do not file this list with your return. Enter the total of all these excess amounts				26b	0	
c Total support for section 509(a)(1) test Enter line 24, column (e)				26c		
d Add Amounts from column (e) for lines 18 19 22 26b				26d		
e Public support (line 26c minus line 26d total)				26e		
f Public support percentage (line 26e (numerator) divided by line 26c (denominator))				26f		
27 Organizations described on line 12:	a 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 (2006) (2005) (2004) (2003)					
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 11b, 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 (2006) (2005) (2004) (2003)						
c Add Amounts from column (e) for lines 15 16 17 18 19 20 21	1,856,863 0 10,684 0			27c	1,867,547	
d Add Line 27a total and line 27b total				27d		
e Public support (line 27c total minus line 27d total)				27e	1,867,547	
f Total support for section 509(a)(2) test Enter amount from line 23, column (e)	27f	1,899,380				
g Public support percentage (line 27e (numerator) divided by line 27f (denominator))					27g	9832 40 %
h Investment income percentage (line 18, column (e) (numerator) divided by line 27f (denominator))					27h	167 60 %
28 Unusual Grants: For an organization described in line 10, 11, or 12 that received any unusual grants during 2002 through 2005, 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)

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
		29		
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?			
		30		
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)			
		31		
32	Does the organization maintain the following			
a	Records indicating the racial composition of the student body, faculty, and administrative staff?	32a		
b	Records documenting that scholarships and other financial assistance are awarded on racially nondiscriminatory basis?	32b		
c	Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?	32c		
d	Copies of all material used by the organization or on its behalf to solicit contributions?	32d		
	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?	33a		
b	Admissions policies?	33b		
c	Employment of faculty or administrative staff?	33c		
d	Scholarships or other financial assistance?	33d		
e	Educational policies?	33e		
f	Use of facilities?	33f		
g	Athletic programs?	33g		
h	Other extracurricular activities?	33h		
	If you answered "Yes" to any of the above, please explain (If you need more space, attach a separate statement)			
34a	Does the organization receive any financial aid or assistance from a governmental agency?	34a		
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	34b		
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	35		

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)			
36	Total lobbying expenditures to influence public opinion (grassroots lobbying)	36	
37	Total lobbying expenditures to influence a legislative body (direct lobbying)	37	
38	Total lobbying expenditures (add lines 36 and 37)	38	
39	Other exempt purpose expenditures	39	
40	Total exempt purpose expenditures (add lines 38 and 39)	40	
41	Lobbying nontaxable amount Enter the amount from the following table— <div><div>If the amount on line 40 is—</div><div>The lobbying nontaxable amount is—</div><div>Not over \$500,00020% of the amount on line 40</div><div>Over \$500,000 but not over \$1,000,000\$100,000 plus 15% of the excess over \$500,000</div><div>Over \$1,000,000 but not over \$1,500,000\$175,000 plus 10% of the excess over \$1,000,000</div><div>Over \$1,500,000 but not over \$17,000,000\$225,000 plus 5% of the excess over \$1,500,000</div><div>Over \$17,000,000\$1,000,000</div></div>	41	
42	Grassroots nontaxable amount (enter 25% of line 41)	42	
43	Subtract line 42 from line 36 Enter -0- if line 42 is more than line 36	43	
44	Subtract line 41 from line 38 Enter -0- if line 41 is more than line 38	44	
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)

	Lobbying Expenditures During 4-Year Averaging Period				
Calendar year (or fiscal year beginning in) 	(a) 2007	(b) 2006	(c) 2005	(d) 2004	(e) Total
45 Lobbying nontaxable amount					
46 Lobbying ceiling amount (150% of line 45(e))					
47 Total lobbying expenditures					
48 Grassroots nontaxable amount					
49 Grassroots ceiling amount (150% of line 48(e))					
50 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 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	Yes	No	Amount
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.)			
If "Yes" to any of the above, also attach a statement giving a detailed description of the lobbying activities			

Exempt Organizations (See page 12 of the instructions.)

Did the reporting organization directly or indirectly engage in any of the following with any other organization described in section 501(c) of the Code (other than section 501(c)(3) organizations) or in section 527, relating to political organizations?

Yes	No
-----	----

- | | | |
|---------------|--|----|
| 51a(i) | | No |
| a(ii) | | No |
| b(i) | | No |
| b(ii) | | No |
| b(iii) | | No |
| b(iv) | | No |
| b(v) | | No |
| b(vi) | | No |
| c | | No |

C		No
----------	--	----

If the answer to any of the above is "Yes," complete the following schedule. Column (b) should always show the fair market value of the goods, other assets, or services given by the reporting organization. If the organization received less than fair market value in any transaction or sharing arrangement, show in column (d) the value of the goods, other assets, or services received.

[illegible]

Is the organization directly or indirectly affiliated with, or related to, one or more tax-exempt organizations described in section 501(c) of the Code (other than section 501(c)(3)) or in section 527?

▶ ☐ **Yes** ☒ **No**

b If "Yes," complete the following schedule

[illegible]

Additional Data

Software ID:
Software Version:
EIN: 39-1484945
Name: Middleton Outreach Ministry

Form 990, Part V-A - Current Officers, Directors, Trustees, and Key Employees:

(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 plans	(E) Expense account and other allowances
dietrich gruen c/o MOM 7432 Hubbard Avenue Madison, WI 535623118	executive director 40 00	27,907	17,039	20,008
Jim Harper c/o MOM 7432 Hubbard Avenue madison, WI 535623118	President 1 00	0	0	0
Don Hammes c/o MOM 7432 Hubbard Avenue Madison, WI 535623118	Vice President 1 00	0	0	0
Jerry Doll c/o MOM 7432 Hubbard Avenue Madison, WI 535623118	Treasurer 1 00	0	0	0
Connie ott c/o MOM 7432 Hubbard Avenue madison, WI 535623118	Secretary 1 00	0	0	0
Mike Davis c/o MOM 7432 Hubbard Avenue Madison, WI 535623118	Past President 1 00	0	0	0
Gail Auerbach c/o MOM 7432 Hubbard Avenue Madison, WI 535623118	Board member 1 00	0	0	0
Laura Bloomenkranz c/o MOM 7432 Hubbard Avenue Madison, WI 535623118	Board member 1 00	0	0	0
Don Hickey c/o MOM 7432 Hubbard Avenue madison, WI 535623118	board member 1 00	0	0	0
David Huttleston c/o MOM 7432 Hubbard Avenue madison, WI 535623118	board member 1 00	0	0	0

Form 990, Part V-A - Current Officers, Directors, Trustees, and Key Employees:

(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 plans	(E) Expense account and other allowances
Tina Jones c/o MOM 7432 Hubbard Avenue Madison, WI 535623118	Board member 1 00	0	0	0
Roy Lembcke c/o MOM 7432 Hubbard Avenue Madison, WI 535623118	Board member 1 00	0	0	0
Jacci See c/o MOM 7432 Hubbard Avenue madison, WI 535623118	board member 1 00	0	0	0
Tracey toon c/o MOM 7432 Hubbard Avenue madison, WI 535623118	board member 1 00	0	0	0
Judy Valaskey c/o MOM 7432 Hubbard Avenue madison, WI 535623118	board member 1 00	0	0	0
Brenda Weiss c/o MOM 7432 Hubbard Avenue madison, WI 535623118	board member 1 00	0	0	0
Rick Zynda c/o MOM 7432 Hubbard Avenue madison, WI 535623118	board member 1 00	0	0	0

TY 2007 Depreciation and Depletion Schedule

Name: Middleton Outreach Ministry

EIN: 39-1484945

Asset	Amount
buildings and improvements	3,804
Vehicle	3,452

TY 2007 Individual Assistance Schedule

Name: Middleton Outreach Ministry

EIN: 39-1484945

Class of Activity	Amount
-------------------	--------

TY 2007 Land etc. Schedule

Name: Middleton Outreach Ministry

EIN: 39-1484945

Category/Item	Cost/Other Basis	Accumulated Depreciation	Book Value
land	85,000		85,000
buildings and improvements	159,264	8,154	151,110
equipment and furniture	28,214	16,689	11,525
Vehicle	13,810	3,452	10,358

TY 2007 Mortgages and Notes Payable Schedule**Name:** Middleton Outreach Ministry**EIN:** 39-1484945**Total Mortgage Amount:** 190280

TY 2007 Other Changes in Net Assets Schedule**Name:** Middleton Outreach Ministry**EIN:** 39-1484945

Description	Amount
unrealized loss on investments	-6,988
Change in donated rent receivable	10,500

TY 2007 Other Expenses Included Schedule

Name: Middleton Outreach Ministry

EIN: 39-1484945

Description	Amount
Rental expenses netted against rental income	10,454

TY 2007 Other Revenues Included Schedule

Name: Middleton Outreach Ministry

EIN: 39-1484945

Description	Amount
Rental expenses netted against rental income	10,454

Bylaws Middleton Outreach Ministry

[Throughout this document the Board of Directors is referred to as the Board.]

Article One: Name

The name of this Corporation shall be Middleton Outreach Ministry, Inc (MOM)

Article Two: Purpose and Policy

Section 1. Purpose

The vision of Middleton Outreach Ministry is to connect neighbors for good. The mission of the Middleton Outreach Ministry is to facilitate Christian churches, community leaders and others working together to make a positive, lasting difference by providing emergency and extended care, social services, and Christian witness to all our neighbors in need.

Section 2. Policy

The policy of the Corporation is to organize exclusively for charitable, religious and educational purposes, including for such purposes the receiving of distributions from persons and organizations under section 501(c) (3) and section 509 (a) (2) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Code). Nothing in this statement shall be interpreted to mean anything outside of the limitations imposed upon this Corporation by its Articles of Incorporation.

Article Three: Membership

Section 1. Criteria for Membership

Membership in this Corporation shall consist of those Christian congregations within the MOM service area that espouse the purpose of the Corporation, actively contribute to its success, comply with the criteria established by these Bylaws and the covenant obligations as set forth by the Board of Directors, and have been accepted into membership by a two-thirds vote of the Board.

Section 2. Duties of Members

- a. Duties of membership shall include (but not be limited to) public support of the efforts of the Corporation through contributions of human, monetary and other material resources, and voluntary member involvement in matters of governance, support and implementation.
- b. Each member Congregation shall be responsible for staffing the Pastors' Committee with an ordained representative and for staffing the Ecumenical Service Committee with a church member to represent the congregation at the Ecumenical Service Committee meetings. Both representatives are expected to play an active role with their congregation in carrying out their defined duties as set forth in Article Six.

Section 3. Removal of Members

Failure to comply with the membership criteria and duties cited above shall constitute cause for removal from Membership, effected by a two-thirds majority vote of the existing Board of Directors. The congregation will have twelve months to recommit their time and/or finances to Middleton Outreach Ministry or resign as a member.

Article Four: Board of Directors

Section 1. Powers and Duties

The Board of Directors, in concert with the Executive Director, is responsible for fulfilling the purposes and plans of Middleton Outreach Ministry (see Article Two, Section 1, as well as goals and objectives of the Strategic Plan). The Board shall have full policy-making responsibilities, especially as it pertains to the property, business, values, and resources of the Corporation. The Board of Directors is responsible for the hiring, dismissal and performance evaluation of the Executive Director, holding him or her, as well as themselves, accountable for fulfilling the purpose (vision and mission and Strategic Plan) of MOM. Members of the Board shall attend and actively participate in meetings of the Board and of those committees to which they may be appointed by the Board.

Section 2. Number on the Board

The Board of Directors shall consist of a minimum of seven and a maximum of twelve directors.

Section 3. Manner of Selection

One of the directors shall be selected by and appointed directly to the Board of Directors by the Ecumenical Service Committee (see also Article Six, Section 3b). With that one exception, the remaining slate of proposed directors for open or expired positions shall be prepared by a Nominating Committee. The Nominating Committee will submit its proposed list of directors for approval to the Pastors' Committee. The Pastors' Committee shall annually review and approve individually the proposed Board members by a two-thirds majority vote. The approved directors shall be presented to the Board of Directors by the chairperson of the Pastors' Committee at such other time as the Board may direct.

Section 4. Term of Office

The initial term of office on the Board shall be up to three years, with the possibility of serving up to three consecutive terms. Initially, the term of each Board member shall be 1, 2 or 3 years from the meeting at which elected. After three consecutive terms an individual would be eligible to again serve on the Board after two years.

Section 5. Vacancies

Any vacancy on the Board caused by any reason other than expiration of the term of office may be filled upon approval by the Board of Directors at any regular or special meeting (by following the procedures set forth in Section 2 above). These interim Board-appointees shall be drawn from a pool of alternates originally considered by the Nomination Committee (see Article Six, Section 2 d). Any Director so approved to fill a vacancy shall hold such office for the remainder of the unexpired term of their predecessor and until they or their successor shall be elected.

Section 6. Quorum

A quorum for the transaction of business at any meeting of the Board shall be one half of the Board membership. New directors must be elected by a two-thirds majority of the then-existing Board. Voting in absentia or by proxy is permitted only on those motions announced prior to a called meeting. Such votes may be facilitated by electronic means (see Article Eight, Section 3).

Section 7. Conflict of Interest

Any member of the board who has a financial, personal, or official interest in, or conflict (or appearance of a conflict) with any matter pending before the Board, of such nature that it prevents or may prevent that member from acting on the matter in an impartial manner, will offer to the Board to voluntarily excuse him/herself and will vacate his seat and refrain from discussion and voting on said item.

Section 8. Removal of Directors

Two or more unexcused absences from Board or Committee meetings within any 12-month period shall constitute cause for removal from the Board and/or reassignment from the respective Committee. A vacancy shall then be declared by the Board, which may be filled in accord with Section 4 above.

Section 9. Resignation

A Board director may resign at any time by submitting a letter to that effect to the President of the Board.

Article Five: Officers of the Board**Section 1. Elected Positions**

The Officers of the Board shall be those members elected by the Board at the first regular meeting of the calendar year to the positions of President, Vice President, Secretary and Treasurer.

Section 2. Term of Office

The term of each Officer shall be one year and all Officers shall be eligible for reappointment annually.

Section 3. Vacancies

Any vacancy occurring for any reason other than expiration of the term of office may be filled by the Board at any regular or special meeting, or by a unanimously approved written resolution. Any Director appointed to fill a vacancy shall hold such office for the remainder of the unexpired term.

Section 4. Removal from Office

Any Officer may be removed from office by a two-thirds majority of the full Board of Directors at any regular or special meeting, provided that.

- a the Officer shall have the opportunity to address the Board,
- b the agenda shall carry notification of intent to remove, and
- c the removal from office does not require removal of the person from the Board

Section 5. Duties of the President shall be to.

- a Preside at all meetings of the Board of Directors and Executive Committee
- b Serve as the primary liaison between the Board and staff
- c Be responsible for the initiation of the annual performance review of the Executive Director
- d Provide a President's report for the Annual Report of Middleton Outreach Ministry
- e Serve as an *ex-officio* member on all Board committees
- f In concert with the Executive Committee, appoint Chairpersons to the various Board committees
- g Perform such other duties as may be from time to time directed by the Board

Section 6. Duties of the Vice President shall be to:

- a Perform any and all duties of the President in event of assignment by the President
- b Succeed to the Presidency in event of the permanent inability of the President to perform
- c Perform such other duties as may be from time to time directed by the Board
- d Serve as Chair of the Personnel Committee

Section 7. Duties of the Secretary shall be to:

- a Keep or cause to be kept in good order the records of all meetings of the Board and Executive Committee, as well as such other records as may be entrusted to the Secretary by the Board
- b Send or cause to be sent in advance of regular or special meetings minutes and other pertinent materials of all meetings of the Board to persons and/or groups so designated by the Board
- c Perform such other duties as may from time to time be assigned by the Board

Section 8. Duties of the Treasurer, shall be to:

- a Prepare or cause to be prepared an annual budget for Board review and approval
- b Keep or cause to be kept accurate records of the financial transactions of the Corporation
- c Prepare and file or cause to be prepared and filed those financial reports of the Corporation as required by State and Federal Government and agencies thereof
- d Rely on staff assistance (for example, a Finance or Business Manager supervised by the Executive Director) to handle the day-to-day financial operations of MOM and shall assure an account of all transactions, supported by the appropriate documentation
- e Maintain, or cause to maintain, full and accurate accounts of receipts and disbursements in official records belonging to the Corporation and shall ensure the timely deposit of all monies and other valuable effects in the name and to the credit of the Corporation in such depositories as may be designated by the Board
- f Prepare, or cause to prepare, reports of the financial condition of the Corporation and render them to the Executive Director and the Board as requested but no less than quarterly
- g Perform such other duties as may be from time to time assigned by the Board

Article Six: Committees of MOM

Section 1. Authority

The Board of Directors shall have complete authority to establish and discontinue standing committees, sub-committees, ad-hoc committees and task forces as deemed necessary to accomplish its work and the purpose of the Corporation providing that.

- a The Executive Committee shall consist of the Officers of the Board and may include the immediate past-President, if appropriate. The current President is the Chair of the Executive Committee
- b The Executive Committee shall be responsible for providing current descriptions of all committee and task force work that shall include at least the purpose, duties, authority, longevity and line of report. Such current descriptions shall be attached to the Corporation Bylaws and included in all annual planning and orientation materials
- c No committee except the Executive Committee shall have authority to act in the name of the Corporation
- d At least one member of each standing committee shall be a member of the Board

Section 2. Standing Committees

The President, in concert with the Executive Committee, shall appoint one member of the Board as liaison to each Committee described below, in like manner shall also appoint the Chair of the Committee (if different), who need not be an active Board member. The Committee Chairs are responsible for selecting the remaining members of their respective committees, the full slate of which is then approved by the Board of Directors. If new committee members are added throughout the year, they will be approved at the next full meeting of the Board. The Executive Director and the Board President may serve as ex-officio members of all standing committees. The following standing committees will be staffed as described herein.

a Audit & Finance

The Audit & Finance Committee shall consist of not less than four individuals, one of which shall be the Board Treasurer and another member shall be the Business or Finance Manager, functioning as staff liaison (not Chair) to this Committee. The Audit & Finance Committee shall meet at such times as deemed appropriate to develop the annual Budget for full Board approval, and to adjudicate all matters brought to its attention by an outside auditor.

b Personnel

The Personnel Committee shall consist of not less than three individuals, one of which shall be the Vice President, serving as Chair. The Personnel Committee shall meet at such times as deemed appropriate to review the performance of the Executive Director by the full Board, and to adjudicate other personnel matters brought to its attention by the Board of Directors or the Executive Committee.

c Resource Development

The Resource Development Committee shall consist of not less than four individuals, one of which shall be the Resource Development Director, functioning as staff liaison (not Chair) to this Committee. The Resource Development Committee shall meet at such times as deemed appropriate to govern, support and implement strategic initiatives in fund-raising.

d Nominating

The Nominating Committee shall consist of not less than four individuals. The Nominating Committee shall meet at such times as it deems appropriate. The Nominating Committee shall be responsible for proposing to the Pastors' Committee a slate of Directors and Alternates for each fiscal year according to a schedule set by the Executive Committee.

Section 3. Member Congregation Committees

Each Committee described below shall be established to enhance the level of coordination and consistency of mission between MOM and its member congregations. Active member participation represents a pre-requisite for good standing as a member of MOM. Member Congregation Committees are, by definition, not Board-level committees, as such each Committee (not the Board) shall appoint one of its own as Chair.

a Pastors' Committee

The Pastors' Committee shall consist of one ordained representative selected by each of the Member Congregations in good standing (as defined in Article Three). The Executive Director shall function as staff liaison to the Pastors' Committee. The duties of the Pastors' Committee shall be to review and approve (or disapprove) individually the director-nominees submitted to them by the Nominating Committee and to present its approved candidates to the Board of Directors. Recommendations regarding other issues of concern to member congregations may also be provided to the Board of Directors. The Pastors' Committee shall be responsible for presenting the approved directors and any other recommendations, in writing, to the Board of Directors, annually, at a meeting date set by the Board.

b Ecumenical Service Committee

The Ecumenical Service Committee shall consist of at least one representative from each Member Congregation in good standing (as defined in Article Three). This Committee may also reach out to, and include in its deliberations, those representatives of nonmember ("associate level" or "common cause") churches who agree to work collaboratively on the mission of MOM. The Committee shall help coordinate and promote volunteer participation in the ecumenical and outreach activities of MOM, in concert with the member churches, and perform other duties as deemed appropriate by Middleton Outreach Ministry. The Ecumenical Service Committee shall work collaboratively with the Director of Volunteer Services or, in

the absence of the Director of Volunteer Services, with the Executive Director of the Corporation. The Ecumenical Service Committee will select from its members one director to serve on the Board of Directors. Said director will not otherwise have to stand for election by the Pastors' Committee. In voting for its Board representative, only MOM member churches may vote, with only one vote per church. This Board member will serve an annual term and shall be eligible for reappointment. The Committee shall hold meetings at least twice per year and may establish such sub-committees as it deems necessary.

Article Seven: Executive Director

Section 1. Hiring and Reporting

The Executive Director shall be hired by a two-thirds vote and report to the Board of Directors.

Section 2. Duties of the Executive Director shall be to:

- a. Serve as Chief Executive Officer as long as the Corporation employs him/her in that position
- b. Be responsible for the day-to-day operation of the Corporation subject to the policies and directions approved by the Board, or as required by law
- c. Attend Board and Executive committee meetings as a non-voting member
- d. Ensure that meeting announcements and copies of minutes and the agenda are distributed to each Board member in timely fashion
- e. Make financial information available to Board members and the public
- f. Serve as an *ex-officio* member on all Board committees
- g. Ensure that corporate records are maintained and generally assist the operations of the Corporation as the Board may determine from time to time

Section 3. Performance and evaluation

- a. The performance and the position description of the Executive Director shall be reviewed annually by the Board as facilitated by the Personnel Committee (see Article Six, Section 2b)
- b. Termination of employment requires a two-thirds majority vote of all Board members

Article Eight: Meetings

Section 1. Regular Meetings of the Board

"Regular" (periodic, as scheduled, in person) meetings of the Board shall be held at least four times a year at a time and place designated by the Board. Once a year, at a regularly scheduled meeting, the Board shall.

- a. Receive an audit together with the Annual Report
- b. Receive the approved slate of Directors
- c. Elect Officers to the Board from among its members
- d. Approve the annual Budget

Section 2. Special Meetings of the Board

Special meetings of the Board may be called at any time upon delivery of proper notice by the President, or the Executive Committee, or any four Board Members acting in concert. Business shall be conducted as at a regular meeting except that no business shall be conducted that was not placed on the agenda and delivered with notice of the special meeting. A special meeting of the Board may be called to receive a summary, a draft, or any substantial changes or recommendations regarding the budget, audits, and/or major new ministry initiatives.

Section 3. Meetings by Electronic Means of Communication

To the extent provided in these bylaws, the Board of Directors, or any committee of the board, may, in addition to conducting meetings in which each director participates in person, and notwithstanding any place set forth in the notice of the meeting or these bylaws, conduct any regular or special meeting by the use of any electronic means of communication, provided that (1) all participating directors may simultaneously hear each other during the meeting or (2) all communication during the meeting is immediately transmitted to each participating director, and that each participating director is able to immediately send messages to all other participating directors. Before the commencement of any business at a meeting at which any directors do not participate in person, all participating directors shall be informed that a meeting is taking place at which official business may be transacted.

Section 4. Notice of Meetings; Waiver of Notice

Notice of each board of directors' meeting shall be delivered to each director at his or her business address or

at such other address as the director shall have designated in writing and filed with the secretary. Notice may be given orally or communicated in person, by telephone, telegraph, teletype, facsimile, other form of wire or wireless communication, private carrier, or in any other manner provided by Chapter 181 (WI Statutes). Notice shall be given not less than 48 hours before the meeting being noticed, or 72 hours before the meeting being noticed if the notice is given by mail or private carrier. Written notice shall be deemed given at the earlier of the time it is received or at the time it is deposited with postage prepaid in the United States mail or delivered to the private carrier. Oral notice is effective when communicated. A director may waive notice required under this section or by law at any time, whether before or after the time of the meeting. The waiver must be in writing, signed by the director, and retained in the corporate record book. The director's attendance at or participation in a meeting shall constitute a waiver of notice of the meeting, unless the director at the beginning of the meeting or promptly upon his or her arrival objects to holding the meeting or transacting business at the meeting and does not thereafter vote for or assent to action taken at the meeting. Neither the business to be transacted at nor the purpose of any regular or special board of directors' meeting need be specified in the notice or waiver of notice of the meeting.

Section 5. Action Without a Meeting

Any action required or permitted by the articles of incorporation, these bylaws, or any provision of Chapter 181 (WI Statutes) to be taken by the board of directors at a board meeting may be taken without a meeting if one or more written consents, setting forth the action so taken, shall be signed by all of the directors entitled to vote on the subject matter of the action and retained in the corporate records. Action taken pursuant to written consent shall be effective when the last director signs the consent or upon such other effective date as is specified in the consent.

Article Nine: Finances

Section 1. Fiscal Year

The fiscal year of the Corporation shall be from January 1st to December 31st.

Section 2. Audit

The books of the Corporation shall be audited annually by a certified public accountant selected by the Board, and shall be available for examination by those authorities under law or under policies of the Board during normal business hours.

Article Ten: Amendments

The Bylaws of the Corporation may be amended by a two-thirds majority vote of the Board. All changes require a favorable vote at two consecutive Board meetings.

Article Eleven: Dissolution of the Middleton Outreach Ministry, Inc.

Upon the dissolution of the Corporation, the Board of Directors shall, after paying or making provision for the payment of all of the liabilities of the Corporation, dispose of all of the assets of the Corporation exclusively for the purposes of the Corporation to some other similar organization with similar purposes that has been qualified as an exempt organization under Section 501(c)(3) of the Internal Revenue Code of 1954 (or as amended).

Article Twelve: Indemnification

The Corporation shall, to the fullest extent authorized by Chapter 181 (WI Statutes), indemnify any director or officer of the Corporation against reasonable expenses and against liability incurred by a director or officer in a proceeding in which he or she was a party because he or she was a director or officer of the Corporation. These indemnification rights shall not be deemed to exclude any other rights to which the director or officer may otherwise be entitled. The Corporation shall, to the fullest extent authorized by Chapter 181 (WI Statutes), indemnify any employee who is not a director or officer of the Corporation, to the extent the employee has been successful on the merits or otherwise in defense of a proceeding, for all reasonable expenses incurred in the proceeding if the employee was a party because he or she was an employee of the Corporation. The Corporation may, to the fullest extent authorized by Chapter 181 (WI Statutes), indemnify, reimburse, or advance expenses of directors or officers.

Approved February, 1994

Amended June, 1997 and 2004

Major revision, December, 2007