

# NOTICE

GuideStar has been informed by the IRS of processing errors on IRS Forms 990 filed electronically between January 1, 2009, and December 3, 2010, for form year 2008. These processing errors resulted in inaccurate data appearing on the scanned images of the affected returns that are posted on GuideStar and do not reflect the information filed with the IRS.

These errors include:

- Part III, line 1, organization's mission description—may not reflect what was originally submitted by the nonprofit organization.
- Part VIII, line 8a, gross income for special events—values may have been transposed.
- Part IX, line 7c, other salaries and wages, management and general expenses—may show a blank where a value was originally reported.
- Schedule D, Part V, line 3a(ii), endowment funds and possession by related organizations—checkbox values may have been transposed.

GuideStar is working with the IRS to obtain a corrected copy of its form year 2008 Form 990. GuideStar will replace this Form 990 if, and when, the accurate return is made available from the IRS.

For more information, please visit <http://www2.guidestar.org/rxg/help/form-year-2008-returns.aspx>



Form **990**  
 Department of the Treasury  
 Internal Revenue Service

**Return of Organization Exempt From Income Tax**  
**Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)**  
 The organization may have to use a copy of this return to satisfy state reporting requirements

OMB No 1545-0047  
**2008**  
**Open to Public Inspection**

**A For the 2008 calendar year, or tax year beginning 10-01-2008 and ending 09-30-2009**

<b>B</b> Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Termination <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	<b>Please use IRS label or print or type. See Specific Instructions.</b>	<b>C</b> Name of organization CAMBRIDGE ECONOMIC OPPORTUNITY COMMITTEE INC  Doing Business As  Number and street (or P O box if mail is not delivered to street address) Room/suite 11 INMAN STREET  City or town, state or country, and ZIP + 4 CAMBRIDGE, MA 02139	<b>D</b> Employer identification number 04-2378175  <b>E</b> Telephone number (617) 868-2900  <b>G</b> Gross receipts \$ 1,710,775
<b>F</b> Name and address of Principal Officer ELAINE DEROSA 11 INMAN STREET CAMBRIDGE, MA 02139		<b>H(a)</b> Is this a group return for affiliates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No  <b>H(b)</b> Are all affiliates included? <input type="checkbox"/> Yes <input type="checkbox"/> No (If "No," attach a list See instructions )  <b>H(c)</b> Group Exemption Number	
<b>I</b> Tax-exempt status <input checked="" type="checkbox"/> 501(c) ( 3 ) (Insert no ) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		<b>J</b> Web site: ceocambridge.org	
<b>K</b> Type of organization <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> trust <input type="checkbox"/> association <input type="checkbox"/> other		<b>L</b> Year of Formation 1965	<b>M</b> State of legal domicile MA

**Part I Summary**

<b>1</b>	Briefly describe the organization's mission or most significant activities TO ELIMINATE POVERTY'S CAUSES AND ITS IMPACTS			
<b>2</b>	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its assets			
<b>3</b>	Number of voting members of the governing body (Part VI, line 1a)	<b>3</b>		15
<b>4</b>	Number of independent voting members of the governing body (Part VI, line 1b)	<b>4</b>		15
<b>5</b>	Total number of employees (Part V, line 2a)	<b>5</b>		30
<b>6</b>	Total number of volunteers (estimate if necessary)	<b>6</b>		15
<b>7a</b>	Total gross unrelated business revenue from Part VIII, line 12, column (C)	<b>7a</b>		0
<b>b</b>	Net unrelated business taxable income from Form 990-T, line 34	<b>7b</b>		0
<b>Revenue</b>	<b>8</b> Contributions and grants (Part VIII, line 1h)	<b>8</b>	Prior Year	Current Year
	<b>9</b> Program service revenue (Part VIII, line 2g)		1,108,013	1,203,214
	<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)		504,161	474,532
	<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		24,642	14,588
	<b>12</b> Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)		28,609	18,441
			1,665,425	1,710,775
<b>Expenses</b>	<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1–3)			0
	<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)			0
	<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)		1,065,586	1,093,672
	<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)			0
	<b>b</b> (Total fundraising expenses, Part IX, column (D), line 25 <sup>0</sup> )			
	<b>17</b> Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f)		527,906	596,859
<b>18</b> Total expenses—add lines 13–17 (must equal Part IX, line 25, column (A))		1,593,492	1,690,531	
<b>19</b> Revenue less expenses Subtract line 18 from line 12		71,933	20,244	
<b>Net Assets or Fund Balances</b>	<b>20</b> Total assets (Part X, line 16)		<b>Beginning of Year</b>	<b>End of Year</b>
	<b>21</b> Total liabilities (Part X, line 26)		1,285,492	1,413,708
	<b>22</b> Net assets or fund balances Subtract line 21 from line 20		188,717	296,689
		1,096,775	1,117,019	

**Part II Signature Block**

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

<b>Please Sign Here</b>	***** Signature of officer	2010-04-27 Date	
	elaine derosa EXECUTIVE DIRECTOR Type or print name and title		
<b>Paid Preparer's Use Only</b>	Preparer's signature	Date	Preparer's PTIN (See Gen Inst )
	Firm's name (or yours if self-employed), address, and ZIP + 4 alexander aronson finning & co pc 21 east main street westborough, MA 01581		EIN
			Phone no (508) 366-9100

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

**Part III Statement of Program Service Accomplishments** (See the instructions.)

**1** Briefly describe the organization's mission  
TO ELIMINATE AND PREVENT POVERTY's causes and its EFFECTS

**2** Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?  Yes  No  
If "Yes," describe these new services on Schedule O

**3** Did the organization cease conducting or make significant changes in how it conducts any program services?  Yes  No  
If "Yes," describe these changes on Schedule O

**4** Describe the exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and (4) organizations and 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

**4a** (Code ) (Expenses \$ 665,684 including grants of \$ ) (Revenue \$ 592,715 )  
DAY CARE - CEOC operates a preschool program in Davis Square, Somerville, offering a safe and enriching environment for children ages 2 9 months to 5 years old Programming is reared toward developing each child's abilities with the goal of a successful school experience We have served 118 children and 50 families

**4b** (Code ) (Expenses \$ 327,067 including grants of \$ ) (Revenue \$ 374,390 )  
Family Planning - CEOC offers affordable, confidential and comprehensive family planning services in five Cambridge Health Alliance neighborhood health clinics Bilingual & bicultural counselors are available at all clinics, offering pregnancy prevention, sexuality and HIV/STD community-based education programs to target populations, especially linguistic and racial minority communities CEOC also provides the Know Your Body sexuality education program in the public and parochial schools CEOC served 5,630 individuals

**4c** (Code ) (Expenses \$ 443,376 including grants of \$ ) (Revenue \$ 412,471 )  
COMMUNITY ADVOCACY PROGRAM - CEOC provides benefits advocacy with all State and Federal public benefits, a food pantry services, free tax preparation, financial education and asset building, tenant advocacy to maintain people's homes by preventing all treats of evictions, as well as community organizing to promote civic participation and public policy advocacy CEOC impacts 14,202 individuals through its Community advocacy program

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

**4e** Total program service expenses \$ 1,436,127 *Must equal Part IX, Line 25, column (B).*

**Part IV Checklist of Required Schedules**

	Yes	No
<b>1</b> Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A <input checked="" type="checkbox"/>	Yes	
<b>2</b> Is the organization required to complete Schedule B, Schedule of Contributors? <input checked="" type="checkbox"/>	Yes	
<b>3</b> Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I <input checked="" type="checkbox"/>		No
<b>4</b> Section 501(c)(3) organizations Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II <input checked="" type="checkbox"/>	Yes	
<b>5</b> Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III <input checked="" type="checkbox"/>		No
<b>6</b> Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I <input checked="" type="checkbox"/>		No
<b>7</b> Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If "Yes," complete Schedule D, Part II		No
<b>8</b> Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III <input checked="" type="checkbox"/>		No
<b>9</b> Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV <input checked="" type="checkbox"/>		No
<b>10</b> Did the organization hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part V <input checked="" type="checkbox"/>		No
<b>11</b> Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable <input checked="" type="checkbox"/>	Yes	
<b>12</b> Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? If "Yes," complete Schedule D, Parts XI, XII, and XIII <input checked="" type="checkbox"/>	Yes	
<b>13</b> Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		No
<b>14a</b> Did the organization maintain an office, employees, or agents outside of the U S?		No
<b>b</b> Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U S? If "Yes," complete Schedule F, Part I		No
<b>15</b> Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If "Yes," complete Schedule F, Part II		No
<b>16</b> Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? If "Yes," complete Schedule F, Part III		No
<b>17</b> Did the organization report more than \$15,000 on Part IX, column (A), line 11e? If "Yes," complete Schedule G, Part I		No
<b>18</b> Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II		No
<b>19</b> Did the organization report more than \$15,000 on Part VIII, line 9a? If "Yes," complete Schedule G, Part III		No
<b>20</b> Did the organization operate one or more hospitals? If "Yes," complete Schedule H		No
<b>21</b> Did the organization report more than \$5,000 on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II		No
<b>22</b> Did the organization report more than \$5,000 on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III		No
<b>23</b> Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? If "Yes," complete Schedule J		No
<b>24a</b> Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer questions 24b-24d and complete Schedule K. If "No," go to question 25		No
<b>b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
<b>c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
<b>d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
<b>25a</b> Section 501(c)(3) and 501(c)(4) organizations Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I		No
<b>b</b> Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? If "Yes," complete Schedule L, Part I		No
<b>26</b> Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II		No
<b>27</b> Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? If "Yes," complete Schedule L, Part III		No

**Part IV Checklist of Required Schedules** *(Continued)*

	Yes	No
<b>28</b> During the tax year, did any person who is a current or former officer, director, trustee, or key employee		
<b>a</b> Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? <i>If "Yes," complete Schedule L, Part IV</i> . . . . .		No
<b>b</b> Have a family member who had a direct or indirect business relationship with the organization? <i>If "Yes," complete Schedule L, Part IV</i> . . . . .		No
<b>c</b> Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? <i>If "Yes," complete Schedule L, Part IV</i> . . . . .		No
<b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		No
<b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> . . . . .		No
<b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> . . . . .		No
<b>32</b> Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i> . . . . .		No
<b>33</b> Did the organization own 100% of an entity disregarded as separate from the organization under Regulations section 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i> . . . . .		No
<b>34</b> Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i> . . . . .		No
<b>35</b> Is any related organization a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i> . . . . .		No
<b>36</b> 501(c)(3) organizations Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> . . . . .		No
<b>37</b> Did the organization conduct more than 5 percent of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i> . . . . .		No

**Part V Statements Regarding Other IRS Filings and Tax Compliance**

		Yes	No
<b>1a</b>	Enter the number reported in Box 3 of Form 1096, <i>Annual Summary and Transmittal of U.S. Information Returns</i> . Enter -0- if not applicable . . . . .		
	<b>1a</b> 0		
<b>b</b>	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable . . . . .		
	<b>1b</b> 0		
<b>c</b>	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? . . . . .		No
<b>2a</b>	Enter the number of employees reported on Form W-3, <i>Transmittal of Wage and Tax Statements</i> filed for the calendar year ending with or within the year covered by this return . . . . .		
	<b>2a</b> 30		
<b>b</b>	If at least one is reported in 2a, did the organization file all required federal employment tax returns? . . . . . <b>Note:</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return.	Yes	
<b>3a</b>	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return? . . . . .		No
<b>b</b>	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O . . . . .		
<b>4a</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)? . . . . .		No
<b>b</b>	If "Yes," enter the name of the foreign country _____ See the instructions for exceptions and filing requirements for <b>Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts</b> .		
<b>5a</b>	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . . . .		No
<b>b</b>	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? . . . . .		No
<b>c</b>	If "Yes," to 5a or 5b, did the organization file Form 8886-T, <i>Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction</i> ? . . . . .		
<b>6a</b>	Did the organization solicit any contributions that were not tax deductible? . . . . .		No
<b>b</b>	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? . . . . .		
<b>7</b>	<i>Organizations that may receive deductible contributions under section 170(c).</i>		
<b>a</b>	Did the organization provide goods or services in exchange for any quid pro quo contribution of \$75 or more? . . . . .		No
<b>b</b>	If "Yes," did the organization notify the donor of the value of the goods or services provided? . . . . .		
<b>c</b>	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? . . . . .		No
<b>d</b>	If "Yes," indicate the number of Forms 8282 filed during the year . . . . .		
	<b>7d</b>		
<b>e</b>	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? . . . . .		No
<b>f</b>	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . . . . .		No
<b>g</b>	For all contributions of qualified intellectual property, did the organization file Form 8899 as required? . . . . .		No
<b>h</b>	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required? . . . . .		No
<b>8</b>	<i>Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.</i> Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year? . . . . .		No
<b>9</b>	<i>Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.</i>		
<b>a</b>	Did the organization make any taxable distributions under section 4966? . . . . .		No
<b>b</b>	Did the organization make a distribution to a donor, donor advisor, or related person? . . . . .		No
<b>10</b>	<i>Section 501(c)(7) organizations.</i> Enter		
<b>a</b>	Initiation fees and capital contributions included on Part VIII, line 12 . . . . .	<b>10a</b>	
<b>b</b>	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities . . . . .	<b>10b</b>	
<b>11</b>	<i>Section 501(c)(12) organizations.</i> Enter		
<b>a</b>	Gross income from members or shareholders . . . . .	<b>11a</b>	
<b>b</b>	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them) . . . . .	<b>11b</b>	
<b>12a</b>	<i>Section 4947(a)(1) non-exempt charitable trusts.</i> Is the organization filing Form 990 in lieu of Form 1041? . . . . .	<b>12a</b>	
<b>b</b>	If "Yes," enter the amount of tax-exempt interest received or accrued during the year . . . . .	<b>12b</b>	

**Part VI Governance, Management, and Disclosure (Sections A, B, and C request information about policies not required by the Internal Revenue Code.)**

**Section A. Governing Body and Management**

For each "Yes" response to lines 2-7 below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

		Yes	No
<b>1a</b>	Enter the number of voting members of the governing body . . . . .		
<b>1b</b>	Enter the number of voting members that are independent . . . . .		
<b>2</b>	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? . . . . .		No
<b>3</b>	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? . . . . .		No
<b>4</b>	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed? . . . . .	Yes	
<b>5</b>	Did the organization become aware during the year of a material diversion of the organization's assets? . . . . .		No
<b>6</b>	Does the organization have members or stockholders? . . . . .		No
<b>7a</b>	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body? . . . . .		No
<b>7b</b>	Are any decisions of the governing body subject to approval by members, stockholders, or other persons? . . . . .		No
<b>8</b>	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following		
<b>8a</b>	the governing body? . . . . .	Yes	
<b>8b</b>	each committee with authority to act on behalf of the governing body? . . . . .	Yes	
<b>9a</b>	Does the organization have local chapters, branches, or affiliates? . . . . .		No
<b>9b</b>	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization? . . . . .		
<b>10</b>	Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990 . . . . .	Yes	
<b>11</b>	Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O . . . . .		No

**Section B. Policies**

		Yes	No
<b>12a</b>	Does the organization have a written conflict of interest policy? If "No", go to line 13 . . . . .	Yes	
<b>12b</b>	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts? . . . . .	Yes	
<b>12c</b>	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done . . . . .	Yes	
<b>13</b>	Does the organization have a written whistleblower policy? . . . . .	Yes	
<b>14</b>	Does the organization have a written document retention and destruction policy? . . . . .	Yes	
<b>15</b>	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision		
<b>15a</b>	The organization's CEO, Executive Director, or top management official? . . . . .	Yes	
<b>15b</b>	Other officers or key employees of the organization? . . . . . Describe the process in Schedule O	Yes	
<b>16a</b>	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? . . . . .		No
<b>16b</b>	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable Federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements? . . . . .		

**Section C. Disclosure**

- 17** List the States with which a copy of this Form 990 is required to be filed MA
- 18** Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply.  
 own website  another's website  upon request
- 19** Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public. See Additional Data Table
- 20** State the name, physical address, and telephone number of the person who possesses the books and records of the organization  
 kim houston finance Director  
 11 Inman Street  
 Cambridge, MA 02138  
 (617) 868-2900

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

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

**1a** Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed.

\* List all of the organization's **current** officers, directors, trustees (whether individuals or organizations) and key employees regardless of amount of compensation, and current key employees. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

\* List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.

\* List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

\* List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

Check this box if the organization did not compensate any officer, director, trustee or key employee

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual Trustee or Director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
Irvienne Goldson , President	1.00	X		X				0	0	
YOKO HESHIKI , Vice President	1.00	X		X				0	0	
Janet Murray , Treasurer/Clerk	1.00	X		X				0	0	
moana bentin , BOARD MEMBER	1.00	X						0	0	
victoria berglund , BOARD MEMBER	1.00	X						0	0	
fermande Desir , BOARD MEMBER	1.00	X						0	0	
william Devereaux , BOARD MEMBER	1.00	X						0	0	
yannick lamothe , BOARD MEMBER	1.00	X						0	0	
rochelle Guillaume , BOARD MEMBER	1.00	X						0	0	
victoria helberg , BOARD MEMBER	1.00	X						0	0	
linda montgomery , BOARD MEMBER	1.00	X						0	0	
cheryl-ann pizza-zeoli , BOARD MEMBER	1.00	X						0	0	
arVILLA Sarzen , BOARD MEMBER	1.00	X						0	0	
natalie robeiro , BOARD MEMBER	1.00	X						0	0	
kenneth walden , BOARD MEMBER	1.00	X						0	0	
Elaine DeRosa , Executive Director	35.00			X	X		73,741	0	0	

**Part VII Continued**

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual Trustee or Director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			

**1b Total** . . . . . 73,741 0 0

**2** Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization **0**

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

**Section B. Independent Contractors**

**1** Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization

(A) Name and business address	(B) Description of services	(C) Compensation

**2** Total number of independent contractors (including those in 1) who received more than \$100,000 in compensation from the organization . . . . . **0**

**Part VIII Statement of Revenue**

		(A) Total Revenue	(B) Related or Exempt Function Revenue	(C) Unrelated Business Revenue	(D) Revenue Excluded from Tax under IRC 512, 513, or 514	
<b>Contributions, gifts, grants and other similar amounts</b>	<b>1a</b> Federated campaigns . . . <b>1a</b> _____					
	<b>b</b> Membership dues . . . . . <b>1b</b> _____					
	<b>c</b> Fundraising events . . . . . <b>1c</b> _____					
	<b>d</b> Related organizations . . . <b>1d</b> _____					
	<b>e</b> Government grants (contributions) <b>1e</b> 1,130,507					
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above <b>1f</b> 72,707					
	<b>g</b> Noncash contributions included in lines 1a-1f \$ _____					
	<b>h Total (Add lines 1a-1f)</b> . . . . .	1,203,214				
	<b>Program Service Revenue</b>	<b>2a</b> public contracts & gra	Business Code 624,410	387,585	387,585	
<b>b</b> Client Fees		624,410	86,947	86,947		
<b>c</b> _____						
<b>d</b> _____						
<b>e</b> _____						
<b>f</b> All other program service revenue						
<b>g Total. Add lines 2a-2f</b> . . . . .						
<b>g</b> \$ 474,532						
<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest other similar amounts) . . . . .		14,588		14,588	
	<b>4</b> Income from investment of tax-exempt bond proceeds . . . . .					
	<b>5</b> Royalties . . . . .					
	<b>6a</b> Gross Rents	(i) Real				
		(ii) Personal				
		<b>b</b> Less rental expenses				
		<b>c</b> Rental income or (loss)				
	<b>d</b> Net rental income or (loss) . . . . .					
	<b>7a</b> Gross amount from sales of assets other than inventory	(i) Securities				
		(ii) Other				
		<b>b</b> Less cost or other basis and sales expenses				
		<b>c</b> Gain or (loss)				
	<b>d</b> Net gain or (loss) . . . . .					
	<b>8a</b> Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18 Attach Schedule G if total exceeds \$15,000 . . . . . <b>a</b>					
<b>b</b> Less direct expenses . . . <b>b</b> _____						
<b>c</b> Net income or (loss) from fundraising events . . . . .						
<b>9a</b> Gross income from gaming activities See part IV, line 19 Complete Schedule G if total exceeds \$15,000 . . . . . <b>a</b>						
	<b>b</b> Less direct expenses . . . <b>b</b> _____					
	<b>c</b> Net income or (loss) from gaming activities . . . . .					
<b>10a</b> Gross sales of inventory, less returns and allowances . . . . . <b>a</b>						
	<b>b</b> Less cost of goods sold . . . <b>b</b> _____					
	<b>c</b> Net income or (loss) from sales of inventory . . . . .					
Miscellaneous Revenue	Business Code					
<b>11a</b> OTHER REVENUE	900,099	18,441	18,441			
<b>b</b> _____						
<b>c</b> _____						
<b>d</b> All other revenue _____						
<b>e Total. Add lines 11a-11d</b> . . . . .	\$ 18,441					
<b>12 Total Revenue.</b> Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e . . . . .		1,710,775	492,973	0	14,588	

**Part IX Statement of Functional Expenses**

**Section 501(c)(3) and 501(c)(4) organizations must complete all columns.  
All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).**

<b>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</b>		<b>(A)</b> Total expenses	<b>(B)</b> Program service expenses	<b>(C)</b> Management and general expenses	<b>(D)</b> Fundraising expenses
<b>1</b>	Grants and other assistance to governments and organizations in the U S See Part IV, line 21				
<b>2</b>	Grants and other assistance to individuals in the U S See Part IV, line 22				
<b>3</b>	Grants and other assistance to governments, organizations and individuals outside the U S See Part IV, lines 15 and 16				
<b>4</b>	Benefits paid to or for members				
<b>5</b>	Compensation of current officers, directors, trustees, and key employees . . . . .	71,419	51,421	19,998	
<b>6</b>	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . . . . .				
<b>7</b>	Other salaries and wages	791,051	684,522		
<b>8</b>	Pension plan contributions (include section 401(k) and section 403(b) employer contributions) . . . . .				
<b>9</b>	Other employee benefits . . . . .	165,577	144,872	20,705	
<b>10</b>	Payroll taxes . . . . .	65,625	56,432	9,193	
<b>11</b>	Fees for services (non-employees)				
<b>a</b>	Management . . . . .				
<b>b</b>	Legal . . . . .				
<b>c</b>	Accounting . . . . .	22,705		22,705	
<b>d</b>	Lobbying . . . . .				
<b>e</b>	Professional fundraising See Part IV, line 17 . . . . .				
<b>f</b>	Investment management fees . . . . .				
<b>g</b>	Other . . . . .	26,222	3,265	22,957	
<b>12</b>	Advertising and promotion . . . . .				
<b>13</b>	Office expenses . . . . .	112,820	97,949	14,871	
<b>14</b>	Information technology . . . . .				
<b>15</b>	Royalties . . . . .				
<b>16</b>	Occupancy . . . . .	92,947	84,098	8,849	
<b>17</b>	Travel . . . . .				
<b>18</b>	Payments of travel or entertainment expenses for any Federal, state or local public officials . . . . .				
<b>19</b>	Conferences, conventions and meetings . . . . .				
<b>20</b>	Interest . . . . .				
<b>21</b>	Payments to affiliates . . . . .				
<b>22</b>	Depreciation, depletion, and amortization . . . . .	4,678	2,725	1,953	
<b>23</b>	Insurance . . . . .	14,194	12,742	1,452	
<b>24</b>	Other expenses—Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below)				
<b>a</b>	Food	170,040	170,040		
<b>b</b>	program support	70,000	70,000		
<b>c</b>	Repairs & Maintenance	46,284	28,402	17,882	
<b>d</b>	TRANSPORTATION	23,023	21,503	1,520	
<b>e</b>	Training and Dues	13,126	7,336	5,790	
<b>f</b>	All other expenses	820	820		
<b>25</b>	<b>Total functional expenses.</b> Add lines 1 through 24f	1,690,531	1,436,127	254,404	0
<b>26</b>	<b>Joint Costs.</b> Check <input type="checkbox"/> if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

**Part X Balance Sheet**

		(A)		(B)
		Beginning of year		End of year
<b>Assets</b>	<b>1</b> Cash—non-interest-bearing . . . . .	242,731	<b>1</b>	366,008
	<b>2</b> Savings and temporary cash investments . . . . .	752,391	<b>2</b>	766,832
	<b>3</b> Pledges and grants receivable, net . . . . .		<b>3</b>	
	<b>4</b> Accounts receivable, net . . . . .	220,478	<b>4</b>	202,927
	<b>5</b> Receivables from current and former officers, directors, trustees, key employees or other related parties <i>Complete Part II of Schedule L</i> . . . . .		<b>5</b>	
	<b>6</b> Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) <i>Complete Part II of Schedule L</i> . . . . .		<b>6</b>	
	<b>7</b> Notes and loans receivable, net . . . . .		<b>7</b>	
	<b>8</b> Inventories for sale or use . . . . .		<b>8</b>	
	<b>9</b> Prepaid expenses and deferred charges . . . . .	27,008	<b>9</b>	19,418
	<b>10a</b> Land, buildings, and equipment cost basis	<b>10a</b> 368,772		
	<b>b</b> Less accumulated depreciation <i>Complete Part VI of Schedule D</i> . . . . .	<b>10b</b> 310,249	42,884	<b>10c</b> 58,523
	<b>11</b> Investments—publicly traded securities . . . . .		<b>11</b>	
	<b>12</b> Investments—other securities See Part IV, line 11 <i>Complete Part VII of Schedule D</i> . . . . .		<b>12</b>	
	<b>13</b> Investments—program-related See Part IV, line 11 <i>Complete Part VIII of Schedule D</i> . . . . .		<b>13</b>	
	<b>14</b> Intangible assets . . . . .		<b>14</b>	
	<b>15</b> Other assets See Part IV, line 11 <i>Complete Part IX of Schedule D</i> . . . . .		<b>15</b>	
<b>16 Total assets. Add lines 1 through 15 (must equal line 34)</b>	1,285,492	<b>16</b>	1,413,708	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .	180,299	<b>17</b>	207,595
	<b>18</b> Grants payable . . . . .		<b>18</b>	
	<b>19</b> Deferred revenue . . . . .	8,418	<b>19</b>	89,094
	<b>20</b> Tax-exempt bond liabilities . . . . .		<b>20</b>	
	<b>21</b> Escrow account liability <i>Complete Part IV of Schedule D</i> . . . . .		<b>21</b>	
	<b>22</b> Payable to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons <i>Complete Part II of Schedule L</i> . . . . .		<b>22</b>	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties . . . . .		<b>23</b>	
	<b>24</b> Unsecured notes and loans payable . . . . .		<b>24</b>	
	<b>25</b> Other liabilities <i>Complete Part X of Schedule D</i> . . . . .		<b>25</b>	
	<b>26 Total liabilities. Add lines 17 through 25</b>	188,717	<b>26</b>	296,689
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow SFAS 117, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27 through 29, and lines 33 and 34.</b>			
	<b>27</b> Unrestricted net assets . . . . .	1,085,075	<b>27</b>	1,117,019
	<b>28</b> Temporarily restricted net assets . . . . .	11,700	<b>28</b>	0
	<b>29</b> Permanently restricted net assets . . . . .		<b>29</b>	
	<b>Organizations that do not follow SFAS 117, check here</b> <input type="checkbox"/> <b>and complete lines 30 through 34.</b>			
	<b>30</b> Capital stock or trust principal, or current funds . . . . .		<b>30</b>	
	<b>31</b> Paid-in or capital surplus, or land, building or equipment fund . . . . .		<b>31</b>	
	<b>32</b> Retained earnings, endowment, accumulated income, or other funds . . . . .		<b>32</b>	
<b>33</b> Total net assets or fund balances . . . . .	1,096,775	<b>33</b>	1,117,019	
<b>34</b> Total liabilities and net assets/fund balances . . . . .	1,285,492	<b>34</b>	1,413,708	

**Part XI Financial Statements and Reporting**

		Yes	No
<b>1</b>	Accounting method used to prepare the Form 990 <input type="checkbox"/> cash <input checked="" type="checkbox"/> accrual <input type="checkbox"/> other		
<b>2a</b>	Were the organization's financial statements compiled or reviewed by an independent accountant? . . . . .		No
<b>2b</b>	Were the organization's financial statements audited by an independent accountant? . . . . .	Yes	
<b>2c</b>	If "Yes" to lines 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? . . . . .	Yes	
<b>3a</b>	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? . . . . .	Yes	
<b>3b</b>	If "Yes," did the organization undergo the required audit or audits? . . . . .	Yes	

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

**Public Charity Status and Public Support**

OMB No 1545-0047

**2008**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

To be completed by all section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts.  
Attach to Form 990 or Form 990-EZ. See separate instructions.

**Name of the organization**  
CAMBRIDGE ECONOMIC OPPORTUNITY COMMITTEE INC

**Employer identification number**  
04-2378175

**Part I Reason for Public Charity Status** (to be completed by all organizations) (See Instructions)

The organization is not a private foundation because it is (Please check only **one** organization )

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

	Yes	No
<b>11g(i)</b>		
<b>11g(ii)</b>		
<b>11g(iii)</b>		

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

h Provide the following information about the organizations the organization supports

(i) Name of Supported Organization	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above or IRC section (See Instructions))	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the U S ?		(vii) Amount of support?
			Yes	No	Yes	No	Yes	No	
<b>Total</b>									

**Part II Support Schedule for Organizations Described in IRC 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**  
 (Complete only if you checked the box on line 5, 7, or 8 of Part I.)

**Public Support**

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	39,906	37,470	55,894	56,135	72,707	262,112
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>4 Total.</b> Add line 1-3	39,906	37,470	55,894	56,135	72,707	262,112
<b>5</b> The portion of total contribution by each person (other than a government unit or publicly supported organization) included on line 1 that exceed 2% of the amount shown on line 11, column (f)						
<b>6 Public Support</b> subtract line 5 from line 4						262,112

**Total Support**

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
<b>7</b> Amounts from line 4	39,906	12,043	55,894	56,135	72,707	262,112
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	6,079	12,043	20,942	24,642	14,588	78,294
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on						
<b>10</b> Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV )	19,378	20,933	27,432	28,609	18,441	114,793
<b>11 Total Support</b> (Add lines 7 through 10)						455,199
<b>12</b> Gross receipts from related activities, etc (See instructions )					<b>12</b>	8,799,177
<b>13 First Five Years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and <b>stop here</b> <input type="checkbox"/>						

**Computation of Public Support Percentage**

<b>14</b> Public Support Percentage for 2008 (line 6 column (f) divided by line 11 column (f))	<b>14</b>	<b>57.580 %</b>
<b>15</b> Public Support Percentage for 2007 Schedule A, Part IV-A, line 26f	<b>15</b>	<b>55.190 %</b>

- 16a 33 1/3% Test - 2008.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization
- b 33 1/3% Test - 2007.** If the organization did not check the box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization
- 17a 10% Facts and Circumstances Test - 2008.** If the organization did not check a box on line 13, 16a, or 16b and line 14 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization
- b 10% Facts and Circumstances Test - 2007.** If the organization did not check a box on line 13, 16a, 16b, or 17a and line 15 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization
- 18 Private Foundation.** If the organization did not check the box on line 13, 16a, 16b, 17a or 17b, check this box and see instructions

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

(Complete only if you checked the box on line 9 of Part I.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
<b>2</b> Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>6 Total</b> Add lines 1-5						
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons						
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or \$5,000						
<b>c</b> Total of lines 7a and 7b						
<b>8 Public Support</b> (Subtract line 7c from line 6)						

**Total Support**

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
<b>9</b> Amounts from line 6						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975						
<b>c</b> Add lines 10a and 10b						
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
<b>12</b> Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
<b>13 Total Support</b> (Add lines 9, 10c, 11 and 12)						
<b>14 First Five Years</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and <b>stop here</b> <input type="checkbox"/>						

**Computation of Public Support Percentage**

<b>15</b> Public Support Percentage for 2008 (line 8 column (f) divided by line 13 column (f))	<b>15</b>	
<b>16</b> Public Support Percentage for 2007 Schedule A, Part IV-A, line 27g	<b>16</b>	

**Computation of Investment Income Percentage**

<b>17</b> Investment Income Percentage for <b>2008</b> (line 10c column (f) divided by line 13 column (f))	<b>17</b>	
<b>18</b> Investment Income Percentage from <b>2007</b> Schedule A, Part IV-A, line 27h	<b>18</b>	

- 19a 33 1/3% Tests - 2008.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization
- b 33 1/3% Tests - 2007.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization
- 20 Private Foundation** If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions

**Part IV** **Supplemental Information.** Complete this part to provide the information required by Part II, line 10; Part II, line 17a or 17b, or Part III, line 12. Provide and any other additional information. (see instructions)

<b>Facts and Circumstances Test</b>

SCHEDULE C (Form 990 or 990-EZ)

Political Campaign and Lobbying Activities

OMB No 1545-0047

For Organizations Exempt From Income Tax Under section 501(c) and section 527

2008

Open to Public Inspection

Department of the Treasury Internal Revenue Service

To be completed by organizations described below. Attach to Form 990 or Form 990-EZ

If the organization answered "Yes," to Form 990, Part IV, Line 3, or Form 990-EZ, Part VI, line 46 (Political Campaign Activities)

- Section 501(c)(3) organizations complete Parts I-A and B Do not complete Part I-C
Section 501(c) (other than section 501(c)(3)) organizations complete Parts I-A and C below Do not complete Part I-B
Section 527 organizations complete Part I-A only

If the organization answered "Yes," to Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities)

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)) complete Part II-A Do not complete Part II-B
Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)) Complete Part II-B Do not complete Part II-A

If the organization answered "Yes," to Form 990, Part IV, Line 5 (Proxy Tax)

- Section 501(c)(4), (5), or (6) organizations complete Part III

Name of the organization CAMBRIDGE ECONOMIC OPPORTUNITY COMMITTEE INC

Employer identification number

04-2378175

Part I-A To be completed by all organizations exempt under section 501(c) and section 527 organizations. (See the instructions for Schedule C for details.)

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV
2 Political expenditures \$
3 Volunteer hours

Part I-B To be completed by all organizations exempt under section 501(c)(3). (See the instructions for Schedule C for details.)

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 \$
2 Enter the amount of any excise tax incurred by organization managers under section 4955 \$
3 If the organization incurred in a section 4955 tax, did it file Form 4720 for this year? Yes No
4a Was a correction made? Yes No
b If "Yes," describe in Part IV

Part I-C To be completed by all organizations exempt under section 501(c), except section 501(c)(3). (See the instructions for Schedule C for details.)

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities \$
2 Enter the amount of the filing organization's internal funds contributed to other organizations for section 527 exempt function activities \$
3 Total of direct and indirect exempt function expenditures Add lines 1 and 2 and enter here and on Form 1120-POL, line 17b \$
4 Did the filing organization file Form 1120-POL for this year? Yes No
5 State the names, addresses and Employer Identification Number (EIN) of all section 527 political organizations to which payments were made Enter the amount paid and indicate if the amount was paid from the filing organization's own internal funds or were political contributions received and promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV

Table with 5 columns: (a) Name, (b) Address, (c) EIN, (d) Amount paid from filing organization's internal funds, (e) Amount of political contributions received and promptly and directly delivered to a separate political organization.

**Part II-A To be completed by organizations exempt under section 501(c)(3) that filed Form 5768 (election under section 501(h)).** (See the instructions for Schedule C for details.)

- A** Check  if the filing organization belongs to an affiliated group  
**B** Check  if the filing organization checked box A and "limited control" provisions apply

<b>Limits on Lobbying Expenditures—</b> (The term "expenditures" means amounts paid or incurred.)	<b>(a)</b> Filing Organization's Totals	<b>(b)</b> Affiliated Group Totals
<b>1a</b> Total lobbying expenditures to influence public opinion (grass roots lobbying)		
<b>b</b> Total lobbying expenditures to influence a legislative body (direct lobbying)		
<b>c</b> Total lobbying expenditures (add lines 1a and 1b)		
<b>d</b> Other exempt purpose expenditures		
<b>e</b> Total exempt purpose expenditures (add lines 1c and 1d)		
<b>f</b> Lobbying nontaxable amount Enter the amount from the following table in both columns— <b>If the amount on line 1e, column (a) or (b) is:</b> Not over \$500,000 Over \$500,000 but not over \$1,000,000 Over \$1,000,000 but not over \$1,500,000 Over \$1,500,000 but not over \$17,000,000 Over \$17,000,000 <b>The lobbying nontaxable amount is:</b> 20% of the amount on line 1e \$100,000 plus 15% of the excess over \$500,000 \$175,000 plus 10% of the excess over \$1,000,000 \$225,000 plus 5% of the excess over \$1,500,000 \$1,000,000		
<b>g</b> Grassroots nontaxable amount (enter 25% of line 1f)		
<b>h</b> Subtract line 1g from line 1a Enter -0- if line g is more than line a		
<b>i</b> Subtract line 1f from line 1c Enter -0- if line f is more than line c		
<b>j</b> If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b>

**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 1a through 1f of the instructions.)

<b>Lobbying Expenditures During 4-Year Averaging Period</b>					
Calendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) Total
<b>2a</b> Lobbying non-taxable amount					
<b>b</b> Lobbying ceiling amount (150% of line 2a, column(e))					
<b>c</b> Total lobbying expenditures					
<b>d</b> Grassroots non-taxable amount					
<b>e</b> Grassroots ceiling amount (150% of line d, column (e))					
<b>f</b> Grassroots lobbying expenditures					

**Part II-B To be completed by organizations exempt under section 501(c)(3) that have NOT filed Form 5768 (election under section 501(h)).** (See the instructions for Schedule C for details.)

	(a)		(b)
	Yes	No	Amount
<b>1</b> During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of			
<b>a</b> Volunteers?		No	
<b>b</b> Paid staff or management (include compensation in expenses reported on lines c through i)?		No	
<b>c</b> Media advertisements?		No	
<b>d</b> Mailings to members, legislators, or the public?	Yes		14,900
<b>e</b> Publications, or published or broadcast statements?		No	
<b>f</b> Grants to other organizations for lobbying purposes?		No	
<b>g</b> Direct contact with legislators, their staffs, government officials, or a legislative body?		No	
<b>h</b> Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means?		No	
<b>i</b> Other activities If "Yes," describe in Part IV		No	
<b>j</b> Total lines 1c through 1i			14,900
<b>2a</b> Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		No	
<b>b</b> If "Yes" enter the amount of any tax incurred under section 4912			
<b>c</b> If "Yes" enter the amount of any tax incurred by organization managers under section 4912			
<b>d</b> If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

**Part III-A To be completed by all organizations exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).** (See the instructions for Schedule C for details.)

	Yes	No
<b>1</b> Were substantially all (90% or more) dues received nondeductible by members?	<b>1</b>	
<b>2</b> Did the organization make only in-house lobbying expenditures of \$2,000 or less?	<b>2</b>	
<b>3</b> Did the organization agree to carryover lobbying and political expenditures from the prior year?	<b>3</b>	

**Part III-B To be completed by all organizations exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) if BOTH Part III-A, questions 1 and 2 are answered "No" OR if Part III-A, question 3 is answered "Yes."** (See the instructions for Schedule C for details.)

<b>1</b> Dues, assessments and similar amounts from members	1 \$
<b>2</b> Section 162(e) non-deductible lobbying and political expenditures <i>(do not include amounts of political expenses for which the section 527(f) tax was paid).</i>	
<b>a</b> Current Year	2a \$
<b>b</b> Carryover from last year	2b \$
<b>c</b> Total	2c \$
<b>3</b> Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3 \$
<b>4</b> If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4 \$
<b>5</b> Taxable amount of lobbying and political expenditures (line 2c total minus 3 and 4)	5 \$

**Part IV Supplemental Information**

Complete this part to provide the descriptions required for Part I-A, line 1, Part I-B, line 4, Part I-C, line 5, and Part II-B, line 1i. Also, complete this part for any additional information.

Identifier	Return Reference	Explanation



SCHEDULE D (Form 990)

OMB No 1545-0047

Supplemental Financial Statements

2008

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.

Name of the organization CAMBRIDGE ECONOMIC OPPORTUNITY COMMITTEE INC

Employer identification number 04-2378175

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

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate contributions, aggregate grants, aggregate value, and questions about donor advisement.

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

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include purpose of easements, number of easements, acreage, and monitoring details.

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

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include questions about reporting art and historical treasures.

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

**3** Using the organization's accession and other records, check any of the following that are a significant use of its collection items (check all that apply)

- a**  Public exhibition
- b**  Scholarly research
- c**  Preservation for future generations
- d**  Loan or exchange programs
- e**  Other

**4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV

**5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?  Yes  No

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

**1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?  Yes  No

**b** If "Yes," explain why in Part XIV and complete the following table

	Amount
<b>1c</b>	
<b>1d</b>	
<b>1e</b>	
<b>1f</b>	

**2a** Did the organization include an amount on Form 990, Part X, line 21?  Yes  No

**b** If "Yes," explain the arrangement in Part XIV

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

	(a) Current Year	(b) Prior Year	(c) Two Years Back	(d) Three Years Back	(e) Four Years Back
<b>1a</b> Beginning of year balance . . . . .					
<b>b</b> Contributions . . . . .					
<b>c</b> Investment earnings or losses . . . . .					
<b>d</b> Grants or scholarships . . . . .					
<b>e</b> Other expenditures for facilities and programs . . . . .					
<b>f</b> Administrative expenses . . . . .					
<b>g</b> End of year balance . . . . .					

**2** Provide the estimated percentage of the year end balance held as

- a** Board designated or quasi-endowment ▶
- b** Permanent endowment ▶
- c** Term endowment ▶

**3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by

	Yes	No
<b>(i)</b> unrelated organizations . . . . .	<b>3a(i)</b>	
<b>(ii)</b> related organizations . . . . .	<b>3a(ii)</b>	
<b>b</b> If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R? . . . . .	<b>3b</b>	

**4** Describe in Part XIV the intended uses of the organization's endowment funds

**Part VI Investments—Land, Buildings, and Equipment.** See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
<b>1a</b> Land . . . . .		14,700		14,700
<b>b</b> Buildings . . . . .		147,893	121,095	26,798
<b>c</b> Leasehold improvements . . . . .				
<b>d</b> Equipment . . . . .		206,179	189,154	17,025
<b>e</b> Other . . . . .				
<b>Total.</b> Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).) . . . . .				58,523

**Part VII Investments—Other Securities.** See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Financial derivatives and other financial products		
Closely-held equity interests		
Other		
<b>Total.</b> (Column (b) should equal Form 990, Part X, col (B) line 12 )		

**Part VIII Investments—Program Related.** See Form 990, Part X, line 13.

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
<b>Total.</b> (Column (b) should equal Form 990, Part X, col (B) line 13 )		

**Part IX Other Assets.** See Form 990, Part X, line 15.

(a) Description	(b) Book value
<b>Total.</b> (Column (b) should equal Form 990, Part X, col.(B) line 15.)	

**Part X Other Liabilities.** See Form 990, Part X, line 25.

(a) Description of Liability	(b) Amount
Federal Income Taxes	
<b>Total.</b> (Column (b) should equal Form 990, Part X, col (B) line 25 )	

In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48

**Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements**

<b>1</b>	Total revenue (Form 990, Part VIII, column (A), line 12)	<b>1</b>	1,710,775
<b>2</b>	Total expenses (Form 990, Part IX, column (A), line 25)	<b>2</b>	1,690,531
<b>3</b>	Excess or (deficit) for the year Subtract line 2 from line 1	<b>3</b>	20,244
<b>4</b>	Net unrealized gains (losses) on investments	<b>4</b>	
<b>5</b>	Donated services and use of facilities	<b>5</b>	
<b>6</b>	Investment expenses	<b>6</b>	
<b>7</b>	Prior period adjustments	<b>7</b>	
<b>8</b>	Other (Describe in Part XIV)	<b>8</b>	
<b>9</b>	Total adjustments (net) Add lines 4 - 8	<b>9</b>	0
<b>10</b>	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	<b>10</b>	20,244

**Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return**

<b>1</b>	Total revenue, gains, and other support per audited financial statements	<b>1</b>	1,960,375
<b>2</b>	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
<b>a</b>	Net unrealized gains on investments	<b>2a</b>	
<b>b</b>	Donated services and use of facilities	<b>2b</b>	249,600
<b>c</b>	Recoveries of prior year grants	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIV)	<b>2d</b>	
<b>e</b>	Add lines <b>2a</b> through <b>2d</b>	<b>2e</b>	249,600
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b>	<b>3</b>	1,710,775
<b>4</b>	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b	<b>4a</b>	
<b>b</b>	Other (Describe in Part XIV)	<b>4b</b>	
<b>c</b>	Add lines <b>4a</b> and <b>4b</b>	<b>4c</b>	0
<b>5</b>	Total Revenue Add lines <b>3</b> and <b>4c</b> . (This should equal Form 990, Part I, line 12)	<b>5</b>	1,710,775

**Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return**

<b>1</b>	Total expenses and losses per audited financial statements	<b>1</b>	1,940,131
<b>2</b>	Amounts included on line 1 but not on Form 990, Part IX, line 25		
<b>a</b>	Donated services and use of facilities	<b>2a</b>	249,600
<b>b</b>	Prior year adjustments	<b>2b</b>	
<b>c</b>	Losses reported on Form 990, Part IX, line 25	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIV)	<b>2d</b>	
<b>e</b>	Add lines <b>2a</b> through <b>2d</b>	<b>2e</b>	249,600
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b>	<b>3</b>	1,690,531
<b>4</b>	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b	<b>4a</b>	
<b>b</b>	Other (Describe in Part XIV)	<b>4b</b>	
<b>c</b>	Add lines <b>4a</b> and <b>4b</b>	<b>4c</b>	0
<b>5</b>	Total expenses Add lines <b>3</b> and <b>4c</b> . (This should equal Form 990, Part I, line 18)	<b>5</b>	1,690,531

**Part XIV Supplemental Information**

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part XIV, lines 1b and 2b, Part V, line 4, Part X, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b

Identifier	Return Reference	Explanation

**SCHEDULE O**  
(Form 990)

**Supplemental Information to Form 990**

OMB No 1545-0047

**2008**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

**▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.**

**Name of the organization**

CAMBRIDGE ECONOMIC OPPORTUNITY COMMITTEE INC

**Employer identification number**

04-2378175

Identifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 4		CEOC updated its bylaw s during fiscal year 2009, see attached for revised bylaw s

Identifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 10		The form 990 is review ed by the finance committee and is presented to the board of directors for overall approval once the approval is granted, the form 990 is submitted

Identifier	Return Reference	Explanation
Form 990, Part VI, Section B, line 12c		The board of directors monitors compliance w ith this policy through discussions held during monthly board meetings

Identifier	Return Reference	Explanation
Form 990, Part VI, Section B, line 15		the board members discuss performance and suggest executive director's salary w hich w ill then be approved by the board

Identifier	Return Reference	Explanation
Form 990, Part VI, Section C, line 18		the organization makes form 990 Available for public inspection through w w w guidestar org and upon request

Identifier	Return Reference	Explanation
Form 990, Part VI, Section C, line 19		the organization makes its governing documents, conflict of interest policy and financial statements available to the public upon request

Identifier	Return Reference	Explanation
		CEOC has a finance committee that assumes responsibility for oversight of the audit of its financial statements and approval of the independent accountant

Form **4562**  
 Department of the Treasury  
 Internal Revenue Service

**Depreciation and Amortization**  
**(Including Information on Listed Property)**

OMB No 1545-0172  
**2008**  
 Attachment  
 Sequence No **67**

▶ See separate instructions. ▶ Attach to your tax return.

Name(s) shown on return CAMBRIDGE ECONOMIC OPPORTUNITY COMMITTEE INC	Business or activity to which this form relates  Form 990 Page 10	Identifying number  04-2378175
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**Part I Election To Expense Certain Property Under Section 179**  
*Note: If you have any listed property, complete Part V before you complete Part I.*

1 Maximum amount See the instructions for a higher limit for certain businesses . . . . .	<b>1</b>	250,000
2 Total cost of section 179 property placed in service (see instructions) . . . . .	<b>2</b>	
3 Threshold cost of section 179 property before reduction in limitation (see instructions) . . . . .	<b>3</b>	800,000
4 Reduction in limitation Subtract line 3 from line 2. If zero or less, enter -0- . . . . .	<b>4</b>	
5 Dollar limitation for tax year Subtract line 4 from line 1. If zero or less, enter -0-. If married filing separately, see instructions . . . . .	<b>5</b>	

(a) Description of property	(b) Cost (business use only)	(c) Elected cost
<b>6</b>		
7 Listed property Enter the amount from line 29 . . . . .	<b>7</b>	
8 Total elected cost of section 179 property Add amounts in column (c), lines 6 and 7 . . . . .	<b>8</b>	
9 Tentative deduction Enter the <b>smaller</b> of line 5 or line 8 . . . . .	<b>9</b>	
10 Carryover of disallowed deduction from line 13 of your 2007 Form 4562 . . . . .	<b>10</b>	
11 Business income limitation Enter the smaller of business income (not less than zero) or line 5 (see instructions) . . . . .	<b>11</b>	
12 Section 179 expense deduction Add lines 9 and 10, but do not enter more than line 11 . . . . .	<b>12</b>	
13 Carryover of disallowed deduction to 2009 Add lines 9 and 10, less line 12 .▶	<b>13</b>	

**Note: Do not use Part II or Part III below for listed property. Instead, use Part V.**

**Part II Special Depreciation Allowance and Other Depreciation (Do not include listed property.)** (See instructions.)

14 Special depreciation allowance for qualified property (other than listed property) placed in service during the tax year (see instructions)	<b>14</b>	
15 Property subject to section 168(f)(1) election . . . . .	<b>15</b>	
16 Other depreciation (including ACRS) . . . . .	<b>16</b>	4,678

**Part III MACRS Depreciation (Do not include listed property.)** (See instructions.)

**Section A**

17 MACRS deductions for assets placed in service in tax years beginning before 2008 . . . . .	<b>17</b>	
18 If you are electing to group any assets placed in service during the tax year into one or more general asset accounts, check here . . . . .	<input type="checkbox"/>	

**Section B—Assets Placed in Service During 2008 Tax Year Using the General Depreciation System**

(a) Classification of property	(b) Month and year placed in service	(c) Basis for depreciation (business/investment use only—see instructions)	(d) Recovery period	(e) Convention	(f) Method	(g) Depreciation deduction
<b>19a</b> 3-year property						
<b>b</b> 5-year property						
<b>c</b> 7-year property						
<b>d</b> 10-year property						
<b>e</b> 15-year property						
<b>f</b> 20-year property						
<b>g</b> 25-year property			25 yrs		S/L	
<b>h</b> Residential rental property			27 5 yrs	MM	S/L	
			27 5 yrs	MM	S/L	
<b>i</b> Nonresidential real property			39 yrs	MM	S/L	
				MM	S/L	

**Section C—Assets Placed in Service During 2008 Tax Year Using the Alternative Depreciation System**

<b>20a</b> Class life				S/L	
<b>b</b> 12-year			12 yrs	S/L	
<b>c</b> 40-year			40 yrs	MM	S/L

**Part IV Summary** (See instructions)

21 Listed property Enter amount from line 28 . . . . .	<b>21</b>	
22 <b>Total.</b> Add amounts from line 12, lines 14 through 17, lines 19 and 20 in column (g), and line 21. Enter here and on the appropriate lines of your return. Partnerships and S corporations—see instr . . . . .	<b>22</b>	4,678
23 For assets shown above and placed in service during the current year, enter the portion of the basis attributable to section 263A costs . . . . .	<b>23</b>	

Part V Listed Property (Include automobiles, certain other vehicles, cellular telephones, certain computers, and property used for entertainment, recreation, or amusement.)

Note: For any vehicle for which you are using the standard mileage rate or deducting lease expense, complete only 24a, 24b, columns (a) through (c) of Section A, all of Section B, and Section C if applicable.

Section A-Depreciation and Other Information (Caution: See the instructions for limits for passenger automobiles.)

24a Do you have evidence to support the business/investment use claimed? Yes No 24b If "Yes," is the evidence written? Yes No

Table with 9 columns: (a) Type of property, (b) Date placed in service, (c) Business/investment use percentage, (d) Cost or other basis, (e) Basis for depreciation, (f) Recovery period, (g) Method/Convention, (h) Depreciation/deduction, (i) Elected section 179 cost. Includes rows 25-29.

Section B-Information on Use of Vehicles

Complete this section for vehicles used by a sole proprietor, partner, or other "more than 5% owner," or related person. If you provided vehicles to your employees, first answer the questions in Section C to see if you meet an exception to completing this section for those vehicles.

Table with 6 main columns: (a) Vehicle 1, (b) Vehicle 2, (c) Vehicle 3, (d) Vehicle 4, (e) Vehicle 5, (f) Vehicle 6. Rows 30-36.

Section C-Questions for Employers Who Provide Vehicles for Use by Their Employees

Answer these questions to determine if you meet an exception to completing Section B for vehicles used by employees who are not more than 5% owners or related persons (see instructions)

Table with 2 columns: Yes, No. Rows 37-41.

Part VI Amortization

Table with 6 columns: (a) Description of costs, (b) Date amortization begins, (c) Amortizable amount, (d) Code section, (e) Amortization period or percentage, (f) Amortization for this year. Rows 42-44.

Cambridge Economic Opportunity Committee, Inc.  
REVISED BYLAWS  
September 30, 2009  
EFIN: 04-2378175

# CAMBRIDGE ECONOMIC OPPORTUNITY COMMITTEE, INC

CEOC

BYLAWS

November 25, 2008

# **CAMBRIDGE ECONOMIC OPPORTUNITY COMMITTEE, INC. BYLAWS**

## **ARTICLE I**

### **Name and Location of Corporation**

1.01 The name of this corporation shall be the Cambridge Economic Opportunity Committee, Inc., (hereinafter sometimes referred to as the CEOC or "the corporation"), whose principal location is at 11 Inman Street, in the City of Cambridge, Middlesex County, and Commonwealth of Massachusetts.

## **ARTICLE II**

### **Principal Office**

2.01 The principal office of the corporation shall be located in Cambridge. The CEOC may have other offices, as the Board of Directors may determine or as the affairs of corporation may require.

## **ARTICLE III**

### **Purposes of the Corporation**

3.01 The primary purpose of the corporation is to eliminate and prevent poverty and the causes and effects thereof in the City of Cambridge, Massachusetts, by opening to Cambridge individuals and families the opportunity to live in decency and dignity

In furtherance of and in addition to the primary purpose, the corporation is empowered to carry on and engage in the following activities:

- a. To seek funding and provide programming which shall be focused on the needs of low income individuals and families which shall provide expanded and improved services, assistance, and other activities necessary to meet such needs in the areas of employment, job training and counseling, health, housing, home management, vocational rehabilitation, special remedial and other noncurricular educational assistance welfare, and other areas related to the elimination and prevention of poverty and the causes and effects thereof.
- b. Through the development of opportunities, improve the conditions under which low-income people live, learn and work
- c. Provide, conduct and administer, and assist public agencies and other private non-profit agencies or combinations thereof, to provide, conduct and administer services, assistance, research, training, and other activities designed to progress towards the elimination of poverty or a cause or causes of poverty

- d. To encourage the maximum feasible participation of residents of the impacted areas and members of groups served and to effect a permanent increase in the capacity of individuals, groups and communities to deal with their poverty situations

## ARTICLE IV

### Meetings of the Board of Directors

- 4.01 Time and Place. All meetings of the Board of Directors shall be held in the city of Cambridge at such reasonable time and place as is stated in the call or notice.
- 4.02 Annual Meeting. The Annual Meeting of the Board of Directors shall be held on the fourth Thursday in the month of May, at such hour and place as the Board may determine. Purposes for which the Annual Meeting is to be held additional to those prescribed by law, by Agreement of Association, and by these Bylaws, maybe specified by the Board of Directors or by written notification signed either by the Board President or Vice-President or three (3) or more Directors. If such Annual Meeting is omitted on the day herein designated, within one month a special meeting shall be held in place thereof, and any business transaction or elections held at such a special meeting shall have the same effect as if transacted or held at the Annual Meeting.
- 4.03 Special Meetings. Special meetings of the Board of Directors maybe called by the President or Treasurer, or by five (5) or more Directors. In an extreme emergency, an emergency meeting maybe called by the President or the Treasurer and maybe held within 48 hours, and notices will be sent by mailgram or hand delivered to Directors.
- 4.04 Notice. A written notice of each non-emergency meeting of the Directors, stating the place, day and hour thereof and the purpose or agenda for the meeting, shall be given at least seven (7) days before the meeting by laying such notice to each Director, or by mailing (postage pre-paid), faxing or e-mailing, to each Director at his or her residence as it appears upon the books of the Corporation.
- 4.05 Frequency. The Board shall meet on a regular basis, normally once a month. At a minimum, the Board shall meet at least six(6) times annually. The meetings shall be scheduled for the convenience of the Directors and the general public. The Board will not normally meet in the months of July and August.
- 4.06 Quorum. The quorum for a meeting of the Board shall be at least fifty (50%) percent of the non-vacant seats on the Board. When a quorum is present at any meeting, the affirmative vote of a majority of the Directors voting on the question shall, except where a larger vote is required by law, by the Agreement of Association, or by these Bylaws, decide any question brought before such meeting. Each Director shall have one (1) vote. For members who are unable to be physically present at the meeting, the agency will make available communication by utilization of a conference phone. These members who participate by conference phone, shall be considered to be present at the meeting and shall be included for the purpose of establishing a quorum.
- 4.07 Agenda. The order of business at all non-emergency meetings of the Board of Directors shall be set forth in the agenda mailed to the Directors prior to the meeting, and all such meetings shall be conducted in accordance with Robert's Rules of Order.
- 4.08 Minutes. The Minutes of all Board meetings shall include a written record of attendance and all votes on all motions and a summary of all discussions held. Such minutes shall be mailed to all members before the next Board meeting. A copy of such minutes shall be made available to the public upon request. The Minutes shall be made available upon

request in languages other than English which are spoken by a significant portion of the city's low-income population. Copies of the Minutes of each Board meeting shall be submitted to the DHCD no later than ten (10) days after the date of the meeting at which those minutes were approved by the Board.

## **ARTICLE V**

### **Board of Directors**

5.01 Members. The principal representative body of this corporation shall be the governing Board of Directors, which shall be constituted as follow, as long as the Corporation is subject to regulation by the Community Services Block Grant, administered by the Massachusetts Department of Housing and Community Development (DHCD), or successor agency

5.02 Composition. The affairs of the corporation shall be managed by its Board of Directors. The Board of Directors shall be made up of fifteen (15) Directors. The number may be changed from time to time in accordance with these Bylaws, but shall not be less than 15 members nor no more than 39 and shall always be a number divisible by three. The Board shall report any changes in the total number of seats or the allotment of seats immediately to DHCD.

#### 5.03 Representation of Public Officials

(a) Number. Five (5) of the Directors shall be elected public officials, or to the extent there is an insufficient number of elected public officials available and willing to serve, of appointed public officials.

(b) Selection. The designated official for the city of Cambridge who possess the power to designate the Community Action Agency shall select the five (5) public officials to serve on the Board. If the number of public officials, both elected and appointed, who are unwilling and able to serve is less than six (5), the remainder of the seats allotted to public officials shall remain vacant. The designating official may fill these seats at any time as soon as an official is willing to sit on the Board.

(c) Public Official Representatives. Each public official selected to serve on the Board may choose one permanent representative to serve on the Board full-time in his/her place, and should inform CEOC in writing of the name of the representative. These representatives need not be public officials but shall have full authority to act for the public officials whom they represent at meetings of the Board

#### 5.04 Representatives of the Low-Income Population

(a) Number. A total of at least seven (7) seats shall be filled by representatives of the low-income population.

(b) Selection Procedure. The selection of low-income representatives shall take place in odd-numbered years, at an electoral caucus. Any resident of the city who is eighteen years old or older may nominate candidates and otherwise participate in the electoral caucus, and any such resident of the city may be elected as a representative of the low-income population, but only such residents who are at or below 125% of the poverty line may actually vote in the election of low-income representatives. The Advocacy & Public Policy of the Board will

oversee this electoral caucus. The Advocacy and Public Policy Committee will adequately advertise the date, time and place for the election of low-income representatives to occur.

5.05 Representatives of the Private Sector

- (a) Number. The remainder of the seats on the Board shall consist of representatives of the private sector. The representatives shall be from organizations located in Cambridge or serving low-income Cambridge residents. No more than three (3) seats shall be allocated to the private sector.
- (b) Selection of Organization. The selection of private sector organizations shall take place every two years, in odd-numbered years. The Advocacy & Public Policy Committee shall recommend organizations and groups to be represented. The Committee shall make efforts to ensure that such recommendations reflect the various interests of the community and that the Board will benefit from broad community involvement.
- (c) Representatives. After an organization is selected and accepts its seat, it shall name an individual in writing to be its representative on the Board for the ensuing two-year term. The representative shall be empowered to speak and act on behalf of the organization in connection with the Board's business.
- (d) Petition Procedures. The Advocacy/Public Policy Committee shall receive petitions for adequate representation on the Board of Directors by agencies in the community and by representative minority groups and the elderly, filed on the ground that such agencies or groups are inadequately represented, or that the corporation had failed to represent them as required by these Bylaws. Upon receipt of such a petition from such an agency or representative group, the Committee shall take steps to ensure that a hearing is provided by the Board of Directors to the Petitioners within thirty (30) days of receipt of the petition. At its next meeting thereafter, the Board shall decide what action to take with respect to the claims set forth in the petition.
- (e) Vacancies. If the number of Directors in any of these categories becomes less than specified above, all actions of the Board shall nevertheless be valid. The Oversight & Governance Committee shall be responsible for causing vacancies among the membership to be filled by the Board of Directors promptly, from the same constituency that was previously represented by the seat now vacant. The designating official fills public sector seats. The Private Sector organizations that lose their representative may select a new representative if the Board so requests; if a private sector organization requested to fill a vacancy fails to promptly do so, the Board shall proceed to select another organization to fill that slot for the remainder of the original organization's term. Representatives of the low-income sector shall be replaced by persons chosen by the remaining low-income representatives, and shall to the maximum extent possible represent the same constituency as the original representative(s) being replaced.

5.06 Board Powers The CEOC Board of Directors, as a Governing Board, shall have any and may exercise all powers of the Corporation, including all powers conferred upon the members of a Board of Directors by these Bylaws, including without limitation the powers to:

- (a) appoint evaluate and terminate the Executive Director;
- (b) determine, subject to applicable regulations of the DHC D, major personnel, fiscal and program policies;

- (c) determine overall program plans and priorities, including evaluation of progress against promised performance;
- (d) enforce compliance with the terms and conditions of all grants;
- (e) finally approve all program proposals and budgets;
- (f) determine, subject to applicable regulations of the DHCD for Board and staff, including procedures for compliance with the agency's Administrative Policies and Procedures,
- (g) oversee the extent and the quality of the participation of the low-income population in CEOC's programs;
- (h) elect the officers of the Board of Directors, and
- (i) seat new members

5.07 Removal from the Board.

(a) Removal for Failure to Attend Meetings. If any Director shall be absent for three (3) consecutive meetings of the Board, or for three (3) consecutive meetings of any committee on which the Director serves, without prior notice of good cause for such failure to attend, the Oversight & Governance Committee shall report same and shall recommend that the Board consider the individual's removal from the Board Of Directors. The affected individual shall be notified of the impending action, as shall the public official or the private sector organization/she represents, if any. The Board shall act upon recommendations at the next special or regular meeting of the Board of Directors at which a quorum is present, having first provided the effected individual an opportunity to be heard. A vote of two thirds of those present and voting is required for the removal of an individual from the Board of Directors. Members will notify the Executive Director whenever they will be absent.

(b) Removal for Cause. In addition to the removal from office for failure to attend meetings, any Director may be removed from the Board for cause, by the vote of two-thirds of the other Directors present and voting at the Board meeting which considers said removal for cause.

(c) Cause for Removal Shall Include.

- (1) a pattern of non-attendance at CEOC meetings, even with good cause, which results in the Director's not fulfilling his/her corporate obligations;
- (2) failure of a Director to fulfill his/fiduciary duties owed CEOC and the resident constituency;
- (3) conviction for a crime directly involving CEOC.

A notice shall be sent to such Director and the public official of the private sector organization he/she represents, if any, at least seven (7) days prior to the Board meeting at which a removal cause vote is to be taken. The Director shall have the opportunity to be heard by the full Board and to be represented by the effected individual.

(c) Resignation. Any Director may resign at any time by filing a written resignation with the Clerk. If the individual represents a private sector organization, that organization shall be notified of the resignation. In addition, private sector organization may resign the right to be represented at any time by filing a written notice with the Clerk, and in such case, the individual representing such organization immediately ceased to be a Director.

5.08 Term of Office.

- (a) Public Officials. The term of the public officials (and thus their permanent representatives) shall be at the pleasure of the designating official, but shall be, at the maximum, coterminous with the term of the public office, and in no case for more than ten (10) years.
- (b) Representatives of the low-income and the Private Sector. The term of office for representatives of the low-income population and the private sector shall be for two years.
- 5.09 Conflict of Interest. For the purposes of this article, an immediate family member shall be defined as parent, child, sibling, in-law, spouse or other domestic partner.
- (a) Delegate Agency. No person may sit on the Board if he or she, or an immediate family member, or business partner, has financial interest in or is an officer or employee of a delegate agency or an organization contracting to perform a component of the CEOC Workplan funded by DHCD.
- (b) Financial Interests. No Director shall participate in fiscal matters which, to his or her knowledge, might effect the financial interests of the Director, or an immediate family member, or business partner or employer, or any organization or person with whom he or she is negotiating or has an arrangement concerning prospective employment.
- (c) Gifts. Directors and members of their immediate family shall not solicit or accept anything of monetary value from any person receiving services from CEOC, from any contractor, potential contractor, or subcontractor of CEOC, or from any person in a position to benefit otherwise from the activities of CEOC.
- (d) Employees. No employee of CEOC, DHCD, or of the US Department of Health and human Services may serve on the Board, and no other federal employee may serve on the Board in a capacity which will require him or her to act as an agent of or as attorney for CEOC in its dealings with DHCD or with any federal agency.
- (e) Appearance of Conflict. Directors shall refrain from conduct which gives the appearance of violating any of the above standards.
- 5.10 Compensation. Directors shall serve without compensation, except for reimbursement of actual expenses.
- 5.11 Liability. Directors shall not be liable for any civil damages as a result of any acts or omissions relating solely to their duties as a Director.

## ARTICLE VI

### Officers

- 6.01 Officers. The officers of the corporation shall be a President, Vice- President, Treasurer, Clerk. The Board of Directors may elect or appoint such other officers as it may deem desirable, such officers have the authority and perform the duties prescribed by the Board of Directors. No person shall hold more than one (1) office at one time. The officers shall be elected every two years by majority vote by the Board of Directors, a quorum being present, after the installation of the Board of Directors at the Annual Meeting or at a Special Meeting called for that purpose.
- 6.02 Eligibility. All officers of the organization shall be Directors. The Clerk shall be a resident of Massachusetts. Subject to law, to the Agreement of the Association and to the other provisions of these Bylaws, each officer shall hold office for until the next bi-annual elections, and until his or her successor is chosen. Each Officer shall, subject to these

Bylaws, have in addition to the duties and powers herein set forth such duties and powers as are commonly incident to his or her office, and such duties and powers as the Board of Directors shall from time to time designate.

- 6.03 Terms. Notwithstanding any other provisions in these Bylaws, no officer may be elected to the same office for more than two (2) consecutive full terms
- 6.04 Vacancies. If any office becomes vacant, the Board of Directors may, by a majority vote, choose a successor to fill the vacancy for the remainder of the unexpired term.
- 6.05 Removal. An Officer may be removed from office by a majority vote of the Board of Directors present and voting for just cause or failure to perform his/her duties. Such Officer shall be provided with an opportunity to be heard by the full Board and to be represented.
- 6.06 Duties of the President. The President shall serve as President of the Board of Directors and Chair of the Oversight Committee. She/he shall preside at meetings of the Board of Directors and the Oversight & Governance Committee. She/he shall have such powers and/or perform such duties as are vested in her/him by these Bylaws and such other duties as prescribed by the Board of Directors. The President is an Ex-Officio member of all Committees.
- 6.07 Duties of the Vice-President. The Vice-President shall, in the absence of the President, assume all his/her duties and shall have such powers and such special titles as the Board shall from time to time designate.
- 6.08 Duties of the Treasurer. The Treasurer shall, subject to the direction and under the supervision of the Board of Directors, have general charge of the financial concerns of the Corporation and the care and custody of the funds and valuable papers of the Corporation, except his/her own bond, and he/she shall have the power to endorse for deposit or collection all notes, checks, drafts and other obligations for the payment of money payable to the Corporation or its order, and accept drafts on behalf of the Corporation. He/she shall cause to be kept accurate books of account, which shall be the property of the Corporation. She/he shall give bond as required by the Board of Directors for the faithful performance of her/his duty in such form, in such sum, and with such sureties as the Board of Directors require. The Treasurer shall be Chair of the Finance Committee.
- 6.09 Duties of the Clerk. The Clerk shall keep a record of attendance and the minutes of all Board of Directors and Oversight Committee meetings; keep a register of the post office address of each member which shall be furnished to the Clerk by each member and, in general, perform all duties incident to the office of Clerk and such other duties as may be assigned to her/him by the President or by the Board of Directors.

## **ARTICLE VII**

### **Committees**

- 7.01 Appointment of Committees. The Board of Directors, or the President with the approval of the Board of Directors, may appoint committees of the Board. Every Director shall serve on at least one (1) Committee. No Director shall act as Chairperson for more than one Committee. Committees shall act under the supervision of the Board of Directors, and shall act with respect to such special and general problems that the Board may from time to

time determine. The two Committees of the CEOC Board of Directors are: Governance and Oversight and Advocacy & Public Policy.

### **Governance and Oversight Committee**

- 7.02 Number and Qualification. The Governance and Oversight Committee shall consist of seven members.
- 7.03 Authority. The Governance and Oversight Committee (G&O) may act for the Board of Directors between meetings of the Board, within the policies established by the Board and with such additional authority as may be delegated by the Board of Directors, except in those matters reserved in these Bylaws for determination by the Board of Directors. The G&O Committee reviews and approves all agency administrative policies and procedures. The Committee's review/approval role is, but not limited to, CEOC's Affirmative Action Policy and Outcome Measures, CEOC's Personnel Policies, Union Contract, Program Planning and Evaluation (Annual Workplan and Progress Reports and Community Action Planning Process). The G&O, at least annually reviews the administrative procedures of the agency to ensure that proper and generally acceptable accounting procedures are in place. It shall ensure that the total Agency fiscal operations are subjected to an annual audit by an independent auditing firm, review the Agency's annual audit for any problems indicated therein, and recommend to the Board any necessary corrective actions. It shall review monthly financial statements and report the fiscal status of the Agency to the Board on a monthly basis. It shall work with the administration on the development of budgets and reviews Agency program expenditures to ensure funds are expended for stated purposes.
- 7.04 Meetings. The Governance and Oversight Committee shall meet monthly, at a time and a place to be determined by the G&O.
- 7.05 Quorum. A majority of members of the Governance and Oversight Committee shall be required for transaction of business at any meeting of the Governance Committee. The act of a majority of the members present at any meeting at which a quorum is present shall be the act of the G&O, except as otherwise specifically provided by statute, the Articles of Incorporation, or these Bylaws. The G&O shall keep regular minutes of its proceedings. The report of the actions of the G&O shall be made to the Board of Directors at its next regularly scheduled meeting.

### **Public Policy and Advocacy Committee**

- 7.06 Number and Qualification. The Advocacy and Public Committee shall consist of eight members.
- 7.07 Authority. The role of the Advocacy and Public Policy Committee (A&PP) is to: present testimony at public hearings around public policy issues that CFOC is addressing; plan and implement local state and federal legislative advocacy and education; recruit community members for Board Membership; work to develop and maintain Media relationships; oversee agency fundraising; plan and coordinate Board sponsored public events around issues of poverty; work in partnership with CEOC's Participant Work Groups
- 7.08 Meetings. The Advocacy and Public Policy Committee shall meet monthly, at a time and a place to be determined by the Advocacy and Public Policy Committee.

7.09 Quorum A majority of members of the A&PP shall be required for transaction of business at any meeting of the A&PP. The act of a majority of the members present at any meeting at which a quorum is present shall be the act of the A&PP, except as otherwise specifically provided by statute, the Articles of Incorporation, or these Bylaws. The A&PP shall keep regular minutes of its proceedings. The report of the actions of the A&PP shall be made to the Board of Directors at its next regularly scheduled meeting.

## **ARTICLE VIII**

### **Staff**

8.01 Executive Director. The Executive Director is responsible for the execution and administration of policies and programs approved by the Board. She/he attends and may participate in discussion in all meetings of the Board of Directors and the Executive Committee, except when matters of her/his own employment are under consideration. She/he may attend and participate in all meetings of standing and special committees. The Executive Director acts as the agent of the Board of Directors in the employment and release of staff according to the policies and procedures established by the Board of Directors. As head of staff, the Executive Director is responsible for the supervision and direction of the staff and for the implementation of approved personnel policies.

## **ARTICLE IX**

### **Seal**

9.01 Corporate Seal. The Seal of the Corporation shall, subject to alteration by the Board of Directors, consist of a flat-faced circular die with the words "Massachusetts" and "Corporation Seal," together with the name of the Corporation and the year of its organization engraved thereon.

## **ARTICLE X**

### **Execution of Papers**

10.01 Authorized Signature. Except as the Board of Directors may generally or in particular cases authorize the execution thereof in some manner, all deeds, leases, transfers, contracts, bonds, notes, checks, drafts and other obligations made, accepted and endorsed by the Corporation shall be signed by the President or the Treasurer and by the Fiscal Director and/or the Executive Director.

## **ARTICLE XI**

### **Fiscal Year**

11.01 Fiscal Year. Except as from time to time otherwise provided by the Board of Directors, the fiscal year of the Corporation shall be October 1st - September 30th.

## **ARTICLE XII**

### **Amending the Bylaws of Corporation**

12.01 These Bylaws may be altered, amended or replaced by the affirmative vote of two-thirds of the Directors present and voting at any Annual Meeting or Special Meeting called for the

purpose, of which the notice shall either specify the articles to be affected by or the subject matter of the proposed alteration, amendment or repeal. At least five (5) days written notice shall be given of an intention to alter, amend, or repeal these Bylaws at such meeting.

### **ARTICLE XIII**

#### **Dissolution**

13.01 Corporate Dissolution. Subject to the applicable provision of the laws of the Commonwealth of Massachusetts, the Community Services Act of 19974, as the same may be from time to time amended, the regulations promulgated thereunder, and the Agreement of Association, the Corporation may be dissolved at any time. The transfer of assets upon dissolution of the Corporation shall be to such other non-profit organizations as determined by the Board of Directors.

### **ARTICLE XIV**

#### **Transition**

14.01 All section of these Bylaws go into effect on October 1, 1999.