

Form **990**

**Return of Organization Exempt From Income Tax**

OMB No. 1545-0047

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

**2020**

Department of the Treasury  
Internal Revenue Service

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

Open to Public Inspection

**A** For the **2020** calendar year, or tax year beginning and ending

<b>B</b> Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	<b>C</b> Name of organization <b>LET'S GROW KIDS, INC. CHILDREN, INC.</b>		<b>D</b> Employer identification number <b>31-1802348</b>
	Doing business as		<b>E</b> Telephone number <b>802-388-3355</b>
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	<b>G</b> Gross receipts \$ <b>5,578,315.</b>
	C/O VCF, 3 COURT STREET		<b>H(a)</b> Is this a group return for subordinates? ..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	City or town, state or province, country, and ZIP or foreign postal code <b>MIDDLEBURY, VT 05753</b>		<b>H(b)</b> Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>F</b> Name and address of principal officer: <b>DERRICK DAVIS SAME AS C ABOVE</b>			If "No," attach a list. See instructions
<b>I</b> Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) ( ) ◀ (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527			
<b>J</b> Website: ▶ <b>WWW.LETSGROWKIDS.ORG</b>			
<b>K</b> Form 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: <b>2000</b> <b>M</b> State of legal domicile: <b>VT</b>

**Part I Summary**

<b>Activities &amp; Governance</b>	<b>1</b> Briefly describe the organization's mission or most significant activities: <b>ENSURE EVERY VERMONT FAMILY HAS AFFORDABLE ACCESS TO HIGH-QUALITY CHILD CARE BY 2025.</b>	
	<b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.	
	<b>3</b> Number of voting members of the governing body (Part VI, line 1a)	<b>3</b> 9
	<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)	<b>4</b> 8
	<b>5</b> Total number of individuals employed in calendar year 2020 (Part V, line 2a)	<b>5</b> 44
	<b>6</b> Total number of volunteers (estimate if necessary)	<b>6</b> 709
	<b>7 a</b> Total unrelated business revenue from Part VIII, column (C), line 12	<b>7a</b> 0.
<b>b</b> Net unrelated business taxable income from Form 990-T, Part I, line 11	<b>7b</b> 0.	
<b>Revenue</b>	<b>8</b> Contributions and grants (Part VIII, line 1h)	<b>Prior Year</b> 9,331,045. <b>Current Year</b> 4,918,043.
	<b>9</b> Program service revenue (Part VIII, line 2g)	36,633. 29,686.
	<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)	57,522. 12,886.
	<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	0. 0.
	<b>12</b> Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	9,425,200. 4,960,615.
	<b>Expenses</b>	<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1-3)
<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)		0. 0.
<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		3,177,422. 3,373,408.
<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)		185,500. 47,500.
<b>b</b> Total fundraising expenses (Part IX, column (D), line 25) ▶ <b>572,393.</b>		
<b>17</b> Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		1,533,804. 1,817,903.
<b>18</b> Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		5,646,669. 7,734,545.
<b>19</b> Revenue less expenses. Subtract line 18 from line 12	3,778,531. -2,773,930.	
<b>Net Assets or Fund Balances</b>	<b>20</b> Total assets (Part X, line 16)	<b>Beginning of Current Year</b> 17,464,153. <b>End of Year</b> 14,258,724.
	<b>21</b> Total liabilities (Part X, line 26)	780,598. 354,096.
	<b>22</b> Net assets or fund balances. Subtract line 21 from line 20	16,683,555. 13,904,628.

**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>Sign Here</b>	Signature of officer	Date			
	<b>DEBRA DABROWSKI, VP FOR FINANCE OF VCF</b> Type or print name and title				
<b>Paid Preparer Use Only</b>	Print/Type preparer's name <b>LORI BUDNICK</b>	Preparer's signature <b>LORI BUDNICK</b>	Date <b>11/14/21</b>	Check if self-employed <input type="checkbox"/>	PTIN <b>P00046310</b>
	Firm's name ▶ <b>CLIFTONLARSONALLEN LP</b>	Firm's EIN ▶ <b>41-0746749</b>	Phone no. <b>860-561-4000</b>		
Firm's address ▶ <b>29 S. MAIN STREET WEST HARTFORD, CT 06127</b>					

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

**Part III Statement of Program Service Accomplishments**

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

**1** Briefly describe the organization's mission:  
**TO ENSURE AFFORDABLE ACCESS TO HIGH-QUALITY CHILD CARE FOR ALL VERMONT FAMILIES BY 2025.**

**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 organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations 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 \$ 6,053,323. including grants of \$ 2,495,734.) (Revenue \$ 29,686.)  
**LET'S GROW KIDS IS A STATEWIDE MOVEMENT PURSUING TRANSFORMATIONAL CHANGE FOR VERMONT'S KIDS, FAMILIES, COMMUNITIES, AND ECONOMY. LET'S GROW KIDS INCREASES QUALITY AND CAPACITY OF THE EARLY CARE AND LEARNING SYSTEM TO SUPPORT KIDS, FAMILIES AND EARLY EDUCATORS TODAY, WHILE SIMULTANEOUSLY MOBILIZING VERMONTERS FROM ALL WALKS OF LIFE TO CALL FOR POLICY CHANGE AND INCREASED INVESTMENT TO CREATE AND SUSTAIN A HIGH-QUALITY BIRTH TO FIVE SYSTEM FOR THE FUTURE. IN PURSUIT OF ITS GOAL TO ENSURE THAT BY 2025 100% OF VT FAMILIES WITH CHILDREN AGES 0-5 HAVE ACCESS TO EARLY CARE AND LEARNING OPPORTUNITIES IN THEIR COMMUNITIES THAT MEET THEIR NEEDS, LET'S GROW KIDS MISSION IS TO ENSURE THAT ALL CHILDREN IN VERMONT CAN AFFORD AND ACCESS HIGH-QUALITY CHILD CARE BY 2025. IN SERVICE OF THIS MISSION LET'S GROW KIDS ENCOURAGES**

**4b** (Code: \_\_\_\_\_) (Expenses \$ \_\_\_\_\_ including grants of \$ \_\_\_\_\_) (Revenue \$ \_\_\_\_\_)

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

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

**4e** Total program service expenses **6,053,323.**

LET'S GROW KIDS, INC.  
CHILDREN, INC.

**Part IV Checklist of Required Schedules**

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

LET'S GROW KIDS, INC.  
CHILDREN, INC.

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

	Yes	No
<b>22</b> Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i> .....		X
<b>23</b> Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i> .....	X	
<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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i> .....		X
<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 Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i> .....		X
<b>b</b> Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i> .....		X
<b>26</b> Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i> .....		X
<b>27</b> Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i> .....		X
<b>28</b> Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions, for applicable filing thresholds, conditions, and exceptions):		
<b>a</b> A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i> .....	X	
<b>b</b> A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i> .....		X
<b>c</b> A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i> .....		X
<b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> .....	X	
<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> .....		X
<b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> .....		X
<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> .....		X
<b>33</b> Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i> .....		X
<b>34</b> Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i> .....	X	
<b>35a</b> Did the organization have a controlled entity within the meaning of section 512(b)(13)? .....		X
<b>b</b> If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i> .....		
<b>36 Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> .....		X
<b>37</b> Did the organization conduct more than 5% 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> .....		X
<b>38</b> Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? .....	X	

**Note:** All Form 990 filers are required to complete Schedule O

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

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

	Yes	No
<b>1a</b> Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable .....		
<b>b</b> Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable .....		
<b>c</b> Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? .....	X	

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

		Yes	No
<b>2a</b>	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		
	2a		44
<b>b</b>	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	X	
<b>Note:</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)			
<b>3a</b>	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
<b>b</b>	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on 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)?		X
<b>b</b>	If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
<b>5a</b>	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
<b>b</b>	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
<b>c</b>	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		
<b>6a</b>	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		X
<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>	<b>Organizations that may receive deductible contributions under section 170(c).</b>		
<b>a</b>	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		X
<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?		X
<b>d</b>	If "Yes," indicate the number of Forms 8282 filed during the year		0
<b>e</b>	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
<b>f</b>	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
<b>g</b>	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
<b>h</b>	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
<b>8</b>	<b>Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		
<b>9</b>	<b>Sponsoring organizations maintaining donor advised funds.</b>		
<b>a</b>	Did the sponsoring organization make any taxable distributions under section 4966?		
<b>b</b>	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
<b>10</b>	<b>Section 501(c)(7) organizations.</b> Enter:		
<b>a</b>	Initiation fees and capital contributions included on Part VIII, line 12	10a	
<b>b</b>	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b	
<b>11</b>	<b>Section 501(c)(12) organizations.</b> Enter:		
<b>a</b>	Gross income from members or shareholders	11a	
<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.)	11b	
<b>12a</b>	<b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?		
<b>b</b>	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	
<b>13</b>	<b>Section 501(c)(29) qualified nonprofit health insurance issuers.</b>		
<b>a</b>	Is the organization licensed to issue qualified health plans in more than one state? <b>Note:</b> See the instructions for additional information the organization must report on Schedule O.		
<b>b</b>	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b	
<b>c</b>	Enter the amount of reserves on hand	13c	
<b>14a</b>	Did the organization receive any payments for indoor tanning services during the tax year?		X
<b>b</b>	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O		
<b>15</b>	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N.		X
<b>16</b>	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.		X

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

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

**Section A. Governing Body and Management**

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

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

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

**Section C. Disclosure**

- 17** List the states with which a copy of this Form 990 is required to be filed **NONE**
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.  
 Own website  Another's website  Upon request  Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records **DEBRA DABROWSKI, CPA - 802-388-3355**  
**3 COURT STREET, MIDDLEBURY, VT 05753**

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

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

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

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

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

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(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			
(1) DAN SMITH SECRETARY	4.00 46.00	X		X			0.	206,286.	49,211.	
(2) WILLIAM MARTIN, III CHIEF STRATEGY OFFICER	40.00			X			153,008.	0.	38,779.	
(3) ALYSON RICHARDS CHIEF EXECUTIVE OFFICER	40.00			X			180,453.	0.	9,705.	
(4) JANET MCLAUGHLIN CHIEF OPERATING OFFICER	40.00			X			102,365.	0.	36,688.	
(5) SARAH KENNEY DIRECTOR OF POLICY	40.00			X			102,286.	0.	26,647.	
(6) LUCIA CAMPRIELLO DIRECTOR OF DEVELOPMENT	40.00			X			108,855.	0.	7,311.	
(7) RICK DAVIS PRESIDENT	4.00	X		X			0.	0.	0.	
(8) JENNIFER WILLIAMS VICE PRESIDENT	4.00	X		X			0.	0.	0.	
(9) TOM LACLEAY TREASURER	4.00	X		X			0.	0.	0.	
(10) MICHELLE ASCH DIRECTOR	2.00	X					0.	0.	0.	
(11) CHRISTINE DODSON DIRECTOR	2.00	X					0.	0.	0.	
(12) LYNETTE FRAGA, PHD DIRECTOR	2.00	X					0.	0.	0.	
(13) ALAN GUTTMACHER DIRECTOR	2.00	X					0.	0.	0.	
(14) ARTHUR SCHMIDT DIRECTOR	2.00	X					0.	0.	0.	





LET'S GROW KIDS, INC.  
CHILDREN, INC.

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**Part VIII Statement of Revenue**

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	<b>1 a</b> Federated campaigns	<b>1a</b>					
	<b>b</b> Membership dues	<b>1b</b>					
	<b>c</b> Fundraising events	<b>1c</b>					
	<b>d</b> Related organizations	<b>1d</b>	259,050.				
	<b>e</b> Government grants (contributions)	<b>1e</b>	3,040,323.				
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above	<b>1f</b>	1,618,670.				
	<b>g</b> Noncash contributions included in lines 1a-1f	<b>1g</b>	\$ 76,636.				
	<b>h Total.</b> Add lines 1a-1f			4,918,043.			
Program Service Revenue	<b>2 a</b> PROGRAM SERVICE INCOME	Business Code	900099	29,686.	29,686.		
	<b>b</b>						
	<b>c</b>						
	<b>d</b>						
	<b>e</b>						
	<b>f</b> All other program service revenue						
	<b>g Total.</b> Add lines 2a-2f			29,686.			
Other Revenue	<b>3</b> Investment income (including dividends, interest, and other similar amounts)			14,117.		14,117.	
	<b>4</b> Income from investment of tax-exempt bond proceeds						
	<b>5</b> Royalties						
	<b>6 a</b> Gross rents	<b>6a</b>	(i) Real				
			(ii) Personal				
	<b>b</b> Less: rental expenses	<b>6b</b>					
	<b>c</b> Rental income or (loss)	<b>6c</b>					
	<b>d</b> Net rental income or (loss)						
	<b>7 a</b> Gross amount from sales of assets other than inventory	<b>7a</b>	(i) Securities	616,469.			
			(ii) Other				
	<b>b</b> Less: cost or other basis and sales expenses	<b>7b</b>		617,700.			
<b>c</b> Gain or (loss)	<b>7c</b>		-1,231.				
<b>d</b> Net gain or (loss)			-1,231.		-1,231.		
<b>8 a</b> Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	<b>8a</b>						
<b>b</b> Less: direct expenses	<b>8b</b>						
<b>c</b> Net income or (loss) from fundraising events							
<b>9 a</b> Gross income from gaming activities. See Part IV, line 19	<b>9a</b>						
<b>b</b> Less: direct expenses	<b>9b</b>						
<b>c</b> Net income or (loss) from gaming activities							
<b>10 a</b> Gross sales of inventory, less returns and allowances	<b>10a</b>						
<b>b</b> Less: cost of goods sold	<b>10b</b>						
<b>c</b> Net income or (loss) from sales of inventory							
Miscellaneous Revenue	<b>11 a</b>	Business Code					
	<b>b</b>						
	<b>c</b>						
	<b>d</b> All other revenue						
	<b>e Total.</b> Add lines 11a-11d						
<b>12 Total revenue.</b> See instructions			4,960,615.	29,686.	0.	12,886.	

LET'S GROW KIDS, INC.  
CHILDREN, INC.

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**Part IX Statement of Functional Expenses**

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
<b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	2,495,734.	2,495,734.		
<b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22				
<b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. 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	637,134.	239,967.	202,676.	194,491.
<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	2,068,147.	1,617,976.	274,769.	175,402.
<b>8</b> Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	54,365.	42,802.	6,398.	5,165.
<b>9</b> Other employee benefits	385,355.	290,572.	64,853.	29,930.
<b>10</b> Payroll taxes	228,407.	161,091.	37,248.	30,068.
<b>11</b> Fees for services (nonemployees):				
<b>a</b> Management	345,400.		345,400.	
<b>b</b> Legal	8,325.		8,325.	
<b>c</b> Accounting				
<b>d</b> Lobbying	48,725.	48,725.		
<b>e</b> Professional fundraising services. See Part IV, line 17	47,500.			47,500.
<b>f</b> Investment management fees	2,508.		2,508.	
<b>g</b> Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch. O.)	610,622.	581,578.	29,044.	
<b>12</b> Advertising and promotion	276,752.	208,394.	27,716.	40,642.
<b>13</b> Office expenses	61,366.	27,068.	26,427.	7,871.
<b>14</b> Information technology	123,158.	77,974.	34,001.	11,183.
<b>15</b> Royalties				
<b>16</b> Occupancy	86,741.	63,321.	13,011.	10,409.
<b>17</b> Travel	24,275.	17,037.	343.	6,895.
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials				
<b>19</b> Conferences, conventions, and meetings	34,972.	23,203.	10,882.	887.
<b>20</b> Interest				
<b>21</b> Payments to affiliates				
<b>22</b> Depreciation, depletion, and amortization	53,039.	38,718.	7,956.	6,365.
<b>23</b> Insurance	12,229.		12,229.	
<b>24</b> Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
<b>a</b> PROGRAMMATIC MATERIALS	68,220.	67,948.	99.	173.
<b>b</b> INCENTIVES	49,180.	49,180.		
<b>c</b> DUES	8,648.	2,035.	1,216.	5,397.
<b>d</b> PROFESSIONAL DEVELOPME	2,243.		2,243.	
<b>e</b> All other expenses	1,500.		1,485.	15.
<b>25</b> Total functional expenses. Add lines 1 through 24e	7,734,545.	6,053,323.	1,108,829.	572,393.
<b>26</b> Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				

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

LET'S GROW KIDS, INC.  
CHILDREN, INC.

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**Part X Balance Sheet**

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

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash - non-interest-bearing .....	1,331,473.	<b>1</b>	1,285,498.
	<b>2</b> Savings and temporary cash investments .....		<b>2</b>	
	<b>3</b> Pledges and grants receivable, net .....	12,593,999.	<b>3</b>	9,686,144.
	<b>4</b> Accounts receivable, net .....	808.	<b>4</b>	56,844.
	<b>5</b> Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons .....		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) .....		<b>6</b>	
	<b>7</b> Notes and loans receivable, net .....	0.	<b>7</b>	85,861.
	<b>8</b> Inventories for sale or use .....		<b>8</b>	
	<b>9</b> Prepaid expenses and deferred charges .....	70,323.	<b>9</b>	89,812.
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D .....	<b>10a</b> 316,234.		
	<b>b</b> Less: accumulated depreciation .....	<b>10b</b> 214,184.		
	<b>11</b> Investments - publicly traded securities .....	135,573.	<b>10c</b>	102,050.
	<b>12</b> Investments - other securities. See Part IV, line 11 .....	3,331,977.	<b>11</b>	2,952,515.
	<b>13</b> Investments - program-related. See Part IV, line 11 .....		<b>12</b>	
	<b>14</b> Intangible assets .....		<b>13</b>	
	<b>15</b> Other assets. See Part IV, line 11 .....		<b>14</b>	
<b>16</b> <b>Total assets.</b> Add lines 1 through 15 (must equal line 33) .....	17,464,153.	<b>15</b>		
<b>17</b> Accounts payable and accrued expenses .....	201,554.	<b>16</b>	14,258,724.	
<b>18</b> Grants payable .....	201,554.	<b>17</b>	255,589.	
<b>19</b> Deferred revenue .....	101,150.	<b>18</b>	72,810.	
<b>20</b> Tax-exempt bond liabilities .....	477,894.	<b>19</b>	25,697.	
<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D .....		<b>20</b>		
<b>22</b> Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons .....		<b>21</b>		
<b>23</b> Secured mortgages and notes payable to unrelated third parties .....		<b>22</b>		
<b>24</b> Unsecured notes and loans payable to unrelated third parties .....		<b>23</b>		
<b>25</b> Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D .....		<b>24</b>		
<b>26</b> <b>Total liabilities.</b> Add lines 17 through 25 .....	780,598.	<b>25</b>		
<b>27</b> <b>Organizations that follow FASB ASC 958, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27, 28, 32, and 33.</b>		<b>26</b>	354,096.	
<b>28</b> Net assets without donor restrictions .....	4,089,556.	<b>27</b>	4,128,033.	
<b>29</b> Net assets with donor restrictions .....	12,593,999.	<b>28</b>	9,776,595.	
<b>30</b> <b>Organizations that do not follow FASB ASC 958, check here</b> <input type="checkbox"/> <b>and complete lines 29 through 33.</b>				
<b>31</b> Capital stock or trust principal, or current funds .....		<b>29</b>		
<b>32</b> Paid-in or capital surplus, or land, building, or equipment fund .....		<b>30</b>		
<b>33</b> Retained earnings, endowment, accumulated income, or other funds .....		<b>31</b>		
<b>34</b> Total net assets or fund balances .....	16,683,555.	<b>32</b>	13,904,628.	
<b>35</b> Total liabilities and net assets/fund balances .....	17,464,153.	<b>33</b>	14,258,724.	

Form 990 (2020)

LET'S GROW KIDS, INC.  
CHILDREN, INC.

**Part XI Reconciliation of Net Assets**

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	4,960,615.
2	Total expenses (must equal Part IX, column (A), line 25)	2	7,734,545.
3	Revenue less expenses. Subtract line 2 from line 1	3	-2,773,930.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	16,683,555.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	-4,997.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	13,904,628.

**Part XII Financial Statements and Reporting**

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

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
b Were the organization's financial statements audited by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____ If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	X	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? _____		X
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits _____		

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

Department of the Treasury  
Internal Revenue Service

**Public Charity Status and Public Support**

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

**2020**

Open to Public Inspection

Name of the organization **LET'S GROW KIDS, INC. CHILDREN, INC.** Employer identification number **31-1802348**

**Part I Reason for Public Charity Status.** (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 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 (Form 990 or 990-EZ).)
- 3  A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 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 agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: \_\_\_\_\_
- 10  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.)
- 11  An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12  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 in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
  - a  **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
  - b  **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
  - c  **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
  - d  **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
  - e  Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
  - f Enter the number of supported organizations ..... 1

g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
VERMONT COMMUNITY FOUNDATION	22-2712160	7	X		345,400.	0.
<b>Total</b>					<b>345,400.</b>	<b>0.</b>

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Table with 7 columns: (a) 2016, (b) 2017, (c) 2018, (d) 2019, (e) 2020, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Tax revenues levied for the organization's benefit; 3 The value of services or facilities furnished by a governmental unit; 4 Total. Add lines 1 through 3; 5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f); 6 Public support. Subtract line 5 from line 4.

Section B. Total Support

Table with 7 columns: (a) 2016, (b) 2017, (c) 2018, (d) 2019, (e) 2020, (f) Total. Rows include: 7 Amounts from line 4; 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 9 Net income from unrelated business activities, whether or not the business is regularly carried on; 10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.); 11 Total support. Add lines 7 through 10; 12 Gross receipts from related activities, etc. (see instructions); 13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here.

Section C. Computation of Public Support Percentage

Table with 3 columns: Line number, Description, and Percentage. Rows include: 14 Public support percentage for 2020 (line 6, column (f), divided by line 11, column (f)); 15 Public support percentage from 2019 Schedule A, Part II, line 14; 16a 33 1/3% support test - 2020; b 33 1/3% support test - 2019; 17a 10% -facts-and-circumstances test - 2020; b 10% -facts-and-circumstances test - 2019; 18 Private foundation.

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

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

Section A. Public Support

Table with 7 columns: (a) 2016, (b) 2017, (c) 2018, (d) 2019, (e) 2020, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 8 Public support.

Section B. Total Support

Table with 7 columns: (a) 2016, (b) 2017, (c) 2018, (d) 2019, (e) 2020, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income; 10c Add lines 10a and 10b; 11 Net income from unrelated business activities not included in line 10b; 12 Other income; 13 Total support.

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here

Section C. Computation of Public Support Percentage

Table with 2 columns: Description, Percentage. Row 15: Public support percentage for 2020 (line 8, column (f), divided by line 13, column (f)) 15%. Row 16: Public support percentage from 2019 Schedule A, Part III, line 15 16%.

Section D. Computation of Investment Income Percentage

Table with 2 columns: Description, Percentage. Row 17: Investment income percentage for 2020 (line 10c, column (f), divided by line 13, column (f)) 17%. Row 18: Investment income percentage from 2019 Schedule A, Part III, line 17 18%.

19a 33 1/3% support tests - 2020. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2019. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

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

**Part IV Supporting Organizations**

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

**Section A. All Supporting Organizations**

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



**Part IV Supporting Organizations** (continued)

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

**Section B. Type I Supporting Organizations**

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

**Section C. Type II Supporting Organizations**

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

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

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

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

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

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

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

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

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

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

LET'S GROW KIDS, INC.

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

Section D - Distributions		Current Year
<b>1</b>	Amounts paid to supported organizations to accomplish exempt purposes	<b>1</b>
<b>2</b>	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	<b>2</b>
<b>3</b>	Administrative expenses paid to accomplish exempt purposes of supported organizations	<b>3</b>
<b>4</b>	Amounts paid to acquire exempt-use assets	<b>4</b>
<b>5</b>	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i> )	<b>5</b>
<b>6</b>	Other distributions ( <i>describe in Part VI</i> ). See instructions.	<b>6</b>
<b>7</b>	<b>Total annual distributions.</b> Add lines 1 through 6.	<b>7</b>
<b>8</b>	Distributions to attentive supported organizations to which the organization is responsive ( <i>provide details in Part VI</i> ). See instructions.	<b>8</b>
<b>9</b>	Distributable amount for 2020 from Section C, line 6	<b>9</b>
<b>10</b>	Line 8 amount divided by line 9 amount	<b>10</b>

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2020	(iii) Distributable Amount for 2020
<b>1</b> Distributable amount for 2020 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2020 (reasonable cause required - <i>explain in Part VI</i> ). See instructions.			
<b>3</b> Excess distributions carryover, if any, to 2020			
<b>a</b> From 2015			
<b>b</b> From 2016			
<b>c</b> From 2017			
<b>d</b> From 2018			
<b>e</b> From 2019			
<b>f</b> <b>Total</b> of lines 3a through 3e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2020 distributable amount			
<b>i</b> Carryover from 2015 not applied (see instructions)			
<b>j</b> Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
<b>4</b> Distributions for 2020 from Section D, line 7: \$			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2020 distributable amount			
<b>c</b> Remainder. Subtract lines 4a and 4b from line 4.			
<b>5</b> Remaining underdistributions for years prior to 2020, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
<b>6</b> Remaining underdistributions for 2020. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
<b>7</b> <b>Excess distributions carryover to 2021.</b> Add lines 3j and 4c.			
<b>8</b> Breakdown of line 7:			
<b>a</b> Excess from 2016			
<b>b</b> Excess from 2017			
<b>c</b> Excess from 2018			
<b>d</b> Excess from 2019			
<b>e</b> Excess from 2020			

Schedule A (Form 990 or 990-EZ) 2020

LET'S GROW KIDS, INC.

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

**PART IV, SECTION A, LINE 6:**

TO FURTHER THE EXEMPT PURPOSE OF BOTH THE ORGANIZATION AND ITS SUPPORTED ORGANIZATION, GRANTS AND EXPENDITURES WERE AWARDED TO ENSURE THAT EVERY VERMONT FAMILY HAS ACCESS TO HIGH-QUALITY AND AFFORDABLE CARE.

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

**Political Campaign and Lobbying Activities**

OMB No. 1545-0047

**2020**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

For Organizations Exempt From Income Tax Under section 501(c) and section 527  
 ▶ **Complete if the organization is described below.** ▶ **Attach to Form 990 or Form 990-EZ.**  
 ▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

**If the organization answered "Yes," on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then**

- 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," on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then**

- 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," on Form 990, Part IV, line 5 (Proxy Tax) (See separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (See separate instructions), then**

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization <b>LET'S GROW KIDS, INC. CHILDREN, INC.</b>	Employer identification number <b>31-1802348</b>
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**Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.**

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

**Part I-B Complete if the organization is exempt under section 501(c)(3).**

- 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 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 Complete if the organization is exempt under section 501(c), except section 501(c)(3).**

- 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 funds contributed to other organizations for section 527 exempt function activities ..... ▶ \$ \_\_\_\_\_
- 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ..... ▶ \$ \_\_\_\_\_
- 4 Did the filing organization file **Form 1120-POL** for this year? .....  Yes  No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were 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.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. Schedule C (Form 990 or 990-EZ) 2020

LET'S GROW KIDS, INC.

**Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).**

- A** Check  if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B** Check  if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
<b>1a</b>	Total lobbying expenditures to influence public opinion (grassroots lobbying)	58,223.	58,223.												
<b>b</b>	Total lobbying expenditures to influence a legislative body (direct lobbying)	36,697.	36,697.												
<b>c</b>	Total lobbying expenditures (add lines 1a and 1b)	94,920.	94,920.												
<b>d</b>	Other exempt purpose expenditures	7,639,625.	46,173,532.												
<b>e</b>	Total exempt purpose expenditures (add lines 1c and 1d)	7,734,545.	46,268,452.												
<b>f</b>	Lobbying nontaxable amount. Enter the amount from the following table in both columns.	536,727.	1,000,000.												
<table border="1"> <thead> <tr> <th>If the amount on line 1e, column (a) or (b) is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>		If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e.	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
Not over \$500,000	20% of the amount on line 1e.														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.														
Over \$17,000,000	\$1,000,000.														
<b>g</b>	Grassroots nontaxable amount (enter 25% of line 1f)	134,182.	250,000.												
<b>h</b>	Subtract line 1g from line 1a. If zero or less, enter -0-	0.	0.												
<b>i</b>	Subtract line 1f from line 1c. If zero or less, enter -0-	0.	0.												
<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"/> Yes <input type="checkbox"/> No													

**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 separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) Total
<b>2a</b> Lobbying nontaxable amount	1,000,000.	1,000,000.	1,000,000.	1,000,000.	4,000,000.
<b>b</b> Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000.
<b>c</b> Total lobbying expenditures	107,943.	38,443.	29,715.	94,920.	271,021.
<b>d</b> Grassroots nontaxable amount	250,000.	250,000.	50,268.	250,000.	800,268.
<b>e</b> Grassroots ceiling amount (150% of line 2d, column (e))					1,200,402.
<b>f</b> Grassroots lobbying expenditures	9,389.	11,315.	5,576,450.	58,223.	5,655,377.

**Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).**

	(a)		(b)
	Yes	No	Amount
<i>For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.</i>			
<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? .....			
<b>b</b> Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? ..			
<b>c</b> Media advertisements? .....			
<b>d</b> Mailings to members, legislators, or the public? .....			
<b>e</b> Publications, or published or broadcast statements? .....			
<b>f</b> Grants to other organizations for lobbying purposes? .....			
<b>g</b> Direct contact with legislators, their staffs, government officials, or a legislative body? .....			
<b>h</b> Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means? .....			
<b>i</b> Other activities? .....			
<b>j</b> Total. Add lines 1c through 1i .....			
<b>2a</b> Did the activities in line 1 cause the organization to be not described in section 501(c)(3)? .....			
<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 Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).**

	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 carry over lobbying and political campaign activity expenditures from the prior year? .....	<b>3</b>	

**Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."**

<b>1</b> Dues, assessments and similar amounts from members .....	<b>1</b>
<b>2</b> Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).	
<b>a</b> Current year .....	<b>2a</b>
<b>b</b> Carryover from last year .....	<b>2b</b>
<b>c</b> Total .....	<b>2c</b>
<b>3</b> Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues .....	<b>3</b>
<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? .....	<b>4</b>
<b>5</b> Taxable amount of lobbying and political expenditures (See instructions) .....	<b>5</b>

**Part IV Supplemental Information**

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (See instructions); and Part II-B, line 1. Also, complete this part for any additional information.

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LET'S GROW KIDS, INC.  
CHILDREN, INC.

Schedule C (Form 990 or 990-EZ)

31-1802348 Page 4

**Part IV** Supplemental Information (continued)

**Schedule C** Affiliated Group Lobbying Expenditures  
Part II -A

Name of Affiliated Group Member  
VERMONT COMMUNITY FOUNDATION

Employer ID Number  
22-2712160

Affiliated Group Member Address  
3 COURT STREET  
MIDDLEBURY, VT 05753

Electing Member  
YES

**Limits on Lobbying Expenditures:**

	Line												
Total lobbying expenditures to influence public opinion (grassroots lobbying) .....	0. 1a												
Total lobbying expenditures to influence a legislative body (direct lobbying) .....	0. b												
Total lobbying expenditures (add lines 1a and 1b) .....	0. c												
Other exempt purpose expenditures .....	33,537,396. d												
Total exempt purpose expenditures (add lines 1c and 1d) .....	33,537,396. e												
Lobbying nontaxable amount.													
Enter the amount from the following table:													
<table border="1"> <thead> <tr> <th>If the amount on line e is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e</td> </tr> <tr> <td>&gt; 500,000 &lt;= 1,000,000</td> <td>100,000 + 15% &gt; 500,000</td> </tr> <tr> <td>&gt; 1,000,000 &lt;= 1,500,000</td> <td>175,000 + 10% &gt; 1,000,000</td> </tr> <tr> <td>&gt; 1,500,000 &lt;= 17,000,000</td> <td>225,000 + 5% &gt; 1,500,000</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000</td> </tr> </tbody> </table>	If the amount on line e is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e	> 500,000 <= 1,000,000	100,000 + 15% > 500,000	> 1,000,000 <= 1,500,000	175,000 + 10% > 1,000,000	> 1,500,000 <= 17,000,000	225,000 + 5% > 1,500,000	Over \$17,000,000	\$1,000,000	
If the amount on line e is:	The lobbying nontaxable amount is:												
Not over \$500,000	20% of the amount on line 1e												
> 500,000 <= 1,000,000	100,000 + 15% > 500,000												
> 1,000,000 <= 1,500,000	175,000 + 10% > 1,000,000												
> 1,500,000 <= 17,000,000	225,000 + 5% > 1,500,000												
Over \$17,000,000	\$1,000,000												
.....	1,000,000. f												
Grassroots nontaxable amount (enter 25% of line 1f) .....	250,000. g												
Subtract line 1g from line 1a (limit to zero) .....	0. h												
Subtract line 1f from line 1c (limit to zero) .....	0. i												
Member's share of excess lobbying expenditures .....	0.												



**Part IV Supplemental Information** (continued)

**Schedule C Affiliated Group Lobbying Expenditures**  
**Part II -A**

Name of Affiliated Group Member  
**HIGH MEADOWS FUND, INC.**

Employer ID Number  
**20-0288123**

Affiliated Group Member Address  
**3 COURT STREET  
MIDDLEBURY, VT 05753**

Electing Member  
**YES**

**Limits on Lobbying Expenditures:**

	0.	1a												
Total lobbying expenditures to influence public opinion (grassroots lobbying) .....	0.	1a												
Total lobbying expenditures to influence a legislative body (direct lobbying) .....	0.	b												
Total lobbying expenditures (add lines 1a and 1b) .....	0.	c												
Other exempt purpose expenditures .....	1,810,416.	d												
Total exempt purpose expenditures (add lines 1c and 1d) .....	1,810,416.	e												
Lobbying nontaxable amount.														
Enter the amount from the following table:														
<table border="1"> <thead> <tr> <th style="text-align: center;">If the amount on line e is:</th> <th style="text-align: center;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e</td> </tr> <tr> <td>&gt; 500,000 &lt;= 1,000,000</td> <td>100,000 + 15% &gt; 500,000</td> </tr> <tr> <td>&gt; 1,000,000 &lt;= 1,500,000</td> <td>175,000 + 10% &gt; 1,000,000</td> </tr> <tr> <td>&gt; 1,500,000 &lt;= 17,000,000</td> <td>225,000 + 5% &gt; 1,500,000</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000</td> </tr> </tbody> </table>	If the amount on line e is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e	> 500,000 <= 1,000,000	100,000 + 15% > 500,000	> 1,000,000 <= 1,500,000	175,000 + 10% > 1,000,000	> 1,500,000 <= 17,000,000	225,000 + 5% > 1,500,000	Over \$17,000,000	\$1,000,000	240,521.	f
If the amount on line e is:	The lobbying nontaxable amount is:													
Not over \$500,000	20% of the amount on line 1e													
> 500,000 <= 1,000,000	100,000 + 15% > 500,000													
> 1,000,000 <= 1,500,000	175,000 + 10% > 1,000,000													
> 1,500,000 <= 17,000,000	225,000 + 5% > 1,500,000													
Over \$17,000,000	\$1,000,000													
Grassroots nontaxable amount (enter 25% of line 1f) .....	60,130.	g												
Subtract line 1g from line 1a (limit to zero) .....	0.	h												
Subtract line 1f from line 1c (limit to zero) .....	0.	i												
Member's share of excess lobbying expenditures .....	0.													

LET'S GROW KIDS, INC.  
CHILDREN, INC.

Schedule C (Form 990 or 990-EZ)

31-1802348 Page 4

**Part IV** Supplemental Information (continued)

**Schedule C** Affiliated Group Lobbying Expenditures  
Part II -A

Name of Affiliated Group Member  
J. WARREN AND LOIS MCCLURE FOUNDATION, INC.

Employer ID Number  
03-0345186

Affiliated Group Member Address  
3 COURT STREET  
MIDDLEBURY, VT 05753

Electing Member  
YES

**Limits on Lobbying Expenditures:**

	Line												
Total lobbying expenditures to influence public opinion (grassroots lobbying) .....	0. 1a												
Total lobbying expenditures to influence a legislative body (direct lobbying) .....	0. b												
Total lobbying expenditures (add lines 1a and 1b) .....	0. c												
Other exempt purpose expenditures .....	1,218,056. d												
Total exempt purpose expenditures (add lines 1c and 1d) .....	1,218,056. e												
Lobbying nontaxable amount.													
Enter the amount from the following table:													
<table border="1" style="width: 100%;"> <thead> <tr> <th style="width: 50%;">If the amount on line e is:</th> <th style="width: 50%;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e</td> </tr> <tr> <td>&gt; 500,000 &lt;= 1,000,000</td> <td>100,000 + 15% &gt; 500,000</td> </tr> <tr> <td>&gt; 1,000,000 &lt;= 1,500,000</td> <td>175,000 + 10% &gt; 1,000,000</td> </tr> <tr> <td>&gt; 1,500,000 &lt;= 17,000,000</td> <td>225,000 + 5% &gt; 1,500,000</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000</td> </tr> </tbody> </table>	If the amount on line e is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e	> 500,000 <= 1,000,000	100,000 + 15% > 500,000	> 1,000,000 <= 1,500,000	175,000 + 10% > 1,000,000	> 1,500,000 <= 17,000,000	225,000 + 5% > 1,500,000	Over \$17,000,000	\$1,000,000	
If the amount on line e is:	The lobbying nontaxable amount is:												
Not over \$500,000	20% of the amount on line 1e												
> 500,000 <= 1,000,000	100,000 + 15% > 500,000												
> 1,000,000 <= 1,500,000	175,000 + 10% > 1,000,000												
> 1,500,000 <= 17,000,000	225,000 + 5% > 1,500,000												
Over \$17,000,000	\$1,000,000												
.....	196,806. f												
Grassroots nontaxable amount (enter 25% of line 1f) .....	49,202. g												
Subtract line 1g from line 1a (limit to zero) .....	0. h												
Subtract line 1f from line 1c (limit to zero) .....	0. i												
Member's share of excess lobbying expenditures .....	0.												

LET'S GROW KIDS, INC.  
CHILDREN, INC.

**Part IV** Supplemental Information (continued)

**Schedule C** Affiliated Group Lobbying Expenditures  
Part II -A

Name of Affiliated Group Member  
ADDISON COMMUNITY ATHLETICS FOUNDATION

Employer ID Number  
46-1164975

Affiliated Group Member Address  
3 COURT STREET  
MIDDLEBURY, VT 05753

Electing Member  
NO

**Limits on Lobbying Expenditures:**

	Line												
Total lobbying expenditures to influence public opinion (grassroots lobbying) .....	0. 1a												
Total lobbying expenditures to influence a legislative body (direct lobbying) .....	0. b												
Total lobbying expenditures (add lines 1a and 1b) .....	0. c												
Other exempt purpose expenditures .....	273,907. d												
Total exempt purpose expenditures (add lines 1c and 1d) .....	273,907. e												
Lobbying nontaxable amount.													
Enter the amount from the following table:													
<table border="1"> <thead> <tr> <th>If the amount on line e is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e</td> </tr> <tr> <td>&gt; 500,000 &lt;= 1,000,000</td> <td>100,000 + 15% &gt; 500,000</td> </tr> <tr> <td>&gt; 1,000,000 &lt;= 1,500,000</td> <td>175,000 + 10% &gt; 1,000,000</td> </tr> <tr> <td>&gt; 1,500,000 &lt;= 17,000,000</td> <td>225,000 + 5% &gt; 1,500,000</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000</td> </tr> </tbody> </table>	If the amount on line e is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e	> 500,000 <= 1,000,000	100,000 + 15% > 500,000	> 1,000,000 <= 1,500,000	175,000 + 10% > 1,000,000	> 1,500,000 <= 17,000,000	225,000 + 5% > 1,500,000	Over \$17,000,000	\$1,000,000	
If the amount on line e is:	The lobbying nontaxable amount is:												
Not over \$500,000	20% of the amount on line 1e												
> 500,000 <= 1,000,000	100,000 + 15% > 500,000												
> 1,000,000 <= 1,500,000	175,000 + 10% > 1,000,000												
> 1,500,000 <= 17,000,000	225,000 + 5% > 1,500,000												
Over \$17,000,000	\$1,000,000												
.....	54,781. f												
Grassroots nontaxable amount (enter 25% of line 1f) .....	13,695. g												
Subtract line 1g from line 1a (limit to zero) .....	0. h												
Subtract line 1f from line 1c (limit to zero) .....	0. i												
Member's share of excess lobbying expenditures .....	0.												

LET'S GROW KIDS, INC.  
CHILDREN, INC.

Schedule C (Form 990 or 990-EZ)

31-1802348 Page 4

**Part IV** Supplemental Information (continued)

**Schedule C** Affiliated Group Lobbying Expenditures  
Part II -A

Name of Affiliated Group Member  
CURTIS FUND, INC.

Employer ID Number  
03-6009912

Affiliated Group Member Address  
3 COURT STREET  
MIDDLEBURY, VT 05753

Electing Member  
NO

**Limits on Lobbying Expenditures:**

	Line												
Total lobbying expenditures to influence public opinion (grassroots lobbying) .....	0. 1a												
Total lobbying expenditures to influence a legislative body (direct lobbying) .....	0. b												
Total lobbying expenditures (add lines 1a and 1b) .....	0. c												
Other exempt purpose expenditures .....	1,694,132. d												
Total exempt purpose expenditures (add lines 1c and 1d) .....	1,694,132. e												
Lobbying nontaxable amount.													
Enter the amount from the following table:													
<table border="1"> <thead> <tr> <th>If the amount on line e is:</th> <th>The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e</td> </tr> <tr> <td>&gt; 500,000 &lt;= 1,000,000</td> <td>100,000 + 15% &gt; 500,000</td> </tr> <tr> <td>&gt; 1,000,000 &lt;= 1,500,000</td> <td>175,000 + 10% &gt; 1,000,000</td> </tr> <tr> <td>&gt; 1,500,000 &lt;= 17,000,000</td> <td>225,000 + 5% &gt; 1,500,000</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000</td> </tr> </tbody> </table>	If the amount on line e is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e	> 500,000 <= 1,000,000	100,000 + 15% > 500,000	> 1,000,000 <= 1,500,000	175,000 + 10% > 1,000,000	> 1,500,000 <= 17,000,000	225,000 + 5% > 1,500,000	Over \$17,000,000	\$1,000,000	
If the amount on line e is:	The lobbying nontaxable amount is:												
Not over \$500,000	20% of the amount on line 1e												
> 500,000 <= 1,000,000	100,000 + 15% > 500,000												
> 1,000,000 <= 1,500,000	175,000 + 10% > 1,000,000												
> 1,500,000 <= 17,000,000	225,000 + 5% > 1,500,000												
Over \$17,000,000	\$1,000,000												
.....	234,707. f												
Grassroots nontaxable amount (enter 25% of line 1f) .....	58,677. g												
Subtract line 1g from line 1a (limit to zero) .....	0. h												
Subtract line 1f from line 1c (limit to zero) .....	0. i												
Member's share of excess lobbying expenditures .....	0.												

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

Department of the Treasury  
Internal Revenue Service

**Supplemental Financial Statements**

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

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

OMB No. 1545-0047

**2020**

**Open to Public Inspection**

Name of the organization **LET'S GROW KIDS, INC.  
CHILDREN, INC.**

Employer identification number  
**31-1802348**

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

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

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

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

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

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

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

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

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

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

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

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

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

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

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

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

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

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

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

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

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

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

Schedule D (Form 990) 2020

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

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

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

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

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	16,683,555.	12,809,121.	15,149,298.	17,344,119.	18,868,888.
b Contributions	4,947,729.	9,455,805.	3,325,637.	3,910,349.	4,145,559.
c Net investment earnings, gains, and losses	12,866.	75,062.	8,209.	144,246.	184,002.
d Grants or scholarships	2,495,734.	749,943.	901,689.	970,869.	1,204,257.
e Other expenditures for facilities and programs	3,557,589.	3,222,110.	3,377,633.	4,010,879.	3,510,206.
f Administrative expenses	1,681,222.	168,380.	1,394,701.	1,267,668.	1,139,867.
g End of year balance	13,909,605.	16,683,555.	12,809,121.	15,149,298.	17,344,119.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment  30.0000 %
  - b Permanent endowment  .0000 %
  - c Term endowment  70.0000 %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- |                             | Yes                                 | No                                  |
|-----------------------------|-------------------------------------|-------------------------------------|
| (i) Unrelated organizations |                                     | <input checked="" type="checkbox"/> |
| (ii) Related organizations  | <input checked="" type="checkbox"/> |                                     |
- b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

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

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		111,709.	62,382.	49,327.
d Equipment		204,525.	151,802.	52,723.
e Other				
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				102,050.

**Part VII Investments - Other Securities.**

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

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

**Part VIII Investments - Program Related.**

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

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

**Part IX Other Assets.**

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

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

**Part X Other Liabilities.**

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

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

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

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

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

<b>1</b>	Total revenue, gains, and other support per audited financial statements		<b>1</b>
<b>2</b>	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
<b>a</b>	Net unrealized gains (losses) on investments	<b>2a</b>	
<b>b</b>	Donated services and use of facilities	<b>2b</b>	
<b>c</b>	Recoveries of prior year grants	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIII.)	<b>2d</b>	
<b>e</b>	Add lines <b>2a</b> through <b>2d</b>		<b>2e</b>
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b>		<b>3</b>
<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 XIII.)	<b>4b</b>	
<b>c</b>	Add lines <b>4a</b> and <b>4b</b>		<b>4c</b>
<b>5</b>	Total revenue. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 12.)		<b>5</b>

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

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

<b>1</b>	Total expenses and losses per audited financial statements		<b>1</b>
<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>	
<b>b</b>	Prior year adjustments	<b>2b</b>	
<b>c</b>	Other losses	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIII.)	<b>2d</b>	
<b>e</b>	Add lines <b>2a</b> through <b>2d</b>		<b>2e</b>
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b>		<b>3</b>
<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 XIII.)	<b>4b</b>	
<b>c</b>	Add lines <b>4a</b> and <b>4b</b>		<b>4c</b>
<b>5</b>	Total expenses. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 18.)		<b>5</b>

**Part XIII Supplemental Information.**

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

PART V, LINE 4:

FUNDS ARE DESIGNATED AND INTENDED FOR USE IN THE FURTHERANCE OF THE ORGANIZATION'S EXEMPT PURPOSE.





LET'S GROW KIDS, INC.

**Part II Fundraising Events.** Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events
		(event type)	(event type)	(total number)	(add col. (a) through col. (c))
Revenue	1	Gross receipts .....			
	2	Less: Contributions .....			
	3	Gross income (line 1 minus line 2) .....			
Direct Expenses	4	Cash prizes .....			
	5	Noncash prizes .....			
	6	Rent/facility costs .....			
	7	Food and beverages .....			
	8	Entertainment .....			
	9	Other direct expenses .....			
	10	Direct expense summary. Add lines 4 through 9 in column (d) .....			
11	Net income summary. Subtract line 10 from line 3, column (d) .....				

**Part III Gaming.** Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
		1	Gross revenue .....		
Direct Expenses	2	Cash prizes .....			
	3	Noncash prizes .....			
	4	Rent/facility costs .....			
	5	Other direct expenses .....			
6	Volunteer labor .....	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	
7	Direct expense summary. Add lines 2 through 5 in column (d) .....				
8	Net gaming income summary. Subtract line 7 from line 1, column (d) .....				

9 Enter the state(s) in which the organization conducts gaming activities: \_\_\_\_\_  
 a Is the organization licensed to conduct gaming activities in each of these states?  Yes  No  
 b If "No," explain: \_\_\_\_\_

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year?  Yes  No  
 b If "Yes," explain: \_\_\_\_\_

LET'S GROW KIDS, INC.

- 11 Does the organization conduct gaming activities with nonmembers?  Yes  No
- 12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming?  Yes  No
- 13 Indicate the percentage of gaming activity conducted in:
 

a The organization's facility		13a	%
b An outside facility		13b	%
- 14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name ▶ \_\_\_\_\_

Address ▶ \_\_\_\_\_

- 15a Does the organization have a contract with a third party from whom the organization receives gaming revenue?  Yes  No
- b If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ \_\_\_\_\_ and the amount of gaming revenue retained by the third party ▶ \$ \_\_\_\_\_
- c If "Yes," enter name and address of the third party:

Name ▶ \_\_\_\_\_

Address ▶ \_\_\_\_\_

16 Gaming manager information:

Name ▶ \_\_\_\_\_

Gaming manager compensation ▶ \$ \_\_\_\_\_

Description of services provided ▶ \_\_\_\_\_

- Director/officer
- Employee
- Independent contractor

17 Mandatory distributions:

- a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?  Yes  No
- b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ \_\_\_\_\_

**Part IV Supplemental Information.** Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

SCHEDULE G, PART I, LINE 2B, LIST OF TEN HIGHEST PAID FUNDRAISERS:

(I) NAME OF FUNDRAISER: GADE MCARDLE LLC

(I) ADDRESS OF FUNDRAISER: 322 MICHAEL LANE, WILLISTON, VT 05495



**SCHEDULE I  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Grants and Other Assistance to Organizations,  
Governments, and Individuals in the United States**

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

▶ Attach to Form 990.

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

OMB No. 1545-0047

**2020**

Open to Public  
Inspection

Name of the organization **LET'S GROW KIDS, INC.  
CHILDREN, INC.**

Employer identification number  
**31-1802348**

**Part I General Information on Grants and Assistance**

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? .....  Yes  No
- 2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

**Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments.** Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
MENTOR VERMONT 19 MARBLE AVENUE, STE 4 BURLINGTON, VT 05401	02-0658483	501(C)(3)	15,000.	0.			ANNUAL SUPPORT FOR COMMUNITY WORK.
VERMONT ACHIEVEMENT CENTER, INC. 88 PARK STREET RUTLAND, VT 05701	03-0179407	501(C)(3)	16,432.	0.			TO SUPPORT ACTIVITIES THAT WILL STRENGTHEN AND SUPPORT THE VERMONT EARLY CHILDHOOD NETWORKS IN THE
SARA HOLBROOK COMMUNITY CENTER P.O. BOX 3039 BURLINGTON, VT 05408	03-0179595	501(C)(3)	56,445.	0.			EXPAND CAPACITY IN A CURRENTLY LICENSED PROGRAM BY 8 TODDLERS.
GREATER BURLINGTON YMCA 298 COLLEGE STREET BURLINGTON, VT 05401	03-0185810	501(C)(3)	45,250.	0.			EXPAND CAPACITY IN A CURRENTLY LICENSED PROGRAM BY 20 INFANT AND 24 TODDLER SLOTS.
PARENT CHILD CENTER OF NORTHWESTERN COUNSELING & SUPPORT SERVICES - 130 FISHER POND ROAD - ST. ALBANS, VT 05478	03-0210542	501(C)(3)	14,003.	0.			TO SUPPORT ACTIVITIES THAT WILL STRENGTHEN AND SUPPORT THE VERMONT EARLY CHILDHOOD NETWORKS IN THE
THE GRAMMAR SCHOOL 69 HICKORY RIDGE ROAD SOUTH PUTNEY, VT 05346	03-0211036		38,389.	0.			EXPAND CAPACITY IN A CURRENTLY LICENSED PROGRAM TO SERVE 10 TODDLERS.

- 2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ..... ▶ **56.**
- 3 Enter total number of other organizations listed in the line 1 table ..... ▶ **21.**

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

Schedule I (Form 990) 2020

SEE PART IV FOR COLUMN (H) DESCRIPTIONS

LET'S GROW KIDS, INC.  
CHILDREN, INC.

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**Part II** Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
COUNSELING SERVICE OF ADDISON COUNTY - 89 MAIN STREET - MIDDLEBURY, VT 05753	03-0212396	501(C)(3)	46,003.	0.			TO SUPPORT ACTIVITIES THAT WILL STRENGTHEN AND SUPPORT THE VERMONT EARLY CHILDHOOD NETWORKS IN THE
CAPSTONE COMMUNITY ACTION HEAD START - 20 GABLE PLACE - BARRE, VT 05641	03-0216254	501(C)(3)	25,267.	0.			TO SUPPORT AND EXPAND CAPACITY IN A CURRENTLY LICENSED PROGRAM BY 8 INFANT AND 8 TODDLER
CHAMPLAIN VALLEY HEAD START 431 PINE STREET BURLINGTON, VT 05401	03-0216837	501(C)(3)	27,000.	0.			CREATE A NEW (NOT YET LICENSED) PROGRAM SERVING 8 TODDLER.
GOOD SHEPHERD LUTHERAN CHURCH AND LITTLE LAMBS - 401 PINNACLE LANE - DORSET, VT 05251	03-0223823	501(C)(3)	75,333.	0.			EXPAND CAPACITY IN A CURRENTLY LICENSED PROGRAM BY 6 INFANTS.
WINSTON L. PROUTY CENTER FOR CHILD DEVELOPMENT - 209 AUSTINE DRIVE, VERMONT HALL - BRATTLEBORO, VT 05301	03-0229781	501(C)(3)	17,452.	0.			TO SUPPORT ACTIVITIES THAT WILL STRENGTHEN AND SUPPORT THE VERMONT EARLY CHILDHOOD NETWORKS IN THE
ORANGE COUNTY PARENT CHILD CENTER 693 VT RT. 110 TUNBRIDGE, VT 05077	03-0241750	501(C)(3)	16,432.	0.			TO SUPPORT ACTIVITIES THAT WILL STRENGTHEN AND SUPPORT THE VERMONT EARLY CHILDHOOD NETWORKS IN THE
UMBRELLA OF ST. JOHNSBURY, INC. 1216 RAILROAD ST., SUITE C ST. JOHNSBURY, VT 05819	03-0268884	501(C)(3)	44,274.	0.			TO SUPPORT ACTIVITIES THAT WILL STRENGTHEN AND SUPPORT THE VERMONT EARLY CHILDHOOD NETWORKS IN THE
VALLEY COOPERATIVE PRESCHOOL P.O. BOX 533 BRADFORD, VT 05033	03-0277439	501(C)(3)	34,200.	0.			EXPAND CAPACITY AND QUALITY OF A CURRENTLY LICENSED PROGRAM BY SERVING 4 ADDITIONAL
CHILD CARE RESOURCE, INC. 300 CORNERSTONE DRIVE, SUITE 128 WILLISTON, VT 05495	03-0301330	501(C)(3)	12,037.	0.			TO SUPPORT ACTIVITIES THAT WILL STRENGTHEN AND SUPPORT STARTING POINTS NETWORKS IN THE

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**Part II** Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BENNINGTON COUNTY CHILD CARE ASSOCIATION - P.O.BOX 565 - BENNINGTON, VT 05201	03-0307784	501(C)(3)	10,805.	0.			TO SUPPORT ACTIVITIES THAT WILL STRENGTHEN AND SUPPORT THE VERMONT EARLY CHILDHOOD NETWORKS IN THE
VERMONT ASSOCIATION FOR THE EDUCATION OF YOUNG CHILDREN - 145 PINE HAVEN SHORES ROAD, SUITE 2032 - SHELBURNE, VT 05482	03-0313379	501(C)(3)	149,595.	0.			TO SUPPORT VTAEYC'S LEADERSHIP IN YEAR THREE OF ADVANCING AS A PROFESSION: SEPTEMBER
UNITED CHILDREN'S SERVICES OF BENNINGTON COUNTY - 100 LEDGE HILL DRIVE - BENNINGTON, VT 05201	03-0348364	501(C)(3)	59,231.	0.			CREATE A NEW (NOT YET LICENSED) PROGRAM SERVING 5 INFANTS, 15 TODDLERS AND 4 PRESCHOOLERS.
MONTPELIER CHILDREN'S HOUSE 41 BARRE STREET MONTPELIER, VT 05602	03-0350193		54,627.	0.			EXPAND CAPACITY IN A CURRENTLY LICENSED PROGRAM BY 4 INFANT, 14 TODDLER AND 9
VERMONT SCHOLARSHIP FUND VSAC SCHOLARSHIPS PROGRAM, PO BOX 2 WINOOSKI, VT 05404-2601	03-0367034	501(C)(3)	6,000.	0.			LET'S GROW KIDS SCHOLARSHIP FOR ASPIRING EARLY EDUCATORS. SCHOLARSHIP PAYMENT FOR
TOWN OF RANDOLPH 7 SUMMER STREET, DRAWER B RANDOLPH, VT 05060	03-6000638		29,000.	0.			TO SUPPORT THE HIRING OF A CONSULTANT TO DEVELOP AND MANAGE THE PROJECT PLAN TO RECRUIT AN
RANDOLPH TECHNICAL CAREER CENTER 17 FOREST STREET RANDOLPH, VT 05060	03-6003012		5,000.	0.			TO RANDOLPH TECHNICAL CAREER CENTER FOR CENTER TECHNICAL EDUCATION (CTE) PROGRAM CHILD DEVELOPMENT
PATRICIA A. HANNAFORD REGIONAL TECHNICAL SCHOOL DISTRICT - 51 CHARLES AVENUE - MIDDLEBURY, VT 05753	20-1189236		5,000.	0.			TO PATRICIA A HANNAFORD CAREER CENTER - HUMAN SERVICES FOR CENTER TECHNICAL EDUCATION (CTE)
GAN YELADIM PRESCHOOL 57 S WILLIAMS ST BURLINGTON, VT 05401	22-2544129	501(C)(3)	22,846.	0.			EXPAND CAPACITY IN A CURRENTLY LICENSED PROGRAM BY TWO INFANT AND SIX TODDLERS.

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LET'S GROW KIDS, INC.  
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**Part II** Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
OTTER CREEK CHILD CENTER, INC. 150 WEYBRIDGE STREET MIDDLEBURY, VT 05753	22-2564467	501(C)(3)	31,350.	0.			SUPPORT A CONSULTANT TO LEAD THE PROJECT TO OPEN A NEW PROGRAM THAT WILL INCREASE CAPACITY OF
RUTLAND COUNTY PARENT-CHILD CENTER 61 PLEASANT STREET RUTLAND, VT 05701	22-2589017	501(C)(3)	75,000.	0.			EXPAND CAPACITY IN TWO LICENSED PROGRAMS. THE BRANDON SITE WILL EXPAND BY 4 INFANT AND 4 TODDLER
NORTHEAST KINGDOM LEARNING SERVICES (NEKLS) - 55 SEYMOUR LANE, SUITE 11 - NEWPORT, VT 05855	22-3113459	501(C)(3)	81,101.	0.			SUPPORT A NEWLY LICENSED OR REGISTERED PROGRAM THROUGH PROFESSIONAL DEVELOPMENT OFFERINGS AND
PRAISE CHAPEL, INC (AKA CORNERSTONE COMMUNITY CENTER) - PO BOX 620 - HARTFORD, VT 05047	27-4108840	501(C)(3)	50,000.	0.			EXPAND CAPACITY IN A CURRENTLY LICENSED PROGRAM BY 4 INFANTS, 6 TODDLERS AND 10
WAAGS, LLC 96 POND ROAD HINESBURG, VT 05461	45-3243764		92,804.	0.			CREATE A NEW (NOT YET LICENSED) PROGRAM SERVING 8 INFANT AND 14 TODDLERS.
SOUTHWESTERN VERMONT HEALTH CARE FOUNDATION - 100 HOSPITAL DRIVE, SUITE 41 - BENNINGTON, VT 05201	45-3362785	501(C)(3)	60,000.	0.			EXPAND CAPACITY IN A CURRENTLY LICENSED PROGRAM BY 7 INFANT, 8 TODDLER AND 2 PRESCHOOL
AFTERSCHOOL COLLABORATIVE, LLC PO BOX 1133 WILLISTON, VT 05495	46-2282451	501(C)(3)	30,000.	0.			EXPAND CAPACITY IN A CURRENTLY LICENSED PROGRAM BY 10 TODDLERS AND 15 PRESCHOOLERS.
KID LOGIC LEARNING LLC 530 COMMUNITY DRIVE, SUITE 4 SOUTH BURLINGTON, VT 05403	46-2319729	501(C)(3)	25,044.	0.			EXPAND CAPACITY IN A CURRENTLY LICENSED PROGRAM BY 10 TODDLER SLOTS.
ABC ACADEMY, LLC 349 ROUTE 7 SOUTH, SUITE 105 MILTON, VT 05468	46-3241413	501(C)(3)	49,951.	0.			EXPAND CAPACITY IN A CURRENTLY LICENSED PROGRAM BY 4 INFANT AND 4 TODDLERS.

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**Part II** Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
MISSION CITY CHURCH PO BOX 716 ARLINGTON, VT 05250	47-1292103	501(C)(3)	62,370.	0.			CREATE A NEW (NOT YET LICENSED) PROGRAM SERVING 8 INFANT AND 32 TODDLERS.
BURLINGTON TECHNICAL CENTER 52 INSTITUTE DRIVE BURLINGTON, VT 05408	47-1351664	501(C)(3)	5,000.	0.			TO BURLINGTON TECHNICAL CENTER FOR CENTER TECHNICAL EDUCATION (CTE) PROGRAM CHILD DEVELOPMENT
HORIZON EARLY LEARNING PROGRAM 16 BRADLEY AVENUE BRATTLEBORO, VT 05353	47-1663292	501(C)(3)	50,000.	0.			CREATE A NEW (NOT YET LICENSED) PROGRAM SERVING 8 INFANTS AND 8 TODDLERS.
UNDERHILL PRESCHOOL 10 RIVER ROAD JERICHO, VT 05465	47-2904478	501(C)(3)	75,000.	0.			EXPAND CAPACITY IN A CURRENTLY LICENSED PROGRAM BY 10 INFANTS AND 18 TODDLERS.
REKAROO'S CHILDCARE, LLC PO BOX 675 RUTLAND, VT 05702	81-2426291		20,500.	0.			IMPROVE THE QUALITY OF A CURRENTLY REGISTERED OR LICENSED PROGRAM.
ABC & LOL CHILD CARE AND PRESCHOOL, LLC - 1448 MEMORIAL DRIVE - ST. JOHNSBURY, VT 05819	81-4406111	501(C)(3)	30,000.	0.			EXPAND CAPACITY IN A CURRENTLY LICENSED PROGRAM BY 10 TODDLERS.
CRAFTSBURY SAPLINGS 1097 KETCHUM HILL ROAD CRAFTSBURY, VT 05826	81-5437437	501(C)(3)	25,780.	0.			INCREASING CAPACITY IN A CURRENTLY LICENSED PROGRAM BY 4 TODDLER AND 2 PRESCHOOL SPACES.
ALBURGH FAMILY CLUBHOUSE PO BOX 406 ALBURGH, VT 05440	82-3883800	501(C)(3)	20,000.	0.			SUPPORT IN THE CREATION OF A NEW (NOT YET LICENSED) PROGRAM SERVING 8 INFANTS, 12 TODDLERS
GEORGIA'S NEXT GENERATION, LLC 24A BALLARD ROAD MILTON, VT 05468	82-4740194		57,084.	0.			CREATE A NEW (NOT YET LICENSED) PROGRAM SERVING 12 INFANT, 10 TODDLER AND 17 PRESCHOOL AND PROVIDE

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LET'S GROW KIDS, INC.  
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**Part II** Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PEACHAM CHILDREN'S CENTER 2113 THADDEUS STEVENS RD BARNET, VT 05821	83-2694732	501(C)(3)	50,000.	0.			CREATE A NEW (NOT YET LICENSED) PROGRAM SERVING 4 INFANT, 14 TODDLER AND 20 PRESCHOOLERS.
GROWING WITH WONDER 71 CENTER ROAD, UNIT 1 ESSEX, VT 05452	84-1991118	501(C)(3)	15,012.	0.			CREATE A NEW (NOT YET LICENSED) PROGRAM SERVING ONE INFANT, THREE TODDLER AND 16 PRESCHOOLERS.
NEXT GENERATION WILLISTON CAMPUS 24A BALLARD ROAD GEORGIA, VT 05468	85-1521960	501(C)(3)	65,400.	0.			CREATE A NEW (NOT YET LICENSED) PROGRAM SERVING 16 INFANTS, 20 TODDLERS AND 20 PRESCHOOLERS.
NEXT GENERATION BURLINGTON CAMPUS 24A BALLARD ROAD GEORGIA, VT 05468	85-1522267	501(C)(3)	40,000.	0.			CREATE A NEW (NOT YET LICENSED) PROGRAM SERVING 4 INFANTS AND 14 TODDLERS.
EARLY LEARNING CENTER 232 COLCHESTER POINT ROAD COLCHESTER, VT 05446	85-1733970	501(C)(3)	53,881.	0.			CREATE A NEW (NOT YET LICENSED) PROGRAM SERVING 7 INFANTS, 15 TODDLERS AND 16 PRESCHOOLERS.
NORTHWEST TECHNICAL CAREER & CENTER - 71 SOUTH MAIN STREET - ST. ALBANS, VT 05478		501(C)(3)	5,000.	0.			TO NORTHWEST TECHNICAL CENTER FOR CENTER TECHNICAL EDUCATION (CTE) PROGRAM CHILD DEVELOPMENT
OUR LITTLE SCHOOL 50 WHITE CEDAR LANE SHELBURNE, VT 05482		501(C)(3)	10,000.	0.			TO SUPPORT A CONSULTANT FOR STRATEGIC PLANNING ON CREATING A NEW (NOT YET LICENSED) PROGRAM.
AUDRI COX 25 HIGH STREET RUTLAND, VT 05701		501(C)(3)	10,000.	0.			TO CREATE A NEW FAMILY CHILD CARE HOME.
KRISTINA DAVIS 705 RT. 7A SHAFTSBURY, VT 05262		501(C)(3)	11,924.	0.			CREATE A NEW FAMILY CHILD CARE HOME SERVING 2 INFANTS AND 4 TODDLERS AND PROVIDE TECHNOLOGICA

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**Part II** Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
LINDSAY BAUMANN 56 OLD FARM ROAD STOWE, VT 05672		501(C)(3)	58,040.	0.			EXPAND CAPACITY IN A CURRENTLY LICENSED PROGRAM BY 8 INFANT AND 12 TODDLER SPACES.
JENNIFER L'ESPERANCE 2286 SHELDON ROAD SHELDON, VT 05483			10,000.	0.			CREATE A NEW (NOT YET REGISTERED) FAMILY CHILD CARE HOME.
CHRISTINA BLAY PO BOX 111 TROY, VT 05868			6,000.	0.			TO PRESERVE EXISTING HIGH QUALITY SLOTS IN A RECENTLY OPENED FAMILY CHILDCARE PROGRAM.
DANIELLE HUSTON PO BOX 144 EAST MONTPELIER, VT 05651		501(C)(3)	10,000.	0.			CREATE A NEW FAMILY CHILD CARE HOME SERVING 2 INFANTS AND 2 TODDLERS.
NIKIESHA REED 266 KERBER LANE POULTNEY, VT 05764		501(C)(3)	10,000.	0.			CREATE A NEW (NOT YET REGISTERED) FAMILY CHILD CARE HOME.
TURN TO JOY, LLC 3707 LAKEVIEW DRIVE NORTH HERO, VT 05474			74,305.	0.			TO CREATE A NEW (NOT YET LICENSED) PROGRAM AND THEN EXPAND THAT PROGRAM.
STAY & PLAY DAYCARE CENTER 214 CHARLES STREET LYNDONVILLE, VT 05851	33-1207133		21,000.	0.			PRESERVE EXISTING HIGH QUALITY SLOTS IN A NEW PROGRAM/EXPANSION (LESS THAN 12 MONTHS OLD)
KAREN A. HEBERT 122 HUNT STREET FAIRFAX, VT 05454	36-4648203		7,000.	0.			IMPROVE THE QUALITY OF A CURRENTLY REGISTERED OR LICENSED PROGRAM.
SONIA N. KOEHLER 265 SLOAN STREET NEWPORT, VT 05855	45-3194145		10,000.	0.			TO CREATE A NEW FAMILY CHILD CARE HOME.

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**Part II** Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CHERYL DANYOW 1035 MOUNTAIN ROAD ADDISON, VT 05491	46-1576881		10,000.	0.			CREATE A NEW (NOT YET REGISTERED) FAMILY CHILD CARE HOME.
BRIANA TERWILLIGER 26 GOLF COURSE ROAD RICHFORD, VT 05476	46-2555554		10,000.	0.			CREATE A NEW (NOT YET REGISTERED) FAMILY CHILD CARE HOME.
STACEY A. GRAU 1286 VT RTE 149 WEST PAWLET, VT 05775	46-4753334		6,407.	0.			IMPROVE THE QUALITY OF A CURRENTLY REGISTERED OR LICENSED PROGRAM.
KIDS OF THE KINGDOM ON THE HILL 71 DEPOT HILL RD ST. JOHNSBURY, VT 05819	46-5187239	501(C)(3)	40,000.	0.			EXPAND CAPACITY IN A CURRENTLY LICENSED PROGRAM BY 8 INFANTS AND 10 TODDLERS.
SUZY'S LITTLE PEANUTS DAY SCHOOL LLC - 132 CHESTER ROAD - SPRINGFIELD, VT 05156	47-1449529		80,081.	0.			SUPPORT TO OWN AND MAINTAIN TWO EXISTING PROGRAM SITES CURRENTLY SERVING 47 CHILDREN. THIS
HALEY GOLLIOT 33 VANCE HILL RD NEWPORT CENTER, VT 05857		501(C)(3)	9,200.	0.			TO CREATE A NEW FAMILY CHILD CARE HOME.
LITTLE CRICKETS L3C 198 SOUTH MAIN STREET NORTHFIELD, VT 05663	82-1935628	501(C)(3)	10,000.	0.			EXPAND CAPACITY IN A CURRENTLY LICENSED PROGRAM BY TWO PRESCHOOLERS.
CREATIVE DISCOVERIES EARLY CARE AND EDUCATION LLC - 39 MAIN STREET - ESSEX JUNCTION, VT 05452	84-2227955	501(C)(3)	29,000.	0.			SUPPORT A NEWLY LICENSED OR REGISTERED PROGRAM SERVING 10 INFANT, 8 TODDLER AND 10
ALEXIS IVES STEEL 284 WILDER STREET WHITE RIVER JUNCTION, VT 05001	84-2242908		10,800.	0.			EXPAND A CURRENTLY REGISTERED FAMILY CHILD CARE HOME TO A LICENSED HOME TO SERVE 4

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**Part II** Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
KIERSTAN'S LITTLE DUCKLINGS 3 DEER RUN RANDOLPH, VT 06060	84-4370014	501(C)(3)	9,965.	0.			EXPAND A CURRENTLY REGISTERED FAMILY CHILD CARE HOME TO A LICENSED HOME.
SHAYONYE LLC 25 WILLOW STREET BRATTLEBORO, VT 05301	84-4823367		10,000.	0.			CREATE A NEW (NOT YET REGISTERED) FAMILY CHILD CARE HOME.
SARA LOVELL P.O. BOX 101 WESTMINSTER, VT 05158	85-1285061	501(C)(3)	10,000.	0.			CREATE A NEW (NOT YET REGISTERED) FAMILY CHILD CARE HOME.
SARAH GRAY 19 VICTORY DRIVE SOUTH BURLINGTON, VT 05403	85-2008285	501(C)(3)	9,998.	0.			EXPAND A CURRENTLY REGISTERED FAMILY CHILD CARE HOME TO A LICENSED HOME INCREASING CAPACITY
MELISSA JACKMAN 100 STEVE STREET LYNDONVILLE, VT 05851	85-3052462	501(C)(3)	9,974.	0.			TO CREATE A NEW FAMILY CHILD CARE HOME.
VERMONT HIGHER EDUCATION COLLABORATIVE - P.O. BOX 285 - MONTPELIER, VT 05601	27-3343277		10,000.	0.			VT--HEC WILL COLLABORATE WITH LGK AND EXPERTS IN THE FIELD TO DEVELOP AND DELIVER A SERIES OF 4

Schedule I (Form 990)

LET'S GROW KIDS, INC.  
CHILDREN, INC.

**Part III** **Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.  
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance

**Part IV** **Supplemental Information.** Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

PART I, LINE 2:

THE ORGANIZATION REQUIRES FINANCIAL AND PROGRAMMATIC REPORTING BY ALL GRANTEES TO ENSURE THE APPROPRIATE USE OF GRANTED FUNDS.

PART II, LINE 1, COLUMN (H):

NAME OF ORGANIZATION OR GOVERNMENT: VERMONT ACHIEVEMENT CENTER, INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: TO SUPPORT ACTIVITIES THAT WILL STRENGTHEN AND SUPPORT THE VERMONT EARLY CHILDHOOD NETWORKS IN THE RUTLAND REGION.

**Part IV** Supplemental Information

NAME OF ORGANIZATION OR GOVERNMENT:

PARENT CHILD CENTER OF NORTHWESTERN COUNSELING & SUPPORT SERVICES

(H) PURPOSE OF GRANT OR ASSISTANCE: TO SUPPORT ACTIVITIES THAT WILL STRENGTHEN AND SUPPORT THE VERMONT EARLY CHILDHOOD NETWORKS IN THE ST. ALBANS REGION.

NAME OF ORGANIZATION OR GOVERNMENT: COUNSELING SERVICE OF ADDISON COUNTY

(H) PURPOSE OF GRANT OR ASSISTANCE: TO SUPPORT ACTIVITIES THAT WILL STRENGTHEN AND SUPPORT THE VERMONT EARLY CHILDHOOD NETWORKS IN THE MIDDLEBURY REGION.

NAME OF ORGANIZATION OR GOVERNMENT: CAPSTONE COMMUNITY ACTION HEAD START

(H) PURPOSE OF GRANT OR ASSISTANCE: TO SUPPORT AND EXPAND CAPACITY IN A CURRENTLY LICENSED PROGRAM BY 8 INFANT AND 8 TODDLER SPACES.

NAME OF ORGANIZATION OR GOVERNMENT:

WINSTON L. PROUTY CENTER FOR CHILD DEVELOPMENT

(H) PURPOSE OF GRANT OR ASSISTANCE: TO SUPPORT ACTIVITIES THAT WILL STRENGTHEN AND SUPPORT THE VERMONT EARLY CHILDHOOD NETWORKS IN THE BRATTLEBORO REGION.

NAME OF ORGANIZATION OR GOVERNMENT: ORANGE COUNTY PARENT CHILD CENTER

(H) PURPOSE OF GRANT OR ASSISTANCE: TO SUPPORT ACTIVITIES THAT WILL STRENGTHEN AND SUPPORT THE VERMONT EARLY CHILDHOOD NETWORKS IN THE SPRINGFIELD REGION.

NAME OF ORGANIZATION OR GOVERNMENT: UMBRELLA OF ST. JOHNSBURY, INC.

**Part IV** Supplemental Information

(H) PURPOSE OF GRANT OR ASSISTANCE: TO SUPPORT ACTIVITIES THAT WILL STRENGTHEN AND SUPPORT THE VERMONT EARLY CHILDHOOD NETWORKS IN THE MORRISVILLE, ST. JOHNSBURY, AND HARTFORD REGIONS.

NAME OF ORGANIZATION OR GOVERNMENT: VALLEY COOPERATIVE PRESCHOOL

(H) PURPOSE OF GRANT OR ASSISTANCE: EXPAND CAPACITY AND QUALITY OF A CURRENTLY LICENSED PROGRAM BY SERVING 4 ADDITIONAL INFANTS, 12 TODDLERS AND 5 PRESCHOOLERS.

NAME OF ORGANIZATION OR GOVERNMENT: CHILD CARE RESOURCE, INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: TO SUPPORT ACTIVITIES THAT WILL STRENGTHEN AND SUPPORT STARTING POINTS NETWORKS IN THE BURLINGTON REGION.

NAME OF ORGANIZATION OR GOVERNMENT:

BENNINGTON COUNTY CHILD CARE ASSOCIATION

(H) PURPOSE OF GRANT OR ASSISTANCE: TO SUPPORT ACTIVITIES THAT WILL STRENGTHEN AND SUPPORT THE VERMONT EARLY CHILDHOOD NETWORKS IN THE BENNINGTON REGION.

NAME OF ORGANIZATION OR GOVERNMENT:

VERMONT ASSOCIATION FOR THE EDUCATION OF YOUNG CHILDREN

(H) PURPOSE OF GRANT OR ASSISTANCE: TO SUPPORT VTAEYC'S LEADERSHIP IN YEAR THREE OF ADVANCING AS A PROFESSION: SEPTEMBER 2020 TO AUGUST 2021, GENERAL ADMINISTRATIVE COSTS AND HR EXPENSES

NAME OF ORGANIZATION OR GOVERNMENT: MONTPELIER CHILDREN'S HOUSE

(H) PURPOSE OF GRANT OR ASSISTANCE: EXPAND CAPACITY IN A CURRENTLY LICENSED PROGRAM BY 4 INFANT, 14 TODDLER AND 9 PRESCHOOLERS.



**Part IV** Supplemental Information

NAME OF ORGANIZATION OR GOVERNMENT: VERMONT SCHOLARSHIP FUND

(H) PURPOSE OF GRANT OR ASSISTANCE: LET'S GROW KIDS SCHOLARSHIP FOR ASPIRING EARLY EDUCATORS. SCHOLARSHIP PAYMENT FOR THE 2020-2021 ACADEMIC YEAR.

NAME OF ORGANIZATION OR GOVERNMENT: TOWN OF RANDOLPH

(H) PURPOSE OF GRANT OR ASSISTANCE: TO SUPPORT THE HIRING OF A CONSULTANT TO DEVELOP AND MANAGE THE PROJECT PLAN TO RECRUIT AN OPERATOR FOR A NEW LICENSED CHILD CARE CENTER SERVING 32 INFANTS, 26 TODDLERS AND 40 PRESCHOOLERS.

NAME OF ORGANIZATION OR GOVERNMENT: RANDOLPH TECHNICAL CAREER CENTER

(H) PURPOSE OF GRANT OR ASSISTANCE: TO RANDOLPH TECHNICAL CAREER CENTER FOR CENTER TECHNICAL EDUCATION (CTE) PROGRAM CHILD DEVELOPMENT ASSOCIATE (CDA ) PROGRAM PILOT INCENTIVE GRANT.

NAME OF ORGANIZATION OR GOVERNMENT:

PATRICIA A. HANNAFORD REGIONAL TECHNICAL SCHOOL DISTRICT

(H) PURPOSE OF GRANT OR ASSISTANCE: TO PATRICIA A HANNAFORD CAREER CENTER - HUMAN SERVICES FOR CENTER TECHNICAL EDUCATION (CTE) PROGRAM CHILD DEVELOPMENT ASSOCIATE (CDA ) PROGRAM PILOT INCENTIVE GRANT.

NAME OF ORGANIZATION OR GOVERNMENT: OTTER CREEK CHILD CENTER, INC.

(H) PURPOSE OF GRANT OR ASSISTANCE: SUPPORT A CONSULTANT TO LEAD THE PROJECT TO OPEN A NEW PROGRAM THAT WILL INCREASE CAPACITY OF APPROXIMATELY 10 INFANT, 19 TODDLER AND 44 PRESCHOOL SPACES.

**Part IV Supplemental Information**

NAME OF ORGANIZATION OR GOVERNMENT: RUTLAND COUNTY PARENT-CHILD CENTER

(H) PURPOSE OF GRANT OR ASSISTANCE: EXPAND CAPACITY IN TWO LICENSED PROGRAMS. THE BRANDON SITE WILL EXPAND BY 4 INFANT AND 4 TODDLER SPACES. THE RUTLAND SITE WILL EXPAND BY 9 INFANT AND 8 TODDLER SPACES.

NAME OF ORGANIZATION OR GOVERNMENT:

NORTHEAST KINGDOM LEARNING SERVICES (NEKLS)

(H) PURPOSE OF GRANT OR ASSISTANCE: SUPPORT A NEWLY LICENSED OR REGISTERED PROGRAM THROUGH PROFESSIONAL DEVELOPMENT OFFERINGS AND AN ENHANCED OUTDOOR PLAY SPACE TO SERVE THE YOUNGEST CHILDREN AND TO SUPPORT ACTIVITIES THAT WILL STRENGTHEN AND SUPPORT THE VERMONT EARLY CHILDHOOD NETWORKS IN

NAME OF ORGANIZATION OR GOVERNMENT:

PRAISE CHAPEL, INC (AKA CORNERSTONE COMMUNITY CENTER)

(H) PURPOSE OF GRANT OR ASSISTANCE: EXPAND CAPACITY IN A CURRENTLY LICENSED PROGRAM BY 4 INFANTS, 6 TODDLERS AND 10 PRESCHOOLERS.

NAME OF ORGANIZATION OR GOVERNMENT:

SOUTHWESTERN VERMONT HEALTH CARE FOUNDATION

(H) PURPOSE OF GRANT OR ASSISTANCE: EXPAND CAPACITY IN A CURRENTLY LICENSED PROGRAM BY 7 INFANT, 8 TODDLER AND 2 PRESCHOOL SPACES AT THE LEARNING TREE

NAME OF ORGANIZATION OR GOVERNMENT: BURLINGTON TECHNICAL CENTER

(H) PURPOSE OF GRANT OR ASSISTANCE: TO BURLINGTON TECHNICAL CENTER FOR CENTER TECHNICAL EDUCATION (CTE) PROGRAM CHILD DEVELOPMENT ASSOCIATE (CDA ) PROGRAM PILOT INCENTIVE GRANT.

**Part IV** Supplemental Information

NAME OF ORGANIZATION OR GOVERNMENT: ALBURGH FAMILY CLUBHOUSE

(H) PURPOSE OF GRANT OR ASSISTANCE: SUPPORT IN THE CREATION OF A NEW  
(NOT YET LICENSED) PROGRAM SERVING 8 INFANTS, 12 TODDLERS AND 20  
PRESCHOOLERS.

NAME OF ORGANIZATION OR GOVERNMENT: GEORGIA'S NEXT GENERATION, LLC

(H) PURPOSE OF GRANT OR ASSISTANCE: CREATE A NEW (NOT YET LICENSED)  
PROGRAM SERVING 12 INFANT, 10 TODDLER AND 17 PRESCHOOL AND PROVIDE  
TECHNOLOGICAL RESOURCES

NAME OF ORGANIZATION OR GOVERNMENT: NORTHWEST TECHNICAL CAREER & CENTER

(H) PURPOSE OF GRANT OR ASSISTANCE: TO NORTHWEST TECHNICAL CENTER FOR  
CENTER TECHNICAL EDUCATION (CTE) PROGRAM CHILD DEVELOPMENT ASSOCIATE (CDA  
) PROGRAM PILOT INCENTIVE GRANT.

NAME OF ORGANIZATION OR GOVERNMENT: KRISTINA DAVIS

(H) PURPOSE OF GRANT OR ASSISTANCE: CREATE A NEW FAMILY CHILD CARE HOME  
SERVING 2 INFANTS AND 4 TODDLERS AND PROVIDE TECHNOLOGICA SUPPORT

NAME OF ORGANIZATION OR GOVERNMENT: STAY & PLAY DAYCARE CENTER

(H) PURPOSE OF GRANT OR ASSISTANCE: PRESERVE EXISTING HIGH QUALITY SLOTS  
IN A NEW PROGRAM/EXPANSION (LESS THAN 12 MONTHS OLD) SERVING 8 INFANTS  
AND 5 TODDLERS.

NAME OF ORGANIZATION OR GOVERNMENT: SUZY'S LITTLE PEANUTS DAY SCHOOL LLC

(H) PURPOSE OF GRANT OR ASSISTANCE: SUPPORT TO OWN AND MAINTAIN TWO  
EXISTING PROGRAM SITES CURRENTLY SERVING 47 CHILDREN. THIS PROJECT WILL

**Part IV** Supplemental Information

ALSO CREATE 9 ADDITIONAL SLOTS. THE TWO PROGRAMS WILL SERVE A TOTAL OF 16 INFANTS, 15 TODDLERS AND 25 PRESCHOOLERS. PROVIDE TECHNOLOGICAL SUPPORT ALSO.

NAME OF ORGANIZATION OR GOVERNMENT:

CREATIVE DISCOVERIES EARLY CARE AND EDUCATION LLC

(H) PURPOSE OF GRANT OR ASSISTANCE: SUPPORT A NEWLY LICENSED OR REGISTERED PROGRAM SERVING 10 INFANT, 8 TODDLER AND 10 PRESCHOOLERS.

NAME OF ORGANIZATION OR GOVERNMENT: ALEXIS IVES STEEL

(H) PURPOSE OF GRANT OR ASSISTANCE: EXPAND A CURRENTLY REGISTERED FAMILY CHILD CARE HOME TO A LICENSED HOME TO SERVE 4 ADDITIONAL CHILDREN AND PROVIDE TECHNOLOGICAL SUPPORT

NAME OF ORGANIZATION OR GOVERNMENT: SARAH GRAY

(H) PURPOSE OF GRANT OR ASSISTANCE: EXPAND A CURRENTLY REGISTERED FAMILY CHILD CARE HOME TO A LICENSED HOME INCREASING CAPACITY BY 6 INFANT AND TODDLER SLOTS.

NAME OF ORGANIZATION OR GOVERNMENT:

VERMONT HIGHER EDUCATION COLLABORATIVE

(H) PURPOSE OF GRANT OR ASSISTANCE: VT--HEC WILL COLLABORATE WITH LGK AND EXPERTS IN THE FIELD TO DEVELOP AND DELIVER A SERIES OF 4 DAY-LONG WORKSHOPS WITH A 3-CREDIT COURSE OPTION FOCUSED ON THE DEVELOPMENT OF ADMINISTRATORS FOR EARLY CHILDHOOD PROGRAMS.

**SCHEDULE J  
(Form 990)**

**Compensation Information**

OMB No. 1545-0047

**2020**

Open to Public Inspection

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.

▶ Attach to Form 990.

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

Department of the Treasury  
Internal Revenue Service

Name of the organization **LET'S GROW KIDS, INC.  
CHILDREN, INC.**

Employer identification number  
**31-1802348**

**Part I Questions Regarding Compensation**

**1a** Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- |  |  |
|--|--|
| <input type="checkbox"/> First-class or charter travel             | <input type="checkbox"/> Housing allowance or residence for personal use   |
| <input type="checkbox"/> Travel for companions                     | <input type="checkbox"/> Payments for business use of personal residence   |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees     |
| <input type="checkbox"/> Discretionary spending account            | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |

**b** If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain .....

**2** Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a? .....

**3** Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- |   |   |
|---|---|
| <input type="checkbox"/> Compensation committee                     | <input type="checkbox"/> Written employment contract                                |
| <input type="checkbox"/> Independent compensation consultant        | <input checked="" type="checkbox"/> Compensation survey or study                    |
| <input checked="" type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

**4** During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment? .....
- b** Participate in or receive payment from a supplemental nonqualified retirement plan? .....
- c** Participate in or receive payment from an equity-based compensation arrangement? .....
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

**Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.**

**5** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization? .....
- b** Any related organization? .....
- If "Yes" on line 5a or 5b, describe in Part III.

**6** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization? .....
- b** Any related organization? .....
- If "Yes" on line 6a or 6b, describe in Part III.

**7** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III .....

**8** Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III .....

**9** If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)? .....

	Yes	No
<b>1b</b>		
<b>2</b>		
<b>4a</b>		<input checked="" type="checkbox"/>
<b>4b</b>		<input checked="" type="checkbox"/>
<b>4c</b>		<input checked="" type="checkbox"/>
<b>5a</b>		<input checked="" type="checkbox"/>
<b>5b</b>		<input checked="" type="checkbox"/>
<b>6a</b>		<input checked="" type="checkbox"/>
<b>6b</b>		<input checked="" type="checkbox"/>
<b>7</b>		<input checked="" type="checkbox"/>
<b>8</b>		<input checked="" type="checkbox"/>
<b>9</b>		

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

Schedule J (Form 990) 2020

LET'S GROW KIDS, INC.  
CHILDREN, INC.

**Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

**Note:** The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) DAN SMITH SECRETARY	(i)	0.	0.	0.	0.	0.	0.	0.
	(ii)	195,440.	0.	10,846.	14,952.	34,259.	255,497.	0.
(2) WILLIAM MARTIN, III CHIEF STRATEGY OFFICER	(i)	138,008.	15,000.	0.	4,721.	34,058.	191,787.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) ALYSON RICHARDS CHIEF EXECUTIVE OFFICER	(i)	180,453.	0.	0.	5,464.	4,241.	190,158.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
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	(ii)							
	(i)							
	(ii)							

**Part III** Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Multiple horizontal lines for supplemental information.

SCHEDULE L  
(Form 990 or 990-EZ)

Transactions With Interested Persons

OMB No. 1545-0047

2020

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Internal Revenue Service

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.

Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization LET ' S GROW KIDS , INC.  
CHILDREN , INC .

Employer identification number  
31-1802348

Part I Excess Benefit Transactions (section 501(c)(3), section 501(c)(4), and section 501(c)(29) organizations only).

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b.

Table with 4 main columns: (a) Name of disqualified person, (b) Relationship between disqualified person and organization, (c) Description of transaction, (d) Corrected? (Yes/No).

2 Enter the amount of tax incurred by the organization managers or disqualified persons during the year under section 4958 \$

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization \$

Part II Loans to and/or From Interested Persons.

Complete if the organization answered "Yes" on Form 990-EZ, Part V, line 38a or Form 990, Part IV, line 26; or if the organization reported an amount on Form 990, Part X, line 5, 6, or 22.

Table with 9 main columns: (a) Name of interested person, (b) Relationship with organization, (c) Purpose of loan, (d) Loan to or from the organization? (To/From), (e) Original principal amount, (f) Balance due, (g) In default? (Yes/No), (h) Approved by board or committee? (Yes/No), (i) Written agreement? (Yes/No).

Total \$

Part III Grants or Assistance Benefiting Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

Table with 5 main columns: (a) Name of interested person, (b) Relationship between interested person and the organization, (c) Amount of assistance, (d) Type of assistance, (e) Purpose of assistance.



**Part IV Business Transactions Involving Interested Persons.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
ALYSON RICHARDS	CEO OF LET'S GROW K	32,114.	PAYMENT FRO		X

**Part V Supplemental Information.**

Provide additional information for responses to questions on Schedule L (see instructions).

SCH L, PART IV, BUSINESS TRANSACTIONS INVOLVING INTERESTED PERSONS:

(A) NAME OF PERSON: ALYSON RICHARDS

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

CEO OF LET'S GROW KIDS AND BOARD MEMBER OF LET'S GROW KIDS ACTION NETWORK

(D) DESCRIPTION OF TRANSACTION: PAYMENT FROM LET'S GROW KIDS ACTION

NETWORK TO LET'S GROW KIDS FOR SHARED STAFF EXPENSE

**SCHEDULE M  
(Form 990)**

**Noncash Contributions**

OMB No. 1545-0047

**2020**

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Department of the Treasury  
Internal Revenue Service

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

Name of the organization **LET ' S GROW KIDS , INC .  
CHILDREN , INC .** Employer identification number **31-1802348**

**Part I Types of Property**

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	7	76,636.	FAIR MARKET VALUE
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ( )				
26 Other ( )				
27 Other ( )				
28 Other ( )				

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

- 30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period? **X**
- b If "Yes," describe the arrangement in Part II.
- 31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions? **X**
- 32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions? **X**
- b If "Yes," describe in Part II.
- 33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.

	Yes	No
30a		X
31	X	
32a	X	

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

Schedule M (Form 990) 2020

**Part II** **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

SCHEDULE M, LINE 32B:

LET'S GROW KIDS USES MORGAN STANLEY AND CHARLES SCHWAB BROKERAGE  
SERVICES TO RECEIVE AND PROCESS NON-CASH CONTRIBUTIONS.

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

Department of the Treasury  
Internal Revenue Service

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

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

▶ Attach to Form 990 or 990-EZ.

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

OMB No. 1545-0047

**2020**

Open to Public  
Inspection

Name of the organization	LET'S GROW KIDS, INC. CHILDREN, INC.	Employer identification number	31-1802348
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FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:

EARLY CHILDHOOD EDUCATION POLICY CHANGE AND PUBLIC INVESTMENT, AND  
 IMPLEMENTS EQUITABLE SOLUTIONS THAT ADDRESS THE BIGGEST CHALLENGES  
 FACING EARLY CHILDHOOD EDUCATORS AND THE FAMILIES WHO RELY ON THEIR  
 SUCCESS. KEY ACCOMPLISHMENTS IN 2020 INCLUDE: 1.) SUCCESSFULLY CALLED  
 FOR \$50M IN FEDERAL CARES ACT FUNDS TO STABILIZE VERMONT'S CHILD CARE  
 SYSTEM THROUGH THE COVID-19 GLOBAL PANDEMIC; 2.) CONNECTED THOUSANDS OF  
 VOLUNTEER ADVOCATES TO LEGISLATORS AND SUPPORTED THOUSANDS MORE  
 ORGANIZE THEIR COMMUNITIES ON BEHALF OF CHILD CARE POLICY CHANGE; AND,  
 3.) ISSUED \$2.2M TO HELP 75 CHILD CARE BUSINESSES START-UP AND EXPAND  
 AND ENGAGED 60% OF VERMONT'S EARLY CHILDHOOD EDUCATION WORKFORCE IN  
 PROFESSIONAL DEVELOPMENT AND WORKFORCE DEVELOPMENT OPPORTUNITIES AND  
 TECHNOLOGY PILOTS TO FACILITATE BUSINESS ADMINISTRATION.

FORM 990, PART VI, SECTION A, LINE 3:

THE VERMONT COMMUNITY FOUNDATION PERFORMS CUSTOMARY MANAGEMENT DUTIES ON  
 BEHALF OF THE REPORTING ORGANIZATION'S GOVERNING BODY.

FORM 990, PART VI, SECTION B, LINE 11B:

MANAGEMENT REVIEWS THE FORM 990 AND RELATED SCHEDULES PRIOR TO FILING AND  
 ALSO PROVIDES A COPY OF THE TAX RETURN TO ALL BOARD MEMBERS.

FORM 990, PART VI, SECTION B, LINE 12C:

ALL BOARD MEMBERS COMPLETE CONFLICT OF INTEREST FORMS ANNUALLY. BOARD  
 MEMBERS ALSO DISCLOSE ANY POSSIBLE CONFLICTS OF INTEREST IF THEY ARISE  
 DURING BOARD MEETINGS.

Name of the organization <b>LET'S GROW KIDS, INC. CHILDREN, INC.</b>	Employer identification number <b>31-1802348</b>
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FORM 990, PART VI, SECTION B, LINE 15:

THE FUND'S BOARD OF DIRECTORS AND MANAGEMENT USE REGIONAL SALARY SURVEYS AND COMPARABILITY DATA FROM SIMILAR REGIONAL ORGANIZATIONS AS GUIDELINES TO DETERMINE THE APPROPRIATENESS OF STAFF SALARIES. THE FUND SEEKS TO HAVE SALARIES AT A REASONABLE RANGE AS GUIDED BY THE SURVEYS FOR FOUNDATIONS OF COMPARABLE SIZE.

FORM 990, PART VI, SECTION C, LINE 19:

THE ORGANIZATION HAS NO FORMAL POLICY SURROUNDING THE PUBLIC AVAILABILITY OF ITS GOVERNING DOCUMENTS OTHER THAN MAKING THEM AVAILABLE UPON REQUEST. AS THE ORGANIZATION IS PART OF A CONSOLIDATED SET OF AUDITED FINANCIAL STATEMENTS, NO STAND-ALONE FINANCIAL STATEMENTS EXIST. THE CONSOLIDATED FINANCIAL STATEMENTS ARE AVAILABLE AT WWW.VERMONTCF.ORG.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:

BAD DEBT EXPENSE	-4,997.
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**SCHEDULE R  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Related Organizations and Unrelated Partnerships**

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.  
▶ Attach to Form 990.

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

OMB No. 1545-0047

**2020**

Open to Public Inspection

Name of the organization **LET 'S GROW KIDS, INC.  
CHILDREN, INC.** Employer identification number **31-1802348**

**Part I Identification of Disregarded Entities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

**Part II Identification of Related Tax-Exempt Organizations.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
VERMONT COMMUNITY FOUNDATION - 22-2712160 3 COURT STREET MIDDLEBURY, VT 05753	SUPPORTED ORGANIZATION	VERMONT	501(C)(3)	LINE 7	N/A		X
THE HIGH MEADOWS FUND, INC. - 20-0288123 3 COURT STREET MIDDLEBURY, VT 05753	SUPPORTS THE VERMONT COMMUNITY FOUNDATION	VERMONT	501(C)(3)	LINE 12A, I	VERMONT COMMUNITY FOUNDATION		X
J. WARREN AND LOIS MCCLURE FOUNDATION, INC. - 03-0345186, 3 COURT STREET, MIDDLEBURY, VT 05753	SUPPORTS THE VERMONT COMMUNITY FOUNDATION	VERMONT	501(C)(3)	LINE 12A, I	VERMONT COMMUNITY FOUNDATION		X
ADDISON COMMUNITY ATHLETICS FOUNDATION, INC. - 46-1164975, 3 COURT STREET, MIDDLEBURY, VT 05753	SUPPORTS THE VERMONT COMMUNITY FOUNDATION	VERMONT	501(C)(3)	LINE 12A, I	VERMONT COMMUNITY FOUNDATION		X

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

Schedule R (Form 990) 2020







LET ' S GROW KIDS , INC .  
CHILDREN , INC .

**Part V Transactions With Related Organizations.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

**Note:** Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

**1** During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

	Yes	No
<b>a</b> Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity .....		X
<b>b</b> Gift, grant, or capital contribution to related organization(s) .....		X
<b>c</b> Gift, grant, or capital contribution from related organization(s) .....	X	
<b>d</b> Loans or loan guarantees to or for related organization(s) .....		X
<b>e</b> Loans or loan guarantees by related organization(s) .....	X	
<b>f</b> Dividends from related organization(s) .....		X
<b>g</b> Sale of assets to related organization(s) .....		X
<b>h</b> Purchase of assets from related organization(s) .....		X
<b>i</b> Exchange of assets with related organization(s) .....		X
<b>j</b> Lease of facilities, equipment, or other assets to related organization(s) .....		X
<b>k</b> Lease of facilities, equipment, or other assets from related organization(s) .....		X
<b>l</b> Performance of services or membership or fundraising solicitations for related organization(s) .....		X
<b>m</b> Performance of services or membership or fundraising solicitations by related organization(s) .....	X	
<b>n</b> Sharing of facilities, equipment, mailing lists, or other assets with related organization(s) .....		X
<b>o</b> Sharing of paid employees with related organization(s) .....	X	
<b>p</b> Reimbursement paid to related organization(s) for expenses .....		X
<b>q</b> Reimbursement paid by related organization(s) for expenses .....	X	
<b>r</b> Other transfer of cash or property to related organization(s) .....		X
<b>s</b> Other transfer of cash or property from related organization(s) .....		X

**2** If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) VERMONT COMMUNITY FOUNDATION	C	259,050.	CASH
(2) VERMONT COMMUNITY FOUNDATION	M	345,400.	CASH
(3) LET ' S GROW KIDS ACTION NETWORK	D	33,606.	CASH
(4) LET ' S GROW KIDS ACTION NETWORK	N	1,361.	CASH
(5) LET ' S GROW KIDS ACTION NETWORK	O	30,753.	CASH
(6) LET ' S GROW KIDS ACTION NETWORK	Q	32,114.	CASH



**Part VII** Supplemental Information

Provide additional information for responses to questions on Schedule R. See instructions.

Multiple horizontal lines for providing supplemental information.