	00.40
Return	OMB No 1545-0687
765	
93932	99 3132 4

	; Form	990-T	E	xempt Orgai					ax Re	turr	ı	OMB No 1545-068	s7
<					nd proxy tax und				- 31	001	ا ۸	2040)
			For cal	lendar year 2018 or other tax yea				_		201	<u>.9</u>	2018)
		lment of the Treasury		-	irs gov/Form990T for in					4/-\/0\	ŀ	Open to Public Inspec	tion for
	Interna	al Revenue Service		Do not enter SSN number					ition is a 50	1(0)(3)		501(c)(3) Organizations oyer identification num	
	A L	Check box if address changed		Name of organization () Check box if hame changed and see instructions) (Employees' trust, see instructions)									
		kempt under section	Print	or Number, street, and room or suite no. If a P.O. box, see instructions E Unre (See								<u>8-626334</u>	
	X]501(c % 3)										ated business activity (nstructions)	eboc
] 408(e) [220(e)	One South Harbor Dr., No. 8										
] 408A530(a)] 529(a)		City or town, state or province, country, and ZIP or foreign postal code Grand Haven, MI 49417 519100									
	C Boo	Book value of all assets F. Crous eventure number (See instructions.)											
	ate	29,407,0	82.	G Check organization type	e ► X 501(c) corp	oration	501(0) trust		401(a) trust	Other to	rust
	H En	ter the number of the o	organiza	tion's unrelated trades or b	usinesses >	1		•	the only (or				
			•	ee Statement					complete Pa	•			
		-		ce at the end of the previou		rts I and		• .	•			•	
		siness, then complete l					, • • · · · · p · · · · · · · · ·						
				oration a subsidiary in an a	affiliated group or a parer	nt-subsi	diary controlled of	aroup?		•	Y	s X No	
				ifying number of the paren			,						
				The Organizat				Telepho	ne number	▶ (516-	842-7080	
	Pa			le or Business Inc			(A) Incom			xpense		(C) Net	
	1a	Gross receipts or sale	s										
		Less returns and allov			c Balance	1c				٠	;		ľ
		Cost of goods sold (S		A. line 7)	, , , , , , , , , , , , , , , , , , , ,	2		1		. 1			•
		Gross profit Subtract		•		3		Î					
		Capital gain net incom				4a				,			
			•	art II, line 17) (attach Form	4797)	4b		1	T		DE	יביי יבי	
		Capital loss deduction			, .,	4c		TEUE			ACIVED	<u></u>	
		•		ship or an S corporation (at	tach statement)	5			•		1	1	िं
		Rent income (Schedul		mip or an o corporation (at	audit statement)	6					OCI	1 6 2 019	tot
		Unrelated debt-finance	•	ne (Schedule F)		7				-			
	8			nd rents from a controlled o	organization (Schedule F)	8		Ì			OGI	DEN UT	
	-	-		n 501(c)(7), (9), or (17) or	-	9			Ĺ			71-19, 01	二
		Exploited exempt activ			gameanon (concours a)	10		Ì					
		Advertising income (S	•	, ,		11		1					
		Other income (See ins			atement 2	12	31,7	776.				31,7	76.
		Total. Combine lines				13		776.				31,7	76.
	Pai	rt II Deduction	ns No	t Taken Elsewher	e (See instructions fo								
		Part II Deductions Not Taken Elsewhere (See instructions for limitations on deductions) (Except for contributions, deductions must be directly connected with the unrelated business income),											
	14	Compensation of offi	icers, dir	rectors, and trustees (Sche	dule K)						14		
	15	Salaries and wages		·	·						15	6,3	13.
()	16	Repairs and mainten	ance								16		
O	17	Bad debts									17		
<u> 2</u>	18	Interest (attach sche	dule) (se	ee instructions)							18		
CANNED	19	Taxes and licenses									19		
F i	20	Charitable contribution	ons (See	e instructions for limitation	rules)						20		
H	21	Depreciation (attach	Form 45	562)			2	1					
<u> </u>		Less depreciation cla	umed on	Schedule A and elsewhere	e on return		22	a	_		22b		
VOV	23	Depletion									23		
<:	24	Contributions to defe	erred cor	mpensation plans							24		
63	25	Employee benefit pro	grams								25		
7	26	Excess exempt exper	-	hedule I)							26		
2019	27	Excess readership co		·							27		
<u>i</u>	28	Other deductions (at					See	Stat	ement	3	28	2,2	53 .
	29	Total deductions A	dd lines	14 through 28							29	8,5	76.
	30			scome before net operating	loss deduction. Subtract	t line 29	from line 13				30	23,20	00.
	31			oss arising in tax years beg				ons)			31		
	32	•	_	ncome Subtract line 31 fro	•		<u> </u>				32	23,20	00.
	82370			work Reduction Act Notice								Form 990-T	(2018)

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Form 990-T		<u>-6263347</u>	Page 2
Part II	Total Unrelated Business Taxable Income	_	
33	Total of unrelated business taxable income computed from all unrelated trades or businesses (see instructions)	33	23,200.
34	Amounts paid for disallowed fringes	34	10,651.
	Deduction for net operating loss arising in tax years beginning before January 1, 2018 (see instructions)	35	
	Total of unrelated business taxable income before specific deduction. Subtract line 35 from the sum of		
	lines 33 and 34	36	33,851.
	Specific deduction (Generally \$1,000, but see line 37 instructions for exceptions)	37	1,000.
	Unrelated business taxable income Subtract line 37 from line 36 If line 37 is greater than line 36,	"	2,70000
	enter the smaller of zero or line 36	38	32,851.
Part I\			52,051.
		▶ 39	6,899.
	Organizations Taxable as Corporations. Multiply line 38 by 21% (0 21)	39	0,000.
40	Trusts Taxable at Trust Rates See instructions for tax computation. Income tax on the amount on line 38 from:		
	Tax rate schedule or Schedule D (Form 1041)	40	
	Proxy tax See instructions	► 41 10 10 10 10 10 10 10 10 10 10 10 10 10	
	Alternative minimum tax (trusts only)	42	*
	Tax on Noncompliant Facility Income See instructions	43	6 000
	Total Add lines 41, 42, and 43 to line 39 or 40, whichever applies	44	6,899.
Part V			
45 a	Foreign tax credit (corporations attach Form 1118; trusts attach Form 1116) 45a		
b	Other credits (see instructions) 45b		
C	General business credit Attach Form 3800 45c		
ď	Credit for prior year minimum tax (attach Form 8801 or 8827)		
е	Total credits. Add lines 45a through 45d	45e	
46	Subtract line 45e from line 44	46	6,899.
47	Other taxes. Check if from: Form 4255 Form 8611 Form 8697 Form 8866 Other (attach so	hedule) 47	
48	Total tax Add lines 46 and 47 (see instructions)	48	6,899.
49	2018 net 965 tax liability paid from Form 965-A or Form 965-B, Part II, column (k), line 2	49	0.
	Payments: A 2017 overpayment credited to 2018		
	2018 estimated tax payments 50b		
	Tax deposited with Form 8868 50c		
	Foreign organizations; Tax paid or withheld at source (see instructions) 50d		
	Backup withholding (see instructions) 50e		
	Credit for small employer health insurance premiums (attach Form 8941) 50f	— 1	
	Other credits, adjustments, and payments: Form 2439		
9	Form 4136 Other Total 50g	1 1	
51	Total payments Add lines 50a through 50g	51	
	Estimated tax penalty (see instructions) Check if Form 2220 is attached	52	289.
	Tax due If line 51 is less than the total of lines 48, 49, and 52, enter amount owed	▶ 53	7,188.
	Overpayment. If line 51 is larger than the total of lines 48, 49, and 52, enter amount overpaid	54	7,1001
	Enter the amount of line 54 you want: Credited to 2019 estimated tax	55	
Part V		1 22	
			Vee Ne
	At any time during the 2018 calendar year, did the organization have an interest in or a signature or other authority		Yes No
	over a financial account (bank, securities, or other) in a foreign country? If "Yes," the organization may have to file		
	FinCEN Form 114, Report of Foreign Bank and Financial Accounts If "Yes," enter the name of the foreign country		
	here		X
	During the tax year, did the organization receive a distribution from, or was it the grantor of, or transferor to, a foreign tru	st?	X
	If "Yes," see instructions for other forms the organization may have to file.		
58	Enter the amount of tax-exempt interest received or accrued during the tax year >\$		
Cian	Under penalties of perjuryer declare that I have every ined this return, including accompanying schedules and statements, and to the best of morect, and complete peclare that of peparer (place) than taxpayer) is based on all information of which preparer has any knowledge	y knowledge and bel	ief, it is true,
Sign			discuss this return with
Here	Sonature of officer Date President & CEO	the preparer :	shown below (see
	Signature of officer Date Title	instructions)?	Yes No
	Print/Type preparer's name Preparer's signature Date Check	if PTIN	
Paid	self- en	ıployed	
Prepar	rer		
Use O	I F	EIN ►	
	Firm's address Phone	no	
823711 01-0	99-19		Form 990-T (2018)

Schedule A - Cost of Good	IS Sold. Enter	method of inven	tory valuation 🕨 N/A					
1 Inventory at beginning of year	1		6 Inventory at end of year	ar		6		
2 Purchases	2		7 Cost of goods sold. Subtract line 6					
3 Cost of labor	3	from line 5. Enter here and in Part I,			Part I,			
4 a Additional section 263A costs			line 2					
(attach schedule)	4a		8 Do the rules of section 263A (with respect to				Yes	No
b Other costs (attach schedule)	4b		property produced or a	acquired	for resale) apply to			
5 Total Add lines 1 through 4b	5		the organization?					
Schedule C - Rent Income (see instructions)	(From Real F	Property and	Personal Property L	.ease	d With Real Prop	erty)		
(See Instructions)								
Description of property								
(1)								
(2)								
(3)								
(4)							 	
		d or accrued			3(a) Deductions directly	, connect	ad with the income in	
(a) From personal property (if the per rent for personal property is mor 10% but not more than 50%	e than	` 'of rent for p	nd personal property (if the percenta ersonal property exceeds 50% or if it is based on profit or income)	ige	columns 2(a) a	nd 2(b) (a	ttach schedule)	•
(1)								
(2)								
(3)					Î			
(4)								
Total	0.	Total		0.			•	
(c) Total income. Add totals of columns here and on page 1, Part I, line 6, columns		ler 🕨		0.	(b) Total deductions Enter here and on page 1, Part I, line 6, column (B)	•		0.
Schedule E - Unrelated Del	bt-Financed	Income (see	instructions)					_
•			2 Gross income from		3 Deductions directly con to debt-finance			
1. Description of debt-fi	inanced property		or allocable to debt- financed property		(a) Straight line depreciation (attach schedule)		(b) Other deductions (attach schedule)	
/1)								
(1)						—		
(2)						-		
(2)	of or a	edjusted basis llocable to loced property schedule)	6 Column 4 divided by column 5		7. Gross income reportable (column 2 x column 6)	(0	8 . Allocable deductrolumn 6 x total of co 3(a) and 3(b))	ions Iumns
(2) (3) (4) 4 Amount of everage acquisition debt on or allocable to debt-financed property (attach schedule)	of or a	llocable to sced property	by column 5		reportable (column	(0	column 6 x total of co	ions lumns
(2) (3) (4) 4 Amount of average acquisition debt on or allocable to debt-financed property (attach schedule)	of or a	llocable to sced property	by column 5		reportable (column	(4	column 6 x total of co	ions lumns
(2) (3) (4) 4 Amount of everage acquisition debt on or allocable to debt-financed property (attach schedule) (1) (2)	of or a	llocable to sced property	by column 5		reportable (column	((column 6 x total of co	ions lumns
(2) (3) (4) 4 Amount of average acquisition debt on or allocable to debt-financed property (attach schedule) (1) (2) (3)	of or a	llocable to sced property	by column 5		reportable (column	(4	column 6 x total of co	ions lumns
(2) (3) (4) 4 Amount of everage acquisition debt on or allocable to debt-financed property (attach schedule) (1) (2)	of or a	llocable to sced property	by column 5 % %		reportable (column	E	column 6 x total of co	e 1,
(2) (3) (4) 4 Amount of everage acquisition debt on or allocable to debt-financed property (attach schedule) (1) (2) (3) (4)	of or a	llocable to sced property	by column 5 % %		reportable (column 2 x column 6) nter here and on page 1, art I, line 7, column (A)	E	olumn 6 x total of co 3(a) and 3(b))	e 1,
(2) (3) (4) 4 Amount of average acquisition debt on or allocable to debt-financed property (attach schedule) (1) (2) (3)	of or ai debt-finar (attach	liceble to niced property schedule)	by column 5 % %		reportable (column 2 x column 6)	E	olumn 6 x total of co 3(a) and 3(b))	e 1,

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Part II Income From Periodicals Reported on a Separate Basis (For each periodical listed in Part II, fill in columns 2 through 7 on a line-by-line basis)

Name of periodical	2 Gross advertising income	3 Direct advertising costs	4 Advertising gain or (loss) (col 2 minus col 3) If a gain, compute cols 5 through 7	5 Circulation income	6 Readership costs	Excess readership costs (column 6 minus column 5, but not more than column 4)
(1)						
(2)						
(3)						
(4)	=5 .					
Totals from Part I	0.	0.		* *	·	0
	Enter here and on page 1, Part I, line 11, col (A)	Enter here and on page 1, Part I, line 11, col (B)			, , , , , , , , , , , , , , , , , , ,	Enter here and on page 1, Part II, line 27
Totals, Part II (lines 1-5) ►	0.	0.				0

Schedule K - Compensation of Officers, Directors, and Trustees (see instructions)

1 Name	2 Title	3. Percent of time devoted to business	4 Compensation attributable to unrelated business
(1)		%	
(2)	udi.	%	
(3)	•	%	
(4)		%	•
Total. Enter here and on page 1, Part II, line 14		•	0.

Form 990-T (2018)

form 990-T	Description of	Organization's	Primary Unrelated	Statement 1
]	Business Activi	ty	

Building & maintaining websites for member foundations

To Form 990-T, Page 1

Form 990-T	Other	Income	Statement 2
Description			Amount
Member website services Job postings Private equity investment Job posting sponsorship	:s	•	17,730. 3,000. 8,546. 2,500.
Total to Form 990-T, Page	31,776.		
			•
Form 990-T	Other	Deductions	Statement 3
Description			Amount
Overhead Software licensing & other	er fees		1,263. 1,000.
Total to Form 990-T, Page	e 1, line 28		2,263.