

Bridge Over Troubled Waters Organization Budget	FY16
Salaries & Wages	\$ 2,345,221.00
Employee Benefits	\$ 586,277.00
Professional Fees	\$ 384,644.00
Occupancy	\$ 286,304.00
Transportation	\$ 67,776.00
Supplies & Expenses	\$ 627,958.00
Interest	\$ 24,646.00
Total Organization Budget	\$ 4,322,826.00

Internal Revenue Service

Date: February 12, 2007

**BRIDGE OVER TROUBLED WATERS INC
47 WEST STREET
BOSTON MA 02111-1219**

**Department of the Treasury
P. O. Box 2508
Cincinnati, OH 45201**

Person to Contact:
Mr. Mason 31-07424
Customer Service Specialist
Toll Free Telephone Number:
877-829-5500
Federal Identification Number:
04-2472126

Dear Sir or Madam:

This is in response to your request of February 12, 2007, regarding your organization's tax-exempt status.

In August 1972 we issued a determination letter that recognized your organization as exempt from federal income tax. Our records indicate that your organization is currently exempt under section 501(c)(3) of the Internal Revenue Code.

Our records indicate that your organization is also classified as a public charity under sections 509(a)(1) and 170(b)(1)(A)(vi) of the Internal Revenue Code.

Our records indicate that contributions to your organization are deductible under section 170 of the Code, and that you are qualified to receive tax deductible bequests, devises, transfers or gifts under section 2055, 2106 or 2522 of the Internal Revenue Code.

If you have any questions, please call us at the telephone number shown in the heading of this letter.

Sincerely,



Michele M. Sullivan, Oper. Mgr.
Accounts Management Operations 1

Common Proposal Form - Agency Diversity Data

Agency Name: Bridge Over Troubled Waters

Prepared by: Barbara A. Baxter

Date: FY16 (July 1, 2015-June 30, 2016)

Board & Staff	Asian				Black				Latino(a)				White				Other				Total			
	F	M	Total	%	F	M	Total	%	F	M	Total	%	F	M	Total	%	F	M	Total	%	F	M	Total	%
Board																								
Chair/President of Board			0	0%			0	0%			0	0%	1		1	6%			0	0%	1	0	1	6%
Other Board Officers			0	0%			0	0%			0	0%	2	1	3	19%			0	0%	2	1	3	19%
Other Board Members			0	0%	2	1	3	19%	1		1	6%	5	3	8	50%			0	0%	8	4	12	75%
Subtotals	0	0	0	0%	2	1	3	19%	1	0	1	6%	8	4	12	75%	0	0	0	0%	11	5	16	100%
Management Staff																								
Executive Director			0	0%			0	0%	1		1	10%			0	0%			0	0%	1	0	1	10%
Other Management or Supervisory Staff			0	0%	1	3	4	40%			0	0%	2	3	5	50%			0	0%	3	6	9	90%
Subtotals	0	0	0	0%	1	3	4	40%	1	0	1	10%	2	3	5	50%	0	0	0	0%	4	6	10	100%
Other Staff																								
Program Staff	1	1	2	5%	5	4	9	23%	2		2	5%	13	8	21	54%			0	0%	21	13	34	87%
Support Staff			0	0%	3		3	8%			0	0%	2		2	5%			0	0%	5	0	5	13%
Subtotals	1	1	2	5%	8	4	12	31%	2	0	2	5%	15	8	23	59%	0	0	0	0%	26	13	39	100%
Volunteer	5	5	10	5%	20	20	40	20%	15	15	30	15%	60	60	120	60%			0	0%	100	100	200	100%
Subtotals	5	5	10	5%	20	20	40	20%	15	15	30	15%	60	60	120	60%	0	0	0	0%	100	100	200	100%
Grand Total	6	6	12	5%	31	28	59	22%	19	15	34	13%	85	75	160	60%	0	0	0	0%	141	124	265	100%
Agency Population Served			0	0%	540	660	1200	40%	202	248	450	15%	472	578	1050	35%	135	165	300	10%	1349	1651	3000	100%
Program Population Served (if applicable)			0	0%			0	0%			0	0%			0	0%			0	0%	0	0	0	0%

Comments:

Bridge is committed to a policy of nondiscrimination and equal opportunity for all qualified applicants and employees, without regard to race, color, religion, gender, sexual orientation, age, national origin, ancestry, disability, genetic information, military service or other legally protected status. Bridge's Equal Opportunity policy applies to all employment-related policies and practices, including recruitment and hiring, promotion, training and educational programs, rates of pay and other compensation, benefits, lay-off or termination and other terms and conditions of employment. To comply with applicable laws ensuring equal opportunities to qualified individuals with disabilities, Bridge also will make reasonable accommodations for the known physical or mental

Capital One: Sample Career Workshop

Available Activity	Level of Effort*	Description and Activity Focus Areas	Duration	Suggested Audience Size	Number of Volunteers Needed
Banking Basics	Moderate	This is a workshop that introduces the basics of banking including an understanding of the difference between needs and wants, budgeting, and savings.	45 - 60 minutes	20 - 40	2 - 3
Budgetball	Significant	Budgetball is a sport that combines fiscal strategy and physical play. The game involves competitive play that highlights the relationships between debt, savings, interest, and taxes.	60 minutes	12 - 20	2 - 4
Budgeting Basics	Moderate	This activity allows students to dive into the process of developing a personal budget.	45 minutes	20 - 30	1 - 2
Financial Jeopardy	Easy	This activity covers key financial literacy messages in a Jeopardy-like game. Focus area: Multiple Financial Topics	45 - 60 minutes	24 - 30	2 - 4 volunteers
Shooting for Savings	Easy	This activity introduces the importance of saving money. Focus area: Savings	60 minutes	24 - 30	5 - 6

Available Activity	Level of Effort*	Description and Activity Focus Areas	Duration	Suggested Audience Size (maximum)	Number of Volunteers Needed
Credit Overview	Moderate	This activity covers how participants can build good credit, repair damaged credit, and maintain good credit. Focus area: Multiple Financial Topics	45 - 60 minutes	24 - 30	1 - 2 volunteer
Identity Theft	Moderate	The purpose of this workshop is to inform participants about identity theft, account fraud and prevention. Focus area: Other Financial Topics	45 - 60 minutes	24 - 30	1 - 2
Money Management Basics	Moderate	This activity promotes money management through effective budgeting techniques. It also introduces participants to basic banking products and services.	45 - 60 minutes	24 - 30	1 - 2