

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 black lung benefit trust or private foundation)

2007

Open to Public Inspection

The organization may have to use a copy of this return to satisfy state reporting requirements

Department of the Treasury Internal Revenue Service

A For the 2007 calendar year, or tax year beginning 01-01-2007 and ending 12-31-2007

- B Check if applicable: Address change, Name change, Initial return, Final return, Amended return, Application pending

Please use IRS label or print or type. See Specific Instructions.

C Name of organization: HOLT INTERNATIONAL CHILDREN'S SERVICES INC. Address: 1195 CITY VIEW ST, EUGENE, OR 97402

D Employer identification number: 23-7257390. E Telephone number: (541) 687-2202. F Accounting method: Accrual

Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ).

G Web site: WWW.HOLTINTL.ORG

J Organization type: 501(c)(3)

K Check here if the organization is not a 509(a)(3) supporting organization and its gross receipts are normally not more than 25,000

L Gross receipts: 19,870,404

H and I are not applicable to section 527 organizations. H(a) Is this a group return for affiliates? H(b) If "Yes" enter number of affiliates. H(c) Are all affiliates included? H(d) Is this a separate return filed by an organization covered by a group ruling? I Group Exemption Number. M Check if the organization is not required to attach Sch B

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (See the instructions.)

Table with 3 main sections: Revenue (lines 1-12), Expenses (lines 13-17), and Net Assets (lines 18-21). Includes sub-rows for detailed revenue and expense categories.

**Part II Statement of Functional Expenses**

All organizations must complete column (A). Columns (B), (C), and (D) are required for section 501(c)(3) and (4) organizations and section 4947(a)(1) nonexempt charitable trusts but optional for others. (See the instructions.)

Do not include amounts reported on line 6b, 8b, 9b, 10b, or 16 of Part I.		(A) Total	(B) Program services	(C) Management and general	(D) Fundraising
<b>22a</b>	Grants paid from donor advised funds (attach Schedule) (cash \$ _____ noncash \$ _____) If this amount includes foreign grants, check here <input type="checkbox"/>	<b>22a</b>			
<b>22b</b>	Other grants and allocations (attach schedule) (cash \$ 6,841,138 noncash \$ _____) If this amount includes foreign grants, check here <input type="checkbox"/>	<b>22b</b>	6,841,138	6,841,138	
<b>23</b>	Specific assistance to individuals (attach schedule)	<b>23</b>			
<b>24</b>	Benefits paid to or for members (attach schedule)	<b>24</b>			
<b>25a</b>	Compensation of current officers, directors, key employees etc. Listed in Part V-A (attach schedule)	<b>25a</b>	266,790	266,790	
<b>b</b>	Compensation of former officers, directors, key employees etc. listed in Part V-B (attach schedule)	<b>25b</b>			
<b>c</b>	Compensation and other distributions not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) (attach schedule)	<b>25c</b>			
<b>26</b>	Salaries and wages of employees not included on lines 25a, b and c	<b>26</b>	4,997,651	3,816,794	516,867
<b>27</b>	Pension plan contributions not included on lines 25a, b and c	<b>27</b>	323,126	234,043	47,972
<b>28</b>	Employee benefits not included on lines 25a - 27	<b>28</b>	581,787	404,503	95,774
<b>29</b>	Payroll taxes	<b>29</b>	461,857	329,139	72,008
<b>30</b>	Professional fundraising fees	<b>30</b>	118,909		118,909
<b>31</b>	Accounting fees	<b>31</b>	30,090		30,090
<b>32</b>	Legal fees	<b>32</b>	50,997	27,701	23,296
<b>33</b>	Supplies	<b>33</b>	195,504	69,002	75,123
<b>34</b>	Telephone	<b>34</b>	144,681	105,639	29,746
<b>35</b>	Postage and shipping	<b>35</b>	353,962	210,174	15,740
<b>36</b>	Occupancy	<b>36</b>	518,998	231,856	286,223
<b>37</b>	Equipment rental and maintenance	<b>37</b>	43,270	11,227	30,935
<b>38</b>	Printing and publications	<b>38</b>	540,237	214,257	17,013
<b>39</b>	Travel	<b>39</b>	955,991	713,330	79,815
<b>40</b>	Conferences, conventions, and meetings	<b>40</b>	38,785	25,828	4,495
<b>41</b>	Interest	<b>41</b>			
<b>42</b>	Depreciation, depletion, etc. (attach schedule)	<b>42</b>	156,409	106,724	29,296
<b>43</b>	Other expenses not covered above (itemize)				
<b>a</b>	EXPENSES	<b>43a</b>			
<b>b</b>	INTERCOUNTRY TRANSPORTATION	<b>43b</b>	265,034	265,034	
<b>c</b>	CHILDCARE, CLOTHES, & MEDICAL	<b>43c</b>	336,673	336,673	
<b>d</b>	TOURS	<b>43d</b>	463,246	330,195	122,802
<b>e</b>	PROFESSIONAL SERVICES	<b>43e</b>	624,265	470,834	55,147
<b>f</b>	ARTIST PROMOTIONS	<b>43f</b>	573,995		573,995
<b>g</b>		<b>43g</b>			
<b>44</b>	<b>Total functional expenses.</b> Add lines 22a through 43g (Organizations completing columns (B)-(D), carry these totals to lines 13-15)	<b>44</b>	18,883,395	14,744,091	1,799,132

**Joint Costs.** Check  if you are following SOP 98-2

Are any joint costs from a combined educational campaign and fundraising solicitation reported in (B) Program services?  Yes  No  
 If "Yes," enter (i) the aggregate amount of these joint costs \$ \_\_\_\_\_, (ii) the amount allocated to Program services \$ \_\_\_\_\_, (iii) the amount allocated to Management and general \$ \_\_\_\_\_, and (iv) the amount allocated to Fundraising \$ \_\_\_\_\_



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

Form 990 is available for public inspection and, for some people, serves as the primary or sole source of information about a particular organization. How the public perceives an organization in such cases may be determined by the information presented on its return. Therefore, please make sure the return is complete and accurate and fully describes, in Part III, the organization's programs and accomplishments.

What is the organization's primary exempt purpose? <b>ADOPTION &amp; CHILD &amp; FAMILY WELFARE</b> All organizations must describe their exempt purpose achievements in a clear and concise manner. State the number of clients served, publications issued, etc. Discuss achievements that are not measurable. (Section 501(c)(3) and (4) organizations and 4947(a)(1) nonexempt charitable trusts must also enter the amount of grants and allocations to others.)	<b>Program Service Expenses</b> (Required for 501(c)(3) and (4) orgs, and 4947(a)(1) trusts, but optional for others.)
<b>a</b> INTERNATIONAL PROGRAM - SEE ATTACHED  (Grants and allocations \$ ) If this amount includes foreign grants, check here <input type="checkbox"/>	1,709,643
<b>b</b> US PROGRAM - SEE ATTACHED  (Grants and allocations \$ ) If this amount includes foreign grants, check here <input type="checkbox"/>	6,193,310
<b>c</b> SEE STATEMENT 5  (Grants and allocations \$ 6,841,138) If this amount includes foreign grants, check here <input type="checkbox"/>	6,841,138
<b>d</b> _____ _____ _____ _____ _____ (Grants and allocations \$ ) If this amount includes foreign grants, check here <input type="checkbox"/>	
<b>e</b> Other program services (attach schedule) (Grants and allocations \$ ) If this amount includes foreign grants, check here <input type="checkbox"/>	
<b>f Total of Program Service Expenses</b> (should equal line 44, column (B), Program services) . . . .	14,744,091

**Part IV Balance Sheets (See the instructions.)**

**Note:** Where required, attached schedules and amounts within the description column should be for end-of-year amounts only.

		(A)		(B)
		Beginning of year		End of year
Assets	<b>45</b> Cash—non-interest-bearing . . . . .	2,506,856	<b>45</b>	1,891,195
	<b>46</b> Savings and temporary cash investments . . . . .		<b>46</b>	
	<b>47a</b> Accounts receivable . . . . .	1,024,633		
	<b>b</b> Less allowance for doubtful accounts	16,150	1,246,187	<b>47c</b> 1,008,483
	<b>48a</b> Pledges receivable . . . . .			
	<b>b</b> Less allowance for doubtful accounts			<b>48c</b>
	<b>49</b> Grants receivable . . . . .	59,631	<b>49</b>	72,118
	<b>50a</b> Receivables from current and former officers, directors, trustees, and key employees (attach schedule) . . . . .		<b>50a</b>	
	<b>b</b> Receivables from other disqualified persons (as defined under section 4958(c)(3)(B) (attach schedule) . . . . .		<b>50b</b>	
	<b>51a</b> Other notes and loans receivable (attach schedule) . . . . .			
	<b>b</b> Less allowance for doubtful accounts			<b>51c</b>
	<b>52</b> Inventories for sale or use . . . . .	24,838	<b>52</b>	23,256
	<b>53</b> Prepaid expenses and deferred charges . . . . .	1,228,184	<b>53</b>	1,946,703
	<b>54a</b> Investments—publicly-traded securities <input type="checkbox"/> Cost <input checked="" type="checkbox"/> FMV	327,713	<b>54a</b>	255,209
	<b>b</b> Investments—other securities (attach schedule) <input type="checkbox"/> Cost <input type="checkbox"/> FMV		<b>54b</b>	
<b>55a</b> Investments—land, buildings, and equipment basis . . . . .				
<b>b</b> Less accumulated depreciation (attach schedule) . . . . .			<b>55c</b>	
<b>56</b> Investments—other (attach schedule) . . . . .	5,109,396	<b>56</b>	6,391,414	
<b>57a</b> Land, buildings, and equipment basis	3,065,957			
<b>b</b> Less accumulated depreciation (attach schedule) . . . . .	1,593,780	1,456,094	<b>57c</b>  1,472,177	
<b>58</b> Other assets, including program-related investments (describe <input type="checkbox"/> _____ )			<b>58</b>	
<b>59 Total assets</b> (must equal line 74) Add lines 45 through 58 . . . . .	11,958,899	<b>59</b>	13,060,555	
Liabilities	<b>60</b> Accounts payable and accrued expenses . . . . .	735,313	<b>60</b>	716,360
	<b>61</b> Grants payable . . . . .	566,113	<b>61</b>	836,223
	<b>62</b> Deferred revenue . . . . .	3,408,977	<b>62</b>	3,854,545
	<b>63</b> Loans from officers, directors, trustees, and key employees (attach schedule) . . . . .		<b>63</b>	
	<b>64a</b> Tax-exempt bond liabilities (attach schedule) . . . . .		<b>64a</b>	
	<b>b</b> Mortgages and other notes payable (attach schedule) . . . . .		<b>64b</b>	
	<b>65</b> Other liabilities (describe <input type="checkbox"/> _____ )	93,224	<b>65</b> 	140,703
<b>66 Total liabilities</b> Add lines 60 through 65 . . . . .	4,803,627	<b>66</b>	5,547,831	
Net Assets or Fund Balances	<b>Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/></b> and complete lines 67 through 69 and lines 73 and 74			
	<b>67</b> Unrestricted . . . . .	4,657,340	<b>67</b>	4,356,936
	<b>68</b> Temporarily restricted . . . . .	754,494	<b>68</b>	1,194,092
	<b>69</b> Permanently restricted . . . . .	1,743,438	<b>69</b>	1,961,696
	<b>Organizations that do not follow SFAS 117, check here <input type="checkbox"/></b> and complete lines 70 through 74			
	<b>70</b> Capital stock, trust principal, or current funds . . . . .		<b>70</b>	
	<b>71</b> Paid-in or capital surplus, or land, building, and equipment fund . . . . .		<b>71</b>	
	<b>72</b> Retained earnings, endowment, accumulated income, or other funds . . . . .		<b>72</b>	
<b>73 Total net assets or fund balances</b> Add lines 67 through 69 <b>or</b> lines 70 through 72 (Column (A) <b>must</b> equal line 19 and column (B) <b>must</b> equal line 21) . . . . .	7,155,272	<b>73</b>	7,512,724	
<b>74 Total liabilities and net assets / fund balances</b> Add lines 66 and 73 . . . . .	11,958,899	<b>74</b>	13,060,555	

Part IV-A Reconciliation of Revenue per Audited Financial Statements With Revenue per Return (See the instructions.)

Table with 5 main rows (a-e) and sub-rows (1-4, b1-b4, c, d1-d2) for revenue reconciliation. Total revenue is 19,178,415.

Part IV-B Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

Table with 5 main rows (a-e) and sub-rows (1-4, b1-b4, c, d1-d2) for expense reconciliation. Total expenses are 18,883,395.

Part V-A Current Officers, Directors, Trustees, and Key Employees (List each person who was an officer, director, trustee, or key employee at any time during the year even if they were not compensated.) (See the instructions.)

Table with 5 columns: (A) Name and address, (B) Title and average hours per week devoted to position, (C) Compensation (If not paid, enter -0-), (D) Contributions to employee benefit plans & deferred compensation plans, (E) Expense account and other allowances. Includes 'See Additional Data Table'.

**Part V-A Current Officers, Directors, Trustees, and Key Employees (continued)** Yes No

75a Enter the total number of officers, directors, and trustees permitted to vote on organization business at board meetings . . . . . 20
b Are any officers, directors, trustees, or key employees listed in Form 990, Part V-A, or highest compensated employees listed in Schedule A, Part I, or highest compensated professional and other independent contractors listed in Schedule A, Part II-A or II-B, related to each other through family or business relationships? If "Yes," attach a statement that identifies the individuals and explains the relationship(s) . . . 75b No
c Do any officers, directors, trustees, or key employees listed in Form 990, Part V-A, or highest compensated employees listed in Schedule A, Part I, or highest compensated professional and other independent contractors listed in Schedule A, Part II-A or II-B, receive compensation from any other organizations, whether tax exempt or taxable, that are related to the organization? See the instructions for the definition of "related organization" . . . . . 75c No
If "Yes," attach a statement that includes the information described in the instructions
d Does the organization have a written conflict of interest policy? . . . . . 75d Yes

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

Table with 5 columns: (A) Name and address, (B) Loans and Advances, (C) Compensation (If not paid enter -0-), (D) Contributions to employee benefit plans and deferred compensation plans, (E) Expense account and other allowances. The table contains multiple empty rows.

**Part VI Other Information (See the instructions.)** Yes No

76 Did the organization make a change in its activities or methods of conducting activities? If "Yes," attach a detailed statement of each change . . . . . 76 No
77 Were any changes made in the organizing or governing documents but not reported to the IRS? . . . If "Yes," attach a conformed copy of the changes . . . 77 Yes
78a Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return? . . . 78a No
b If "Yes," has it filed a tax return on Form 990-T for this year? . . . . . 78b
79 Was there a liquidation, dissolution, termination, or substantial contraction during the year? If "Yes," attach a statement . . . . . 79 No
80a Is the organization related (other than by association with a statewide or nationwide organization) through common membership, governing bodies, trustees, officers, etc., to any other exempt or nonexempt organization? . . . . . 80a Yes
b If "Yes," enter the name of the organization HOLT ADOPTION PROGRAM and check whether it is [X] exempt or [ ] nonexempt
81a Enter direct or indirect political expenditures (See line 81 instructions) . . . . 81a
b Did the organization file Form 1120-POL for this year? . . . . . 81b No

Part VI Other Information (continued)

Yes No

82a Did the organization receive donated services or the use of materials, equipment, or facilities at no charge or at substantially less than fair rental value?

82a No

b If "Yes," you may indicate the value of these items here Do not include this amount as revenue in Part I or as an expense in Part II (See instructions in Part III)

82b

83a Did the organization comply with the public inspection requirements for returns and exemption applications?

83a Yes

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

83b Yes

84a Did the organization solicit any contributions or gifts that were not tax deductible?

84a

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

84b

85 501(c)(4), (5), or (6) organizations. a Were substantially all dues nondeductible by members?

85a

b Did the organization make only in-house lobbying expenditures of \$2,000 or less? If "Yes," was answered to either 85a or 85b, do not complete 85c through 85h below unless the organization received a waiver for proxy tax owed the prior year

85b

c Dues assessments, and similar amounts from members

85c

d Section 162(e) lobbying and political expenditures

85d

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

85e

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

85f

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

85g

h If section 6033(e)(1)(A) dues notices were sent, does the organization agree to add the amount on line 85f to its reasonable estimate of dues allocable to nondeductible lobbying and political expenditures for the following tax year?

85h

86 501(c)(7) orgs. Enter a Initiation fees and capital contributions included on line 12

86a

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

86b

87 501(c)(12) orgs. Enter a Gross income from members or shareholders

87a

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

87b

88a At any time during the year, did the organization own a 50% or greater interest in a taxable corporation or partnership, or an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Part IX

88a No

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

88b No

89a 501(c)(3) organizations Enter Amount of tax imposed on the organization during the year under section 4911, section 4912, section 4955

b 501(c)(3) and 501(c)(4) orgs. Did the organization engage in any section 4958 excess benefit transaction during the year or did it become aware of an excess benefit transaction from a prior year? If "Yes," attach a statement explaining each transaction

89b No

c Enter Amount of tax imposed on the organization managers or disqualified persons during the year under sections 4912, 4955, and 4958

d Enter Amount of tax on line 89c, above, reimbursed by the organization

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

89e No

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

89f No

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

89g No

90a List the states with which a copy of this return is filed See Additional Data Table

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

90b 131

91a The books are in care of KEVIN SWEENEY Telephone no (541) 687-2202 Located at 1195 CITY VIEW EUGENE, OR ZIP + 4 974020375

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

91b Yes

If "Yes," enter the name of the foreign country EC See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts

**Part VI Other Information** (continued)

Yes No

**c** At any time during the calendar year, did the organization maintain an office outside of the United States?

**91c** Yes  No

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

**92** Section 4947(a)(1) nonexempt charitable trusts filing Form 990 in lieu of Form 1041—Check here

and enter the amount of tax-exempt interest received or accrued during the tax year **92**

**Part VII Analysis of Income-Producing Activities** (See the instructions.)

**Note:** Enter gross amounts unless otherwise indicated.

	Unrelated business income		Excluded by section 512, 513, or 514		(E) Related or exempt function income
	(A) Business code	(B) Amount	(C) Exclusion code	(D) Amount	
<b>93</b> Program service revenue					
<b>a</b> ADOPTION FEES					8,882,717
<b>b</b> TRANSPORTATION FEES					281,710
<b>c</b> TOUR FEES					371,785
<b>d</b> ADOPTEE SERVICES					115,226
<b>e</b> OTHER CONTRACTS					29,234
<b>f</b> Medicare/Medicaid payments					
<b>g</b> Fees and contracts from government agencies					
<b>94</b> Membership dues and assessments					
<b>95</b> Interest on savings and temporary cash investments			14	119,034	
<b>96</b> Dividends and interest from securities			14	112,292	
<b>97</b> Net rental income or (loss) from real estate					
<b>a</b> debt-financed property					
<b>b</b> non debt-financed property					
<b>98</b> Net rental income or (loss) from personal property					
<b>99</b> Other investment income					
<b>100</b> Gain or (loss) from sales of assets other than inventory					152,957
<b>101</b> Net income or (loss) from special events			5	177,248	
<b>102</b> Gross profit or (loss) from sales of inventory					7,711
<b>103</b> Other revenue <b>a</b> ROYALTY REVENUE			15	12,350	
<b>b</b> MISCELLANEOUS INCOME			1	4,415	
<b>c</b>					
<b>d</b>					
<b>e</b>					
<b>104</b> Subtotal (add columns (B), (D), and (E))				425,339	9,841,340
<b>105</b> Total (add line 104, columns (B), (D), and (E))					10,266,679

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

**Part VIII Relationship of Activities to the Accomplishment of Exempt Purposes** (See the instructions.)

**Line No.** Explain how each activity for which income is reported in column (E) of Part VII contributed importantly to the accomplishment of the organization's exempt purposes (other than by providing funds for such purposes)

See Additional Data Table

**Part IX Information Regarding Taxable Subsidiaries and Disregarded Entities** (See the instructions.)

(A) Name, address, and EIN of corporation, partnership, or disregarded entity	(B) Percentage of ownership interest	(C) Nature of activities	(D) Total income	(E) End-of-year assets
	%			
	%			
	%			
	%			

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

**(a)** Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?  Yes  No

**(b)** Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?  Yes  No

**NOTE:** If "Yes" to (b), file Form 8870 and Form 4720 (see instructions).



**Part XI Information Regarding Transfers To and From Controlled Entities** *Complete only if the organization is a controlling organization as defined in section 512(b)(13)*

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

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

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

**Please Sign Here**

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

\*\*\*\*\*  
Signature of officer

2008-04-15  
Date

KEVIN SWEENEY VP FINANCE AND ADMINISTRATION  
Type or print name and title

**Paid Preparer's Use Only**

Preparer's signature: FRITZ S DUNCAN

Date: 2008-05-15

Firm's name (or yours if self-employed), address, and ZIP + 4:  
JONES & ROTH PC  
PO BOX 10086  
EUGENE, OR 97440

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

**Organization Exempt Under Section 501(c)(3)**

(Except Private Foundation) and Section 501(e), 501(f), 501(k),  
501(n), or 4947(a)(1) Nonexempt Charitable Trust

**Supplementary Information—(See separate instructions.)**

▶ **MUST be completed by the above organizations and attached to their Form 990 or 990-EZ**

OMB No 1545-0047

**2007**

Department of the  
Treasury  
Internal Revenue  
Service

Name of the organization  
HOLT INTERNATIONAL CHILDREN'S  
SERVICES INC

Employer identification number

23-7257390

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

(a) Name and address of each employee paid more than \$50,000	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans & deferred compensation	(e) Expense account and other allowances
CAROLE STILES 1195 CITY VIEW ST EUGENE, OR 97402	VP SOC SVC 40 00	140,743	14,946	0
PHIL LITTLETON 1195 CITY VIEW ST EUGENE, OR 97402	VP MKTG & DE 40 00	123,628	18,162	0
SUSAN COX 1195 CITY VIEW ST EUGENE, OR 97402	VP P&E 40 00	95,410	12,104	0
DAN LAUER 1195 CITY VIEW ST EUGENE, OR 97402	SENIOR EXEC 40 00	70,692	10,170	0
ROBIN MAUNEY 1195 CITY VIEW ST EUGENE, OR 97402	SENIOR EXEC 40 00	65,416	9,783	0
Total number of other employees paid over \$50,000				

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

(a) Name and address of each independent contractor paid more than \$50,000	(b) Type of service	(c) Compensation
NEW SONG MINISTRIES INC 825 SMITH ROAD BALL GROSNO, GA 30107	PERF ARTIST PRO	487,307
BRIDGE OF LOVE NO BAINGUANG RD BEIGING CH	TRANSLATIONS	111,057
MASTERWORKS 19265 POWDER HILL LANE NE POULSBO, WA 98370	FUNDRAISING	94,100
JUBILEE CONFERENCES 309 BELL PARK DRIVE WOODSTOCK, GA 30188	PERF ARTIST PRO	52,225
Total number of others receiving over \$50,000 for professional services		

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

(a) Name and address of each independent contractor paid more than \$50,000	(b) Type of service	(c) Compensation
FEDERAL EXPRESS PO BOX 7221 PASADENA, CA 911097321	SHIPPING	135,775
EMERALD VALLEY CRAFTSMEN 620 WHITEAKER COTTAGE GROVE, OR 97424	PRINTING, GRAPH	122,294
EASTERN TRAVEL WORLD 4130 SW 117TH AVE STE G BEAVERTON, OR 97005	TOUR AIRFARE	68,857
RUBENSTEIN'S CARPET COMPANY PO BOX 10637 EUGENE, OR 974402637	CARPETING	56,624
VERY GOOD SYSTEMS 329 RIDGE ROAD QUEENSBURY, NY 128041506	SOFTWARE DEV	54,232
Total number of other contractors receiving over \$50,000 for other services	1	

**Part III Statements About Activities** (See page 2 of the instructions.)**Yes No**

<b>1</b> During the year, has the organization attempted to influence national, state, or local legislation, include any attempt to influence public opinion on a legislative matter or referendum? If "Yes," enter the total expenses paid or incurred in connection with the lobbying activities ► \$ <u>18,791</u> (Must equal amounts on line 38, Part VI-A, or line 1 of Part VI-B ) Organizations that made an election under section 501(h) by filing Form 5768 must complete Part VI-A Other organizations checking "Yes" must complete Part VI-B AND attach a statement giving a detailed description of the lobbying activities	<b>1</b>	Yes	
<b>2</b> During the year, has the organization, either directly or indirectly, engaged in any of the following acts with any substantial contributors, trustees, directors, officers, creators, key employees, or members of their families, or with any taxable organization with which any such person is affiliated as an officer, director, trustee, majority owner, or principal beneficiary? (If the answer to any question is "Yes," attach a detailed statement explaining the transactions.) 🗨️ <b>a</b> Sale, exchange, or leasing property?	<b>2a</b>		No
<b>b</b> Lending of money or other extension of credit?	<b>2b</b>		No
<b>c</b> Furnishing of goods, services, or facilities?	<b>2c</b>		No
<b>d</b> Payment of compensation (or payment or reimbursement of expenses if more than \$1,000)? 🗨️	<b>2d</b>	Yes	
<b>e</b> Transfer of any part of its income or assets?	<b>2e</b>		No
<b>3a</b> Did the organization make grants for scholarships, fellowships, student loans, etc ? (If "Yes," attach an explanation of how the organization determines that recipients qualify to receive payments )	<b>3a</b>		No
<b>b</b> Did the organization have a section 403(b) annuity plan for its employees?	<b>3b</b>	Yes	
<b>c</b> Did the organization receive or hold an easement for conservation purposes, including easements to preserve open space, the environment , historic land areas or structures? If "Yes" attach a detailed statement	<b>3c</b>		No
<b>d</b> Did the organization provide credit counseling, debt management, credit repair, or debt negotiation services?	<b>3d</b>		No
<b>4a</b> Did the organization maintain any donor advised funds? If "Yes," complete lines 4b through 4g If "No," complete lines 4f and 4g	<b>4a</b>		No
<b>b</b> Did the organization make any taxable distributions under section 4966?	<b>4b</b>		
<b>c</b> Did the organization make a distribution to a donor, donor advisor, or related person?	<b>4c</b>		
<b>d</b> Enter the total number of donor advised funds owned at the end of the tax year ► _____			
<b>e</b> Enter the aggregate value of assets held in all donor advised funds owned at the end of the tax year ► _____			
<b>f</b> Enter the total number of separate funds or accounts owned at the end of the tax year (excluding donor advised funds included on line 4d) where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts ► <u>0</u>			
<b>g</b> Enter the aggregate value of assets held in all funds or accounts included on line 4f at the end of the tax year ► <u>0</u>			

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

I certify that the organization is not a private foundation because it is (Please check only **ONE** applicable box )

- 5  A church, convention of churches, or association of churches Section 170(b)(1)(A)(i)
- 6  A school Section 170(b)(1)(A)(ii) (Also complete Part V )
- 7  A hospital or a cooperative hospital service organization Section 170(b)(1)(A)(iii)
- 8  A federal, state, or local government or governmental unit Section 170(b)(1)(A)(v)
- 9  A medical research organization operated in conjunction with a hospital Section 170(b)(1)(A)(iii) **Enter the hospital's name, city, and state**  \_\_\_\_\_
- 10  An organization operated for the benefit of a college or university owned or operated by a governmental unit Section 170(b)(1)(A)(iv) (Also complete the **Support Schedule** in Part IV-A)
- 11a  An organization that normally receives a substantial part of its support from a governmental unit or from the general public Section 170(b)(1)(A)(vi) (Also complete the **Support Schedule** in Part IV-A)
- 11b  A community trust Section 170(b)(1)(A)(vi) (Also complete the **Support Schedule** in Part IV-A)
- 12  An organization that normally receives **(1) more than 33 1/3%** of its support from contributions, membership fees, and gross receipts from activities related to its charitable, etc , functions—subject to certain exceptions, and **(2) no more than 33 1/3%** of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See section 509(a)(2) (Also complete the **Support Schedule** in Part IV-A )
- 13  An organization that is not controlled by any disqualified persons (other than foundation managers) and otherwise meets the requirements of section 509(a)(3) Check the box that describes the type of supporting organization  
 Type I     Type II     Type III - Functionally Integrated     Type III - Other

**Provide the following information about the supported organizations. (see page 7 of the instructions.)**

(a) Name(s) of supported organization(s)	(b) Employer identification number	(c) Type of organization (described in lines 5 through 12 above or IRC section)	(d) Is the supported organization listed in the supporting organization's governing documents?		(e) Amount of support?
			Yes	No	
<b>Total</b>					

- 14  An organization organized and operated to test for public safety Section 509(a)(4) (See page 7 of the instructions )

**Part IV-A Support Schedule** (Complete only if you checked a box on line 10, 11, or 12 ) **Use cash method of accounting.**

**Note:** You may use the worksheet in the instructions for converting from the accrual to the cash method of accounting.

Calendar year (or fiscal year beginning in)	(a) 2006	(b) 2005	(c) 2004	(d) 2003	(e) Total
<b>15</b> Gifts, grants, and contributions received (Do not include unusual grants See line 28 )	7,028,303	5,313,975	4,318,774	3,937,681	20,598,733
<b>16</b> Membership fees received					0
<b>17</b> Gross receipts from admissions, merchandise sold or services performed, or furnishing of facilities in any activity that is related to the organization's charitable, etc , purpose	12,864,430	13,639,543	12,971,240	13,172,862	52,648,075
<b>18</b> Gross income from interest, dividends, amounts received from payments on securities loans (section 512(a)(5)), rents, royalties, and unrelated business taxable income (less section 511 taxes) from businesses acquired by the organization after June 30, 1975	190,432	158,096	90,161	73,774	512,463
<b>19</b> Net income from unrelated business activities not included in line 18					0
<b>20</b> Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf					0
<b>21</b> The value of services or facilities furnished to the organization by a governmental unit without charge Do not include the value of services or facilities generally furnished to the public without charge					0
<b>22</b> Other income Attach a schedule Do not include gain or (loss) from sale of capital assets	267,657	166,531	141,904	135,304	711,396
<b>23</b> Total of lines 15 through 22	20,350,822	19,278,145	17,522,079	17,319,621	74,470,667
<b>24</b> Line 23 minus line 17	7,486,392	5,638,602	4,550,839	4,146,759	21,822,592
<b>25</b> Enter 1% of line 23	203,508	192,781	175,221	173,196	
<b>26 Organizations described on lines 10 or 11:</b> <b>a</b> Enter 2% of amount in column (e), line 24					<b>26a</b>
<b>b</b> Prepare a list for your records to show the name of and amount contributed by each person (other than a governmental unit or publicly supported organization) whose total gifts for 2002 through 2005 exceeded the amount shown in line 26a <b>Do not file this list with your return.</b> Enter the total of all these excess amounts					<b>26b</b>
<b>c</b> Total support for section 509(a)(1) test Enter line 24, column (e)					<b>26c</b>
<b>d</b> Add Amounts from column (e) for lines 18 _____ 19 _____ 22 _____ 26b _____					<b>26d</b>
<b>e</b> Public support (line 26c minus line 26d total)					<b>26e</b>
<b>f</b> <b>Public support percentage (line 26e (numerator) divided by line 26c (denominator))</b>					<b>26f</b>
<b>27 Organizations described on line 12:</b> <b>a</b> For amounts included in lines 15, 16, and 17 that were received from a "disqualified person," prepare a list for your records to show the name of, and total amounts received in each year from, each "disqualified person " <b>Do not file this list with your return.</b> Enter the sum of such amounts for each year (2006) _____ 89,175(2005) _____ 116,232(2004) _____ 135,743(2003) _____ 126,211					
<b>b</b> For any amount included in line 17 that was received from each person (other than "disqualified persons"), prepare a list for your records to show the name of, and amount received for each year, that was more than the <b>larger</b> of <b>(1)</b> the amount on line 25 for the year or <b>(2)</b> \$5,000 (Include in the list organizations described in lines 5 through 11b, as well as individuals ) <b>Do not file this list with your return.</b> After computing the difference between the amount received and the larger amount described in <b>(1)</b> or <b>(2)</b> , enter the sum of these differences (the excess amounts) for each year (2006) _____ (2005) _____ (2004) _____ (2003) _____					
<b>c</b> Add Amounts from column (e) for lines 15 _____ 20,598,733 16 _____ 0 17 _____ 52,648,075 20 _____ 0 21 _____ 0					<b>27c</b> 73,246,808
<b>d</b> Add Line 27a total _____ 467,361 and line 27b total _____					<b>27d</b> 467,361
<b>e</b> Public support (line 27c total minus line 27d total)					<b>27e</b> 72,779,447
<b>f</b> Total support for section 509(a)(2) test Enter amount from line 23, column (e)					<b>27f</b> 74,470,667
<b>g</b> <b>Public support percentage (line 27e (numerator) divided by line 27f (denominator))</b>					<b>27g</b> 97.73 %
<b>h</b> <b>Investment income percentage (line 18, column (e) (numerator) divided by line 27f (denominator))</b>					<b>27h</b> 0.69 %
<b>28 Unusual Grants:</b> For an organization described in line 10, 11, or 12 that received any unusual grants during 2002 through 2005, prepare a list for your records to show, for each year, the name of the contributor, the date and amount of the grant, and a brief description of the nature of the grant <b>Do not file this list with your return.</b> Do not include these grants in line 15					

**Part V Private School Questionnaire** (See page 7 of the instructions.)**(To be completed ONLY by schools that checked the box on line 6 in Part IV)**

		Yes	No
<b>29</b>	Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?		
<b>30</b>	Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?		
<b>31</b>	Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe, if "No," please explain (If you need more space, attach a separate statement )		
<b>32</b>	Does the organization maintain the following		
<b>a</b>	Records indicating the racial composition of the student body, faculty, and administrative staff?		
<b>b</b>	Records documenting that scholarships and other financial assistance are awarded on racially nondiscriminatory basis?		
<b>c</b>	Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?		
<b>d</b>	Copies of all material used by the organization or on its behalf to solicit contributions?		
	If you answered "No" to any of the above, please explain (If you need more space, attach a separate statement )		
<b>33</b>	Does the organization discriminate by race in any way with respect to		
<b>a</b>	Students' rights or privileges?		
<b>b</b>	Admissions policies?		
<b>c</b>	Employment of faculty or administrative staff?		
<b>d</b>	Scholarships or other financial assistance?		
<b>e</b>	Educational policies?		
<b>f</b>	Use of facilities?		
<b>g</b>	Athletic programs?		
<b>h</b>	Other extracurricular activities?		
	If you answered "Yes" to any of the above, please explain (If you need more space, attach a separate statement )		
<b>34a</b>	Does the organization receive any financial aid or assistance from a governmental agency?		
<b>b</b>	Has the organization's right to such aid ever been revoked or suspended? If you answered "Yes" to either 34a or b, please explain using an attached statement		
<b>35</b>	Does the organization certify that it has complied with the applicable requirements of sections 4 01 through 4 05 of Rev Proc 75-50, 1975-2 C B 587, covering racial nondiscrimination? If "No," attach an explanation		

**Part VI-A Lobbying Expenditures by Electing Public Charities** (See page 9 of the instructions.)(To be completed **ONLY** by an eligible organization that filed Form 5768)Check  **a** if the organization belongs to an affiliated group Check  **b** if you checked "a" and "limited control" provisions apply

<b>Limits on Lobbying Expenditures</b>		<b>(a)</b> Affiliated group totals	<b>(b)</b> To be completed for all electing organizations
(The term "expenditures" means amounts paid or incurred )			
<b>36</b>	Total lobbying expenditures to influence public opinion (grassroots lobbying)	<b>36</b>	
<b>37</b>	Total lobbying expenditures to influence a legislative body (direct lobbying)	<b>37</b>	18,791
<b>38</b>	Total lobbying expenditures (add lines 36 and 37)	<b>38</b>	18,791
<b>39</b>	Other exempt purpose expenditures	<b>39</b>	18,864,604
<b>40</b>	Total exempt purpose expenditures (add lines 38 and 39)	<b>40</b>	18,883,395
<b>41</b>	Lobbying nontaxable amount Enter the amount from the following table— <b>If the amount on line 40 is—</b> <b>The lobbying nontaxable amount is—</b> Not over \$500,000                                      20% of the amount on line 40 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>41</b>	1,000,000
<b>42</b>	Grassroots nontaxable amount (enter 25% of line 41)	<b>42</b>	250,000
<b>43</b>	Subtract line 42 from line 36 Enter -0- if line 42 is more than line 36	<b>43</b>	0
<b>44</b>	Subtract line 41 from line 38 Enter -0- if line 41 is more than line 38	<b>44</b>	0
<b>Caution:</b> If there is an amount on either line 43 or line 44, you must file Form 4720.			

**4-Year Averaging Period Under Section 501(h)**(Some organizations that made a section 501(h) election do not have to complete all of the five columns below  
See the instructions for lines 45 through 50 on page 11 of the instructions )

Calendar year (or fiscal year beginning in) ▶	Lobbying Expenditures During 4-Year Averaging Period				
	(a) 2007	(b) 2006	(c) 2005	(d) 2004	(e) Total
<b>45</b> Lobbying nontaxable amount	1,000,000	1,000,000	1,000,000	1,000,000	4,000,000
<b>46</b> Lobbying ceiling amount (150% of line 45(e))					6,000,000
<b>47</b> Total lobbying expenditures	18,791	20,882	19,921	19,173	78,767
<b>48</b> Grassroots nontaxable amount	250,000	250,000	250,000	250,000	1,000,000
<b>49</b> Grassroots ceiling amount (150% of line 48(e))					1,500,000
<b>50</b> Grassroots lobbying expenditures					

**Part VI-B Lobbying Activity by Nonelecting Public Charities**

(For reporting only by organizations that did not complete Part VI-A) (See page 11 of the instructions.)

During the year, did the organization attempt to influence national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of

	Yes	No	Amount
<b>a</b> Volunteers			
<b>b</b> Paid staff or management (Include compensation in expenses reported on lines c through h.)			
<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 other means			
<b>i</b> Total lobbying expenditures (Add lines c through h.)			

If "Yes" to any of the above, also attach a statement giving a detailed description of the lobbying activities

**Part VII Information Regarding Transfers To and Transactions and Relationships With Noncharitable Exempt Organizations** (See page 12 of the instructions.)

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

**a** Transfers from the reporting organization to a noncharitable exempt organization of

- (i)** Cash
- (ii)** Other assets

**b** Other transactions

- (i)** Sales or exchanges of assets with a noncharitable exempt organization
- (ii)** Purchases of assets from a noncharitable exempt organization
- (iii)** Rental of facilities, equipment, or other assets
- (iv)** Reimbursement arrangements
- (v)** Loans or loan guarantees
- (vi)** Performance of services or membership or fundraising solicitations

**c** Sharing of facilities, equipment, mailing lists, other assets, or paid employees

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

	Yes	No
<b>51a(i)</b>		No
<b>a(ii)</b>		No
<b>b(i)</b>		No
<b>b(ii)</b>		No
<b>b(iii)</b>		No
<b>b(iv)</b>		No
<b>b(v)</b>		No
<b>b(vi)</b>		No
<b>c</b>		No

(a) Line no	(b) Amount involved	(c) Name of noncharitable exempt organization	(d) Description of transfers, transactions, and sharing arrangements

**52a** Is the organization directly or indirectly affiliated with, or related to, one or more tax-exempt organizations described in section 501(c) of the Code (other than section 501(c)(3)) or in section 527?  Yes  No

**b** If "Yes," complete the following schedule

(a) Name of organization	(b) Type of organization	(c) Description of relationship



**Additional Data****Software ID:****Software Version:****EIN:** 23-7257390**Name:** HOLT INTERNATIONAL CHILDREN'S  
SERVICES INC**Form 990, Part V-A - Current Officers, Directors, Trustees, and Key Employees:**

<b>(A) Name and address</b>	<b>(B) Title and average hours per week devoted to position</b>	<b>(C) Compensation (If not paid, enter -0-.)</b>	<b>(D) Contributions to employee benefit plans &amp; deferred compensation plans</b>	<b>(E) Expense account and other allowances</b>
GARY GAMER 1195 CITY VIEW ST EUGENE, OR 97402	PRES & CEO 40 00	141,440	18,381	0
KEVIN SWEENEY 1195 CITY VIEW ST EUGENE, OR 97402	VP FINANCE 40 00	116,950	15,902	0
DAVID KIM 1195 CITY VIEW ST EUGENE, OR 97402	PRES EMER 40 00	8,400	761	0
KIM S BROWN 1195 CITY VIEW ST EUGENE, OR 97402	CHAIRMAN 1 00	0	0	0
WILL C DANTZLER 1195 CITY VIEW ST EUGENE, OR 97402	VICE CHAIR 1 00	0	0	0
CLAIRE A NOLAND 1195 CITY VIEW ST EUGENE, OR 97402	SECRETARY 1 00	0	0	0
ANDREW BAILEY 1195 CITY VIEW ST EUGENE, OR 97402	DIRECTOR 1 00	0	0	0
JULIA K BANTA 1195 CITY VIEW ST EUGENE, OR 97402	DIRECTOR 1 00	0	0	0
JAMES D BARFOOT 1195 CITY VIEW ST EUGENE, OR 97402	DIRECTOR 1 00	0	0	0
REBECCA BRANDT 1195 CITY VIEW ST EUGENE, OR 97402	DIRECTOR 1 00	0	0	0

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

<b>(A) Name and address</b>	<b>(B) Title and average hours per week devoted to position</b>	<b>(C) Compensation (If not paid, enter -0-.)</b>	<b>(D) Contributions to employee benefit plans &amp; deferred compensation plans</b>	<b>(E) Expense account and other allowances</b>
DEAN BRUNS 1195 CITY VIEW ST EUGENE, OR 97402	DIRECTOR 1 00	0	0	0
WILMA R CHENEY 1195 CITY VIEW ST EUGENE, OR 97402	DIRECTOR 1 00	0	0	0
CLINTON C COTTRELL 1195 CITY VIEW ST EUGENE, OR 97402	DIRECTOR 1 00	0	0	0
CYNTHIA G DAVIS 1195 CITY VIEW ST EUGENE, OR 97402	DIRECTOR 1 00	0	0	0
PAUL A DISDIER 1195 CITY VIEW ST EUGENE, OR 97402	DIRECTOR 1 00	0	0	0
ROSSER B EDWARDS 1195 CITY VIEW ST EUGENE, OR 97402	DIRECTOR 1 00	0	0	0
KIM HANSON 1195 CITY VIEW ST EUGENE, OR 97402	DIRECTOR 1 00	0	0	0
JOSEPH MATTURRO 1195 CITY VIEW ST EUGENE, OR 97402	DIRECTOR 1 00	0	0	0
JEFFREY B SADDINGTON 1195 CITY VIEW ST EUGENE, OR 97402	DIRECTOR 1 00	0	0	0
RICHARD SALKO 1195 CITY VIEW ST EUGENE, OR 97402	DIRECTOR 1 00	0	0	0

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

<b>(A) Name and address</b>	<b>(B) Title and average hours per week devoted to position</b>	<b>(C) Compensation (If not paid, enter -0-.)</b>	<b>(D) Contributions to employee benefit plans &amp; deferred compensation plans</b>	<b>(E) Expense account and other allowances</b>
SHIRLEY M STEWART 1195 CITY VIEW ST EUGENE, OR 97402	DIRECTOR 1 00	0	0	0
STEVEN G STIRLING 1195 CITY VIEW ST EUGENE, OR 97402	DIRECTOR 1 00	0	0	0
FRANCIS WANKOWICZ 1195 CITY VIEW ST EUGENE, OR 97402	DIRECTOR 1 00	0	0	0

**Form 990, Part VI, Line 90a - List the states with which a copy of this return is filed:**

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

AL, AK, AZ, AR, CA, CT, FL, GA, IL, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO, NH, NJ, NM, NY, ND, OH, OK, OR, PA, SC, TN, UT, VA, WA, WI, WY

**Form 990, Part VIII - Relationship of Activities to the Accomplishment of Exempt Purposes:**

<b>Line No.</b> ▼	<b>Explain how each activity for which income is reported in column (E) of Part VII contributed importantly to the accomplishment of the organization's exempt purposes (other than by providing funds for such purposes).</b>
93A	ADOPTION SERVICES
93B	TRANSPORTATION SERVICES FOR ADOPTED CHILDREN
93C	TOURS FOR ADOPTEES AND FAMILIES TO VISIT HOMELAND
93D	ADOPTEE SERVICES
93E	ADOPTION SERVICES FOR US CHILDREN
100	ASSETS DISPOSED OF AND PROCEEDS USED TO SUPPORT ORG
102	ITEMS SOLD EDUCATE AND/OR PROMOTE ORG AND IT'S PURPOSE

## TY 2007 Cash Grants Paid Schedule

**Name:** HOLT INTERNATIONAL CHILDREN'S  
SERVICES INC

**EIN:** 23-7257390

Class of Activity	Recipient's name	Address	Amount	Relationship
	KOREA		2,415,082	
	CHINA		2,089,881	
	INDIA		464,980	
	THAILAND		353,962	
	ROMANIA		331,065	
	PHILIPPINES		232,327	
	UKRAINE		181,462	
	HAITI		181,343	

<b>Class of Activity</b>	<b>Recipient's name</b>	<b>Address</b>	<b>Amount</b>	<b>Relationship</b>
	GUATEMALA		178,856	
	UGANDA		170,213	
	NORTH KOREA		107,368	
	MONGOLIA		79,213	
	CAMBODIA		28,153	
	NEPAL		13,203	
	SOUTH AFRICA		6,000	
	KAZAKHSTAN		4,525	

<b>Class of Activity</b>	<b>Recipient's name</b>	<b>Address</b>	<b>Amount</b>	<b>Relationship</b>
	KYRGYZSTAN		3,505	



Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

## TY 2007 Gain/Loss from Sale of Other Assets Schedule

**Name:** HOLT INTERNATIONAL CHILDREN'S  
SERVICES INC

**EIN:** 23-7257390

Name	Date Acquired	How Acquired	Date Sold	Purchaser Name	Gross Sales Price	Basis	Basis Method	Sales Expenses	Total (net)	Accumulated Depreciation
SALE OF ASSETS	2005-12	PURCHASE	2007-12		70	48,583			70	48,583

**TY 2007 Gain/Loss from Sale of Public Securities Schedule**

**Name:** HOLT INTERNATIONAL CHILDREN'S  
SERVICES INC

**EIN:** 23-7257390

**Gross Sales Price:** 786,526

**Basis:** 633,639

**Sales Expenses:**

**Total (net):** 152,887

**TY 2007 Land etc. Schedule**

**Name:** HOLT INTERNATIONAL CHILDREN'S  
SERVICES INC

**EIN:** 23-7257390

Category/Item	Cost/Other Basis	Accumulated Depreciation	Book Value
	2,363,241	1,593,780	769,461
	702,716		702,716

## TY 2007 Other Changes in Net Assets Schedule

**Name:** HOLT INTERNATIONAL CHILDREN'S  
SERVICES INC

**EIN:** 23-7257390

Description	Amount
NET UNREALIZED GAINS ON INVESTMENTS	62,432

**TY 2007 Other Liabilities Schedule**

**Name:** HOLT INTERNATIONAL CHILDREN'S  
SERVICES INC

**EIN:** 23-7257390

<b>Description</b>	<b>Beginning of Year Amount</b>	<b>End of Year Amount</b>
GIFT ANNUITY OBLIGATIONS	93,224	140,703

**TY 2007 Sales Of Inventory Schedule**

**Name:** HOLT INTERNATIONAL CHILDREN'S  
SERVICES INC

**EIN:** 23-7257390

Category	Gross Sales	Cost of Goods Sold	Net (Gross Sales Minus Cost of Goods Sold)
PUBLICATION SALES	66,061	58,350	7,711

## TY 2007 Special Events Schedule

**Name:** HOLT INTERNATIONAL CHILDREN'S  
SERVICES INC

**EIN:** 23-7257390

Event Name	Gross Receipts	Contributions	Gross Revenue	Direct Expense	Net Income (Loss)
PORTLAND, OR AUCTION	146,800	71,420	75,380		75,380
OMAHA, NE - AUCTION	96,923	66,482	30,441		30,441
EUGENE, OR - AUCTION	90,137	53,040	37,097		37,097
OTHER SPECIAL EVENTS	65,113	30,783	34,330		34,330
TOTAL	398,973	221,725	177,248		177,248

## TY 2007 Other Income Schedule

**Name:** HOLT INTERNATIONAL CHILDREN'S  
SERVICES INC

**EIN:** 23-7257390

Description	2006	2005	2004	2003	Total
OTHER INCOME	164,522	130,752	94,815	57,166	447,255
OTHER INCOME	103,135	35,779	47,089	78,138	264,141



**TY 2007 Self Dealing Statement**

**Name:** HOLT INTERNATIONAL CHILDREN'S  
SERVICES INC

**EIN:** 23-7257390

Line Number	Explanation
2d	SEE PART V OF FORM 990

**HOLT INTERNATIONAL CHILDREN'S SERVICES INC.**

FORM 990

2007

FIN 23-7257390

FORM 990, PART III, A & B

**PART A:**

**International Program** - International Program services consist of direct expenses incurred by Holt in other countries for adoption services, permanency planning services for children, social work training for indigenous staff, counseling and assistance for displaced families and individuals, and management assistance and program development for international programs.

United States Adoptions	561	Family Reunification	309
Domestic Adoptions	786	Family Preservation	3,335

**PART B:**

**U.S. Program** - The United States Program services consists of U.S. based expenses for professional services incurred in connection with placing children for adoption, including family preparation, post-placement counseling and international processing, which includes transportation, public education concerning adoption issues, and management assistance and program development for international programs.

**Home Studies Completed** 438

**Placements**

International Adoptions 561

U.S. Domestic Adoptions 59

**Total Children Placed** 620 \*

*\*includes 198 special needs placements*

**Post Adoption Services Provided** 2,762

***HOLT INTERNATIONAL CHILDREN’S SERVICES, INC.  
BYLAWS***

***ARTICLE I, Purpose***

The purposes of Holt International Children’s Services, Inc. are to glorify the Lord in the following ways:

- (a) Find Christian homes for children wherever possible and in the best interest of the children, as allowed by law. These homes are to be found without regard to barriers of race, nationality or location and in accordance with all laws, regulations, licenses and certificates.
- (b) Solicit and encourage the application of families for all children who need a family and can benefit from one.
- (c) Provide services to children for whom we have not found homes.
- (d) Engage in public education relating to the need to find permanent families for children at risk.
- (e) Encourage and coordinate activities of various parent organizations.
- (f) Provide leadership for the purpose of working with private and government agencies and concerned people on issues affecting the welfare of children and, in particular, the field of international adoptions.
- (g) Encourage and work with the profession of child welfare services toward uniform adoption laws and their continual updating.
- (h) Disseminate information about the agency’s programs and services.
- (i) Encourage, assist and support the development of children’s services in other countries.
- (j) Provide counseling and mediation services to biological parents and prospective adoptive parents regarding issues and options related to adoption.

***ARTICLE II, Meetings***

**Section 1**

The Annual Meeting will be held during the 4<sup>th</sup> quarter at a time and place to be determined by the Board of Directors and to be announced not less than one month prior to the date of the meeting. A second meeting shall be held annually, usually in the spring (the “Spring Meeting”)

at a time and place to be determined by the Board of Directors and to be announced not less than one month prior to the date of such meeting.

#### Section 2

In addition to the Annual Meeting, additional meetings of the Board of Directors may be held during the year. Notice will be given not less than one week prior to any meeting by letter or by telephone.

#### Section 3

A quorum shall consist of a majority of the members of the Board of Directors in office immediately before the start of any meeting. At any meeting of the Board at which a quorum is present, a majority of the Directors present may take any action on behalf of the Directors, unless a larger number is required by law, by the Articles of Organization or by these By-Laws. Any action to be taken at any meeting of the Directors may be taken without a meeting if the required number of Directors consent to the action in writing and the written consents are filed with the records of the meetings of the Board of Directors. Such consent shall be treated for all purposes as a vote at a meeting of the Directors. Members of the Board or any committee may participate at a meeting of the Board or a committee by means of a conference telephone or similar communications equipment, which permits all persons participating in the meeting to hear each other at the same time. Participation by such means shall constitute presence in person at a meeting.

#### Section 4

Attendance at meetings is expected of Board members and two consecutive unexplained absences by a Board member may result in the removal of such Board member by action of the Board of Directors.

### ***ARTICLE III, Board of Directors***

#### Section 1

The Board of Directors is responsible to see that Holt International Children's Services, Inc. fulfills the terms of its purpose and of its licenses. The property and affairs of Holt International Children's Services, Inc. shall be under the general control and management of the Board of Directors. The Board may delegate to such committees as it shall create any of its powers that it may deem judicious while still keeping in mind its own ultimate responsibility for the agency and provided that it insures proper accountability by each of its committees.

#### Section 2

The Board of Directors shall be composed of at least fifteen (15) persons, with a maximum of twenty-five (25) persons.

### Section 3

During their lifetimes, Dr. David Kim and Mrs. Wilma Cheney shall remain members of the Board of Directors.

### Section 4

The election to full terms on the Board and any unexpired term as may exist may be made at the Annual meeting or other meeting of the Board.

### Section 5

A full term of membership on the Board of Directors shall be three (3) years. Terms of membership shall be arranged so that approximately one-third of the members of the Board shall be elected each year. The maximum number of terms served shall be three (3) terms for a total of no more than nine (9) consecutive years of board membership. Re-election may occur after one (1) year of absence from the Board.

### Section 6

The membership of the Board of Directors shall consist of persons with varied professional and personal backgrounds. Members of the Board of Directors shall: be deeply concerned for children's welfare; possess good judgment; be able to attend meetings and keep informed of the work of the organization. Members of the Board of Directors shall serve without compensation.

### Section 7

Any director may be removed with or without cause by a vote of the Board by way of a 3/4 vote of the Board members present at any properly called meeting of the Board.

## ***ARTICLE IV, Council of Directors Emeritus***

### Section 1

Holt International Children's Services, Inc. shall have Council of Directors Emeritus, which shall be an auxiliary to the Board of Directors. The purpose is to provide a means for continuing the interest and involvement of retired board members who would desire to remain active.

### Section 2

Membership shall be by approval of the Board and by written invitation through the Board Development Committee, together with written acceptance from the retired Board member.

Membership on the Council does not preclude future election to the active, Board membership. The term of membership shall be such member's lifetime or until a person resigns or is removed by a majority vote of the Board.

### Section 3

Members of the Council may attend meetings of the Board as interested persons, without voting rights. They may be invited to observe committee meetings with the exception of the Board Development Committee and the Executive Committee. They shall receive quarterly mailings. Their role shall include active support of all activities of Holt International.

## ***ARTICLE V, Founder***

Harry Holt and Bertha Holt shall be designated as Founders of Holt International Children's Services.

## ***ARTICLE VI, Officers***

The Chair and the Vice-Chair shall be elected biannually for a two year non-sequential term of service by the Board of Directors. The Secretary shall be elected annually for a one year term by the Board of Directors.

### Section 1 - Chair

The duties of the Chair shall be, subject to the control and direction of the Board of Directors, general supervision of the affairs and business of the agency. The Chair shall preside at all meetings of the Board of Directors. The Chair shall be a member ex-officio of all committees except the Board Development Committee. The Chair shall appoint all committees, subject to the approval of the Board of Directors.

### Section 2 - Vice-Chair

The Vice-Chair shall act in place of the Chair in his absence.

### Section 3 - Secretary

The Secretary shall ensure that accurate minutes are kept for all meetings of the Board of Directors.

## ***ARTICLE VII, Committees***

The following committees are hereby established:

### Section 1 - Executive Committee

An Executive Committee is hereby created for the purpose of advising the President and CEO (President) on matters before him/her that come within the scope of his/her authority about which he/she would require assistance in carrying out the duties of his/her office. This committee shall meet on call by the President or by the Chair and shall consist of the Chair, the Vice-Chair, and any three members of the Board of Directors elected by the Board of Directors. A quorum of the Executive Committee shall be three members and motions shall be passed by a majority of said members attending. The term of office shall be for three years with staggered terms so that one member is elected each year (section 2.7). In addition to the advisory powers the Executive Committee shall have the power to act on behalf of the entire Board, and to call an emergency meeting of the Board. The Executive Committee shall review the performance of the President annually in accordance with the Policy Manual and direct the President to correct any areas where the President has violated policy. This evaluation shall be shared with the Board. The Committee will also plan the program and agenda for all Board meetings. The committee shall make such determinations consistent with this paragraph at least annually.

### Section 2 - Audit Committee

The Audit Committee shall be composed of three (3) members of the Board who shall be appointed by the Chair and approved by the Board, and shall serve for a period of one year. The purpose of the Audit Committee is to make recommendations to the Board for the appointment of an independent auditor, to review the results of the annual audit and to report the results of the annual audit to the complete Board.

### Section 3 - Board Development Committee

The Board Development Committee shall be composed of five (5) Board members who shall be appointed by the Chair and approved by the Board and shall serve for a period of one year. The Board Development Committee shall nominate candidates for membership on the Board, the Council of Directors Emeritus, and officers of the Board and members at large for the Executive Committee. The Board Development Committee shall also recommend education, development activities and programs for Board members to the Executive Committee, analyze from time to time the attendance of members of the Board, consult with those who are not attending regularly, recommend to the Board action regarding inactive members, and recommend the removal from office of any Board member whose actions are detrimental to Holt International Children's Services, Inc.

### Section 4 – Other Committees

The Board may create other committees, as needed. Such committees could include, but not be limited to, Investment, Awards, Policy, etc

**ARTICLE VIII, President and CEO**

The Board shall employ a President who is subject to control and direction of the Board. The President shall have general charge, oversight, and direction of the affairs and business of the agency, and shall be its responsible managing head. The President and/or the Assistant Director, and/or the Vice President of Social Services and/or the Vice President of Finance and Administration, shall have authority to sign on behalf of the organization all necessary papers in connection with guardianship, placement, or adoption proceedings. The President or the President's delegate shall attend all meetings of the Board and may attend any committee meeting. The President shall be the liaison between the Board and the staff, and represent both Board and staff. The President shall be elected by a majority vote of the Board at the Board's Annual or other meeting. The President may resign by delivering his or her written resignation to the Board. Such resignation shall be effective upon receipt unless it is specified to be effective at some other time or upon the happening of some other event. The Board may remove the President with or without cause by a vote of a majority of its members then in office.

The President shall administer and lead the agency in accordance with the policies adopted, or amended, by the Board from time to time, including in that certain document entitled "Board Policy Manual" which was originally adopted on November 2, 1996 (together, the "Policies"). All contracts, documents, and other agreements executed on behalf of Holt by the President in the ordinary course of business shall not require further Board of Director action, provided that the President's actions are in accordance with law and in accordance with Board approved Policies. The President is authorized to perform any and all acts necessary or appropriate to effectuate the purposes of Holt International Children's Services, Inc. in accordance with the Policies. Third parties shall be entitled to rely on any contract, document or other instrument or agreement executed by the President as being authorized by the Board.

**ARTICLE IX, Fiscal Year**

The fiscal year shall begin on January 1 and end on December 31.

**ARTICLE X, Rules of Order**

Robert's Rules of Order shall be followed in all meetings when they are not inconsistent with these Bylaws.

**ARTICLE XI, Change of Bylaws**

These Bylaws may be altered, amended or repealed by an affirmative vote of a majority of the members present at any regular meeting of the Board of Directors, provided that written notice of



the proposed action is given at least one week prior to the call of the meeting and that a quorum is present.

***ARTICLE XII, Corporate Seal***

The corporate seal of this corporation shall consist of two concentric circles between which shall be the name of the corporation and the word "Oregon" and in the center of the inner circle of which shall be inscribed the words "Corporate Seal" and such seal as is impressed upon the margin hereof is hereby adopted as the corporate seal of the corporation.

***ARTICLE XIII, Indemnification and Liability of Directors, Officers and Employees***

Each director, officer, and employee of the corporation now or hereafter serving as such, shall be indemnified by the corporation against any and all claims and liabilities to which he or she has or shall become subject by reason of serving or having served as such director, officer, or employee, or by reason of any action alleged to have been taken, omitted, or neglected by him or her as such director, officer, or employee. The corporation shall reimburse each such person for all legal expenses reasonably incurred by him or her in connection with any such claim or liability. PROVIDED, however, that no such person shall be indemnified against, or be reimbursed for any expense incurred in connection with any claim or liability arising out of his or her own willful misconduct or gross negligence. This Article shall not be deemed exclusive of any other provisions for indemnification of directors or officers that may be included in any statute, bylaw, agreement, vote of directors or otherwise, both as to action in any official capacity and as to action in another capacity while holding an office.

No director, officer, or employee of the corporation shall be personally liable to the corporation for monetary damages for conduct as a director, officer, or employee. PROVIDED, however, that this Article shall not eliminate or limit the liability of any employee arising out of his or her own willful misconduct or gross negligence. FURTHER PROVIDED that this Article shall eliminate liability of any director or officer only to the full extent permitted by law. Any amendment to Oregon law shall not affect the liability of a director or officer for any act or omission which occurred prior to the effective date of such amendment.

***ARTICLE XIV, Holt International Board Policy Manual***

To the extent that the Policies are inconsistent with these Bylaws, the Bylaws shall control.