



500 West Big Beaver
Troy, MI 48084
troymi.gov

CITY COUNCIL AGENDA ITEM

Date: April 3, 2025

To: Frank Nastasi, City Manager

From: Robert J. Bruner, Deputy City Manager
M. Aileen Dickson, City Clerk

Subject: Request for Recognition as a Nonprofit Organization from Connections Learning Lab

History

Attached is a request from Connections Learning Lab seeking recognition as a nonprofit organization for the purpose of obtaining a charitable gaming license for fundraising purposes.

Financial

There are no financial considerations associated with this item.

Recommendation

It has been City Management's practice to support the approval of such requests.

Connections Learning Lab


contact@connectionslearninglab.com

248-469-8974

March 27, 2025

Mr. Ethan Baker, Mayor
and the Troy City Council
500 W. Big Beaver Rd.
Troy, MI 48084

Dear Mayor Ethan Baker and Members of the Troy City Council:

Connections Learning Lab is a domestic Michigan Nonprofit Corporation operating in the City of Troy at 2601 E. Square Lake Road, Troy, Michigan. Connections Learning Lab aims to qualify for and obtain a charitable gaming license from the State of Michigan.

We request that the City of Troy complete the enclosed Local Governing Body Resolution for Charitable Gaming Licenses to certify that Connections Learning Lab is a nonprofit organization operating in the community of the City of Troy.

The mission of Connections Learning Lab is to provide educational services to children of all abilities. This is done by providing a comprehensive range of educational support, enrichment, and academic resources through individual and group tutoring, STEAM (science, technology, engineering, art, and mathematics) enrichment, camps, clubs and other programs. Connections Learning Lab conducts programs for students in grades K – 6 on a year-round basis. These programs are conducted in person at our learning center in Troy, Michigan.

Connections Learning Lab applied for tax-exempt status as a 501(c) (3) organization with the Internal Revenue Service (IRS) on November 6, 2024. The tax-exempt status is currently pending with the IRS. As such, Connections Learning Lab has not yet received the letter of determination from the Department of Treasury granting exemption from federal income tax and classification as a public charity. Per your document requirements request, also enclosed are the following items for your review:

- Copy of IRS Form 1023 – Application for Recognition of Exemption Under Section 501(c)(3) of the Internal Revenue Code
- A complete copy of the Connections Learning Lab Articles of Incorporation
- A signed and dated copy of the Connections Learning Lab Bylaws
- A copy of the Statement of Activities (Income Statement) for 2024.

Please approve and complete the enclosed Local Governing Body Resolution for Charitable Gaming Licenses form at your next upcoming City Council meeting.

2025 MAR 28 P 1:08

Connections Learning Lab


contact@connectionslearninglab.com

248-469-8974

If you have any questions or require additional information, please contact either Katie Teal, Executive Director or Anne Gatti, Secretary via email at contact@connectionslearninglab.com.

Thank you for your assistance with this matter.

Sincerely,



Anne Gatti, Secretary
Connections Learning Lab

Enclosures



State of Michigan
Michigan Gaming Control Board
Office of the Executive Director
P.O. Box 30786
Lansing, MI 48909
Phone: (313) 456-4940
Fax: (313) 456-3405
Email: Millionaireparty@michigan.gov
www.michigan.gov/mgcb

LOCAL GOVERNING BODY RESOLUTION FOR CHARITABLE GAMING LICENSES

(Required by MCL 432.103(K)(ii))

At a _____ meeting of the _____
REGULAR OR SPECIAL TOWNSHIP, CITY, OR VILLAGE COUNCIL/BOARD

called to order by _____ on _____
DATE

at _____ a.m./p.m. the following resolution was offered:
TIME

Moved by _____ and supported by _____

that the request from _____ of _____
NAME OF ORGANIZATION CITY

county of _____, asking that they be recognized as a
COUNTY NAME

nonprofit organization operating in the community for the purpose of obtaining charitable

gaming licenses, be considered for _____
APPROVAL/DISAPPROVAL

APPROVAL
Yeas: _____

Nays: _____

Absent: _____

DISAPPROVAL
Yeas: _____

Nays: _____

Absent: _____

I hereby certify that the foregoing is a true and complete copy of a resolution offered and

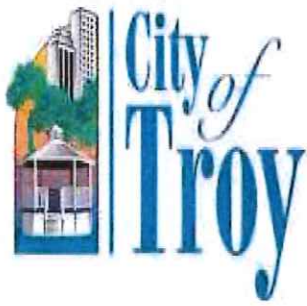
adopted by the _____ at a _____
TOWNSHIP, CITY, OR VILLAGE COUNCIL/BOARD REGULAR OR SPECIAL

meeting held on _____
DATE

SIGNED: _____
TOWNSHIP, CITY, OR VILLAGE CLERK

PRINTED NAME AND TITLE

ADDRESS



CITY OF TROY

SOLICITATION – FUND RAISING

Date Received: 3/28/2025

File the following information with the City Clerk's Office at least 21 days prior to the time when the permit is desired. TIME SPAN FOR PERMIT IS NOT TO EXCEED NINETY (90) DAYS.

Name of Organization:
Connections Learning Lab

Phone:
248-469-8974

Local Address:
2601 E. Square Lake Rd.,

City/Zip:
Troy 48084

Home Address (if different): (Mailing address)

City/Zip:

Name of Parent Organization:

N/A

Address:

N/A

Local Representative/Officers:

Name	Title	Phone
Ashley Prince	President	517-231-6390
Robert Brender	Treasurer	248-361-0119
Anne Gatti	Secretary	586-354-8532

Person in Charge of Solicitations: Katie Teal, Co-Executive Director ; Amie Oliveira, Co-Executive Director

How are funds solicited: Raffles and/or other charitable games legally allowed in Michigan

Locations/Dates/Times:

Locations	Dates	Times
Future events to be determined	Dates to be determined	Times to be determined

To what purpose will you put these funds: Operating expenses to include program or administrative expenses

What is the requested amount for contribution: Amount of individual raffle ticket sold, or other charitable game participation fee, will generally be between \$1 - \$5, not to exceed \$50.

[illegible]

**Application for Recognition of Exemption
Under Section 501(c)(3) of the Internal Revenue Code**

Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form1023 for instructions and the latest information.

OMB No. 1545-0047

Note: If exempt status is approved, this application will be open for public inspection.

Use the "?" buttons throughout this form for help in completing this application. For additional help, call IRS Exempt Organizations Customer Account Services toll-free at 1-877-829-5500.

If you cannot complete required responses within the textbox limits throughout this form, upload your additional narratives with the other required documents.

Part I Identification of Applicant

1a Full Name of Organization (exactly as it appears in your organizing document) CONNECTIONS LEARNING LAB				b Care of Name (if applicable)	
c Mailing Address (Number, street and room/suite) [REDACTED]		d City [REDACTED]		e Country United States	
f State Michigan		g Zip Code + 4 48030-1340	h Foreign Province (or State)		i Foreign Postal Code
2 Employer Identification Number 99-2642463		3 Month Tax Year Ends DECEMBER		4 Person to Contact if More Information is Needed (officer, director, trustee, or authorized representative) KATIE TEAL EXECUTIVE DIRECTOR	
5 Contact Telephone Number 810-338-9509		6 Fax Number (optional)			7 User Fee Submitted \$600.00
8 Organization's Website (if available): connectionslearninglab.com					
9 List the names, titles, and mailing addresses of your officers, directors, and/or trustees.					
First Name: ANNE		Last Name: GATTI		Title: SECRETARY	
Mailing Address: [REDACTED]		City: [REDACTED]			
State (or Province): MICHIGAN		Zip Code (or Foreign Postal Code): [REDACTED]			
First Name: ASHLEY		Last Name: PRINCE		Title: PRESIDENT	
Mailing Address: [REDACTED]		City: [REDACTED]			
State (or Province): MICHIGAN		Zip Code (or Foreign Postal Code): [REDACTED]			
First Name: ROBERT		Last Name: BRENDER		Title: TREASURER	
Mailing Address: [REDACTED]		City: [REDACTED]			
State (or Province): MICHIGAN		Zip Code (or Foreign Postal Code): [REDACTED]			
First Name:		Last Name:		Title:	
Mailing Address:		City:			
State (or Province):		Zip Code (or Foreign Postal Code):			
First Name:		Last Name:		Title:	
Mailing Address:		City:			
State (or Province):		Zip Code (or Foreign Postal Code):			

[Check here to add more officers, directors, and/or trustees.](#)

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Part II Organizational Structure

- 1** You must be a corporation, limited liability company (LLC), unincorporated association, or trust to be tax exempt.

Select your type of organization.

☒ Corporation

At the end of this form, you must upload a copy of your articles of incorporation (and any amendments) that shows proof of filing with the appropriate state agency.

Limited Liability Company (LLC)

At the end of this form, you must upload a copy of your articles of organization (and any amendments) that shows proof of filing with the appropriate state agency. Also, if you adopted an operating agreement, upload a copy, along with any amendments.

Unincorporated Association

At the end of this form, you must upload a copy of your articles of association, constitution, or other similar organizing document that is dated and includes at least two signatures. Include signed and dated copies of any amendments.

Trust

At the end of this form, you must upload a signed and dated copy of your trust agreement. Include signed and dated copies of any amendments.

- 2** Enter the date you formed. (MM/DD/YYYY)

04/12/2024

- 3** Select your state (or U.S. territory) of incorporation or other formation. If you were formed under the laws of a foreign country, select Foreign Country.

Michigan

- 4** Have you adopted bylaws? If "Yes," at the end of this form, upload a current copy showing the date of adoption. If "No," explain how you select your officers, directors, or trustees. ☒ Yes ☐ No

- 5** Are you a successor to another organization?

☐ Yes ☒ No

Answer "Yes" if you have taken or will take over the activities of another organization, you took over 25% or more of the fair market value of the net assets of another organization, or you were established upon the conversion of an organization from for-profit to nonprofit status. If "Yes," complete Schedule G.

Part III Required Provisions in Your Organizing Document

Part III helps ensure that, when you submit this application, your organizing document contains the required provisions to meet the organizational test under section 501(c)(3).

If you cannot check "Yes" in both Lines 1 and 2, your organizing document does not meet the organizational test. DO NOT file this application until you have amended your organizing document. Remember to upload your original and amended organizing documents at the end of this form.

- 1** Section 501(c)(3) requires that your organizing document limit your purposes to one or more exempt purposes within section 501(c)(3), such as charitable, religious, educational, and/or scientific purposes.

The following is an example of an acceptable purpose clause: The organization is organized exclusively for charitable, religious, educational, and scientific purposes under section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code.

Does your organizing document meet this requirement?

☒ Yes ☐ No

- 1a** State specifically where your organizing document meets this requirement, such as a reference to a particular article or section in your organizing document (Page/Article/Paragraph):

Article II, Articles of Incorporation

- 2** Section 501(c)(3) requires that your organizing document provide that upon dissolution, your remaining assets be used exclusively for section 501(c)(3) exempt purposes, such as charitable, religious, educational, and/or scientific purposes. Depending on your entity type and the state in which you are formed, this requirement may be satisfied by operation of state law.

The following is an example of an acceptable dissolution clause: Upon the dissolution of this organization, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose.

Does your organizing document meet this requirement?

☒ Yes ☐ No

- 2a** State specifically where your organizing document meets this requirement, such as a reference to a particular article or section in your organizing document (Page/Article/Paragraph) or indicate that you rely on state law.

Article VIII, Articles of Incorporation

Part IV Your Activities

1 Describe completely and in detail your past, present, and planned activities. Do not refer to or repeat the purposes in your organizing document.

For each past, present, or planned activity, include information that answers the following questions:

- a. What is the activity?
- b. Who conducts the activity?
- c. Where is the activity conducted?
- d. What percentage of your total time is allocated to the activity?
- e. How is the activity funded (for example, donations, fees, etc.) and what percentage of your overall expenses is allocated to this activity?
- f. How does the activity further your exempt purposes?

Please see the attached document for details on present and planned activities for our nonprofit. See statement 1 attached.

Part IV Your Activities (continued)

- 2 Enter the 3-character NTEE Code that best describes your activities.

B90

Or check here if you want the IRS to select the NTEE Code that best describes your activities.

- 3 Do any of your programs limit the provision of goods, services, or funds to a specific individual or group of specific individuals? For example, answer "Yes" if goods, services, or funds are provided only for a particular individual, your members, individuals who work for a particular employer, or graduates of a particular school. If "Yes," explain the limitation and how recipients are selected for each program. ☐ Yes ☒ No

- 4 Do any individuals who receive goods, services, or funds through your programs have a family or business relationship with any officer, director, trustee, or with any of your highest compensated employees or highest compensated independent contractors? If "Yes," explain how these related individuals are eligible for goods, services, or funds. ☒ Yes ☐ No

Officer- Board president has a child who attends our programs. As a member of the general public in our community, the child is eligible to attend our programs based on the child's academic need. Our conflict of interest policy addresses this specifically and this child does not receive preferred treatment.

- 5 Do you or will you support or oppose candidates in political campaigns in any way? If "Yes," explain. ☐ Yes ☒ No

- 6 Do you or will you attempt to influence legislation? If "Yes," explain how you attempt to influence legislation. ☐ Yes ☒ No

Part IV Your Activities (continued)

- 6a** Did you or will you make an election to have your legislative activities measured by expenditures by filing Form 5768? (☐ Yes (☐ No
If "No," describe whether your attempts to influence legislation are a substantial part of your activities. Include the time and money spent on your attempts to influence legislation as compared to your total activities.

- 7** Do you or will you publish, own, or have rights in music, literature, tapes, artworks, choreography, scientific discoveries, or other intellectual property? If "Yes," describe who owns or will own any copyrights, patents, or trademarks, whether fees are or will be charged, how the fees are determined, and how any items are or will be produced, distributed, and marketed. (☐ Yes (☒ No

- 8** Do you or will you provide educational information to the general public on budgeting, personal finance, financial literacy, saving and spending practices, the sound use of consumer credit, and/or assist individuals and families with financial problems such as credit card debt and foreclosure by providing them with counseling? If "Yes," explain. (☐ Yes (☒ No

- 9** Do you or will you make grants, loans, or other distributions to organizations? If "Yes," describe the type and purpose of the grants, loans, or distributions, how you select your recipients including submission requirements (such as grant proposals or application forms), and the criteria you use or will use to select recipients. Also describe how you ensure the grants, loans, and other distributions are or will be used for their intended purposes (including whether you require periodic or final reports on the use of funds and any procedures you have if you identify that funds are not being used for their intended purposes). Finally, describe the records you keep with respect to grants, loans, or other distributions you make and identify any recipient organizations and any relationships between you and the recipients. If "No," continue to Line 10. (☐ Yes (☒ No

Part IV **Your Activities** (continued)

- 9a** Do you or will you make grants, loans, or other distributions to organizations that are not recognized by the IRS as tax exempt under section 501(c)(3)? If "Yes," name and/or describe the non-section 501(c)(3) organizations to whom you do or will make distributions and explain how these distributions further your exempt purposes. ☐ Yes ☐ No

- 9b** Do you or will you make grants, loans, or other distributions to foreign organizations? If "Yes," name each foreign organization (if not already provided), the country and region within each country in which each foreign organization operates, any relationship you have with each foreign organization, and whether the foreign organization accepts contributions earmarked for a specific country or organization (if so, specify which countries or organizations). If "No," continue to Line 10. ☐ Yes ☐ No

- 9c** Do your contributors know that you have ultimate authority to use contributions made to you at your discretion for purposes consistent with your exempt purposes? If "Yes," describe how you relay this information to contributors. ☐ Yes ☐ No

- 9d** Do you or will you make pre-grant inquiries about the recipient organization? If "Yes," describe these inquiries, including whether you inquire about the recipient's financial status, its tax-exempt status under the Internal Revenue Code, its ability to accomplish the purpose for which the resources are provided, and other relevant information. ☐ Yes ☐ No

- 9e** Do you or will you use any additional procedures to ensure that your distributions to foreign organizations are used in furtherance of your exempt purposes? If "Yes," describe these procedures, including periodic reporting requirements, auditing grantees, site visits by your employees or compliance checks by impartial experts, etc., to verify that grant funds are being used appropriately. ☐ Yes ☐ No

Part IV **Your Activities** (continued)

- 9f** Do you share board members or other key personnel with the recipient organization(s)? If "Yes," identify the relationships. ☐ Yes ☐ No

- 9g** When you make grants, loans, or other distributions to foreign organizations, will you check the OFAC List of Specially Designated Nationals and Blocked Persons for names of individuals and entities with whom you are dealing to determine if they are included on the list? Describe any other practices you will engage in to ensure that foreign expenditures or grants are not diverted to support terrorism or other non-charitable activities. ☐ Yes ☐ No

- 9h** Will you comply with all United States statutes, executive orders, and regulations that restrict or prohibit U.S. persons from engaging in transactions and dealings with designated countries, entities, or individuals, or otherwise engaging in activities in violation of economic sanctions administered by OFAC? ☐ Yes ☐ No

- 9i** Will you acquire from OFAC the appropriate license and registration where necessary? ☐ Yes ☐ No

- 10** Do you or will you operate in a foreign country or countries? If "Yes," name each foreign country and region within each country in which you do or will operate and describe your operations in each one. If "No," continue to Line 11. ☐ Yes ☒ No

- 10a** When you conduct activities in foreign countries, will you check the OFAC List of Specially Designated Nationals and Blocked Persons for names of individuals and entities with whom you are dealing to determine if they are included on the list? Describe any other practices you will engage in to ensure that foreign expenditures or grants are not diverted to support terrorism or other non-charitable activities. ☐ Yes ☐ No

- 10b** Will you comply with all United States statutes, executive orders, and regulations that restrict or prohibit U.S. persons from engaging in transactions and dealings with designated countries, entities, or individuals, or otherwise engaging in activities in violation of economic sanctions administered by OFAC? ☐ Yes ☐ No

- 10c** Will you acquire from OFAC the appropriate license and registration where necessary? ☐ Yes ☐ No

Part IV Your Activities (continued)

- 11** Are you a sponsoring organization that maintains one or more donor advised funds? If yes, please provide a complete description of your program, including the specific advice that such donors may provide. Describe in detail the control you maintain (or will maintain) over the use of the funds. ☐ Yes ☒ No

- 12** Do you or will you operate a school? ☐ Yes ☒ No
If "Yes," complete Schedule B.

- 13** Is your principal purpose or function to provide hospital or medical care? ☐ Yes ☒ No
If "Yes," complete Schedule C.

- 14** Do you or will you provide low-income housing? ☐ Yes ☒ No
If "Yes," complete Schedule F.

- 15** Do you or will you provide scholarships, fellowships, educational loans, or other educational grants to individuals, including grants for travel, study, or other similar purposes? ☐ Yes ☒ No
If "Yes," complete Schedule H - Section I.

- 16** Check any of the following fundraising activities that you will undertake (check all that apply):

☒ Website, mail, email, personal, and/or phone solicitations

☒ Foundation grant solicitations

☐ Receive donations from another organization's website

☐ Government grant solicitations

☐ Bingo

☐ Other (non-bingo) gaming activities

☒ Other (describe)

Fundraising events such as product fundraisers, golf outing and charity dinners/events.

We will not engage in fundraising activities.

- 17** Do you or will you engage in fundraising activities for other organizations? If "Yes," describe these arrangements, including the names or descriptions of the organizations for which you raise funds. ☐ Yes ☒ No

Part V Compensation and Other Financial Arrangements

- 1** Do you or will you compensate officers, directors, or trustees, or do or will you have highest compensated employees, or highest compensated independent contractors? If "No," continue to Line 2. ☒ Yes ☐ No

In establishing compensation for your officers, directors, trustees, highest compensated employees, and highest compensated independent contractors:

- 1a** Do or will the individuals that approve compensation arrangements follow a conflict of interest policy? ☒ Yes ☐ No
- 1b** Do or will you approve compensation arrangements in advance of paying compensation? ☒ Yes ☐ No
- 1c** Do or will you document in writing the date and terms of approved compensation arrangements? ☒ Yes ☐ No
- 1d** Do or will you record in writing the decision made by each individual who decided or voted on compensation arrangements? ☒ Yes ☐ No
- 1e** Do or will you approve compensation arrangements based on information about compensation paid by similarly situated taxable or tax-exempt organizations for similar services, current compensation surveys compiled by independent firms, or actual written offers from similarly situated organizations? ☒ Yes ☐ No
- 1f** Do or will you record in writing both the information on which you relied to base your decision and its source? ☒ Yes ☐ No
- 1g** Do or will you have any other practices you use to set reasonable compensation? If "Yes," describe these practices. ☐ Yes ☒ No

- 2** Have you adopted a conflict of interest policy consistent with the sample conflict of interest policy in Appendix A to the instructions? If you are a hospital, answer "Yes" if your conflict of interest policy includes provisions consistent with the additional healthcare related provisions in the sample document. If "No," describe the procedures you will follow to ensure that persons who have a conflict of interest will not have influence over setting their own compensation or regarding business deals with themselves. ☒ Yes ☐ No

- 3** Do you or will you compensate any of your officers, directors, trustees, highest compensated employees, and highest compensated independent contractors through non-fixed payments, such as discretionary bonuses or revenue-based payments? If "Yes," describe all non-fixed compensation arrangements, including how the amounts are determined, who is eligible for such arrangements, whether you place a limitation on total compensation, and how you determine or will determine that you pay no more than reasonable compensation for services. ☐ Yes ☒ No

Part V Compensation and Other Financial Arrangements (continued)

- 4 Do you or will you purchase or sell any goods, services, or assets from or to: (i) any of your officers, directors, or trustees; (ii) any family of any of your officers, directors, or trustees; (iii) any organizations in which any of your officers, directors, or trustees are also officers, directors, or trustees, or in which any individual officer, director, or trustee owns more than a 35% interest; (iv) your highest compensated employees; or (v) your highest compensated independent contractors? If "Yes," describe any such transactions that you made or intend to make, with whom you make or will make such transactions, how the terms are or will be negotiated at arm's length, and how you determine you pay no more than fair market value or you are paid at least fair market value. ☐ Yes ☒ No

- 5 Do you or will you have any leases, contracts, loans, or other agreements with: (i) your officers, directors, or trustees; (ii) any family of any of your officers, directors, or trustees; (iii) any organizations in which any of your officers, directors, or trustees are also officers, directors, or trustees, or in which any individual officer, director, or trustee owns more than a 35% interest; (iv) your highest compensated employees; or (v) your highest compensated independent contractors? If "Yes," describe any written or oral arrangements that you made or intend to make, with whom you have or will have such arrangements, how the terms are or will be negotiated at arm's length, and how you determine you pay no more than fair market value or you are paid at least fair market value. ☐ Yes ☒ No

- 6 Do you or will you contract with another organization to develop, build, market, or finance your facilities? If "Yes," describe each facility, the role of the other organization, and any business or family relationship between the organization and your officers, directors, or trustees. Explain how that entity is selected, how the terms of any contract(s) are negotiated at arm's length, and how you determine you will pay no more than fair market value for services. ☐ Yes ☒ No

Part V Compensation and Other Financial Arrangements (continued)

- 7 Does or will someone other than your own employees or volunteers manage your activities or facilities? ☐ Yes ☒ No
- If "Yes," describe the activities or facilities that will be managed by others, the names of the persons or organizations that manage or will manage your activities or facilities, and any business or family relationship between the organization and your officers, directors, or trustees. Explain how these managers were or will be selected, how the terms of any contracts or other agreements were or will be negotiated, and how you determine you will pay no more than fair market value for services.

- 8 Do you participate in any joint ventures, including partnerships or limited liability companies treated as partnerships, in which you share profits and losses with partners? If "Yes," state your ownership percentage in each joint venture, list your investment in each joint venture, describe the tax status of other participants in each joint venture (including whether they are section 501(c)(3) organizations), describe the activities of each joint venture, describe how you exercise control over the activities of each joint venture, and describe how each joint venture furthers your exempt purposes. ☐ Yes ☒ No

Part VI Financial Data

- 1 Select the option that best describes you to determine the years of revenues and expenses you need to provide.
- ☒ You completed less than one tax year.
Provide a total of three years of financial information (including the current year and two future years of reasonable and good faith projections of your future finances) in the following Statement of Revenues and Expenses.
 - ☐ You completed at least one tax year but fewer than five.
Provide a total of four years financial information (including the current year and three years of actual financial information or reasonable and good faith projections of your future finances) in the following Statement of Revenues and Expenses.
 - ☐ You completed five or more tax years.
Provide financial information for your five most recent tax years (including the current year) in the following Statement of Revenues and Expenses.

Part VI Financial Data (continued)**A. Statement of Revenues and Expenses**

Type of revenue	Current tax year	4 prior tax years or 2 succeeding tax years			
		From: 04/12/2024	From: 01/01/2025	From: 01/01/2026	From: / /
		To: 12/31/2024	To: 12/31/2025	To: 12/21/2026	To: / /
1 Gifts, grants, and contributions received (do not include unusual grants)	\$10,000.	\$25,000.	\$35,000.		
2 Membership fees received	\$0.	\$0.	\$0.		
3 Gross investment income	\$0.	\$0.	\$0.		
4 Net unrelated business income	\$0.	\$0.	\$0.		
5 Taxes levied for your benefit	\$0.	\$0.	\$0.		
6 Value of services or facilities furnished by a governmental unit without charge (not including the value of services generally furnished to the public without charge)	\$0.	\$0.	\$0.		
7 Any revenue not otherwise listed above or in lines 9 - 12 below (provide an itemized list below)	\$0.	\$0.	\$0.		
8 Total of lines 1 through 7	\$10,000.	\$25,000.	\$35,000.	\$0.	\$0.
9 Gross receipts from admissions, merchandise sold or services performed, or furnishing of facilities in any activity that is related to your exempt purposes (provide an itemized list below)	\$59,418.	\$150,303.	\$167,006.		
10 Total of lines 8 and 9	\$69,418.	\$175,303.	\$202,006.	\$0.	\$0.
11 Net gain or loss on sale of capital assets (provide an itemized list below)	\$0.	\$0.	\$0.		
12 Unusual grants (provide an itemized list below)	\$0.	\$0.	\$0.		
13 Total Revenue (add lines 10 through 12)	\$69,418.	\$175,303.	\$202,006.	\$0.	\$0.
Type of expense	Current tax year	4 prior tax years or 2 succeeding tax years			
14 Fundraising expenses	\$0.	\$5,000.	\$7,000.		
15 Contributions, gifts, grants, and similar amounts paid out (provide an itemized list below)	\$0.	\$0.	\$0.		
16 Disbursements to or for the benefit of members (provide an itemized list below)	\$0.	\$0.	\$0.		
17 Compensation of officers, directors, and trustees	\$0.	\$0.	\$0.		
18 Other salaries and wages	\$35,760.	\$122,400.	\$122,400.		
19 Interest expense	\$0.	\$0.	\$0.		
20 Occupancy (rent, utilities, etc.)	\$3,600.	\$10,800.	\$13,000.		
21 Depreciation and depletion	\$0.	\$1,000.	\$1,000.		
22 Professional fees	\$400.	\$1,600.	\$1,600.		
23 Any expense not otherwise classified, such as program services (provide an itemized list below)	\$7,452.	\$20,500.	\$21,700.		
24 Total Expenses (add lines 14 through 23)	\$47,212.	\$161,300.	\$166,700.	\$0.	\$0.

25 Itemized financial data

See statement 2 attached.

Part VI

Financial Data (continued)

B. Balance Sheet (for your most recently completed tax year)		Year End: 12/31/2024
Assets		
1	Cash	\$15,000.
2	Accounts receivable, net	\$0.
3	Inventories	\$0.
4	Bonds and notes receivable (provide an itemized list below)	\$0.
5	Corporate stocks (provide an itemized list below)	\$0.
6	Loans receivable (provide an itemized list below)	\$0.
7	Other investments (provide an itemized list below)	\$0.
8	Depreciable assets (provide an itemized list below)	\$2,500.
9	Land	\$0.
10	Other assets (provide an itemized list below)	
11	Total Assets (add lines 1 through 10)	\$17,500.
Liabilities		
12	Accounts payable	\$0.
13	Contributions, gifts, grants, etc. payable	\$0.
14	Mortgages and notes payable (provide an itemized list below)	\$0.
15	Other liabilities (provide an itemized list below)	\$0.
16	Total Liabilities (add lines 12 through 15)	\$0.
Fund Balances or Net Assets		
17	Total fund balances or net assets	\$17,500.
18	Total Liabilities and Fund Balances or Net Assets (add lines 16 and 17)	\$17,500.

19 Itemized financial data

Line 8 Depreciable assets: Ipads- \$2,500

Part VII Foundation Classification

Part VII is designed to classify you as an organization that is either a private foundation or a public charity. Public charity classification is a more favorable tax status than private foundation classification. If you are a private foundation, this part will further determine whether you are a private operating foundation.

1 Select the foundation classification you are requesting from the list below.

You are described in 509(a)(1) and 170(b)(1)(A)(vi) as an organization that receives a substantial part of its financial support in the form of contributions from publicly supported organizations, from a governmental unit, or from the general public.

☒ You are described in 509(a)(2) as an organization that normally receives not more than one-third of its financial support from gross investment income and receives more than one-third of its financial support from contributions, membership fees, and gross receipts from activities related to its exempt functions (subject to certain exceptions).

You are described in 509(a)(1) and 170(b)(1)(A)(i) as a church or a convention or association of churches. Complete Schedule A.

You are described in 509(a)(1) and 170(b)(1)(A)(ii) as a school. Complete Schedule B.

You are described in 509(a)(1) and 170(b)(1)(A)(iii) as a hospital, a cooperative hospital service organization, or a medical research organization operated in conjunction with a hospital. Complete Schedule C.

You are described in 509(a)(1) and 170(b)(1)(A)(iv) as an organization operated for the benefit of a college or university that is owned or operated by a governmental unit.

You are described in 509(a)(1) and 170(b)(1)(A)(ix) as an agricultural research organization directly engaged in the continuous active conduct of agricultural research in conjunction with a college or university.

You are described in 509(a)(3) as an organization supporting either one or more organizations described in 509(a)(1) or 509(a)(2) or a publicly supported section 501(c)(4), (5), or (6) organization. Complete Schedule D.

You are described in 509(a)(4) as an organization organized and operated exclusively for testing for public safety.

You are a publicly supported organization and would like the IRS to decide your correct classification.

You are a private foundation.

- 1a** As a private foundation, section 508(e) requires special provisions in your organizing document in addition to those that apply to all organizations described in section 501(c)(3). Check this box to confirm that your organizing document ☐ includes these provisions or you rely on state law.

State specifically where your organizing document meets this requirement, such as a reference to a particular article or section in your organizing document (Page/Article/Paragraph) or state that you rely on state law.

- 1b** Do you or will you provide scholarships, fellowships, educational loans, or other educational grants to individuals, including grants for travel, study, or other similar purposes? ☐ Yes ☐ No
If "Yes," complete Schedule H - Section II.

- 1c** Are you a private operating foundation? ☐ Yes ☐ No

To be a private operating foundation you must engage directly in the active conduct of charitable, religious, educational, and similar activities, as opposed to indirectly carrying out these activities by providing grants to individuals or other organizations.

Part VII Foundation Classification (continued)

- 1d** Describe how you meet the requirements for private operating foundation status, including how you meet the income test and either the assets test, the endowment test, or the support test. If you've been in existence for less than one year, describe how you are likely to satisfy the requirements for private operating foundation status.

- 2** If you have been in existence more than 5 years, you must confirm your public support status. To confirm your qualification as a public charity described in 509(a)(1) and 170(b)(1)(A)(vi) in existence for five or more tax years, you must have received one-third or more of your total support from governmental agencies, contributions from the general public, and contributions or grants from other public charities; or 10% or more of your total support from governmental agencies, contributions from the general public, and contributions or grants from other public charities and the facts and circumstances indicate you are a publicly supported organization. Calculate whether you meet this support test for your most recent five-year period.

- i. Did you receive contributions from any person, company, or organization whose gifts totaled more than the 2% amount of line 8 in Part VI-A? ☐ Yes ☐ No

If "Yes," identify each person, company, or organization by letter (A, B, C, etc.) and indicate the amount contributed by each. Keep a list showing the name of and amount contributed by each of these donors for your records.

- ii. Based on your calculations, did you receive at least one-third of your support from public sources or did you normally receive at least 10 percent of your support from public sources and you have other characteristics of a publicly supported organization? ☐ Yes ☐ No

- 2a** If you have been in existence more than 5 years, you must confirm your public support status. To confirm your qualification as a public charity described in 509(a)(2) in existence for five or more tax years, you must have normally received more than one-third of your support from contributions, membership fees, and gross receipts from activities related to your exempt functions, or a combination of these sources, and not more than one-third of your support from gross investment income and net unrelated business income. Calculate whether you meet this support test for your most recent five-year period.

- i. Did you receive amounts from any disqualified persons? ☐ Yes ☐ No

If "Yes," identify each disqualified person by letter (A, B, C, etc.) and indicate the amount contributed by each. Keep a list showing the name of and amount contributed by each of these donors for your records.

- ii. Did you receive amounts from individuals or organizations other than disqualified persons that exceeded the greater of \$5,000 or 1% of the amount on line 10 of Part VI-A Statement of Revenues and Expenses? ☐ Yes ☐ No

If "Yes," identify each individual or organization by letter (A, B, C, etc.) and indicate the amount contributed by each. Keep a list showing the name of and amount contributed by each of these donors for your records.

- iii. Based on your calculations, did you normally receive more than one-third of your support from a combination of gifts, grants, contributions, membership fees, and gross receipts (from permitted sources) from activities related to your exempt functions and normally receive not more than one-third of your support from investment income and unrelated business taxable income? ☐ Yes ☐ No

Part VIII Effective Date

In general, a determination letter recognizing exemption of an organization described in section 501(c)(3) is effective as of the date of formation of an organization if: (1) its purposes and activities prior to the date of the determination letter have been consistent with the requirements for exemption; and (2) it has filed an application for recognition of exemption within 27 months from the end of the month in which it was organized.

- 1 Are you submitting this application within 27 months of the end of the month in which you were legally formed? ☒ Yes ☐ No

If "No," complete Schedule E.

Part IX Annual Filing Requirements

If you fail to file a required information return or notice for three consecutive years, your exempt status will be automatically revoked.

- 1 Certain organizations are not required to file annual information returns or notices (Form 990, Form 990-EZ, or Form 990-N, e-Postcard). If you are granted tax-exemption, are you claiming to be excused from filing Form 990, Form 990-EZ, or Form 990-N? ☒ Yes ☐ No

If "Yes," are you claiming you are excepted from filing because you are:

A church or association of churches

An integrated auxiliary (such as a men's or women's organization, religious school, mission society, or religious group)

A church-affiliated organization (other than a section 509(a)(3) organization) that is exclusively engaged in managing funds or maintaining retirement programs and is described in Revenue Procedure 96-10, 1996-1 C.B. 577

A school below college level affiliated with a church or operated by a religious order

A mission society (other than a section 509(a)(3) supporting organization) sponsored by, or affiliated with, one or more churches or church denominations, if more than half of the society's activities are conducted in, or directed at, persons in foreign countries

An affiliate of a governmental unit that meets the requirements of Revenue Procedure 95-48, 1995-2 C.B. 418 (other than a section 509(a)(3) supporting organization)

Other (describe)

Part X Signature

- ☒ I declare under the penalties of perjury that I am authorized to sign this application on behalf of the above organization and that I have examined this application, and to the best of my knowledge it is true, correct, and complete.

Anne Gatti
(Type name of signer)

SECRETARY
(Type title or authority of signer)

11/06/2024
(Date)

Upload checklist:

☐ Organizing document (and any amendments)

☐ Bylaws, if adopted

Form 2848, Power of Attorney and Declaration of Representative (if applicable)

Form 8821, Tax Information Authorization (if applicable)

☐ Supplemental responses (if applicable)

Expedited handling request (if applicable)

Schedule A. Churches

- 1 Do you have a written creed, statement of faith, or summary of beliefs? If "Yes," describe your written creed, statement of faith, or summary of beliefs. Yes (No

- 2 Do you have a literature of your own? If "Yes," describe your literature. Yes (No

- 3 Do you have a formal code of doctrine and discipline? If "Yes," describe your code of doctrine and discipline. Yes (No

- 4 Describe your religious hierarchy or ecclesiastical government.

- 5 Are you part of a group of churches with similar beliefs and structures? If "Yes," explain. Yes (No

- 6 Do you have a form of worship? If "Yes," describe your form of worship. Yes (No

- 7 Do you have regularly scheduled religious services? If "Yes," describe the nature of the services. Yes (No

- 7a What is the average attendance at your regularly scheduled religious services?

- 8 Do you have an established place of worship? If "Yes," describe your established place of worship or where you meet to hold regularly scheduled religious services. Yes (No

Schedule A. Churches (continued)

9 Do you have an established congregation or other regular membership group? If "No," continue to Line 10. ☐ Yes ☐ No

9a How many members do you have?

9b Do you have a process by which an individual becomes a member? If "Yes," describe the process. ☐ Yes ☐ No

9c Do your members have voting rights, rights to participate in religious functions, or other rights? If "Yes," describe the rights your members have. ☐ Yes ☐ No

9d May your members be associated with another denomination or church? ☐ Yes ☐ No

9e Are all of your members part of the same family? ☐ Yes ☐ No

10 Do you conduct baptisms, weddings, funerals, or other religious rites? ☐ Yes ☐ No

11 Do you have a school for the religious instruction of the young? ☐ Yes ☐ No

12 Do you have ministers or religious leaders? If "Yes," describe these roles and explain whether the ministers or religious leaders are ordained, commissioned, or licensed after a prescribed course of study. ☐ Yes ☐ No

13 Do you have schools for the preparation of your ordained ministers or religious leaders? ☐ Yes ☐ No

14 Do you ordain, commission, or license ministers or religious leaders? If "Yes," describe the requirements for ordination, commission, or licensure. ☐ Yes ☐ No

15 Do you have other information you believe should be considered regarding your status as a church? If "Yes," explain. ☐ Yes ☐ No

Schedule B. Schools, Colleges, and Universities

- 1** Do you normally have a regularly scheduled curriculum, a regular faculty of qualified teachers, a regularly enrolled student body, and facilities where your educational activities are regularly carried on? Yes (No
- 2** Is the primary function of your school the presentation of formal instruction? If "No," continue to Line 3. Yes (No

2a Select the best description(s) of your school:

- ☐ Elementary school
- Secondary school
- Charter school
- College or university
- Technical school
- Other school (describe)

- 3** Are you a public school because you are operated by a state or subdivision of a state or operated wholly or predominantly from government funds or property? If "Yes," explain how you are operated by a state or subdivision of a state. Do not complete the remainder of Schedule B. Yes (No

- 4** Were you formed or substantially expanded at the time of public school desegregation in the school district or county in which you are located? Yes (No

- 5** Has a state or federal administrative agency or judicial body ever determined that you are racially discriminatory? If "Yes," explain. Yes (No

- 6** Has your right to receive financial aid or assistance from a governmental agency ever been revoked or suspended? If "Yes," explain. Yes (No

Information Required by Revenue Procedure 75-50 as Modified by Revenue Procedure 2019-22

- 7** Have you adopted a racially nondiscriminatory policy as to students in your organizing document, bylaws, or by resolution of your governing body? Yes (No

State where the policy is located or if adopted by resolution of your governing body.

- 8** Do your brochures, application forms, advertisements, and catalogues dealing with student admissions, programs, and scholarships contain a statement of your racially nondiscriminatory policy? If "Yes," continue to Line 9. Yes (No

- 8a** — By checking this box, you agree that all future printed materials, including website content, will contain the required nondiscriminatory policy statement.

Schedule B. Schools, Colleges, and Universities (continued)

- 9** Have you made your racially nondiscriminatory policy known to all segments of the general community you serve by: Yes (No
 a) publishing a notice of your policy in a newspaper of general circulation that serves all racial segments of the community; b) publicizing your policy over broadcast media in a way that is reasonably expected to be effective; or c) displaying a notice of your policy at all times on your primary, publicly accessible internet home page in a manner reasonably expected to be noticed by visitors to the homepage? If "Yes," continue to Line 10.

9a

By checking this box, you agree that you will publicize your nondiscriminatory policy in a way that meets the requirements of Revenue Procedure 75-50, 1975-2 C.B. 587, as modified by Revenue Procedure 2019-22, I.R.B. 1260.

- 10** Do or will you (or any department or division of your organization) discriminate in any way on the basis of race with respect to admissions, use of facilities or exercise of student privileges, faculty or administrative staff, or scholarship or loan programs? If "Yes," for any of the above, explain fully. Yes (No

- 11** Complete the table below to show the racial composition for the current academic year and projected for the next academic year. If you are not operational, submit an estimate based on the best information available (such as the racial composition of the community you serve).

For each racial category, enter the number of (a) students, (b) faculty, and (c) administrative staff. Provide actual numbers rather than percentages for each racial category.

Racial Category	(a) Student Body		(b) Faculty		(c) Administrative Staff	
	Current Year	Next Year	Current Year	Next Year	Current Year	Next Year
Total	0	0	0	0	0	0

- 12** In the table below, enter the number and amount of loans and scholarships awarded to enrolled students by racial categories. Provide actual numbers rather than percentages for each racial category.

Check here if you will not provide any loans or scholarships to students.

Racial Category	Number of Loans		Amount of Loans		Number of Scholarships		Amount of Scholarships	
	Current Year	Next Year	Current Year	Next Year	Current Year	Next Year	Current Year	Next Year
Total	0	0	\$0.	\$0.	0	0	\$0.	\$0.

Schedule B. Schools, Colleges, and Universities (continued)

- 13** List your incorporators, founders, board members, and donors of land or buildings, whether individuals or organizations.

- 14** Do any of your incorporators, founders, board members, and donors of land or buildings, whether individuals or organizations, have an objective to maintain segregated public or private school education? If "Yes," explain.

Yes (No

- 15** Will you maintain records according to the nondiscrimination provisions contained in Revenue Procedure 75-50? If "No," explain.

Yes (No

Schedule C. Hospitals and Medical Research Organizations

- 1** Are you a medical research organization (an organization whose principal purpose or function is medical research and which is directly engaged in the continuous active conduct of medical research) operated in conjunction with a hospital? If "No," continue to Line 2. Yes ☐ No ☐

- 1a** Name the hospitals with which you have a relationship and describe the relationship.

- 1b** List your assets showing their fair market value and the portion of your assets directly devoted to medical research.

Do not complete the remainder of Schedule C.

- 2** Are you applying for exemption as a cooperative hospital service organization described in section 501(e)? ☐ Yes ☐ No
If "Yes," explain.

Do not complete the remainder of Schedule C.

- 3** Are all the doctors in the community eligible for staff privileges? If "No," give the reasons why and explain how the medical staff is selected. ☐ Yes ☐ No

Schedule C. Hospitals and Medical Research Organizations (continued)

- 4 Do or will you provide medical services to all individuals in your community who can pay for themselves or are able to pay through some form of insurance? If "No," explain. Yes (No

- 5 Do you or will you maintain a full-time emergency room? If "Yes," continue to Line 6. Yes (No

- 5a Are you a specialty hospital or would emergency services be duplicative based on your region or locality? Yes (No

- 6 Do you provide free or below cost services? If "Yes," describe your policy for determining when and to whom you provide these services and how these services promote the organization's benefit to the community. Yes (No

- 7 Do you or will you carry on a formal program of medical training or medical research? If "Yes," describe such programs, including the type of programs offered, the scope of such programs, and affiliations with other hospitals or medical care providers with which you carry on the medical training or research programs. Yes (No

- 8 Do you or will you carry on a formal program of community education? If "Yes," describe such programs, including the type of programs offered, the scope of such programs, and affiliation with other hospitals or medical care providers with which you offer community education programs. Yes (No

Schedule C. Hospitals and Medical Research Organizations *(continued)*

- 9** Is your board of directors composed of a majority of individuals who are representative of the community you serve, or do you operate under a parent organization whose board of directors is composed of a majority of individuals who are representative of the community you serve? If "Yes," continue to Line 10. Yes ☐ No ☐

- 9a** List each board member's name and business, financial, or professional relationship with the hospital. Also, identify each board member who is representative of the community and describe how that individual is a community representative. If you operate under a parent organization whose board of directors is not composed of a majority of individuals who are representative of the community you serve, provide the requested information for your parent's board of directors as well.

- 10** Do you operate a facility which is required by a state to be licensed, registered, or similarly recognized as a hospital? Yes ☐ No ☐
If "No," do not complete the rest of Schedule C.

- 10a** Do you conduct a community health needs assessment (CHNA) at least once every three years and adopt an implementation strategy to meet the community health needs identified in the assessment as required by section 501(r)(3)? If "No," explain. Yes ☐ No ☐

- 10b** Do you have a written financial assistance policy (FAP) and a written policy relating to emergency medical care as required by section 501(r)(4)? If "No," explain. Yes ☐ No ☐

Schedule C. Hospitals and Medical Research Organizations (continued)

- 10c** Do you both (1) limit amounts charged for emergency or other medically necessary care provided to individuals eligible for assistance under your FAP to not more than amounts generally billed to individuals who have insurance covering such care, and (2) prohibit use of gross charges as required by section 501(r)(5)? If "No," explain. Yes (No

- 10d** Do you make reasonable efforts to determine whether an individual is FAP-eligible before engaging in extraordinary collection actions as required by section 501(r)(6)? If "No," explain. Yes (No

Schedule D. Section 509(a)(3) Supporting Organizations

- 1** List the names, addresses, and EINs of the organizations you support.

- 2** Are all your supported organizations public charities under section 509(a)(1) or (2)? If "Yes," continue to Line 3. Yes (No

- 2a** Are your supported organizations tax exempt under section 501(c)(4), 501(c)(5), or 501(c)(6) and do your supported organizations meet the public support test under section 509(a)(2)? If "No," explain how each organization you support is a public charity under section 509(a)(1) or 509(a)(2). Yes (No

- 3** Which of the following describes your relationship with your supported organization(s)?

A majority of your governing board or officers are elected or appointed by your supported organization(s). (Type I supporting organization)

Your control or management is vested in the same persons who control or manage your supported organization(s). (Type II supporting organization)

One or more of your officers, directors, or trustees are elected or appointed by the officers, directors, trustees, or membership of your supported organization(s), or one or more of your officers, directors, trustees, or other important office holders, are also members of the governing body of your supported organization(s), or your officers, directors, or trustees maintain a close and continuous working relationship with the officers, directors, or trustees of your supported organization(s). (Type III supporting organization)

- 4** Describe how your governing board and officers are selected. If you are a Type III organization, also describe how your officers, directors, or trustees maintain a close and continuous working relationship with the officers, directors, or trustees of your supported organization(s).

Schedule D. Section 509(a)(3) Supporting Organizations (continued)

- 5** Do any persons who are disqualified persons (except individuals who are disqualified persons only because they are foundation managers) with respect to you or persons who have a family or business relationship with any disqualified persons appoint any of your foundation managers? If "Yes," (1) describe the process by which disqualified persons appoint any of your foundation managers, (2) provide the names of these disqualified persons and the foundation managers they appoint, and (3) explain how control is vested over your operations (including assets and activities) by persons other than disqualified persons. Yes ☐ No ☐

- 6** Do any persons who are disqualified persons (except individuals who are disqualified persons only because they are foundation managers) have any influence regarding your operations, including your assets or activities? If "Yes," (1) provide the names of these disqualified persons, (2) explain how influence is exerted over your operations (including assets and activities), and (3) explain how control is vested over your operations (including assets and activities) by individuals other than disqualified persons. Yes ☐ No ☐

- 7** Does your organizing document specify your supported organization(s) by name? Yes ☐ No ☐
If "Yes" and you selected Type I above, continue to Line 8.
If "Yes," and you selected Type II, do not complete the rest of Schedule D.
If "No" and you selected Type III above, amend your organizing document to specify your supported organization(s) by name or you will not meet the organizational test and need to reconsider your requested public charity classification; then continue to Line 8.

- 7a** Does your organizing document name a similar purpose or charitable class of beneficiaries as to your supported organization(s)? If "No," amend your organizing document to specify your supported organization(s) by name, purpose, or class or you will not meet the organizational test and need to reconsider your requested public charity classification. Yes ☐ No ☐

If you selected Type II above, do not complete the rest of Schedule D.

- 8** Do you or will you receive contributions from any person who alone, or combined with family members or an entity at least 35% controlled by that person, controls any of your supported organizations, or will you receive contributions from any family member of, or an entity at least 35% controlled by, any person who controls any of your supported organizations? If "Yes," explain. Yes ☐ No ☐

If you selected Type I above, do not complete the rest of Schedule D.

Schedule D. Section 509(a)(3) Supporting Organizations (continued)

- 9 Do the officers, directors, or trustees of your supported organization have a significant voice in your investment policies, the timing and making of grants, the selection of grant recipients, and in otherwise directing the use of your income or assets? If "Yes," explain. Yes ☐ No ☐

- 10 In each taxable year, do you or will you provide each of your supported organizations with (a) a written notice addressed to a principal officer of the supported organization describing the type and amount of all of the support you provided to the supported organization during the immediately preceding taxable year, (b) a copy of your most recently filed Form 990-series return or notice, and (c) a copy of your governing documents? If "No," explain. Yes ☐ No ☐

- 11 Do you exercise a substantial degree of direction over the policies, programs, and activities of your supported organization(s) and appoint or elect (directly or indirectly) a majority of the officers, directors, or trustees of your supported organization(s)? If "Yes," explain. Yes ☐ No ☐

- 12 Do substantially all of your activities directly further the exempt purposes of one or more supported organizations to which you are responsive by performing the functions of, or carrying out the purposes of, such supported organization(s) and but for your involvement would normally be engaged in by such supported organization(s). If "Yes," explain and do not complete the rest of Schedule D. Yes ☐ No ☐

Schedule D. Section 509(a)(3) Supporting Organizations *(continued)*

- 13** Do you distribute at least 85% of your annual net income or 3.5% of the aggregate fair market value of all of your non-exempt-use assets (whichever is greater) to your supported organization(s)? If "No," explain. Yes (No

- 13a** How much do you contribute annually to each supported organization?

- 13b** What is the total annual revenue of each supported organization?

- 13c** Do you or the supported organization(s) earmark your funds for support of a particular program or activity? If "Yes," explain. Yes (No

Schedule E. Effective Date

- 1** Are you applying for reinstatement of exemption after being automatically revoked for failure to file required returns or notices for three consecutive years? If "No," continue to Line 2. Yes ☐ No ☐

- 1a** Revenue Procedure 2014-11, 2014-1 C.B. 411, provides procedures for reinstating your tax-exempt status. Select the section of Revenue Procedure 2014-11 under which you want us to consider your reinstatement request.

Section 4. You are seeking retroactive reinstatement under section 4 of Revenue Procedure 2014-11. By selecting this line, you attest that you meet the specified requirements of section 4, that your failure to file was not intentional, and that you have put in place procedures to file required returns or notices in the future. Do not complete the rest of Schedule E.

Section 5. You are seeking retroactive reinstatement under section 5 of Revenue Procedure 2014-11. By selecting this line, you attest that you meet the specified requirements of section 5, that you have filed required annual returns, that your failure to file was not intentional, and that you have put in place procedures to file required returns or notices in the future.

Describe how you exercised ordinary business care and prudence in determining and attempting to comply with your filing requirements in at least one of the three years of revocation and the steps you have taken or will take to avoid or mitigate future failures to file timely returns or notices. Do not complete the rest of Schedule E.

Section 6. You are seeking retroactive reinstatement under section 6 of Revenue Procedure 2014-11. By selecting this line, you attest that you meet the specified requirements of section 6, that you have filed required annual returns, that your failure to file was not intentional, and that you have put in place procedures to file required returns or notices in the future.

Describe how you exercised ordinary business care and prudence in determining and attempting to comply with your filing requirements in each of the three years of revocation and the steps you have taken or will take to avoid or mitigate future failures to file timely returns or notices. Do not complete the rest of Schedule E.

Section 7. You are seeking reinstatement under section 7 of Revenue Procedure 2014-11, effective the date you are filing this application. Do not complete the rest of Schedule E.

- 2** Generally, if you did not file Form 1023 within 27 months of formation, the effective date of your exempt status will be the date you filed Form 1023 (submission date). Requests for an earlier effective date may be granted when there is evidence to establish you acted reasonably and in good faith and the grant of relief will not prejudice the interests of the government.

Check this box if you accept the submission date as the effective date of your exempt status. Do not complete the rest of Schedule E.

Check this box if you are requesting an earlier effective date than the submission date.

- 2a** Explain why you did not file Form 1023 within 27 months of formation, how you acted reasonably and in good faith, and how granting an earlier effective date will not prejudice the interests of the Government.

You may want to include the events that led to the failure to timely file Form 1023 and to the discovery of the failure, any reliance on the advice of a qualified tax professional and a description of the engagement and responsibilities of the professional as well as the extent to which you relied on the professional, a comparison of (1) what your aggregate tax liability would be if you had filed this application within the 27-month period with (2) what your aggregate liability would be if you were exempt as of your formation date, or any other information you believe will support your request for relief.

Schedule F. Low-Income Housing

- 1 Describe each facility including the type of facility, whether you own or lease the facility, how many residents it can accommodate, the current number of residents, and whether the residents purchase or rent housing from you.

- 2 Describe who qualifies for your housing in terms of income levels or other criteria and explain how you select residents.

- 3 Do you meet the safe harbor requirements outlined in Revenue Procedure 96-32, 1996-1 C.B. 717, which provides guidelines for providing low-income housing that will be treated as charitable, including for each project that (a) at least 75 percent of the units are occupied by residents that qualify as low-income and (b) either at least 20 percent of the units are occupied by residents that also meet the very low-income limit for the area or 40 percent of the units are occupied by residents that also do not exceed 120 percent of the area's very low-income limit, and less than 25 percent of the units are provided at market rates to persons who have incomes in excess of the low-income limit?

Yes ☐ No ☐

- 4 Is your housing affordable to low-income residents? If "Yes," describe how your housing is made affordable to low-income residents.

Yes ☐ No ☐

- 5 Do you impose any restrictions to make sure that your housing remains affordable to low-income residents? If "Yes," describe these restrictions.

☐ Yes ☐ No

Schedule F. Low-Income Housing *(continued)*

- 6** In addition to rent or mortgage payments, do residents pay periodic fees or maintenance charges? If "Yes," describe what these charges cover and how they are determined. Yes (No

- 7** Do you provide social services to residents? If "Yes," describe these services. Yes (No

- 8** Do you participate in any government housing programs? If "Yes," describe these programs. Yes (No

Schedule G. Successors to Other Organizations

- 1** List the name, last address, and EIN of your predecessor organization and describe its activities.

- 2** List the owners, partners, principal stockholders, officers, and governing board members of your predecessor organization. Include their names, addresses, and share/interest in the predecessor organization (if for-profit).

- 3** Are you a successor to a for-profit organization? If "Yes," explain your relationship with the predecessor organization that resulted in your creation and explain why you took over the activities or assets of a for-profit organization or converted from for-profit to nonprofit status; continue to Line 4.

Yes (No

- 3a** Explain your relationship with the other organization that resulted in your creation and why you took over the activities or assets of another organization.

Schedule G. Successors to Other Organizations (continued)

- 4 Do or will you maintain a working relationship with any of the persons listed in question 2 or with any for-profit organization in which these persons own more than a 35% interest? If "Yes," describe the relationship.

Yes ☐ No ☐

- 5 Were any assets transferred, whether by gift or sale, from the predecessor organization to you? If "Yes," provide a list of assets, indicate the value of each asset, explain how the value was determined, and attach an appraisal, if available. For each asset listed, also explain if the transfer was by gift, sale, or combination thereof and describe any restrictions that were placed on the use or sale of the assets.

Yes ☐ No ☐

- 6 Were any debts or liabilities transferred from the predecessor for-profit organization to you? If "Yes," provide a list of the debts or liabilities that were transferred to you, indicating the amount of each, how the amount was determined, and the name of the person to whom the debt or liability is owed.

Yes ☐ No ☐

- 7 Will you lease or rent any property or equipment to or from the predecessor organization or any persons listed in Line 2 or a for-profit organization in which these persons own more than a 35% interest? If "Yes," describe the arrangement(s) including how the lease or rental value was determined.

Yes ☐ No ☐

Schedule H. Organizations Providing Scholarships, Fellowships, Educational Loans, or Other Educational Grants to Individuals and Private Foundations Requesting Advance Approval of Individual Grant Procedures**Section I****Public charities and private foundations complete lines 1 through 8 of this section.**

- 1 Describe the types of educational grants you provide to individuals, such as scholarships, fellowships, loans, etc., including the purpose, number and amount(s) of grants, how the program is publicized, and if you award educational loans, the terms of the loans.

- 2 Do you maintain case histories showing recipients of your scholarships, fellowships, educational loans, or other educational grants, including names, addresses, purposes of awards, amount of each grant, manner of selection, and relationship (if any) to officers, trustees, or donors of funds to you? If "No," explain. Yes (No

- 3 Describe the specific criteria you use to determine who is eligible for your program (for example, eligibility selection criteria could consist of graduating high school students from a particular high school who will attend college, writers of scholarly works about American history, etc.).

- 4 Describe the specific criteria you use to select recipients (for example, specific selection criteria could consist of prior academic performance, financial need, etc.).

Schedule H. Organizations Providing Scholarships, Fellowships, Educational Loans, or Other Educational Grants to Individuals and Private Foundations Requesting Advance Approval of Individual Grant Procedures *(continued)*

- 5 Describe any requirement or condition you impose on recipients to obtain, maintain, or qualify for renewal of a grant (for example, specific requirements or conditions could consist of attendance at a four-year college, maintaining a certain grade point average, teaching in public school after graduation from college, etc.).

- 6 Describe your procedures for supervising the scholarships, fellowships, educational loans, or other educational grants. Explain whether you obtain reports and grade transcripts from recipients, or you pay grants directly to a school under an arrangement whereby the school will apply the grant funds only for enrolled students who are in good standing. Also, describe your procedures for taking action if the terms of the award are violated.

- 7 How do you determine who is on the selection committee for the awards made under your program?

- 8 Are relatives of members of the selection committee, or of your officers, directors, or substantial contributors eligible for awards made under your program? If "Yes," what measures do you take to ensure unbiased selections?

Yes (No

Do not complete the rest of Schedule H. If you are a private foundation, you will be directed to complete Section II of Schedule H later in the application.

Schedule H. Organizations Providing Scholarships, Fellowships, Educational Loans, or Other Educational Grants to Individuals and Private Foundations Requesting Advance Approval of Individual Grant Procedures (continued)**Section II Private foundations complete lines 1 through 7 of this section. Public charities do not complete this section.**

- 1** As a private foundation, do you want this application to be considered as a request for advance approval of grant making procedures? Yes (No

If "No," do not complete the rest of Schedule H.

- 1a** Check the box(es) indicating under which section(s) you want your grant making procedures to be considered.

4945(g)(1) - Scholarship or fellowship grant to an individual for study at an educational institution

4945(g)(3) - Other grants, including loans, to an individual for travel, study, or other similar purposes, to enhance a particular skill of the grantee or to produce a specific product

- 2** Do you represent that you will (1) arrange to receive and review grantee reports annually and upon completion of the purpose for which the grant was awarded, (2) investigate diversions of funds from their intended purposes, and (3) take all reasonable and appropriate steps to recover diverted funds, ensure other grant funds held by a grantee are used for their intended purposes, and withhold further payments to grantees until you obtain grantees' assurances that future diversions will not occur and that grantees will take extraordinary precautions to prevent future diversions from occurring? Yes (No

- 3** Do you represent that you will maintain all records relating to individual grants, including information obtained to evaluate grantees, identify whether a grantee is a disqualified person, establish the amount and purpose of each grant, and establish that you undertook the supervision and investigation of grants described in Line 2? Yes (No

- 4** Do you or will you award scholarships, fellowships, and educational loans to attend an educational institution based on the status of an individual being an employee of a particular employer? Yes (No

If "No," do not complete the rest of Schedule H.

- 5** Will you comply with the seven conditions and either the percentage tests or facts and circumstances test for scholarships, fellowships, and educational loans to attend an educational institution as set forth in Revenue Procedures 76-47, 1976-2 C.B. 670, and 80-39, 1980-2 C.B. 772, which apply to inducement, selection committee, eligibility requirements, objective basis of selection, employment, course of study, and other objectives? Yes (No

- 6** Do you or will you provide scholarships, fellowships, or educational loans to attend an educational institution to employees of a particular employer? If "No," continue to Line 7. Yes (No

- 6a** Will you award grants to 10% or fewer of the eligible applicants who were actually considered by the selection committee in selecting recipients of grants in that year as provided by Revenue Procedures 76-47 and 80-39? Yes (No

- 7** Do you provide scholarships, fellowships, or educational loans to attend an educational institution to children of employees of a particular employer? Yes (No

If "No," do not complete the rest of Schedule H.

- 7a** Will you award grants to 25% or fewer of the eligible applicants who were actually considered by the selection committee in selecting recipients of grants in that year as provided by Revenue Procedures 76-47 and 80-39? Yes (No

If "Yes," do not complete the rest of Schedule H.

Schedule H. Organizations Providing Scholarships, Fellowships, Educational Loans, or Other Educational Grants to Individuals and Private Foundations Requesting Advance Approval of Individual Grant Procedures *(continued)*

- 7b** Will you award grants to 10% or fewer of the number of employees' children who can be shown to be eligible for grants (whether or not they submitted an application) in that year, as provided by Revenue Procedures 76-47 and 80-39? If "Yes," describe how you will determine who can be shown to be eligible for grants without submitting an application, such as by obtaining written statements or other information about the expectations of employees' children to attend an educational institution; do not complete the rest of Schedule H.

Yes (No

- 7c** Will you award grants based on facts and circumstances that demonstrate that the grants will not be considered compensation for past, present, or future services or otherwise provide a significant benefit to the particular employer? If "Yes," describe the facts and circumstances you believe will demonstrate that the grants are neither compensatory nor a significant benefit to the particular employer. In your explanation, describe why you cannot satisfy either the 25% test or the 10% test in questions 7a and 7b.

Yes (No

Connections Learning Lab
EIN # 99-2642463

Organizing document:

Filed by Corporations Division Administrator Filing Number: 224799905050 Date: 04/12/2024



Form Revision Date 07/2016

ARTICLES OF INCORPORATION
For use by DOMESTIC NONPROFIT CORPORATION

Pursuant to the provisions of Act 162, Public Acts of 1982, the undersigned corporation executes the following Articles:

ARTICLE I

The name of the corporation is:

CONNECTIONS LEARNING LAB

ARTICLE II

The purpose or purposes for which the corporation is formed are:

The Corporation is organized to operate exclusively for charitable and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, 26 USC §501 (the "Code"), and more specifically, to advance the educational and general welfare for children of all abilities by providing support, enrichment, and academic resources through individual and group tutoring, camps, clubs and programs.

Notwithstanding any other provision of these articles, the Corporation shall not carry on any activity not permitted to be carried on by an organization described in the Code.

No substantial part of the activities of the Corporation shall be to carry on propaganda or otherwise attempt to influence legislation, and the Corporation will not participate or intervene in any political campaign on behalf of or against any candidate for public office.

ARTICLE III

The Corporation is formed upon ☒ basis.

If formed on a stock basis, the total number of shares the corporation has authority to issue is _____

If formed on a nonstock basis, the description and value of its real property assets are (if none, insert "none"):
none

The description and value of its personal property assets are (if none, insert "none"):
none

The corporation is to be financed under the following general plan:

The Corporation is to be financed by grants, donations, fundraisers and fees for services rendered.

The Corporation is formed on a ☒ basis.

ARTICLE IV

The street address of the registered office of the corporation and the name of the resident agent at the registered office (P.O. Boxes are not acceptable):

1. Agent Name: KATIE TEAL

2. Street Address: _____

Apt/Suite/Other: _____

City: _____

State: MI

Zip Code: _____

Connections Learning Lab
EIN # 99-2642463

Organizing document:

3. Registered Office Mailing Address:

P.O. Box or Street

Address:

Apt/Suite/Other:

City:

State:

Zip Code:

ARTICLE V

The name(s) and address(es) of the incorporator(s) is (are) as follows:

Name	Residence or Business Address
KATIE TEAL	
AMIE OLIVEIRA	

Use the space below for additional Articles or for continuation of previous Articles. Please identify any Article being continued or added.

ARTICLE VI:

NO PART OF THE NET EARNINGS OF THE CORPORATION SHALL BE DISTRIBUTED TO, OR INURE TO THE BENEFIT OF ANY DIRECTOR OR OFFICER OF THE CORPORATION, ANY DONOR, OR ANY INDIVIDUAL PERSON. HOWEVER, THE CORPORATION IS AUTHORIZED TO PAY REASONABLE COMPENSATION FOR SERVICES RENDERED AND TO MAKE DISTRIBUTIONS AND PAYMENTS IN FURTHERANCE OF THE CORPORATION'S EXEMPT PURPOSE AS SET FORTH IN ARTICLE II.

ARTICLE VII:

A DIRECTOR OR VOLUNTEER OFFICER OF THE CORPORATION SHALL NOT BE PERSONALLY LIABLE TO THE CORPORATION FOR MONETARY DAMAGES FOR ANY ACTION TAKEN OR ANY FAILURE TO TAKE ANY ACTION AS A DIRECTOR OR VOLUNTEER OFFICER. HOWEVER, THIS PROVISION DOES NOT ELIMINATE OR LIMIT THE LIABILITY OF A DIRECTOR OR VOLUNTEER OFFICER FOR ANY OF THE FOLLOWING:

THE AMOUNT OF A FINANCIAL BENEFIT RECEIVED BY A DIRECTOR OR VOLUNTEER OFFICER TO WHICH HE OR SHE IS NOT ENTITLED;

INTENTIONAL INFLICTION OF HARM ON THE CORPORATION, ITS SHAREHOLDERS, OR MEMBERS;

A VIOLATION OF SECTION 551 OF THE ACT;

AN INTENTIONAL CRIMINAL ACT; OR

A LIABILITY IMPOSED UNDER SECTION 497(A) OF THE ACT.

THE CORPORATION HEREBY ASSUMES ALL LIABILITY TO ANY PERSON, OTHER THAN THE CORPORATION OR ITS MEMBERS, FOR ALL ACTS OR OMISSIONS OF A VOLUNTEER DIRECTOR INCURRED IN THE GOOD-FAITH PERFORMANCE OF THE DIRECTOR'S DUTIES. PURSUANT TO SECTION 541(6) OF THE ACT, A CLAIM FOR MONETARY DAMAGES FOR A BREACH OF A VOLUNTEER DIRECTOR'S DUTY TO ANY PERSON OTHER THAN THE CORPORATION OR ITS MEMBERS SHALL NOT BE BROUGHT OR MAINTAINED AGAINST THE VOLUNTEER DIRECTOR, BUT SUCH CLAIM SHALL BE BROUGHT OR MAINTAINED AGAINST THE CORPORATION, WHICH SHALL BE LIABLE FOR A BREACH OF THE VOLUNTEER DIRECTOR'S DUTY.

IN ADDITION TO THE CORPORATION'S ASSUMPTION OF LIABILITY IN SECTION 2 ABOVE, THE CORPORATION ALSO ASSUMES LIABILITY FOR ALL ACTS OR OMISSIONS OF EACH VOLUNTEER DIRECTOR, VOLUNTEER OFFICER, AND ANY OTHER VOLUNTEER THAT OCCUR ON OR AFTER THE EFFECTIVE DATE OF THESE ARTICLES, IF ALL OF THE FOLLOWING ARE MET:

THE VOLUNTEER WAS ACTING OR REASONABLY BELIEVED HE OR SHE WAS ACTING WITHIN THE SCOPE OF HIS OR HER AUTHORITY.

THE VOLUNTEER WAS ACTING IN GOOD FAITH.

THE VOLUNTEER'S CONDUCT DID NOT AMOUNT TO GROSS NEGLIGENCE OR WILLFUL AND WANTON MISCONDUCT.

THE VOLUNTEER'S CONDUCT WAS NOT AN INTENTIONAL TORT.

THE VOLUNTEER'S CONDUCT WAS NOT A TORT ARISING OUT OF THE OWNERSHIP, MAINTENANCE, OR USE OF A MOTOR VEHICLE FOR WHICH TORT LIABILITY MAY BE IMPOSED UNDER SECTION 3135 OF THE INSURANCE CODE OF 1956.

THE TERMS "VOLUNTEER" AND "VOLUNTEER DIRECTOR" SHALL HAVE THE SAME DEFINITIONS AS SET FORTH IN SECTION 110 OF THE ACT.

THE TERM "VOLUNTEER OFFICER" SHALL MEAN AN INDIVIDUAL WHO HAS BEEN ELECTED OR APPOINTED AS AN OFFICER OF THE CORPORATION (PRESIDENT, VICE PRESIDENT, SECRETARY, TREASURER, OR OTHER OFFICER POSITION IDENTIFIED IN THE CORPORATION'S BYLAWS) AND WHO DOES NOT RECEIVE COMPENSATION OR OTHER CONSIDERATION FOR SERVICES PROVIDED IN HIS OR HER CAPACITY AS AN OFFICER OF THE CORPORATION, OTHER THAN REIMBURSEMENT FOR EXPENSES ACTUALLY INCURRED.

Connections Learning Lab
EIN # 99-2642463

Organizing document:

ARTICLE VIII

ON DISSOLUTION OF THE CORPORATION, ALL OF THE CORPORATION'S NET ASSETS SHALL BE DISTRIBUTED TO SUCH ORGANIZATION OR ORGANIZATIONS EXEMPT WITHIN THE MEANING OF THE CODE, OR TO A FEDERAL, STATE OR LOCAL GOVERNMENT FOR A PUBLIC PURPOSE, AS DETERMINED BY THE BOARD OF DIRECTORS. ANY ASSETS NOT SO DISPOSED OF, FOR WHATEVER REASON, SHALL BE DISTRIBUTED BY THE OAKLAND COUNTY CIRCUIT COURT TO SUCH ORGANIZATION(S): (A) THAT THE COURT DETERMINES IS EXEMPT WITHIN THE MEANING OF THE CODE, OR (B) TO A FEDERAL, STATE OR LOCAL GOVERNMENT.

Signed this 11th Day of April, 2024 by the incorporator(s).

Signature	Title	Title if "Other" was selected
Katie Teal	Incorporator	
Amie Oliveira	Incorporator	

By selecting ACCEPT, I hereby acknowledge that this electronic document is being signed in accordance with the Act. I further certify that to the best of my knowledge the information provided is true, accurate, and in compliance with the Act.

☐ Decline ☒ Accept

Connections Learning Lab
EIN # 99-2642463

Organizing document:

Filed by Corporations Division Administrator Filing Number: 224799905050 Date: 04/12/2024

MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
FILING ENDORSEMENT

This is to Certify that the ARTICLES OF INCORPORATION
for

CONNECTIONS LEARNING LAB

ID Number: 803181906

received by electronic transmission on April 11, 2024 ***, is hereby endorsed.***

Filed on April 12, 2024 ***, by the Administrator.***

The document is effective on the date filed, unless a subsequent effective date within 90 days after received date is stated in the document.



In testimony whereof, I have hereunto set my hand and affixed the Seal of the Department, in the City of Lansing, this 12th day of April, 2024.

Linda Clegg

Linda Clegg, Director
Corporations, Securities & Commercial Licensing Bureau

Connections Learning Lab
EIN # 99-2642463

Bylaws of
Connections Learning Lab

Article I
Corporate Name and Offices; Purposes

Section 1. Corporate Name. The name of the corporation is Connections Learning Lab, referred to herein as Connections Learning Lab or Corporation.

Section 2. Initial Principal Office. The Corporation's principal office may be at such a place within the state of Michigan as the board of directors may determine from time to time. The Corporation's initial Principal Office shall be located at 70 Sonoma Ave. Hazel Park, MI 48030

Section 3. Other Offices. The board of directors may establish other offices in the state of Michigan.

Section 4. Purposes. The Corporation is organized to operate exclusively for charitable and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, 26 USC §501 (the "Code"), and more specifically, to advance the educational and general welfare for children of all abilities by providing support, enrichment, and academic resources through individual and group tutoring, camps, clubs and programs. Notwithstanding any other provision of these articles, the Corporation shall not carry on any activity not permitted to be carried on by an organization described in the Code. No substantial part of the activities of the Corporation shall be to carry on propaganda or otherwise attempt to influence legislation, and the Corporation will not participate or intervene in any political campaign on behalf of or against any candidate for public office.

Section 5. Nonprofit Operation. The Corporation shall be operated exclusively for charitable and educational purposes within the meaning of Section 501(c)(3) of the Code as a nonprofit corporation. No part of the net earnings of the Corporation shall be distributed to, or inure to the benefit of any individual person. However, the Corporation is authorized to pay reasonable compensation for services rendered and to make distributions and payments in furtherance of the Corporation's exempt purpose as set forth in Section 4 of this Article I. On dissolution of the Corporation, all of the Corporation's net assets shall be distributed to such organization or organizations exempt within the meaning of the Code, or to a federal, state or local government for a public purpose, as determined by the board of directors. Any assets not so disposed of, for whatever reason, shall be distributed by the Oakland County Circuit Court to such organization(s): (a) that the court determines is exempt within the meaning of the Code, or (b) to a federal, state or local government.

Connections Learning Lab
EIN # 99-2642463

Bylaws continued:
Article II
Board of Directors

Section 1. General Powers. The management of Connections Learning Lab shall be vested in a volunteer Board of Directors. The Board of Directors shall supervise and control the business and affairs of the organization. The Corporation is organized on a nonstock, directorship basis and, except as otherwise provided by law, all matters which are subject to membership vote or other action in the case of a Michigan nonprofit membership corporation, shall be approved by action of the Board of Directors. The board may hold or dispose of property, real or personal, as may be given, devised, or bequeathed to it or entrusted to its care and keeping, and may purchase, acquire, and dispose of such property as may be necessary to carry out the purposes and programs of the Corporation.

Section 2. Number. The Board shall not consist of less than 3 or more than 11 persons.

Section 3. Qualification as a Director. The Corporation is committed to a culture of diversity and inclusion. The Corporation will endeavor to have a board that is diverse, reflective of the educational community, and that possesses the necessary skill sets to assure that Connections Learning Lab can effectively meet its purpose.

Section 4. Duties. Members of the board of directors owe a legal fiduciary duty to the Corporation and shall act only in Connections Learning Lab's best interest. The board shall act as a body; no individual director may speak or act on behalf of the board unless authorized by the board. Board members shall respect the confidentiality of board deliberations and shall support decisions voted by the board even when the board member dissented in the vote.

Section 5. Annual Meeting. An annual meeting shall be held each year in the first quarter of the fiscal year or at another time and date agreed upon by the board, at which an election of new directors will be held. If the annual meeting is not held during the first quarter of the fiscal year, the board shall cause the meeting to be held as soon thereafter as is convenient.

Section 6. Term of Office. Directors shall hold office for three years, or until their successors are elected unless, prior to then, they have resigned or been removed from office. Terms shall be staggered so that, as nearly as possible, an equal number of terms shall expire each year. Each new directorship's initial term shall be identified when the new directorship is established. Any initial term that is less than 3 years shall not be included in the determination of whether a director is barred by term limits from serving an additional term.

Section 7. Term Limits. No director shall serve more than two consecutive three-year terms, unless agreed upon by the majority of the board. Members of the Board of Directors must retire from active leadership on the board for at least one year after serving two consecutive three-year terms. Notwithstanding the foregoing, a board member serving in a role of significant

Connections Learning Lab
EIN # 99-2642463

Bylaws continued:

importance to Connections Learning Lab, such as a liaison to secure a major grant, may be elected to serve on an annual basis without term limit.

Section 8. Regular Meetings. Regular meetings of the board may be held at the time and place as determined by resolution of the board without notice other than the resolution.

Section 9. Special Meetings. Special meetings of the board may be called by the president/board chair or any two directors at a time and place as determined by those persons authorized to call special meetings. Notice of the time and place of special meetings shall be given to each director in any manner at least three days before the meeting.

Section 10. Notice of Meetings. Whenever notice is required, it shall be given in writing by first-class mail or courier service, express or overnight delivery with postage prepaid to the recipient, or by facsimile transmission or electronic mail, at his or her address (or by facsimile number or e-mail address) as it appears on the records of the corporation. A director may supply an address for the purpose of notice. Notice shall specify the place, day and hour of the meeting and any other information which may be required. Neither the business to be transacted at, nor the purpose of, any regular or special meeting of the board need be specified in the notice for that meeting. Notice shall be deemed to have been given when deposited in the United States mail or with a courier service, or in the case of facsimile transmission or electronic mail when dispatched.

Section 11. Waiver of Notice. The attendance of a director at a board meeting shall constitute a waiver of notice of the meeting, except where a director attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened. In addition, the director may submit a signed waiver of notice that shall constitute a waiver of notice of the meeting.

Section 12. Meeting by Telephone or Similar Equipment. Directors may participate in and act at any meeting of the board or its committees through the use of a telephone conference or other similar communications equipment, by means of which all persons participating in the meeting can communicate with each other. Participation by this method shall constitute attendance and presence in person at the meeting of the person(s) so participating.

Section 13. Quorum. At any meeting of the directors of the Corporation, a majority of all directors then in office shall constitute a quorum for the transaction of any business. Actions voted on by a majority of the directors present at a duly convened meeting at which a quorum is present shall constitute authorized actions of the board, unless the vote of a larger number is required by law or by other sections of these Bylaws or the Articles of Incorporation.

Connections Learning Lab
EIN # 99-2642463

Bylaws continued:

Section 14. Vote. Unless a director is an ex-officio board member, in which case such ex-officio member shall not be entitled to vote on any Corporation business, every director shall be entitled to one vote. Voting by proxy is not permissible. Unless otherwise provided in these Bylaws, a vote of the majority of the board at a duly convened meeting shall be binding.

Section 15. Action by Unanimous Written Consent. Any action required or permitted to be taken pursuant to authorization of the board may be taken without a meeting if, before or after the action, all directors consent to the action in writing. Written consents shall be filed with the minutes of the board's proceeding.

Section 16. Removal from Office. A director may be removed from office with or without cause, by the affirmative vote of a majority of the directors then in office, whenever in their judgment the best interests of the Corporation will be served. A co-founding officer may be removed with a vote by the majority of the directors and the remaining co-founders.

Section 17. Resignation from Office. Any director or officer may resign at any time by giving written notice to the Board's President/Chair or his/her designee. Any such resignation shall be effective upon receipt of the resignation or at a later time as specified in the notice of resignation.

Section 18. Vacancies. A vacancy on the board may be filled with a person selected by the remaining directors of the board.

Section 19. Attendance Policy. The Corporation's board is an active, working board and attendance, absent an excuse accepted by the board, is mandatory. Three unexcused absences within a twelve month period will entitle the board to remove such member or officer from the board for cause.

Article III
Officers of the Board

Section 1. Officers. The officers of the Corporation shall be appointed by the board. The officers shall be a president, a secretary, and a treasurer. There may also be such other officers as the board deems appropriate. The president and secretary shall be voting members of the board, but the treasurer need not be. The offices of secretary and treasurer may be held by the same person, but such person shall not execute, acknowledge, or verify an instrument in more than one capacity if the instrument is required by law.

Section 2. Election and Terms of Office. All officers shall be elected by a majority of the board members at the annual meeting. Each officer shall hold office until a successor is appointed and

Connections Learning Lab
EIN # 99-2642463

Bylaws continued:

qualified. An officer may resign at any time by providing written notice to the corporation. Notice of resignation is effective on receipt or at a later time designated in the notice.

Section 3. President's Duties. The President shall be the chief policy officer of the Corporation, and shall have the full authority to severally effectuate the actions, resolutions, and policies of the Board of Directors. The President shall preside at all meetings of the Board of Directors, and shall be privileged to attend and to participate in the meetings of all committees of the Board.

Section 4. Vice President's Duties. The Vice President, if any, shall have the power to perform duties that may be assigned by the President or the board. If the President is absent or unable to perform his or her duties, the Vice President shall perform the President's duties until the board directs otherwise. The Vice President shall perform all duties incident to the office.

Section 5. Secretary's Duties. The Secretary shall (a) keep minutes of board meetings; (b) be responsible for providing notice to each director as required by law, the articles of incorporation, or these bylaws; (c) be the custodian of corporate records; (d) keep a register of the names and addresses of each officer and director; and (e) perform all duties incident to the office and other duties assigned by the President or the board. The Secretary, together with the President, shall execute such legal papers, documents, or instruments as authorized by the Board of Directors.

Section 6. Treasurer's Duties. The Treasurer shall (a) have charge and custody over corporate funds and securities; (b) keep accurate books and records of corporate receipts and disbursements; (c) deposit all moneys and securities received by the corporation at such depositories in the corporation's name that may be designated by the board; (d) complete all required corporate filings; (e) provide regular financial reports to the board and (f) perform all duties incident to the office and other duties assigned by the President or the board.

Article IV

Committees and Task Forces

Section 1. Establishment of Committees. The board, by resolution adopted by a vote of a majority of its directors, may designate one or more committees or task forces, each consisting of one or more directors. All committees designated by the board shall serve at the pleasure of the board. Committees and/or task forces may also be composed of persons who are not directors. Committees and task forces have only such authority as they are given by the board and have no authority to bind the Corporation.

Section 2. General Powers. A committee or task force designated by the board may exercise any powers of the board in managing the corporation's business and affairs to the extent provided by resolution of the board. However, no committee or task force shall have the power to:

Connections Learning Lab
EIN # 99-2642463

Bylaws continued:

- (a) amend the articles of incorporation;
- (b) adopt an agreement of merger or conversion;
- (c) amend the bylaws of the Corporation;
- (d) fill vacancies on the board;
- (e) fix compensation of the directors for serving on the board or on a committee;
- (f) recommend to the directors or officers the sale, lease, or exchange of all or substantially all of the Corporation's property and assets;
- (g) recommend to the directors a dissolution of the Corporation or revocation of a dissolution;
- (h) terminate directors or officers of the Corporation; or
- (i) enter into contracts or other legal obligations that bind the Corporation.

Section 3. Committee/Task Force Meetings. Committees or task forces shall meet as directed by the board. Minutes shall be recorded at each committee meeting and shall be presented to the board.

Section 4. Consent to Committee Actions. Any action required or permitted to be taken pursuant to authorization of a committee or task force may be taken without a meeting if, before or after the action, all members of the committee or task force consent to the action in writing. Written consents shall be filed with the minutes of the committee's or task force's proceedings.

Article V

Employment of Personnel

Section 1. Personnel. The Corporation shall employ Co-Executive Directors and may employ such other personnel or contract with outside service providers as deemed necessary by the board of directors. Such other personnel may include, but is not limited to, administrative staff, educators, support staff, legal counsel and maintenance staff.

Section 2. Co-Executive Director Responsibilities. The Co-Executive Directors shall be the chief executive officers of the corporation and, as such, shall have immediate and overall supervision of the operations of the Corporation, and shall severally direct the day-to-day business of the Corporation; maintain the properties of the Corporation; execute and deliver all documents; and

Connections Learning Lab
EIN # 99-2642463

Bylaws continued:

perform such additional duties as may be directed by the Board of Directors. Nothing in these Bylaws or the articles of incorporation of the Corporation shall be construed to require more than one Co-Executive Director to execute or approve any paper, agreement, certificate, document, instrument or action that the Corporation may take, provided that paper, agreement, certificate, document, instrument or action does not regard a decision that is required by these Bylaws or the articles of incorporation of the Corporation or applicable laws to be approved by the Board of Directors of the Corporation. In the event the Co-Directors are unable to agree upon any matter, such matter shall be submitted to the Board of Directors for resolution. No officer, committee member or member of the Board of Directors other than the President may individually instruct the Co-Executive Directors or any other employee. The Co-Executive Directors shall make such reports at the Board and committee meetings as shall be required by the President or the Board.

Section 3. Hiring and Firing Co-Executive Directors. The Co-Executive Directors may be hired at any meeting of the Board of Directors by a majority vote and shall serve until removed by the Board of Directors upon an affirmative unanimous vote of the members present and the other co-founding officer at any meeting of the Board Directors. Such removal may be with or without cause, provided that any such removal shall be in accordance with the terms and conditions of any employment agreement between the Corporation and such removed Co-Executive Director then in effect.

Article VI

Financial Management and Fiscal Controls

Section 1. Internal Controls. The Board of Directors shall establish such internal fiscal policies and controls as are necessary to assure the protection of the Corporation's assets.

Section 2. Check Signing Authority. All checks over the amount of \$2,500 shall, in the normal course of operations, require approval of both the Treasurer and the President of the board. If either the President or Treasurer is not available to provide approval, either the Vice President or the Secretary may serve as the second approving party.

Section 3. Deposits. All funds of the Corporation shall be deposited in such depositories as the Board of Directors may determine. Separate accounts that are not under the control of the board are prohibited.

Section 4. Financial Reports. The Board of Directors shall regularly review the financial condition of the Corporation and shall seek such information from its accountants and auditors as will allow it to have a full understanding of the fiscal health of the organization.

Section 5. Fiscal Accountability. The Board of Directors has the legal and fiduciary responsibility to exercise due care and prudence in the financial affairs of the organization. It

Connections Learning Lab
EIN # 99-2642463

Bylaws continued:

shall exercise appropriate stewardship, including the purchase of insurance protection. Connections Learning Lab is a non-profit public charity, and its assets must be protected so that it may continue to serve the community into the future.

Section 6. Corporate Document Procedure. No corporate documents (including stocks, bonds, agreements, insurance and annuity contracts, qualified and nonqualified deferred compensation plans, checks, notes, disbursements, loans, and other debt obligations) shall be signed by any officer, designated agent, or attorney-in-fact unless authorized by the board or by these bylaws.

Article VII
Indemnification

Section 1. Indemnification. Each person who is or was a director, officer, or member of a committee of the Corporation and each person who serves or has served at the request of the Corporation, as a director, officer, partner, employee, or agent of any other corporation, partnership, joint venture, trust, or other enterprise shall be indemnified by the Corporation to the fullest extent permitted by the corporation laws of the State of Michigan as they may be in effect from time to time. The Corporation may purchase and maintain insurance on behalf of any such person against any liability asserted against and incurred by such person in any such capacity or arising out of his status as such, whether or not the Corporation would have power to indemnify such person against such liability under the preceding sentence. The Corporation may, to the extent, authorized from time to time by the Board, grant rights to indemnification to any employee or agent of the Corporation to the fullest extent provided under the laws of the State of Michigan as they may be in effect from time to time.

Article VIII
Conflict of Interest

All directors and officers shall sign a conflicts of interest policy, shall follow the process for recusal outlined in that policy, shall annually disclose potential conflicts of interest in writing and shall report all potential conflicts that occur during the year for review by the board of directors. The Corporation may enter into a contract directly or indirectly with a director for the provision of goods or services to the Corporation, if such contract is in the best interest of the Corporation, on fair and reasonable terms, the director's interest is disclosed or known to the board of directors, and the contract is authorized by a vote of the board of directors sufficient for the purpose without counting the vote of any interested director.

Connections Learning Lab

EIN # 99-2642463

Bylaws continued:

ARTICLE IX
Compensation

Directors will serve without compensation, but may be reimbursed for actual, reasonable and necessary expenses incurred by a director in his or her capacity as a director. However, nothing in this article shall preclude a director from, when authorized by the board, being reasonably compensated for services rendered to the corporation as an employee, agent, or independent contractor.

ARTICLE X
Miscellaneous

Section 1. Fiscal Year. The fiscal year of the corporation shall end on December 31 of each year.

Section 2. Loans and Guarantees. The Corporation shall not provide loans to or guarantee obligations of an officer or director of the Corporation.

Section 3. Interpretation. These Bylaws are subject to the provisions of the Michigan Nonprofit Corporation Act and the Articles of Incorporation of Connections Learning Lab, as amended. If any provision in these Bylaws is inconsistent with a provision of state law or the Articles of Incorporation, the provision of the state law or the Articles of Incorporation shall control to the extent of such inconsistency.

Section 4. Amendments. The Board of Directors at any regular or special meeting may amend or repeal these bylaws, or adopt new bylaws, by vote of a majority of the directors, if notice setting forth the terms of the proposal has been given in accordance with any notice requirement for the meeting of the board.

Connections Learning Lab
EIN # 99-2642463

Bylaws continued:

CONNECTIONS LEARNING LAB
ADOPTION OF BYLAWS

We, the undersigned, are all of the initial directors or incorporators of this corporation, and we consent to, and hereby do, adopt the foregoing bylaws, consisting of 9 preceding pages, as the bylaws of this corporation.

Dated: 9/13/2024

Robert H. Brander
Ashley M. [Signature]
Anne [Signature]
Amie E. Oliveira
Katie L. Teal

Connections Learning Lab
EIN # 99-2642463

Statement 1 – Form 1023, Part IV, Narrative Description of Activities: Line 1

Background: Connections Learning Lab (CLL) was founded in Troy, MI by two former public school educators who identified a critical gap in academic support for children, both typical and neuro-divergent, outside of the traditional public education system. Drawing from their diverse backgrounds and experiences across various grade levels, the founders- Katie Teal and Amie Oliviera- set out to create an organization dedicated to advancing the educational and general welfare of children.

CLL's mission is to provide educational services to children of all abilities. This will be implemented by providing a comprehensive range of educational support, enrichment, and academic resources through individual and group tutoring, STEAM enrichment, camps, clubs, and programs. CLL is committed to using research-based curricula that have demonstrated success in math, reading, and writing instruction. Recognizing that falling behind in these fundamental areas by the 4th grade significantly hinders educational progress and future employment opportunities, CLL aims to address this issue head-on. According to the National Center for Education Statistics, 44% of students were behind in at least one subject when they began the 2023/2024 school year. By establishing a non-profit organization focused on the holistic development of children and extending educational services, CLL seeks to fulfill a vital community need and support the educational growth of children of all abilities.

Past Activities:

This organization was recently established and has no past activities to present.

Present and Future Activities:

Connections Learning Lab conducts four primary activities for students in grades K-6 on a year-round basis: the academic tutoring programs (group and individual); the enrichment program; the summer camps program; and clubs. CLL plans to expand services to grades K-12 within the next five years. Several programs and academic services will be sought after through donations and grant writing. These include:

- Seeking additional space to increase the number of children served
- Academic tutoring for grades 7-12
- Additional clubs such as language, music and arts
- Alliance with unrelated therapy groups such as speech, occupational therapy, Applied Behavior Analysis (ABA), and mental health services.

Connections Learning Lab
EIN # 99-2642463

Statement 1 – Form 1023, Part IV, Narrative Description of Activities: Line 1 (continued)

Academic tutoring programs: Our tutoring programs (group and individual) provide support for children of all abilities through targeted instruction in math, reading, writing and skill development. These programs are focused on filling the academic gaps a child might have and building and reinforcing skills that are essential to their learning. Groups and individuals meet 1-4 times per week to target these skills and to work towards mastery on their specific goals. Children are assessed on their math and reading skills and then are placed into a group based on their academic level. Children receiving individual tutoring are similarly assessed on their academic skills in the area of need and targeted instruction is provided from a trained tutor. Currently, we are servicing 27 children in academic tutoring at the time of submission. The fees for the tutoring services are determined using sliding scales with discounts offered to families based on financial need.

In the future, we aspire to expand our services to children in middle and high school grades. We want our current families to grow with us as their children age and CLL strives to provide this support. As children move up grade levels, the work becomes more challenging, and we know there is a need for family support with these subjects. With this we also realize that we will need more space to provide these services. We will be actively seeking additional space to be able to provide these services.

- Who conducts the service? Approximately 5 trained educators/volunteers
- Location: CLL's Learning Center in Troy, MI
- Approximately 65% of our total time is allocated to the academic tutoring program.
- Funding: The academic tutoring program is funded through program fees. 70% of our expenses are allocated to the academic tutoring program.
- The academic tutoring program furthers our exempt purpose by enhancing learning opportunities for children who struggle academically within the community. CLL's services are designed to support students throughout their academic journey, ensuring they have access to high-quality instruction regardless of their academic ability and financial resources. By focusing on early intervention and targeted support, our program aims to address and bridge the learning gap, ultimately fostering improved educational outcomes for all students.

Enrichment program: The enrichment program occurs once a week and is dedicated to providing children with engaging, hands-on lessons in science, technology, engineering, arts and music (STEAM), and the maker station. The program is designed to ignite children's

Connections Learning Lab
EIN # 99-2642463

Statement 1 – Form 1023, Part IV, Narrative Description of Activities: Line 1 (continued)

imaginations by encouraging them to use various materials to approach challenges in ways that suit their creativity and problem-solving styles.

Maker station is a space for creative exploration and design where students can use open-ended objects to create new things. In the enrichment program, maker station features a rotating series of monthly challenges, to serve as a guide to get children started. They also have the opportunity to complete a free choice challenge. These allow students to think critically and innovatively while working with a wide range of materials. In STEAM, children take on versatile and interactive experiments that deepen their understanding of science, technology, engineering, art, and math. Through these activities, students explore the scientific method and the engineering design process, applying both to solve real-world problems. Art lessons provide a platform for children to unleash their creativity by exploring a variety of artistic mediums. Whether it's painting, sculpting, or crafting, students are encouraged to think outside the box and express their imagination through their artwork. The fees for the enrichment program are determined using sliding scales with discounts offered to families based on financial need.

This dynamic blend of STEAM and creative design through the maker station ensures that the enrichment program is both educational and fun, fostering curiosity, creativity, and a love of learning. We are currently serving 22 children in our enrichment program at the time of submission.

- Who conducts the service? CLL teachers, currently Amie Oliviera and Katie Teal
- Location: CLL Learning Center- Troy, MI
- Approximately 10% of our total time is allocated to the enrichment program.
- Funding: The enrichment program is funded through program fees. 5% of our expenses are allocated to the enrichment program.
- The enrichment program furthers our exempt purposes by offering children valuable educational experiences, going beyond the standard curricula. Students are encouraged to use problem solving skills and hands-on learning which foster innovation and technical skills, contributing to educational growth. Exposing children to different opportunities to explore science, technology, engineering, art and math nurtures critical thinking skills, enhances scientific literacy and cultivates the next generation of problem solvers. The enrichment program helps build essential skills that will benefit children in their academic journeys and future careers.

Connections Learning Lab
EIN # 99-2642463

Statement 1 – Form 1023, Part IV, Narrative Description of Activities: Line 1 (continued)

Clubs: Connections Learning Lab has entered into collaborative relationships with other organizations in order to carry out our mission. These relationships with other organizations are not meant to imply a partnership as a form of corporate formation. It is our goal to create long-lasting mutually beneficial relationships with other area organizations to enhance programming and community connection. These groups include Snapology of Troy, which offers STEAM opportunities to children ages 5-9 who attend our current tutoring or camp programs and from within our community. We also partner with Leisure Unlimited, who offers beginner physical education classes for children ages 5-10 in our current tutoring or camp programs and from within our community. Our partnership with Arise Counseling Center is designed to provide free and low cost mental health and social group courses for children and families. This will target social emotional wellbeing and will contribute to the success of the whole child. Children will work on making friends, healthy communication, perspective talking, and identifying good choices in social settings. Studies show that teaching social-emotional learning (SEL) skills, help to improve academics, create positive environments and reduce negative social behaviors. According to National University, students who participated in SEL programs saw an 11 percentile increase in their overall grade and better attendance. Discounts are offered for all clubs to families with a financial need.

In the future, CLL plans to offer additional clubs for children such as language, music, and art. We believe in the power of expression and know that it is important for children to be exposed to a variety of activities. Additionally, we consider our families, volunteers, members, supporters and donors as partners in bringing services to students of all abilities.

- Who conducts the service? Trained employees of each partner organization
- Location: CLL Learning Center- Troy, MI
- Approximately 10% of our total time is allocated to clubs.
- Funding: The clubs are funded either through program fees or are offered free to community members through our partnerships with other organizations in the community. 15% of our expenses are allocated to the clubs.
- Clubs significantly further our exempt purposes by creating additional avenues for personal growth, social interaction, and skill development among children. Clubs provide a structured environment where students can explore interests beyond the standard curriculum, build teamwork and leadership skills, and engage in activities that enhance their overall development. These extracurricular opportunities complement academic tutoring by fostering a well-rounded educational experience, promoting creativity, and

Connections Learning Lab
EIN # 99-2642463

Statement 1 – Form 1023, Part IV, Narrative Description of Activities: Line 1 (continued)

encouraging lifelong learning. Offering clubs supports our mission to advance the educational and general welfare of all children in the community.

Summer camp program: CLL's summer camp program provides families with enriching and recreational opportunities during the school break, running for 6 to 8 weeks and featuring a diverse array of topics and activities. Held three times per week in 3-hour blocks, the camp offers a dynamic environment where children can engage in interactive learning experiences and explore new interests. This unique setting not only helps to prevent summer learning loss but also supports the development of social skills and personal growth. By combining educational content with recreational activities, CLL's summer camp fosters a well-rounded experience for all participants. Families with financial need are offered sliding scales and discounted fees for the summer camp program.

- Who conducts the service? CLL teachers, currently Amie Oliviera and Katie Teal
- Location: CLL Learning Center- Troy, MI
- Approximately 15% of our total time is allocated to the summer camp program.
- Funding: The summer camp program is funded through program fees. 10% of our expenses are allocated to the summer camp program.
- Summer camp programs further our exempt purposes by extending educational support and enrichment opportunities during the crucial out-of-school months. By offering a structured and engaging environment our summer camps help bridge the gap between school years, mitigating summer learning loss and keeping children intellectually stimulated.

Partnerships with therapy groups:

Many children who need additional academic support also need different therapies such as speech, occupational therapy (OT), Applied Behavior Analysis (ABA) for students with Autism, and mental health services. Parents often don't know where to start to receive these services and/or drive their children to multiple places seeking these types of therapies. Creating community partnerships with these types of groups would greatly benefit the families we serve and anyone within our community looking for similar treatment options for their children. Being able to refer out to partners will be beneficial to families in need.

Connections Learning Lab
EIN # 99-2642463

Statement 2 – Form 1023, Part VI, Financial Data:

A. Statement of Revenues and Expenses:

Line #9 – Gross receipts from admissions, merchandise sold or services performed, or furnishing of facilities in any activity that is related to your exempt purposes:

Current tax year - From 04/12/2024 to 12/31/2024

Tutoring service fees	\$ 55,000
Clubs program fees	\$ 350
Enrichment program fees	\$ 4,068
Camps program fees	\$ 0
Total Line 9	\$59,418

1st Succeeding tax year – From 1/01/2025 to 12/31/2025

Tutoring service fees	\$ 124,150
Clubs program fees	\$ 2,000
Enrichment program fees	\$ 9,153
Camps program fees	\$ 15,000
Total Line 9	\$ 150,303

2nd Succeeding tax year – From 1/01/2026 to 12/31/2026

Tutoring service fees	\$ 135,715
Clubs program fees	\$ 3,000
Enrichment program fees	\$ 11,291
Camps program fees	\$ 17,000
Total Line 9	\$ 167,006

Connections Learning Lab
EIN # 99-2642463

Statement 2 – Form 1023, Part VI, Financial Data (continued):

A. Statement of Revenues and Expenses:

Line #23 – Any expense not otherwise classified, such as program services

Current tax year – From 04/12/2024 to 12/31/2024

Website/domain	\$ 600
Payroll Taxes	\$ 1,512
Insurance expense	\$ 240
Printing	\$ 400
Office Supplies	\$ 500
Technology	\$ 3,000
Curriculum	\$ 800
Professional Development	\$ 400
Total Line 23	\$7,452

1st Succeeding tax year – From 1/01/2025 to 12/31/2025

Website/domain	\$ 600
Payroll Taxes	\$ 9,800
Insurance expense	\$ 2,500
Printing	\$ 600
Office Supplies	\$ 1,000
Technology	\$ 3,000
Curriculum	\$ 500
Professional Development	\$ 2,500
Total Line 23	\$20,500

Connections Learning Lab
EIN # 99-2642463

Statement 2 – Form 1023, Part VI, Financial Data (continued):

A. Statement of Revenues and Expenses:

**Line #23 – Any expense not otherwise classified, such as program services
(continued)**

2nd Succeeding tax year – From 1/01/2026 to 12/31/2026

Website/domain	\$ 600
Payroll Taxes	\$ 9,800
Insurance expense	\$ 2,500
Printing	\$ 800
Office Supplies	\$ 1500
Technology	\$ 3000
Curriculum	\$ 500
Professional Development	\$ 3,000
Total Line 23	\$21,700

Connections Learning Lab**EIN # 99-2642463****Form 1023, Part X - Signature**

Form 1023 (Rev. 01-2020) Name: CONNECTIONS LEARNING LAB

EIN: 99-2642463

Page 17

Part VIII Effective Date

In general, a determination letter recognizing exemption of an organization described in section 501(c)(3) is effective as of the date of formation of an organization if: (1) its purposes and activities prior to the date of the determination letter have been consistent with the requirements for exemption; and (2) it has filed an application for recognition of exemption within 27 months from the end of the month in which it was organized.

- 1 Are you submitting this application within 27 months of the end of the month in which you were legally formed? ☒ Yes ☐ No

If "No," complete Schedule E.

Part IX Annual Filing Requirements

If you fail to file a required information return or notice for three consecutive years, your exempt status will be automatically revoked.

- 1 Certain organizations are not required to file annual information returns or notices (Form 990, Form 990-EZ, or Form 990-N, e-Postcard). If you are granted tax-exemption, are you claiming to be excused from filing Form 990, Form 990-EZ, or Form 990-N? ☐ Yes ☒ No

If "Yes," are you claiming you are excepted from filing because you are:

A church or association of churches

An integrated auxiliary (such as a men's or women's organization, religious school, mission society, or religious group)

A church-affiliated organization (other than a section 509(a)(3) organization) that is exclusively engaged in managing funds or maintaining retirement programs and is described in Revenue Procedure 96-10, 1996-1 C.B. 577

A school below college level affiliated with a church or operated by a religious order

A mission society (other than a section 509(a)(3) supporting organization) sponsored by, or affiliated with, one or more churches or church denominations, if more than half of the society's activities are conducted in, or directed at, persons in foreign countries

An affiliate of a governmental unit that meets the requirements of Revenue Procedure 95-48, 1995-2 C.B. 418 (other than a section 509(a)(3) supporting organization)

Other (describe)

Part X Signature

- ☒ I declare under the penalties of perjury that I am authorized to sign this application on behalf of the above organization and that I have examined this application, and to the best of my knowledge it is true, correct, and complete

Anne Gatti

(Type name of signer)

SECRETARY

(Type title or authority of signer)

10/31/2024

(Date)

LARA Corporations
Online Filing System
Department of Licensing and Regulatory Affairs

Form Revision Date 07/2016

ARTICLES OF INCORPORATION
For use by DOMESTIC NONPROFIT CORPORATION

Pursuant to the provisions of Act 162, Public Acts of 1982, the undersigned corporation executes the following Articles:

ARTICLE I

The name of the corporation is:

CONNECTIONS LEARNING LAB

ARTICLE II

The purpose or purposes for which the corporation is formed are:

The Corporation is organized to operate exclusively for charitable and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, 26 USC §501 (the "Code"), and more specifically, to advance the educational and general welfare for children of all abilities by providing support, enrichment, and academic resources through individual and group tutoring, camps, clubs and programs.

Notwithstanding any other provision of these articles, the Corporation shall not carry on any activity not permitted to be carried on by an organization described in the Code.

No substantial part of the activities of the Corporation shall be to carry on propaganda or otherwise attempt to influence legislation, and the Corporation will not participate or intervene in any political campaign on behalf of or against any candidate for public office.

ARTICLE III

The Corporation is formed upon basis.

If formed on a stock basis, the total number of shares the corporation has authority to issue is

If formed on a nonstock basis, the description and value of its real property assets are (if none, insert "none"):

none

The description and value of its personal property assets are (if none, insert "none"):

none

The corporation is to be financed under the following general plan:

The Corporation is to be financed by grants, donations, fundraisers and fees for services rendered.

The Corporation is formed on a basis.

ARTICLE IV

The street address of the registered office of the corporation and the name of the resident agent at the registered office (P.O. Boxes are not acceptable):

1. Agent Name: KATIE TEAL

2. Street Address:

Apt/Suite/Other:

City:

State: MI

Zip Code:

3. Registered Office Mailing Address:

P.O. Box or Street

Address:

Apt/Suite/Other:

City:

State:

MI

Zip Code:

ARTICLE V

The name(s) and address(es) of the incorporator(s) is (are) as follows:

Name	Residence or Business Address
KATIE TEAL	
AMIE OLIVEIRA	

Use the space below for additional Articles or for continuation of previous Articles. Please identify any Article being continued or added.

ARTICLE VI:

NO PART OF THE NET EARNINGS OF THE CORPORATION SHALL BE DISTRIBUTED TO, OR INURE TO THE BENEFIT OF ANY DIRECTOR OR OFFICER OF THE CORPORATION, ANY DONOR, OR ANY INDIVIDUAL PERSON. HOWEVER, THE CORPORATION IS AUTHORIZED TO PAY REASONABLE COMPENSATION FOR SERVICES RENDERED AND TO MAKE DISTRIBUTIONS AND PAYMENTS IN FURTHERANCE OF THE CORPORATION'S EXEMPT PURPOSE AS SET FORTH IN ARTICLE II.

ARTICLE VII:

A DIRECTOR OR VOLUNTEER OFFICER OF THE CORPORATION SHALL NOT BE PERSONALLY LIABLE TO THE CORPORATION FOR MONETARY DAMAGES FOR ANY ACTION TAKEN OR ANY FAILURE TO TAKE ANY ACTION AS A DIRECTOR OR VOLUNTEER OFFICER. HOWEVER, THIS PROVISION DOES NOT ELIMINATE OR LIMIT THE LIABILITY OF A DIRECTOR OR VOLUNTEER OFFICER FOR ANY OF THE FOLLOWING:

THE AMOUNT OF A FINANCIAL BENEFIT RECEIVED BY A DIRECTOR OR VOLUNTEER OFFICER TO WHICH HE OR SHE IS NOT ENTITLED;

INTENTIONAL INFLICTION OF HARM ON THE CORPORATION, ITS SHAREHOLDERS, OR MEMBERS;

A VIOLATION OF SECTION 551 OF THE ACT;

AN INTENTIONAL CRIMINAL ACT; OR

A LIABILITY IMPOSED UNDER SECTION 497(A) OF THE ACT.

THE CORPORATION HEREBY ASSUMES ALL LIABILITY TO ANY PERSON, OTHER THAN THE CORPORATION OR ITS MEMBERS, FOR ALL ACTS OR OMISSIONS OF A VOLUNTEER DIRECTOR INCURRED IN THE GOOD-FAITH PERFORMANCE OF THE DIRECTOR'S DUTIES. PURSUANT TO SECTION 541(6) OF THE ACT, A CLAIM FOR MONETARY DAMAGES FOR A BREACH OF A VOLUNTEER DIRECTOR'S DUTY TO ANY PERSON OTHER THAN THE CORPORATION OR ITS MEMBERS SHALL NOT BE BROUGHT OR MAINTAINED AGAINST THE VOLUNTEER DIRECTOR, BUT SUCH CLAIM SHALL BE BROUGHT OR MAINTAINED AGAINST THE CORPORATION, WHICH SHALL BE LIABLE FOR A BREACH OF THE VOLUNTEER DIRECTOR'S DUTY.

IN ADDITION TO THE CORPORATION'S ASSUMPTION OF LIABILITY IN SECTION 2 ABOVE, THE CORPORATION ALSO ASSUMES LIABILITY FOR ALL ACTS OR OMISSIONS OF EACH VOLUNTEER DIRECTOR, VOLUNTEER OFFICER, AND ANY OTHER VOLUNTEER THAT OCCUR ON OR AFTER THE EFFECTIVE DATE OF THESE ARTICLES, IF ALL OF THE FOLLOWING ARE MET:

THE VOLUNTEER WAS ACTING OR REASONABLY BELIEVED HE OR SHE WAS ACTING WITHIN THE SCOPE OF HIS OR HER AUTHORITY.

THE VOLUNTEER WAS ACTING IN GOOD FAITH.

THE VOLUNTEER'S CONDUCT DID NOT AMOUNT TO GROSS NEGLIGENCE OR WILLFUL AND WANTON MISCONDUCT.

THE VOLUNTEER'S CONDUCT WAS NOT AN INTENTIONAL TORT.

THE VOLUNTEER'S CONDUCT WAS NOT A TORT ARISING OUT OF THE OWNERSHIP, MAINTENANCE, OR USE OF A MOTOR VEHICLE FOR WHICH TORT LIABILITY MAY BE IMPOSED UNDER SECTION 3135 OF THE INSURANCE CODE OF 1956.

THE TERMS "VOLUNTEER" AND "VOLUNTEER DIRECTOR" SHALL HAVE THE SAME DEFINITIONS AS SET FORTH IN SECTION 110 OF THE ACT.

THE TERM "VOLUNTEER OFFICER" SHALL MEAN AN INDIVIDUAL WHO HAS BEEN ELECTED OR APPOINTED AS AN OFFICER OF THE CORPORATION (PRESIDENT, VICE PRESIDENT, SECRETARY, TREASURER, OR OTHER OFFICER POSITION IDENTIFIED IN THE CORPORATION'S BYLAWS) AND WHO DOES NOT RECEIVE COMPENSATION OR OTHER CONSIDERATION FOR SERVICES PROVIDED IN HIS OR HER CAPACITY AS AN OFFICER OF THE CORPORATION, OTHER THAN REIMBURSEMENT FOR EXPENSES ACTUALLY INCURRED.

ARTICLE VIII

ON DISSOLUTION OF THE CORPORATION, ALL OF THE CORPORATION'S NET ASSETS SHALL BE DISTRIBUTED TO SUCH ORGANIZATION OR ORGANIZATIONS EXEMPT WITHIN THE MEANING OF THE CODE, OR TO A FEDERAL, STATE OR LOCAL GOVERNMENT FOR A PUBLIC PURPOSE, AS DETERMINED BY THE BOARD OF DIRECTORS. ANY ASSETS NOT SO DISPOSED OF, FOR WHATEVER REASON, SHALL BE DISTRIBUTED BY THE OAKLAND COUNTY CIRCUIT COURT TO SUCH ORGANIZATION(S): (A) THAT THE COURT DETERMINES IS EXEMPT WITHIN THE MEANING OF THE CODE, OR (B) TO A FEDERAL, STATE OR LOCAL GOVERNMENT.

Signed this 11th Day of April, 2024 by the incorporator(s).

Signature	Title	Title if "Other" was selected
Katie Teal	Incorporator	
Amie Oliveira	Incorporator	

By selecting ACCEPT, I hereby acknowledge that this electronic document is being signed in accordance with the Act. I further certify that to the best of my knowledge the information provided is true, accurate, and in compliance with the Act.

☐ Decline ☒ Accept

MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
FILING ENDORSEMENT

This is to Certify that the ARTICLES OF INCORPORATION

for

CONNECTIONS LEARNING LAB

ID Number: 803181906

received by electronic transmission on April 11, 2024 ***, is hereby endorsed.***

Filed on April 12, 2024 ***, by the Administrator.***

The document is effective on the date filed, unless a subsequent effective date within 90 days after received date is stated in the document.



In testimony whereof, I have hereunto set my hand and affixed the Seal of the Department, in the City of Lansing, this 12th day of April, 2024.

Linda Clegg

Linda Clegg, Director

Corporations, Securities & Commercial Licensing Bureau

Bylaws of Connections Learning Lab

Article I

Corporate Name and Offices; Purposes

Section 1. Corporate Name. The name of the corporation is Connections Learning Lab, referred to herein as Connections Learning Lab or Corporation.

Section 2. Initial Principal Office. The Corporation's principal office may be at such a place within the state of Michigan as the board of directors may determine from time to time. The Corporation's initial Principal Office shall be located at 70 Sonoma Ave. Hazel Park, MI 48030

Section 3. Other Offices. The board of directors may establish other offices in the state of Michigan.

Section 4. Purposes. The Corporation is organized to operate exclusively for charitable and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, 26 USC §501 (the "Code"), and more specifically, to advance the educational and general welfare for children of all abilities by providing support, enrichment, and academic resources through individual and group tutoring, camps, clubs and programs. Notwithstanding any other provision of these articles, the Corporation shall not carry on any activity not permitted to be carried on by an organization described in the Code. No substantial part of the activities of the Corporation shall be to carry on propaganda or otherwise attempt to influence legislation, and the Corporation will not participate or intervene in any political campaign on behalf of or against any candidate for public office.

Section 5. Nonprofit Operation. The Corporation shall be operated exclusively for charitable and educational purposes within the meaning of Section 501(c)(3) of the Code as a nonprofit corporation. No part of the net earnings of the Corporation shall be distributed to, or inure to the benefit of any individual person. However, the Corporation is authorized to pay reasonable compensation for services rendered and to make distributions and payments in furtherance of the Corporation's exempt purpose as set forth in Section 4 of this Article I. On dissolution of the Corporation, all of the Corporation's net assets shall be distributed to such organization or organizations exempt within the meaning of the Code, or to a federal, state or local government for a public purpose, as determined by the board of directors. Any assets not so disposed of, for whatever reason, shall be distributed by the Oakland County Circuit Court to such organization(s): (a) that the court determines is exempt within the meaning of the Code, or (b) to a federal, state or local government.

Article II

Board of Directors

Section 1. General Powers. The management of Connections Learning Lab shall be vested in a volunteer Board of Directors. The Board of Directors shall supervise and control the business and affairs of the organization. The Corporation is organized on a nonstock, directorship basis and, except as otherwise provided by law, all matters which are subject to membership vote or other action in the case of a Michigan nonprofit membership corporation, shall be approved by action of the Board of Directors. The board may hold or dispose of property, real or personal, as may be given, devised, or bequeathed to it or entrusted to its care and keeping, and may purchase, acquire, and dispose of such property as may be necessary to carry out the purposes and programs of the Corporation.

Section 2. Number. The Board shall not consist of less than 3 or more than 11 persons.

Section 3. Qualification as a Director. The Corporation is committed to a culture of diversity and inclusion. The Corporation will endeavor to have a board that is diverse, reflective of the educational community, and that possesses the necessary skill sets to assure that Connections Learning Lab can effectively meet its purpose.

Section 4. Duties. Members of the board of directors owe a legal fiduciary duty to the Corporation and shall act only in Connections Learning Lab's best interest. The board shall act as a body; no individual director may speak or act on behalf of the board unless authorized by the board. Board members shall respect the confidentiality of board deliberations and shall support decisions voted by the board even when the board member dissented in the vote.

Section 5. Annual Meeting. An annual meeting shall be held each year in the first quarter of the fiscal year or at another time and date agreed upon by the board, at which an election of new directors will be held. If the annual meeting is not held during the first quarter of the fiscal year, the board shall cause the meeting to be held as soon thereafter as is convenient.

Section 6. Term of Office. Directors shall hold office for three years, or until their successors are elected unless, prior to then, they have resigned or been removed from office. Terms shall be staggered so that, as nearly as possible, an equal number of terms shall expire each year. Each new directorship's initial term shall be identified when the new directorship is established. Any initial term that is less than 3 years shall not be included in the determination of whether a director is barred by term limits from serving an additional term.

Section 7. Term Limits. No director shall serve more than two consecutive three-year terms, unless agreed upon by the majority of the board. Members of the Board of Directors must retire from active leadership on the board for at least one year after serving two consecutive three-year terms. Notwithstanding the foregoing, a board member serving in a role of

significant importance to Connections Learning Lab, such as a liaison to secure a major grant, may be elected to serve on an annual basis without term limit.

Section 8. Regular Meetings. Regular meetings of the board may be held at the time and place as determined by resolution of the board without notice other than the resolution.

Section 9. Special Meetings. Special meetings of the board may be called by the president/board chair or any two directors at a time and place as determined by those persons authorized to call special meetings. Notice of the time and place of special meetings shall be given to each director in any manner at least three days before the meeting.

Section 10. Notice of Meetings. Whenever notice is required, it shall be given in writing by first-class mail or courier service, express or overnight delivery with postage prepaid to the recipient, or by facsimile transmission or electronic mail, at his or her address (or by facsimile number or e-mail address) as it appears on the records of the corporation. A director may supply an address for the purpose of notice. Notice shall specify the place, day and hour of the meeting and any other information which may be required. Neither the business to be transacted at, nor the purpose of, any regular or special meeting of the board need be specified in the notice for that meeting. Notice shall be deemed to have been given when deposited in the United States mail or with a courier service, or in the case of facsimile transmission or electronic mail when dispatched.

Section 11. Waiver of Notice. The attendance of a director at a board meeting shall constitute a waiver of notice of the meeting, except where a director attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened. In addition, the director may submit a signed waiver of notice that shall constitute a waiver of notice of the meeting.

Section 12. Meeting by Telephone or Similar Equipment. Directors may participate in and act at any meeting of the board or its committees through the use of a telephone conference or other similar communications equipment, by means of which all persons participating in the meeting can communicate with each other. Participation by this method shall constitute attendance and presence in person at the meeting of the person(s) so participating.

Section 13. Quorum. At any meeting of the directors of the Corporation, a majority of all directors then in office shall constitute a quorum for the transaction of any business. Actions voted on by a majority of the directors present at a duly convened meeting at which a quorum is present shall constitute authorized actions of the board, unless the vote of a larger number is required by law or by other sections of these Bylaws or the Articles of Incorporation.

Section 14. Vote. Unless a director is an ex-officio board member, in which case such ex-officio member shall not be entitled to vote on any Corporation business, every director shall be entitled to one vote. Voting by proxy is not permissible. Unless otherwise provided in these Bylaws, a vote of the majority of the board at a duly convened meeting shall be binding.

Section 15. Action by Unanimous Written Consent. Any action required or permitted to be taken pursuant to authorization of the board may be taken without a meeting if, before or after the action, all directors consent to the action in writing. Written consents shall be filed with the minutes of the board's proceeding.

Section 16. Removal from Office. A director may be removed from office with or without cause, by the affirmative vote of a majority of the directors then in office, whenever in their judgment the best interests of the Corporation will be served. A co-founding officer may be removed with a vote by the majority of the directors and the remaining co-founders.

Section 17. Resignation from Office. Any director or officer may resign at any time by giving written notice to the Board's President/Chair or his/her designee. Any such resignation shall be effective upon receipt of the resignation or at a later time as specified in the notice of resignation.

Section 18. Vacancies. A vacancy on the board may be filled with a person selected by the remaining directors of the board.

Section 19. Attendance Policy. The Corporation's board is an active, working board and attendance, absent an excuse accepted by the board, is mandatory. Three unexcused absences within a twelve month period will entitle the board to remove such member or officer from the board for cause.

Article III

Officers of the Board

Section 1. Officers. The officers of the Corporation shall be appointed by the board. The officers shall be a president, a secretary, and a treasurer. There may also be such other officers as the board deems appropriate. The president and secretary shall be voting members of the board, but the treasurer need not be. The offices of secretary and treasurer may be held by the same person, but such person shall not execute, acknowledge, or verify an instrument in more than one capacity if the instrument is required by law.

Section 2. Election and Terms of Office. All officers shall be elected by a majority of the board members at the annual meeting. Each officer shall hold office until a successor is appointed and qualified. An officer may resign at any time by providing written notice to the corporation. Notice of resignation is effective on receipt or at a later time designated in the notice.

Section 3. President's Duties. The President shall be the chief policy officer of the Corporation, and shall have the full authority to severally effectuate the actions, resolutions, and policies of the Board of Directors. The President shall preside at all meetings of the Board of Directors, and shall be privileged to attend and to participate in the meetings of all committees of the Board.

Section 4. Vice President's Duties. The Vice President, if any, shall have the power to perform duties that may be assigned by the President or the board. If the President is absent or unable to perform his or her duties, the Vice President shall perform the President's duties until the board directs otherwise. The Vice President shall perform all duties incident to the office.

Section 5. Secretary's Duties. The Secretary shall (a) keep minutes of board meetings; (b) be responsible for providing notice to each director as required by law, the articles of incorporation, or these bylaws; (c) be the custodian of corporate records; (d) keep a register of the names and addresses of each officer and director; and (e) perform all duties incident to the office and other duties assigned by the President or the board. The Secretary, together with the President, shall execute such legal papers, documents, or instruments as authorized by the Board of Directors.

Section 6. Treasurer's Duties. The Treasurer shall (a) have charge and custody over corporate funds and securities; (b) keep accurate books and records of corporate receipts and disbursements; (c) deposit all moneys and securities received by the corporation at such depositories in the corporation's name that may be designated by the board; (d) complete all required corporate filings; (e) provide regular financial reports to the board and (f) perform all duties incident to the office and other duties assigned by the President or the board.

Article IV **Committees and Task Forces**

Section 1. Establishment of Committees. The board, by resolution adopted by a vote of a majority of its directors, may designate one or more committees or task forces, each consisting of one or more directors. All committees designated by the board shall serve at the pleasure of the board. Committees and/or task forces may also be composed of persons who are not directors. Committees and task forces have only such authority as they are given by the board and have no authority to bind the Corporation.

Section 2. General Powers. A committee or task force designated by the board may exercise any powers of the board in managing the corporation's business and affairs to the extent provided by resolution of the board. However, no committee or task force shall have the power to:

- (a) amend the articles of incorporation;
- (b) adopt an agreement of merger or conversion;
- (c) amend the bylaws of the Corporation;
- (d) fill vacancies on the board;
- (e) fix compensation of the directors for serving on the board or on a committee;

(f) recommend to the directors or officers the sale, lease, or exchange of all or substantially all of the Corporation's property and assets;

(g) recommend to the directors a dissolution of the Corporation or revocation of a dissolution;

(h) terminate directors or officers of the Corporation; or

(i) enter into contracts or other legal obligations that bind the Corporation.

Section 3. Committee/Task Force Meetings. Committees or task forces shall meet as directed by the board. Minutes shall be recorded at each committee meeting and shall be presented to the board.

Section 4. Consent to Committee Actions. Any action required or permitted to be taken pursuant to authorization of a committee or task force may be taken without a meeting if, before or after the action, all members of the committee or task force consent to the action in writing. Written consents shall be filed with the minutes of the committee's or task force's proceedings.

Article V

Employment of Personnel

Section 1. Personnel. The Corporation shall employ Co-Executive Directors and may employ such other personnel or contract with outside service providers as deemed necessary by the board of directors. Such other personnel may include, but is not limited to, administrative staff, educators, support staff, legal counsel and maintenance staff.

Section 2. Co-Executive Director Responsibilities. The Co-Executive Directors shall be the chief executive officers of the corporation and, as such, shall have immediate and overall supervision of the operations of the Corporation, and shall severally direct the day-to-day business of the Corporation; maintain the properties of the Corporation; execute and deliver all documents; and perform such additional duties as may be directed by the Board of Directors. Nothing in these Bylaws or the articles of incorporation of the Corporation shall be construed to require more than one Co-Executive Director to execute or approve any paper, agreement, certificate, document, instrument or action that the Corporation may take, provided that paper, agreement, certificate, document, instrument or action does not regard a decision that is required by these Bylaws or the articles of incorporation of the Corporation or applicable laws to be approved by the Board of Directors of the Corporation. In the event the Co-Directors are unable to agree upon any matter, such matter shall be submitted to the Board of Directors for resolution. No officer, committee member or member of the Board of Directors other than the President may individually instruct the Co-Executive Directors or any other employee. The Co-Executive Directors shall make such reports at the Board and committee meetings as shall be required by the President or the Board.

Section 3. Hiring and Firing Co-Executive Directors. The Co-Executive Directors may be hired at any meeting of the Board of Directors by a majority vote and shall serve until removed by the Board of Directors upon an affirmative unanimous vote of the members present and the other co-founding officer at any meeting of the Board Directors. Such removal may be with or without cause, provided that any such removal shall be in accordance with the terms and conditions of any employment agreement between the Corporation and such removed Co-Executive Director then in effect.

Article VI

Financial Management and Fiscal Controls

Section 1. Internal Controls. The Board of Directors shall establish such internal fiscal policies and controls as are necessary to assure the protection of the Corporation's assets.

Section 2. Check Signing Authority. All checks over the amount of \$2,500 shall, in the normal course of operations, require approval of both the Treasurer and the President of the board. If either the President or Treasurer is not available to provide approval, either the Vice President or the Secretary may serve as the second approving party.

Section 3. Deposits. All funds of the Corporation shall be deposited in such depositories as the Board of Directors may determine. Separate accounts that are not under the control of the board are prohibited.

Section 4. Financial Reports. The Board of Directors shall regularly review the financial condition of the Corporation and shall seek such information from its accountants and auditors as will allow it to have a full understanding of the fiscal health of the organization.

Section 5. Fiscal Accountability. The Board of Directors has the legal and fiduciary responsibility to exercise due care and prudence in the financial affairs of the organization. It shall exercise appropriate stewardship, including the purchase of insurance protection. Connections Learning Lab is a non-profit public charity, and its assets must be protected so that it may continue to serve the community into the future.

Section 6. Corporate Document Procedure. No corporate documents (including stocks, bonds, agreements, insurance and annuity contracts, qualified and nonqualified deferred compensation plans, checks, notes, disbursements, loans, and other debt obligations) shall be signed by any officer, designated agent, or attorney-in-fact unless authorized by the board or by these bylaws.

Article VII

Indemnification

Section 1. Indemnification. Each person who is or was a director, officer, or member of a committee of the Corporation and each person who serves or has served at the request of the Corporation, as a director, officer, partner, employee, or agent of any other corporation, partnership, joint venture, trust, or other enterprise shall be indemnified by the Corporation to the fullest extent permitted by the corporation laws of the State of Michigan as they may be in effect from time to time. The Corporation may purchase and maintain insurance on behalf of any such person against any liability asserted against and incurred by such person in any such capacity or arising out of his status as such, whether or not the Corporation would have power to indemnify such person against such liability under the preceding sentence. The Corporation may, to the extent, authorized from time to time by the Board, grant rights to indemnification to any employee or agent of the Corporation to the fullest extent provided under the laws of the State of Michigan as they may be in effect from time to time.

Article VIII

Conflict of Interest

All directors and officers shall sign a conflicts of interest policy, shall follow the process for recusal outlined in that policy, shall annually disclose potential conflicts of interest in writing and shall report all potential conflicts that occur during the year for review by the board of directors. The Corporation may enter into a contract directly or indirectly with a director for the provision of goods or services to the Corporation, if such contract is in the best interest of the Corporation, on fair and reasonable terms, the director's interest is disclosed or known to the board of directors, and the contract is authorized by a vote of the board of directors sufficient for the purpose without counting the vote of any interested director.

ARTICLE IX

Compensation

Directors will serve without compensation, but may be reimbursed for actual, reasonable and necessary expenses incurred by a director in his or her capacity as a director. However, nothing in this article shall preclude a director from, when authorized by the board, being reasonably compensated for services rendered to the corporation as an employee, agent, or independent contractor.

ARTICLE X

Miscellaneous

Section 1. Fiscal Year. The fiscal year of the corporation shall end on December 31 of each year.

Section 2. Loans and Guarantees. The Corporation shall not provide loans to or guarantee obligations of an officer or director of the Corporation.

Section 3. Interpretation. These Bylaws are subject to the provisions of the Michigan Nonprofit Corporation Act and the Articles of Incorporation of Connections Learning Lab, as amended. If any provision in these Bylaws is inconsistent with a provision of state law or the Articles of Incorporation, the provision of the state law or the Articles of Incorporation shall control to the extent of such inconsistency.

Section 4. Amendments. The Board of Directors at any regular or special meeting may amend or repeal these bylaws, or adopt new bylaws, by vote of a majority of the directors, if notice setting forth the terms of the proposal has been given in accordance with any notice requirement for the meeting of the board.

**CONNECTIONS LEARNING LAB
ADOPTION OF BYLAWS**

We, the undersigned, are all of the initial directors or incorporators of this corporation, and we consent to, and hereby do, adopt the foregoing bylaws, consisting of 9 preceding pages, as the bylaws of this corporation.

Dated: 9/13/2024

Robert H Brender
Asnley M [Signature]
Anne [Signature]
Amie E Oliveira
Katie L Teal