

**Return of Organization Exempt From Income Tax**

**2008**

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

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

**A** For the 2008 calendar year, or tax year beginning **January 1**, 2008, and ending **December 31**, 20 08

**B** Check if applicable:  
 Address change  
 Name change  
 Initial return  
 Termination  
 Amended return  
 Application pending

**C** Name of organization **People Making a Difference through Community Service, Inc.**  
 Doing Business As \_\_\_\_\_  
 Number and street (or P.O. box if mail is not delivered to street address) Room/suite  
**P.O. Box 120189**  
 City or town, state or country, and ZIP + 4  
**Boston, MA 02112-0189**

**D** Employer identification number  
**04 3191846**

**E** Telephone number  
**( 617 ) 282-7177**

**F** Name and address of principal officer: **Lori Tsuruda**  
**P.O. Box 120189, Boston, MA 02112-0189**

**G** Gross receipts \$ **86,402**

**H(a)** Is this a group return for affiliates?  Yes  No  
**H(b)** Are all affiliates included?  Yes  No  
 If "No," attach a list. (see instructions)

**I** Tax-exempt status:  501(c) ( 3 ) ◀ (insert no.)  4947(a)(1) or  527

**J** Website: ▶ **www.pmd.org**

**K** Type of organization:  Corporation  Trust  Association  Other ▶

**L** Year of formation: **1993** **M** State of legal domicile: **MA**

**H(c)** Group exemption number ▶

**Part I Summary**

<b>Activities &amp; Governance</b>	<b>1</b> Briefly describe the organization's mission or most significant activities: <b>PMD promotes informed and responsible volunteerism by engaging individuals in meaningful, hands-on work that meets local needs and by helping other charities and businesses develop successful community involvement programs. In 2008, PMD helped 40 charities by organizing 63 service projects engaging 642 volunteers, as well as trained 64 nonprofit staff and volunteers.</b>		
	<b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its assets.		
	<b>3</b> Number of voting members of the governing body (Part VI, line 1a) . . . . .	<b>3</b>	<b>11</b>
	<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b) . . . . .	<b>4</b>	<b>10</b>
	<b>5</b> Total number of employees (Part V, line 2a) . . . . .	<b>5</b>	<b>1</b>
	<b>6</b> Total number of volunteers (estimate if necessary) . . . . .	<b>6</b>	<b>642</b>
	<b>7a</b> Total gross unrelated business revenue from Part VIII, line 12, column (C) . . . . .	<b>7a</b>	<b>0</b>
<b>b</b> Net unrelated business taxable income from Form 990-T, line 34. . . . .	<b>7b</b>	<b>0</b>	
<b>Revenue</b>	<b>8</b> Contributions and grants (Part VIII, line 1h) . . . . .	<b>Prior Year</b> 87,389	<b>Current Year</b> 75,308
	<b>9</b> Program service revenue (Part VIII, line 2g) . . . . .	0	0
	<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d) . . . . .	187	161
	<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) . . . . .	10,494	10,472
	<b>12</b> Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12) . . . . .	98,070	85,941
<b>Expenses</b>	<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1–3) . . . . .	0	0
	<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4) . . . . .	0	0
	<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10) . . . . .	52,677	57,302
	<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e) . . . . .	0	0
	<b>b</b> Total fundraising expenses (Part IX, column (D), line 25) ▶ . . . . .		
	<b>17</b> Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f) . . . . .	44,571	28,045
<b>18</b> Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25) . . . . .	97,248	85,347	
<b>19</b> Revenue less expenses. Subtract line 18 from line 12 . . . . .	822	594	
<b>Net Assets or Fund Balances</b>	<b>20</b> Total assets (Part X, line 16) . . . . .	<b>Beginning of Year</b> 33,402	<b>End of Year</b> 34,260
	<b>21</b> Total liabilities (Part X, line 26) . . . . .	3,681	3,945
	<b>22</b> Net assets or fund balances. Subtract line 21 from line 20 . . . . .	29,721	30,315

**Part II Signature Block**

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

**Sign Here** ▶ *Lori Tsuruda* Signature of officer Date 8/14/09  
 ▶ Lori Tsuruda, President Type or print name and title

**Paid Preparer's Use Only**

Preparer's signature	Date	Check if self-employed <input type="checkbox"/>	Preparer's identifying number (see instructions)
Firm's name (or yours if self-employed), address, and ZIP + 4	EIN	Phone no. ( )	

May the IRS discuss this return with the preparer shown above? (see instructions)  Yes  No



**Part IV Checklist of Required Schedules**

	Yes	No
<b>1</b> Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>2</b> Is the organization required to complete Schedule B, Schedule of Contributors?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>3</b> Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>4</b> <b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities? <i>If "Yes," complete Schedule C, Part II</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>5</b> <b>Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations.</b> Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? <i>If "Yes," complete Schedule C, Part III</i>	<input type="checkbox"/>	<input type="checkbox"/>
<b>6</b> Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>7</b> Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>8</b> Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>9</b> Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>10</b> Did the organization hold assets in term, permanent, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>11</b> Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? <i>If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>12</b> Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>13</b> Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>14a</b> Did the organization maintain an office, employees, or agents outside of the U.S.?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>b</b> Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U.S.? <i>If "Yes," complete Schedule F, Part I</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>15</b> Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? <i>If "Yes," complete Schedule F, Part II</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>16</b> Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If "Yes," complete Schedule F, Part III</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>17</b> Did the organization report more than \$15,000 on Part IX, column (A), line 11e? <i>If "Yes," complete Schedule G, Part I</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>18</b> Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>19</b> Did the organization report more than \$15,000 on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>20</b> Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>21</b> Did the organization report more than \$5,000 on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>22</b> Did the organization report more than \$5,000 on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>23</b> Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? <i>If "Yes," complete Schedule J</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>24a</b> Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer questions 24b–24d and complete Schedule K. If "No," go to question 25.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	<input type="checkbox"/>	<input type="checkbox"/>
<b>c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	<input type="checkbox"/>	<input type="checkbox"/>
<b>d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	<input type="checkbox"/>	<input type="checkbox"/>
<b>25a</b> <b>Section 501(c)(3) and 501(c)(4) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>b</b> Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? <i>If "Yes," complete Schedule L, Part I</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>26</b> Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>27</b> Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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

		Yes	No
<b>28</b>	During the tax year, did any person who is a current or former officer, director, trustee, or key employee:		
<b>a</b>	Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? <i>If "Yes," complete Schedule L, Part IV</i>		✓
<b>b</b>	Have a family member who had a direct or indirect business relationship with the organization? <i>If "Yes," complete Schedule L, Part IV</i>		✓
<b>c</b>	Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? <i>If "Yes," complete Schedule L, Part IV</i>		✓
<b>29</b>	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		✓
<b>30</b>	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		✓
<b>31</b>	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		✓
<b>32</b>	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		✓
<b>33</b>	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		✓
<b>34</b>	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i>		✓
<b>35</b>	Is any related organization a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		✓
<b>36</b>	<b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		✓
<b>37</b>	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		✓

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

		Yes	No
<b>1a</b>	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable . . . . .	<b>1a</b>	<b>0</b>
<b>b</b>	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable . . . . .	<b>1b</b>	<b>0</b>
<b>c</b>	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? . . . . .	<b>1c</b>	<input checked="" type="checkbox"/>
<b>2a</b>	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return . . . . .	<b>2a</b>	<b>1</b>
<b>b</b>	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <b>Note.</b> If the sum of lines 1a and 2a is greater than 250, you may be required to <i>e-file</i> this return. (see instructions)	<b>2b</b>	<input checked="" type="checkbox"/>
<b>3a</b>	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return? . . . . .	<b>3a</b>	<input checked="" type="checkbox"/>
<b>b</b>	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O . . . . .	<b>3b</b>	
<b>4a</b>	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)? . . . . .	<b>4a</b>	<input checked="" type="checkbox"/>
<b>b</b>	If "Yes," enter the name of the foreign country: ▶ See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
<b>5a</b>	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . . . .	<b>5a</b>	<input checked="" type="checkbox"/>
<b>b</b>	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	<b>5b</b>	<input checked="" type="checkbox"/>
<b>c</b>	If "Yes," to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction? . . . . .	<b>5c</b>	
<b>6a</b>	Did the organization solicit any contributions that were not tax deductible? . . . . .	<b>6a</b>	<input checked="" type="checkbox"/>
<b>b</b>	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? . . . . .	<b>6b</b>	
<b>7</b>	<b>Organizations that may receive deductible contributions under section 170(c).</b>		
<b>a</b>	Did the organization provide goods or services in exchange for any quid pro quo contribution of more than \$75? . . . . .	<b>7a</b>	<input checked="" type="checkbox"/>
<b>b</b>	If "Yes," did the organization notify the donor of the value of the goods or services provided? . . . . .	<b>7b</b>	<input checked="" type="checkbox"/>
<b>c</b>	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? . . . . .	<b>7c</b>	<input checked="" type="checkbox"/>
<b>d</b>	If "Yes," indicate the number of Forms 8282 filed during the year . . . . .	<b>7d</b>	
<b>e</b>	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? . . . . .	<b>7e</b>	<input checked="" type="checkbox"/>
<b>f</b>	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	<b>7f</b>	<input checked="" type="checkbox"/>
<b>g</b>	For all contributions of qualified intellectual property, did the organization file Form 8899 as required? . . . . .	<b>7g</b>	<input checked="" type="checkbox"/>
<b>h</b>	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required? . . . . .	<b>7h</b>	<input checked="" type="checkbox"/>
<b>8</b>	<b>Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.</b> Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year? . . . . .	<b>8</b>	
<b>9</b>	<b>Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.</b>		
<b>a</b>	Did the organization make any taxable distributions under section 4966? . . . . .	<b>9a</b>	
<b>b</b>	Did the organization make a distribution to a donor, donor advisor, or related person? . . . . .	<b>9b</b>	
<b>10</b>	<b>Section 501(c)(7) organizations.</b> Enter:		
<b>a</b>	Initiation fees and capital contributions included on Part VIII, line 12 . . . . .	<b>10a</b>	
<b>b</b>	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities . . . . .	<b>10b</b>	
<b>11</b>	<b>Section 501(c)(12) organizations.</b> Enter:		
<b>a</b>	Gross income from members or shareholders . . . . .	<b>11a</b>	
<b>b</b>	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.) . . . . .	<b>11b</b>	
<b>12a</b>	<b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041? . . . . .	<b>12a</b>	
<b>b</b>	If "Yes," enter the amount of tax-exempt interest received or accrued during the year . . . . .	<b>12b</b>	

**Part VI Governance, Management, and Disclosure** (Sections A, B, and C request information about policies not required by the Internal Revenue Code.)

**Section A. Governing Body and Management**

		Yes	No
For each "Yes" response to lines 2–7b below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.			
<b>1a</b>	Enter the number of voting members of the governing body . . . . .	<b>1a</b>	<b>11</b>
<b>b</b>	Enter the number of voting members that are independent . . . . .	<b>1b</b>	<b>10</b>
<b>2</b>	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee? . . . . .	<b>2</b>	<input checked="" type="checkbox"/>
<b>3</b>	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? . . . . .	<b>3</b>	<input checked="" type="checkbox"/>
<b>4</b>	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed? . . . . .	<b>4</b>	<input checked="" type="checkbox"/>
<b>5</b>	Did the organization become aware during the year of a material diversion of the organization's assets? . . . . .	<b>5</b>	<input checked="" type="checkbox"/>
<b>6</b>	Does the organization have members or stockholders? . . . . .	<b>6</b>	<input checked="" type="checkbox"/>
<b>7a</b>	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body? . . . . .	<b>7a</b>	<input checked="" type="checkbox"/>
<b>b</b>	Are any decisions of the governing body subject to approval by members, stockholders, or other persons? . . . . .	<b>7b</b>	<input checked="" type="checkbox"/>
<b>8</b>	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
<b>a</b>	The governing body? . . . . .	<b>8a</b>	<input checked="" type="checkbox"/>
<b>b</b>	Each committee with authority to act on behalf of the governing body? . . . . .	<b>8b</b>	<input checked="" type="checkbox"/>
<b>9a</b>	Does the organization have local chapters, branches, or affiliates? . . . . .	<b>9a</b>	<input checked="" type="checkbox"/>
<b>b</b>	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization? . . . . .	<b>9b</b>	
<b>10</b>	Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990 . . . . .	<b>10</b>	<input checked="" type="checkbox"/>
<b>11</b>	Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O . . . . .	<b>11</b>	<input checked="" type="checkbox"/>

**Section B. Policies**

		Yes	No
<b>12a</b>	Does the organization have a written conflict of interest policy? If "No," go to line 13 . . . . .	<b>12a</b>	<input checked="" type="checkbox"/>
<b>b</b>	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts? . . . . .	<b>12b</b>	<input checked="" type="checkbox"/>
<b>c</b>	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done . . . . .	<b>12c</b>	<input checked="" type="checkbox"/>
<b>13</b>	Does the organization have a written whistleblower policy? . . . . .	<b>13</b>	<input checked="" type="checkbox"/>
<b>14</b>	Does the organization have a written document retention and destruction policy? . . . . .	<b>14</b>	<input checked="" type="checkbox"/>
<b>15</b>	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision:		
<b>a</b>	The organization's CEO, Executive Director, or top management official? . . . . .	<b>15a</b>	<input checked="" type="checkbox"/>
<b>b</b>	Other officers or key employees of the organization? . . . . . Describe the process in Schedule O. (see instructions)	<b>15b</b>	<input checked="" type="checkbox"/>
<b>16a</b>	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? . . . . .	<b>16a</b>	<input checked="" type="checkbox"/>
<b>b</b>	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements? . . . . .	<b>16b</b>	

**Section C. Disclosure**

- 17** List the states with which a copy of this Form 990 is required to be filed ► Massachusetts
- 18** Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply.  
 Own website     Another's website     Upon request
- 19** Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public.
- 20** State the name, physical address, and telephone number of the person who possesses the books and records of the organization: ► Justin Lepard, 181 D Street, Apt. 2, South Boston, MA 02127, 617-848-4894

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

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

**1a** Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

Check this box if the organization did not compensate any officer, director, trustee, or key employee.

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
Jennifer Blackmon Vice President & Director	1	✓		✓				0	0	0
Martha Dorsch Clerk & Director	2	✓		✓				0	0	0
Danielle Eber Director	1	✓						0	0	0
Jackson Johnson Treasurer & Director	1	✓		✓				0	0	0
Karen Lynn-Jones Director	2	✓		✓				0	0	0
Glen Mattera Treasurer & Director	1							0	0	0
Neal Rosen Chairman & Director	2	✓		✓				0	0	0
Amy Ruell Director	1	✓						0	0	0
Josh Saltman Director	1	✓						0	0	0
Brendan Sullivan Director	0.5	✓						0	0	0
Lori Tsuruda President & Executive Director	60	✓		✓	✓	✓		\$47,058	0	\$6,342
Maggie Walenty Director	1	✓						0	0	0



<b>Part VIII Statement of Revenue</b>				(A)	(B)	(C)	(D)	
				Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512, 513, or 514	
<b>Contributions, gifts, grants and other similar amounts</b>	<b>1a</b> Federated campaigns . . . . .	<b>1a</b>	<b>5,586</b>					
	<b>b</b> Membership dues . . . . .	<b>1b</b>	<b>0</b>					
	<b>c</b> Fundraising events . . . . .	<b>1c</b>	<b>10,472</b>					
	<b>d</b> Related organizations . . . . .	<b>1d</b>	<b>0</b>					
	<b>e</b> Government grants (contributions).	<b>1e</b>	<b>0</b>					
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above	<b>1f</b>	<b>59,250</b>					
	<b>g</b> Noncash contributions included in lines 1a-1f: \$		<b>3,169</b>					
	<b>h Total.</b> Add lines 1a-1f . . . . .			<b>75,308</b>				
<b>Program Service Revenue</b>	<b>2a</b> . . . . .			<b>Business Code</b>				
	<b>b</b> . . . . .							
	<b>c</b> . . . . .							
	<b>d</b> . . . . .							
	<b>e</b> . . . . .							
	<b>f</b> All other program service revenue . . . . .							
	<b>g Total.</b> Add lines 2a-2f . . . . .				<b>0</b>			
<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts) . . . . .			<b>161</b>	<b>161</b>	<b>0</b>	<b>0</b>	
	<b>4</b> Income from investment of tax-exempt bond proceeds . . . . .			<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
	<b>5</b> Royalties . . . . .			<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
	<b>6a</b> Gross Rents . . . . .	(i) Real	(ii) Personal					
		<b>b</b> Less: rental expenses . . . . .						
		<b>c</b> Rental income or (loss) . . . . .						
		<b>d</b> Net rental income or (loss) . . . . .			<b>0</b>			
	<b>7a</b> Gross amount from sales of assets other than inventory . . . . .	(i) Securities	(ii) Other					
		<b>b</b> Less: cost or other basis and sales expenses . . . . .						
		<b>c</b> Gain or (loss) . . . . .						
		<b>d</b> Net gain or (loss) . . . . .			<b>0</b>			
	<b>8a</b> Gross income from fundraising events (not including \$ . . . . . of contributions reported on line 1c). See Part IV, line 18 . . . . .	<b>a</b>		<b>10,894</b>				
		<b>b</b> Less: direct expenses . . . . .	<b>b</b>	<b>422</b>				
		<b>c</b> Net income or (loss) from fundraising events . . . . .			<b>10,472</b>	<b>10,472</b>	<b>0</b>	<b>0</b>
	<b>9a</b> Gross income from gaming activities. See Part IV, line 19 . . . . .	<b>a</b>						
<b>b</b> Less: direct expenses. . . . .		<b>b</b>						
<b>c</b> Net income or (loss) from gaming activities . . . . .				<b>0</b>				
<b>10a</b> Gross sales of inventory, less returns and allowances . . . . .	<b>a</b>		<b>39</b>					
	<b>b</b> Less: cost of goods sold . . . . .	<b>b</b>	<b>39</b>					
	<b>c</b> Net income or (loss) from sales of inventory . . . . .			<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Miscellaneous Revenue</b>			<b>Business Code</b>					
<b>11a</b> . . . . .								
	<b>b</b> . . . . .							
	<b>c</b> . . . . .							
	<b>d</b> All other revenue . . . . .							
<b>e Total.</b> Add lines 11a-11d . . . . .				<b>0</b>				
<b>12 Total Revenue.</b> Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e . . . . .				<b>85,941</b>	<b>10,633</b>	<b>0</b>	<b>0</b>	

**Part IX Statement of Functional Expenses**

**Section 501(c)(3) and 501(c)(4) organizations must complete all columns.**

**All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).**

<i>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</i>	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21	0	0		
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22 . . . . .	0	0		
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16 . . . . .	0	0		
4 Benefits paid to or for members . . . . .	0	0		
5 Compensation of current officers, directors, trustees, and key employees . . . . .	47,058	37,646	2,353	7,059
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . . . . .	0	0	0	0
7 Other salaries and wages . . . . .	0	0	0	0
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions) . . . . .	0	0	0	0
9 Other employee benefits . . . . .	6,342	5,074	317	951
10 Payroll taxes . . . . .	3,902	3,122	195	585
11 Fees for services (non-employees):				
a Management . . . . .	0	0	0	0
b Legal . . . . .	1,647	1,647	0	0
c Accounting . . . . .	990	0	990	0
d Lobbying . . . . .	0	0	0	0
e Professional fundraising services. See Part IV, line 17	0			0
f Investment management fees . . . . .	0	0	0	0
g Other . . . . .	0	0	0	0
12 Advertising and promotion . . . . .	0	0	0	0
13 Office expenses . . . . .	10,949	9,120	143	1,686
14 Information technology . . . . .	667	493	19	155
15 Royalties . . . . .	0	0	0	0
16 Occupancy . . . . .	5,548	4,439	277	832
17 Travel . . . . .	3,317	2,594	147	576
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	0	0	0	0
19 Conferences, conventions, and meetings . . . . .	581	418	125	38
20 Interest . . . . .	0	0	0	0
21 Payments to affiliates . . . . .	0	0	0	0
22 Depreciation, depletion, and amortization . . . . .	285	259	7	21
23 Insurance . . . . .	2,747	2,696	13	38
24 Other expenses. Itemize expenses not covered above. (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below.)				
a <b>Service Fees</b> . . . . .	1,074	533	83	458
b <b>Training</b> . . . . .	238	206	0	32
c . . . . .				
d . . . . .				
e . . . . .				
f All other expenses . . . . .	0	0	0	0
<b>25 Total functional expenses.</b> Add lines 1 through 24f	<b>85,347</b>	<b>68,247</b>	<b>4,669</b>	<b>12,431</b>
<b>26 Joint Costs.</b> Check here <input type="checkbox"/> if following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation . . . . .				

**Part X Balance Sheet**

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash—non-interest-bearing . . . . .	6,109	<b>1</b>	6,556
	<b>2</b> Savings and temporary cash investments . . . . .	21,522	<b>2</b>	10,744
	<b>3</b> Pledges and grants receivable, net . . . . .	4,229	<b>3</b>	14,756
	<b>4</b> Accounts receivable, net . . . . .	0	<b>4</b>	0
	<b>5</b> Receivables from current and former officers, directors, trustees, key employees, or other related parties. Complete Part II of Schedule L . . . . .	0	<b>5</b>	0
	<b>6</b> Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L . . . . .	0	<b>6</b>	0
	<b>7</b> Notes and loans receivable, net . . . . .	0	<b>7</b>	0
	<b>8</b> Inventories for sale or use . . . . .	269	<b>8</b>	1,005
	<b>9</b> Prepaid expenses and deferred charges . . . . .	0	<b>9</b>	0
	<b>10a</b> Land, buildings, and equipment: cost basis . . . . .	3,026		
	<b>b</b> Less: accumulated depreciation. Complete Part VI of Schedule D . . . . .	2,043		
		981	<b>10c</b>	983
	<b>11</b> Investments—publicly traded securities . . . . .	292	<b>11</b>	216
	<b>12</b> Investments—other securities. See Part IV, line 11 . . . . .	0	<b>12</b>	0
	<b>13</b> Investments—program-related. See Part IV, line 11 . . . . .	0	<b>13</b>	0
	<b>14</b> Intangible assets . . . . .	0	<b>14</b>	0
<b>15</b> Other assets. See Part IV, line 11 . . . . .	0	<b>15</b>	0	
<b>16 Total assets.</b> Add lines 1 through 15 (must equal line 34) . . . . .	33,402	<b>16</b>	34,260	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .	1,385	<b>17</b>	174
	<b>18</b> Grants payable . . . . .	0	<b>18</b>	0
	<b>19</b> Deferred revenue . . . . .	0	<b>19</b>	0
	<b>20</b> Tax-exempt bond liabilities . . . . .	0	<b>20</b>	0
	<b>21</b> Escrow account liability. Complete Part IV of Schedule D . . . . .	2,296	<b>21</b>	3,771
	<b>22</b> Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L . . . . .	0	<b>22</b>	0
	<b>23</b> Secured mortgages and notes payable to unrelated third parties . . . . .	0	<b>23</b>	0
	<b>24</b> Unsecured notes and loans payable . . . . .	0	<b>24</b>	0
	<b>25</b> Other liabilities. Complete Part X of Schedule D . . . . .	0	<b>25</b>	0
	<b>26 Total liabilities.</b> Add lines 17 through 25 . . . . .	3,681	<b>26</b>	3,945
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.</b>			
	<b>27</b> Unrestricted net assets . . . . .	29,721	<b>27</b>	30,315
	<b>28</b> Temporarily restricted net assets . . . . .	0	<b>28</b>	0
	<b>29</b> Permanently restricted net assets . . . . .	0	<b>29</b>	0
	<b>Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 30 through 34.</b>			
	<b>30</b> Capital stock or trust principal, or current funds . . . . .		<b>30</b>	
	<b>31</b> Paid-in or capital surplus, or land, building, or equipment fund . . . . .		<b>31</b>	
	<b>32</b> Retained earnings, endowment, accumulated income, or other funds . . . . .		<b>32</b>	
<b>33</b> Total net assets or fund balances . . . . .		<b>33</b>		
<b>34</b> Total liabilities and net assets/fund balances . . . . .		<b>34</b>		

**Part XI Financial Statements and Reporting**

		Yes	No
<b>1</b>	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other		
<b>2a</b>	Were the organization's financial statements compiled or reviewed by an independent accountant? . . . . .		✓
<b>b</b>	Were the organization's financial statements audited by an independent accountant? . . . . .		✓
<b>c</b>	If "Yes" to lines 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? . . . . .		
<b>3a</b>	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? . . . . .		✓
<b>b</b>	If "Yes," did the organization undergo the required audit or audits? . . . . .		





**Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**  
 (Complete only if you checked the box on line 5, 7, or 8 of Part I.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") . . . . .						
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf . . . . .						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge . . . . .						
<b>4 Total.</b> Add lines 1-3 . . . . .						
<b>5</b> The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) . . . . .						
<b>6 Public support.</b> Subtract line 5 from line 4.						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
<b>7</b> Amounts from line 4 . . . . .						
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . . . . .						
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on . . . . .						
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.) . . . . .						
<b>11 Total support.</b> Add lines 7 through 10 . . . . .						
<b>12</b> Gross receipts from related activities, etc. (see instructions) . . . . .					12	
<b>13 First five years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> . . . . . ▶ <input type="checkbox"/>						

**Section C. Computation of Public Support Percentage**

<b>14</b> Public support percentage for 2008 (line 6, column (f) divided by line 11, column (f)) . . . . .	14	%
<b>15</b> Public support percentage from 2007 Schedule A, Part IV-A, line 26f . . . . .	15	%
<b>16a 33⅓% support test—2008.</b> If the organization did not check the box on line 13, and line 14 is 33⅓% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization . . . . . ▶ <input type="checkbox"/>		
<b>b 33⅓% support test—2007.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33⅓% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization . . . . . ▶ <input type="checkbox"/>		
<b>17a 10%-facts-and-circumstances test—2008.</b> If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . . ▶ <input type="checkbox"/>		
<b>b 10%-facts-and-circumstances test—2007.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . . ▶ <input type="checkbox"/>		
<b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ▶ <input type="checkbox"/>		

**Part III Support Schedule for Organizations Described in Section 509(a)(2)**  
 (Complete only if you checked the box on line 9 of Part I.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") . . . . .	61,155	66,029	91,319	87,389	75,308	381,200
<b>2</b> Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose . . . . .	21	9	0	459	39	528
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513 . . . . .	0	0	0	0	0	0
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf . . . . .	0	0	0	0	0	0
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge . . . . .	0	0	0	0	0	0
<b>6 Total.</b> Add lines 1-5 . . . . .	61,155	66,029	91,319	87,389	75,347	381,728
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons . . . . .	7,953	3,722	6,700	7,740	10,512	36,627
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or \$5,000 . . . . .	0	0	0	0	0	0
<b>c</b> Add lines 7a and 7b . . . . .	7,953	3,722	6,700	7,740	10,512	36,627
<b>8 Public support.</b> (Subtract line 7c from line 6.) . . . . .						345,101

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
<b>9</b> Amounts from line 6 . . . . .	61,155	66,029	91,319	87,389	75,347	381,728
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . . . . .	252	99	106	187	161	805
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 . . . . .	0	0	0	0	0	0
<b>c</b> Add lines 10a and 10b . . . . .	252	99	106	187	161	805
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on . . . . .	0	0	0	0	0	0
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.) . . . . .	0	0	0	0	0	0
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.) . . . . .						382,533

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

**Section C. Computation of Public Support Percentage**

<b>15</b> Public support percentage for 2008 (line 8, column (f) divided by line 13, column (f)) . . . . .	15	90 %
<b>16</b> Public support percentage from 2007 Schedule A, Part IV-A, line 27g . . . . .	16	91 %

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for <b>2008</b> (line 10c, column (f) divided by line 13, column (f)) . . . . .	17	0.21 %
<b>18</b> Investment income percentage from <b>2007</b> Schedule A, Part IV-A, line 27h . . . . .	18	0.28 %

**19a 33 1/3 % support tests—2008.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3 %, and line 17 is not more than 33 1/3 %, check this box and **stop here**. The organization qualifies as a publicly supported organization ▶

**b 33 1/3 % support tests—2007.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3 %, and line 18 is not more than 33 1/3 %, check this box and **stop here**. The organization qualifies as a publicly supported organization ▶

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



Supplemental Financial Statements

2008

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.

Name of the organization: People Making a Difference through Community Service, Inc. Employer identification number: 04 3191846

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

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate contributions, aggregate grants, aggregate value, and questions about donor informed consent.

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

Conservation Easements section including questions about purpose, monitoring, and expenses. Includes a table for 'Held at the End of the Year' with rows 2a, 2b, 2c, 2d.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

Part III questions regarding reporting of art, historical treasures, or other similar assets, including revenue and asset reporting requirements.

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

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

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

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?  Yes  No
- b** If "Yes," explain the arrangement in Part XIV and complete the following table:
- |   | Amount |
|---|--------|
| <b>1c</b> Beginning balance             |        |
| <b>1d</b> Additions during the year     |        |
| <b>1e</b> Distributions during the year |        |
| <b>1f</b> Ending balance                |        |
- 2a** Did the organization include an amount on Form 990, Part X, line 21?  Yes  No
- b** If "Yes," explain the arrangement in Part XIV.

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

- |   | (a) Current year | (b) Prior year | (c) Two years back | (d) Three years back | (e) Four years back |
|---|------------------|----------------|--------------------|----------------------|---------------------|
| <b>1a</b> Beginning of year balance                     |                  |                |                    |                      |                     |
| <b>b</b> Contributions                                  |                  |                |                    |                      |                     |
| <b>c</b> Investment earnings or losses                  |                  |                |                    |                      |                     |
| <b>d</b> Grants or scholarships                         |                  |                |                    |                      |                     |
| <b>e</b> Other expenditures for facilities and programs |                  |                |                    |                      |                     |
| <b>f</b> Administrative expenses                        |                  |                |                    |                      |                     |
| <b>g</b> End of year balance                            |                  |                |                    |                      |                     |
- 2** Provide the estimated percentage of the year end balance held as:
- a** Board designated or quasi-endowment ▶ .....%
  - b** Permanent endowment ▶ .....%
  - c** Term endowment ▶ .....%
- 3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- |                                    | Yes | No |
|------------------------------------|-----|----|
| <b>(i)</b> unrelated organizations |     |    |
| <b>(ii)</b> related organizations  |     |    |
- b** If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?  Yes  No
- 3b**  Yes  No
- 4** Describe in Part XIV the intended uses of the organization's endowment funds.

**Part VI Investments—Land, Buildings, and Equipment.** See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
<b>1a</b> Land				
<b>b</b> Buildings		<b>1,465</b>	<b>831</b>	<b>634</b>
<b>c</b> Leasehold improvements				
<b>d</b> Equipment		<b>682</b>	<b>333</b>	<b>349</b>
<b>e</b> Other		<b>879</b>	<b>879</b>	<b>0</b>
<b>Total.</b> Add lines 1a–1e. (Column (d) should equal Form 990, Part X, column (B), line 10(c).)				<b>983</b>



**Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements**

<b>1</b>	Total revenue (Form 990, Part VIII, column (A), line 12)	<b>1</b>	
<b>2</b>	Total expenses (Form 990, Part IX, column (A), line 25)	<b>2</b>	
<b>3</b>	Excess or (deficit) for the year. Subtract line 2 from line 1	<b>3</b>	
<b>4</b>	Net unrealized gains (losses) on investments	<b>4</b>	
<b>5</b>	Donated services and use of facilities	<b>5</b>	
<b>6</b>	Investment expenses	<b>6</b>	
<b>7</b>	Prior period adjustments	<b>7</b>	
<b>8</b>	Other (Describe in Part XIV)	<b>8</b>	
<b>9</b>	Total adjustments (net). Add lines 4–8	<b>9</b>	
<b>10</b>	Excess or (deficit) for the year per financial statements. Combine lines 3 and 9	<b>10</b>	

**Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return**

<b>1</b>	Total revenue, gains, and other support per audited financial statements	<b>1</b>	
<b>2</b>	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
	<b>a</b> Net unrealized gains on investments	<b>2a</b>	
	<b>b</b> Donated services and use of facilities	<b>2b</b>	
	<b>c</b> Recoveries of prior year grants	<b>2c</b>	
	<b>d</b> Other (Describe in Part XIV)	<b>2d</b>	
	<b>e</b> Add lines <b>2a</b> through <b>2d</b>	<b>2e</b>	
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b>	<b>3</b>	
<b>4</b>	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
	<b>a</b> Investment expenses not included on Form 990, Part VIII, line 7b	<b>4a</b>	
	<b>b</b> Other (Describe in Part XIV)	<b>4b</b>	
	<b>c</b> Add lines <b>4a</b> and <b>4b</b>	<b>4c</b>	
<b>5</b>	Total revenue. Add lines <b>3</b> and <b>4c</b> . (This should equal Form 990, Part I, line 12.)	<b>5</b>	

**Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return**

<b>1</b>	Total expenses and losses per audited financial statements	<b>1</b>	
<b>2</b>	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
	<b>a</b> Donated services and use of facilities	<b>2a</b>	
	<b>b</b> Prior year adjustments	<b>2b</b>	
	<b>c</b> Losses reported on Form 990, Part IX, line 25	<b>2c</b>	
	<b>d</b> Other (Describe in Part XIV)	<b>2d</b>	
	<b>e</b> Add lines <b>2a</b> through <b>2d</b>	<b>2e</b>	
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b>	<b>3</b>	
<b>4</b>	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
	<b>a</b> Investment expenses not included on Form 990, Part VIII, line 7b	<b>4a</b>	
	<b>b</b> Other (Describe in Part XIV)	<b>4b</b>	
	<b>c</b> Add lines <b>4a</b> and <b>4b</b>	<b>4c</b>	
<b>5</b>	Total expenses. Add lines <b>3</b> and <b>4c</b> . (This should equal Form 990, Part I, line 18.)	<b>5</b>	

**Part XIV Supplemental Information**

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b.

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**Part IV, Line 2b. People Making a Difference through Community Service, Inc. (PMD) continued as the fiscal agent for the unincorporated professional organization the Directors of Volunteer Administration (DOVA) so that DOVA could continue to enhance the professionalism of its 44+ members through workshops and training; advance the creative development and support of voluntary human resources in achieving agency and organizational goals; and provide its members with opportunities to share experiences, ideas, and skills through networking.**  
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**SCHEDULE O  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990**

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No. 1545-0047

**2008**

**Open to Public Inspection**

Name of the organization

**People Making a Difference through Community Service, Inc.**

Employer identification number

**04 3191846**

Part VI, Lines 6 & 7a. The organization has corporate members who elect other corporate members and directors.

Part VI, Line 10. The organization bases its Form 990 filing on financial statements approved by vote of the board of directors. All board directors receive copies of the 990 filing, and we provide a link to it on our web site.

Part VI, Lines 12-15. The organization had gross receipts <\$1,000,000 and total assets <\$2,500,000, so is not required to file 990 with its unique questions about governance, policies, and disclosure. The organization plans to adopt both whistleblower and document retention and destruction policies in 2010.

Part VI, Section B, Lines 15a & 15b. The process for determining compensation was begun by the board of directors to hire the organization's first (and sole), paid executive director (Lori Tsuruda) on 10/13/1999. 2006 was the most recent year that the board convened to determine compensation since the organization has had insufficient assets to increase the executive director's salary since that time. The executive director is the organization's only paid employee.

Part VI, Line 19. The organization makes its governing documents, conflict of interest policy, and financial statements available to the public via electronic documents provided upon request.

Part VII. No hours were devoted to any related organization. Other compensation was the direct cost of health insurance benefits provided.

Part III Statement of Program Service Accomplishments, Line 4a Detail:

Descriptions of 2008 PMD Service Projects, Workshops & Clinics, and Additional Activities (see next pages)

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- 8 projects throughout yr Prepare and share 8 meals with formerly homeless or at-risk for homelessness residents of the Anna Bissonnette House and Ruggles Affordable Assisted Living of HEARTH, South End & Roxbury; HEARTH-Home For Good (formerly called the Committee to End Elder Homelessness) strives to advocate on behalf of homeless elders, to reach out to, identify, and assist homeless elders in Boston, and to provide housing and services for this often neglected, vulnerable population. The Anna Bissonnette House is home to 40 elderly residents who were homeless or at-risk for homelessness. Ruggles Affordable Assisted Living is home to 43 low-income and frail elders unable to live independently. Appropriate nutrition and socialization are often challenges to residents.
- 8 projects throughout yr Assemble Braille books for National Braille Press, Boston  
The guiding purposes of the National Braille Press are to promote the literacy of blind children through braille and to enable blind people to better participate in work, family, and civic affairs through information. Braille books are sold for the same prices as printed books are sold to sighted people, so donations and volunteer labor make up the cost difference,
- 1/27 Salvage & sort donated clothing for needy men and women at St. Francis House, Boston  
St. Francis House is a nonprofit, non-sectarian, comprehensive shelter for poor and homeless adults. It provides the basic necessities (i.e., food, clothing and shelter) as well as rehabilitative services.
- 7 projects throughout yr Make cozy, double fleece security blankets for needy children served by Cradles to Crayons, N. Quincy  
Cradles to Crayons puts new and gently used children's essentials into the hands of the children who need them the most. Providing children with essentials like blankets helps build self-confidence and improves self-esteem, meaning they are more likely to arrive at daycare or school warm, on-time, and ready to learn.
- 2/2 Fulfill prisoners' requests for educational, self-help, research, spiritual, and other books donated to the Prison Book Program, Quincy  
The all-volunteer Prison Book Program strives to provide prisoners across the country with free, quality reading materials to expand their minds beyond the walls that cage them, to change their own lives, and to speak out for their rights.
- 1/12, 2/2,3&9 Assist with National Ocean Sciences Bowl as rules judges, timekeepers, scorekeepers, moderators, and runners, Cambridge  
This national competition tests ocean knowledge, including the biology, chemistry, geology, physics, history, and economics of the ocean as well as ocean-related current events in a fast-paced, quiz-show style. One of the main goals is to expose talented and aspiring students to the wonder of marine science and the opportunities that exist within the field. We scripted and made the first training video for new volunteers who are officials, and then trained all of our own volunteers.
- 2/24 & 8/9 Serve dinner to the men and women at Pine Street Inn, Boston's largest homeless shelter  
Pine Street Inn provides emergency shelter, street outreach, permanent, affordable housing, job training, and transitional programs.
- 3/5 Fill seed orders for community gardeners, Roxbury  
11,000 donated and discounted seed packets were sorted and then used to fill advance orders by community gardeners through the Boston Natural Areas Network, to be distributed at the annual Gardeners Gathering
- 3/8 Paint hundreds of 4x4' signs for Project Bread's Walk for Hunger, East Boston,  
Project Bread is the non-profit organization that organizes the annual Walk for Hunger to raise funds to support 510+ emergency feeding programs in Massachusetts, its FoodSource Hotline, food drives, and shaping public policies that address hunger, particularly among children. Signs educate, inform, motivate, and thank the tens of thousands of walkers along the 20-mile route.

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3/23	Deliver Easter meals and visit with 18 homebound elders through Little Brothers-Friends of the Elderly, Dorchester and Mattapan Little Brothers-Friends of the Elderly is a nonprofit, non-sectarian voluntary organization committed to relieving isolation and loneliness among the elderly. Little Brothers, founded on the philosophy of nurturing the spirit as well as the body, serves elderly Friends who are 70 years or older, have little or no family involvement, and live on an annual income of \$8,000-\$10,000 or less.		
3/29	Prepare shorebird (Piping Plover) nesting areas on Third Cliff, Scituate The Massachusetts Audubon Society protects more than 33,000 acres of conservation land, conducts nature education programs for more than 200,000 adults and youth annually, and advocates for sound environmental policies. Threatened and endangered shore birds require protection from off-road vehicles, human foot traffic, dogs, and other predators.		
4/24 & 8/17	Sort donated items for needy kids, North Quincy		
6/12	Paint two, colorful murals for social service agencies serving needy kids Cradles to Crayons puts new and gently used children's essentials into the hands of the children who need them the most. Providing children with essentials like clothing, books, and toys helps build self-confidence and improves self-esteem, meaning they are more likely to arrive at daycare or school warm, on-time, and ready to learn.		
4/26	Build fencing at the Daniel Webster Sanctuary for the Massachusetts Audubon Society, Marshfield Protect native species and wildlife from cars by delineating parking area at this sanctuary.		
5/3, 7/7, 8/29	Build raised beds, weed, mulch collect trash, and plant Outdoor Classroom at the Lee Elementary School and Pilot Academy with Students, Parents, and Teachers, Dorchester		
11/5	This outdoor classroom was created as part of a pilot project to help promote experiential education in the Boston public schools and to expose more Boston youth to the natural world. The mission of the Lee Academy Pilot School is to ensure the healthy, full, development of the whole child (ages 3-11) by building academic skills, social/emotional competencies, and developing engaged and responsible students.		
5/7	Paint 500+ school children's faces with water drops for Drinking Water Week, Cambridge A sanctuary of upland forests, meadows, wetlands, and wildlife on the western side of densely populated Cambridge, Fresh Pond Reservation surrounds and protects the ancient glacial pond called Fresh Pond, which since 1852 has provided drinking water to the City of Cambridge. 500+ Cambridge elementary school kids learned about Fresh Pond and the value of water.		
5/10	Build houses (to replace those that burned down in a catastrophic block fire earlier in the year) for the needy with Merrimack Valley Habitat for Humanity, Lawrence Habitat for Humanity is a nonprofit, ecumenical Christian housing ministry. Merrimack Valley Habitat for Humanity is one of 2,000 affiliates of Habitat for Humanity International (HFHI). Its mission is to build simple adequate houses for ownership, at no interest no profit, in partnership with God's people in need. It shares the mission of HFHI to eliminate poverty housing and homelessness from the world, and to make decent shelter a matter of conscience and action.		
5/17	Remove invasive, non-native species at McLaughlin Woodlands, Mission Hill The McLaughlin Woodlands was the home of a farm and apple orchard in the eighteenth and early nineteenth centuries, and 24 mature apple trees still thrive there, the wild descendants of that original orchard. EarthWorks (EW) seeks to deepen ecological awareness and commitment by helping urban residents experience the nature that exists in Greater Boston. EW strives to create a healthier and more sustainable urban environment through hands-on projects, education, and advocacy and strengthens communities through service to the environment.		
5/19 & 8/29	Weed, put down weed barrier, mulch, create and plant flower bed, and prune extremely overgrown yard of Elizabeth Stone House Transitional Housing Program, Roxbury The Elizabeth Stone House (ESH) is a feminist alternative mental health program, providing both residential and community-based services. It is an environment where families heal, women grow, and		

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reclaim control over all of the decisions which affect their lives. ESH is committed to breaking cycles of violence, disempowerment and institutionalization of women in emotional distress and their children. ESH's Transitional Housing Program is for women and children seeking a bridge between shelter and permanent housing, creating a community for families to take the next steps towards attaining their personal goals.

- 5/31 Prepare and serve lunch for Rosie's Place, a multi-service homeless shelter for women, Roxbury  
Rosie's Place is a sanctuary for poor and homeless women. Rosie's Place offers both emergency and long-term assistance to women who have nowhere else to turn. Rosie's Place is committed to welcoming each guest with respect and unconditional love.
- 6/7 Perform habitat restoration & trail work at Belle Isle Marsh, East Boston  
Belle Isle Marsh Reservation preserves 152 of the 241-acre Belle Isle Marsh, Boston's last remaining salt marsh. The reservation provides unique opportunities to explore the type of wetlands that once lined the shores of Massachusetts Bay. Rich in nutrients and protected from ocean water, Belle Isle Marsh provides critical habitat for wildlife such as migratory birds and ocean fishes.
- 6/14 Paint kids' faces and assist them with crafts at the Cambridge River Festival  
This free, one-day celebration of the arts and cultural communities takes place along a one-mile stretch of Memorial Drive along the Charles River. Typically, 100,000 people attend. Events are interesting, interactive, educational, free to the public, and include three stages featuring World, Jazz, Folk, and Latin music; Dance; family stage featuring a variety of children's artists and audience participation; foods for sale from around the world; public art installations by local artists; international bazaar featuring hand-made crafts, jewelry, ethnic goods and folk arts for sale; and free, art-making activities for children.
- 6/26 Paint kids' faces for the Neponset River Greenway Festival Kickoff, Hyde Park  
This festival is organized by the Neponset River Greenway Association, Boston Natural Areas Network, Dept. of Conservation & Recreation, and other neighborhood groups to bring recreational and environmental programs to the Neponset River and encourage the public, especially the neighborhoods of Dorchester, Mattapan, Hyde Park, and Milton, to explore the Neponset River and Greenway.
- 6/28 Paint kids' faces and assist them with sand art at Unity Day at Old Colony (public housing development), South Boston  
Assist the tenants association in providing positive, community building activities in this public housing development.
- 7/21 Weed and clean exhibit space at the Children's Zoo at the Franklin Park Zoo, Dorchester  
The struggling, nonprofit zoo relies heavily on volunteers to maintain its vast grounds and exhibits. Our work made an unused exhibit space more inviting to the public and will help motivate zoo leadership to do something productive with it. The zoo's mission is to inspire people to protect and to sustain the world for future generations by creating fun and engaging experiences that integrate wildlife and conservation programs, research, and education.
- 7/19 Paint kids' faces and help them decorate their bicycles at ArtBeat in Davis Square, Somerville  
ArtBeat is the annual, multimedia street party that showcases the city's diverse and vibrant arts communities and attracts thousands of people who enjoy an eclectic mix of music, performance art, juried craft vendors, dance, theater, food, and interactive activities organized by the Somerville Arts Council.
- 7/29 Prepare ingredient and package meals for ill families served by Community Servings, Jamaica Plain  
Community Servings prepares and delivers free meals for individuals and families ill with HIV/AIDS or other acute, life-threatening illnesses.
- 8/13 Sort/salvage food for the Greater Boston Food Bank, Roxbury  
The Greater Boston Food Bank distributes millions of pounds of food for the needy annually. Volunteers assist with the Food Bank's product recovery program, which represents 43% of the food products

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going into the Food Bank. The food and other essential products gathered through the program need to be inspected, sorted, and re-packed before they can be redistributed to member feeding programs. In the late summer, severe volunteer shortages slow distribution of needed food, so PMD volunteers contribute needed labor.

- 9/13 Clean and paint Puppet Showcase Theatre, Brookline  
This nonprofit theatre presents the magical world of puppet theatre to a broad community; educates and enlightens audiences of all ages, abilities and backgrounds; and shares passion for puppetry as a vital, living art.
- 9/20 Join teens to clear brush from Franklin Park with the Franklin Park Coalition, Dorchester  
The Franklin Park Coalition is dedicated to restoring and preserving the 527-acre Franklin Park, a gem of Frederick Law Olmsted's Emerald Necklace and the Boston's largest park. One of its signature programs is engaging local teens in afterschool programs to connect, to enjoy, and to improve the park.
- 9/25 & 10/25 Improve/rebuild trails and rake leaves at Fresh Pond Reservation to increase public enjoyment and protect the drinking water supply from erosion and runoff, Cambridge  
Specifically engage families and reservation users on national Make a Difference Day.
- 9/27-28 Control invasive plants for The Nature Conservancy, Southern Berkshires  
The Nature Conservancy's mission is "to preserve the plants, animals, and natural communities that represent the diversity of life on Earth by protecting the lands and waters they need to survive." Native species in Schenob Brook are threatened by invasive buckthorn that can be controlled through labor-intensive cutting followed by herbicide application.
- 10/4 Help with "Harvest Day" kids' activities at the Community Growing Center, Somerville  
Somerville's Community Growing Center serves as an outdoor classroom for elementary school students. Harvest Day is one way to build awareness and celebrate where food comes from. Approximately 50 kids and their families participate each year.
- 10/18 Repaint PMD tool shed and perform seasonal maintenance of garden/trail tools, Mattapan  
Needed maintenance keeps the warranty valid for the PMD tool shed in which most of PMD's garden and trail building tools are stored. Similarly, seasonal maintenance extends the useful lifetimes and ultimately the safety of PMD tools.
- 10/26 Run Hawthorne Youth & Community Center's annual Halloween Party at Marcella Park, Roxbury  
Hawthorne Youth and Community Center's mission is to provide educational, cultural, recreational and vocational opportunities for community youth and adults; to celebrate the rich diversity of the neighborhood; and to work with residents to strengthen the quality of neighborhood life. Each year, 40-75 children and their families participate in this safe celebration of Halloween in their community park. PMD volunteers setup and staff crafts, games, and refreshments.
- 11/1 Assist with kids crafts and face painting, and cleanup for Family (Literacy) Fun Day of Cambridge  
Family Literacy Collaborative, Cambridge  
The Cambridge Family Literacy Collaborative educates the community about family literacy and promotes city-wide commitment to family literacy. Family literacy is an educational model that focuses on the strengths and needs of the family. ("Family" is understood to include not only parents, but also grandparents, older siblings, and other family members. "Literacy" includes not only reading and writing, but also math, speaking, and listening skills.) Family Fun Day is a free, annual event organized to celebrate National Family Literacy Day and Family Literacy Month
- 11/11 Assemble and decorate book folders that older adult mentors at Generations Incorporated will use (with the books they contain) to provide 1:1 reading interventions to help struggling children learn to read, Southborough  
Generations Incorporated engages active older adults in results-driven intergenerational programs that inspire students and improve schools in Boston and beyond.

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### **DESCRIPTIONS OF 2008 PMD WORKSHOPS & CLINICS**

3/6	<i>Volunteer Recognition &amp; Retention Workshop (Technical Development Corp.)</i> Discussion of volunteer motivations and how recognition and retention techniques can be tailored to address the major ones, for 12 participants.
July	<i>Volunteer Management</i> Pro bono consulting for Right Rides for Women's Safety (New York City, NY).
August	<i>Volunteer Management</i> Pro bono consulting for Feline Adoption & Rescue Society (Cambridge, MA).
10/14	<i>Strategies and Examples of Starting and Continuing Mutually Productive, Community Relationships (VolunteerMaine's Annual Blaine House Conference on Volunteerism)</i> Overview of general approach to building community partnerships for 27 participants.
10/24	<i>How to Participate Fully &amp; Be Successful at Community Fairs (Mass. Nonprofit Network First Annual Conference and Exposition "Strengthening Nonprofits in an Age of Precious Resources)</i> Panel presentation on tabling for 17 nonprofits interested in improving their community outreach.
November	<i>Volunteer Management</i> Pro bono consulting for Fair Housing Center of Greater Boston (Boston, MA).
11/12	<i>Volunteer Management Clinic (Technical Development Corp.)</i> Discussion of best practices of volunteer management with answers to 5 participants' specific questions and challenges.
2006-2008	<i>PMD Executive Director Lori Tsuruda leads Boston Directors of Volunteer Administration (DOVA)</i> to enhance the professionalism of its members; advance the creative development and support of voluntary human resources in achieving agency and organizational goals; and provide members with opportunities to share experiences, ideas, and skills with colleagues.

### **ADDITIONAL 2008 ACTIVITIES**

People Making a Difference through Community Service, Inc. (PMD) continued as the fiscal agent for the unincorporated professional organization the Directors of Volunteer Administration (DOVA) so that DOVA could continue to enhance the professionalism of its 44+ members through workshops and training; advance the creative development and support of voluntary human resources in achieving agency and organizational goals; and provide its members with opportunities to share experiences, ideas, and skills through networking.