Florida Library Association Inc

CONTENTS

EIN: 59-1159907
Report Generated on: 05/19/2024

Executive Summary  2
Programs & Results  4
Financial Review  5
Operations & Leadership  7

APPENDIX

Key Documents  16
Charity Check Report  17
Florida Library Association Inc

Tallahassee, FL  
https://www.flalib.org/  
(850)270-9205

MISSION
THE FLORIDA LIBRARY ASSOCIATION DEVELOPS PROGRAMS AND UNDERTAKES ACTIVITIES TO SERVE ITS MEMBERSHIP AND PROVIDE A RESOURCE FOR LIBRARIES THROUGHOUT THE STATE OF FLORIDA.

EIN  
59-1159907

RULING YEAR  
1966

IRS SUBSECTION  
501(c)(3) Public Charity

MAIN ADDRESS  
545 E Tennessee St  Ste 100-D  
Tallahassee, FL 32308

AFFILIATION TYPE  
Independent Organization

CONTACT  
Jennifer Abdelnour, Executive Director  
(850) 270-9205  
executivedirector@flalib.org

PRESIDENT  
Douglas Crane

BOARD CHAIR  
Shane Roopnarine

SUBJECT AREA  
Libraries

NTEE Code  
Libraries, Library Science (B70)
PROGRAMS

1. Awards
   Population(s) served: Academics, Adults, Children and youth

2. Annual Conference
   Population(s) served:

3. Scholarships
   Population(s) served:

4. Diversity Discussions
   Population(s) served:

5. FLA On Demand Education
   Population(s) served: Adults, Academics, Adults, Academics, Adults, Academics, Adults, Academics

POPULATIONS SERVED

1. Children and youth

2. Adults

COMPLIANCE

- IRS Pub 78 Verified as of May 2024
- IRS BMF 509(a) (2) as of May 13, 2024
- A-133 Audit Required/Performed?
- Conflict of Interest Policy
- Written whistleblower policy

TRANSPARENCY MEASURES

- Board Practices Reported?
- Diversity Data Reported?
- Number of Independent Board Members: 16
Programs & Results

PROGRAMS

Source: Self-Reported by Organization, February 2024

Awards

Population(s) Served: n/a

The Florida Library Association honors outstanding libraries, individuals, businesses, and library supporters during its annual conference. Nominations may be submitted by any member of the Florida Library Association. Both the nominator and the nominee must be members of FLA (unless otherwise noted in the award description).

Annual Conference

Population(s) Served: n/a

Each year, the Florida Library Association holds an professional development conference in Florida.

Scholarships

Population(s) Served: n/a

The Florida Library Association awards the following scholarships each year: Florida State University Scholarship, University of South Florida Scholarship, Minority Scholarship.

Diversity Discussions

Population(s) Served: n/a

FLA’s Diversity, Equity, Inclusion, and Access Committee holds a regular Diversity Discussions program! This book club is open to all FLA members. The book selections for discussion are carefully selected to help open up dialogue on topics of diversity and how they may relate to the library workplace. Together, we’ll create a fun and safe environment where we can have conversations on topics like gender identity, race, and immigrant experiences with the help of some really interesting reads.

FLA On Demand Education

Population(s) Served: n/a

Part of the Florida Library Association’s mission is to provide high quality professional and leadership development for a diverse community of library staff, volunteers, and supporters. Through this initiative, our members are hard at work creating informational content that is relevant to the needs of Florida Librarians. Our webinars are here for you to learn from and enjoy!
Financials

FISCAL YEAR START: 01/01
FISCAL YEAR END: 12/31

Financial Trends Analysis

Business Model Indicators

<table>
<thead>
<tr>
<th>Profitability</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted surplus (deficit) before depreciation</td>
<td>-$11,363</td>
<td>-$33,932</td>
<td>-$51,478</td>
<td>-$53,658</td>
<td>-$81,952</td>
</tr>
<tr>
<td>As a % of expenses</td>
<td>-3.4%</td>
<td>-8.3%</td>
<td>-14.9%</td>
<td>-15.3%</td>
<td>-18.4%</td>
</tr>
<tr>
<td>Unrestricted surplus (deficit) after depreciation</td>
<td>-$11,363</td>
<td>-$33,932</td>
<td>-$51,478</td>
<td>-$53,658</td>
<td>-$81,952</td>
</tr>
<tr>
<td>As a % of expenses</td>
<td>-3.4%</td>
<td>-8.3%</td>
<td>-14.9%</td>
<td>-15.3%</td>
<td>-18.4%</td>
</tr>
</tbody>
</table>

Revenue Composition

<table>
<thead>
<tr>
<th>Total revenue (unrestricted &amp; restricted)</th>
<th>$351,737</th>
<th>$379,843</th>
<th>$293,776</th>
<th>$297,044</th>
<th>$362,400</th>
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</thead>
<tbody>
<tr>
<td>Total revenue, % change over prior year</td>
<td>15.8%</td>
<td>8.0%</td>
<td>-22.7%</td>
<td>1.1%</td>
<td>22.0%</td>
</tr>
<tr>
<td>Program services revenue</td>
<td>47.9%</td>
<td>49.7%</td>
<td>40.2%</td>
<td>28.8%</td>
<td>42.0%</td>
</tr>
<tr>
<td>Membership dues</td>
<td>46.6%</td>
<td>46.3%</td>
<td>56.7%</td>
<td>55.9%</td>
<td>46.9%</td>
</tr>
<tr>
<td>Investment income</td>
<td>1.2%</td>
<td>0.7%</td>
<td>0.1%</td>
<td>0.0%</td>
<td>0.1%</td>
</tr>
<tr>
<td>Government grants</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>13.0%</td>
<td>8.6%</td>
</tr>
<tr>
<td>All other grants and contributions</td>
<td>4.3%</td>
<td>3.2%</td>
<td>2.8%</td>
<td>2.3%</td>
<td>2.5%</td>
</tr>
<tr>
<td>Other revenue</td>
<td>0.0%</td>
<td>0.1%</td>
<td>0.2%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

Expense Composition

<table>
<thead>
<tr>
<th>Total expenses before depreciation</th>
<th>$337,999</th>
<th>$406,375</th>
<th>$345,254</th>
<th>$350,702</th>
<th>$444,352</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total expenses, % change over prior year</td>
<td>18.0%</td>
<td>20.2%</td>
<td>-15.0%</td>
<td>1.6%</td>
<td>26.7%</td>
</tr>
<tr>
<td>Personnel</td>
<td>29.6%</td>
<td>31.1%</td>
<td>37.9%</td>
<td>31.3%</td>
<td>32.1%</td>
</tr>
<tr>
<td>Professional Fees</td>
<td>17.3%</td>
<td>16.9%</td>
<td>20.1%</td>
<td>26.5%</td>
<td>21.2%</td>
</tr>
<tr>
<td>Occupancy</td>
<td>2.5%</td>
<td>5.9%</td>
<td>4.0%</td>
<td>3.4%</td>
<td>2.7%</td>
</tr>
<tr>
<td>Interest</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Pass-Through</td>
<td>2.4%</td>
<td>3.0%</td>
<td>0.9%</td>
<td>0.6%</td>
<td>0.9%</td>
</tr>
<tr>
<td>All other expenses</td>
<td>48.3%</td>
<td>43.0%</td>
<td>37.1%</td>
<td>38.2%</td>
<td>43.2%</td>
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</tbody>
</table>
Financial Trends Analysis, continued

Moving Toward Full Cost Coverage

<table>
<thead>
<tr>
<th>Full Cost Components (estimated)</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Expenses (after depreciation)</td>
<td>$337,999</td>
<td>$406,375</td>
<td>$345,254</td>
<td>$350,702</td>
<td>$444,352</td>
</tr>
<tr>
<td>One Month of Savings</td>
<td>$28,167</td>
<td>$33,865</td>
<td>$28,771</td>
<td>$29,225</td>
<td>$37,029</td>
</tr>
<tr>
<td>Debt Principal Repayment</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$24,592</td>
<td>$0</td>
</tr>
<tr>
<td>Fixed Asset Additions</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Total Full Costs (estimated)</td>
<td>$366,166</td>
<td>$440,240</td>
<td>$374,025</td>
<td>$404,519</td>
<td>$481,381</td>
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Capital Structure Indicators

**Liquidity**

<table>
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<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Months of cash</td>
<td>17.7</td>
<td>14.7</td>
<td>14.8</td>
<td>12.3</td>
<td>7.6</td>
</tr>
<tr>
<td>Months of cash and investments</td>
<td>17.7</td>
<td>14.7</td>
<td>14.8</td>
<td>12.3</td>
<td>7.6</td>
</tr>
<tr>
<td>Months of estimated liquid unrestricted net assets</td>
<td>12.6</td>
<td>9.4</td>
<td>9.3</td>
<td>7.3</td>
<td>3.6</td>
</tr>
</tbody>
</table>

**Balance Sheet Composition**

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$497,398</td>
<td>$497,643</td>
<td>$426,938</td>
<td>$358,382</td>
<td>$279,915</td>
</tr>
<tr>
<td>Investments</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Receivables</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Gross land, buildings, and equipment (LBE)</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Accumulated depreciation (% of LBE)</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Liabilities (as % of assets)</td>
<td>26.6%</td>
<td>30.9%</td>
<td>31.9%</td>
<td>33.5%</td>
<td>43.1%</td>
</tr>
<tr>
<td>Unrestricted net assets</td>
<td>$353,719</td>
<td>$319,787</td>
<td>$268,309</td>
<td>$214,651</td>
<td>$132,699</td>
</tr>
<tr>
<td>Temporarily restricted net assets</td>
<td>$25,101</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Permanently restricted net assets</td>
<td>$0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Total net assets</td>
<td>$378,820</td>
<td>$352,288</td>
<td>$300,810</td>
<td>$247,152</td>
<td>$165,200</td>
</tr>
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</table>

Key Data Checks

**Material Data Errors**

<table>
<thead>
<tr>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
</tbody>
</table>

Note: This issue is relevant to a small number of organizations: The nonprofit subject(s) of this report may have affiliates. The Form 990 data may not include information about any or all potential affiliates. If an organization does have affiliates and these affiliates have substantial financial activity, the financial data in this report may not present a comprehensive picture of the nonprofit's financial condition. Please consult the 990s of any potentially related affiliates for additional information.

- [Formulas for key metrics](#)
- [Key Revenue & Expense Data from Form 990](#)
- [Key Balance Sheet Data from Form 990](#)
Operations

Source: Self-Reported by Organization, February 2024

PRESIDENT
Douglas Crane

BOARD CHAIR
Shane Roopnarine

NUMBER OF EMPLOYEES
Source: IRS Form 990

[Graph showing the number of employees from 2010 to 2022, with a peak of 3 employees in 2015]
## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES
### FISCAL YEAR 2022

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jennifer S Pratt</td>
<td>INTERIM ED</td>
<td>$62,500</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Jennifer Abdelnour</td>
<td>EXECUTIVE DI</td>
<td>$18,846</td>
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<tr>
<td>Ray Baker</td>
<td>REGION 1 DIR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Sonya Chapa</td>
<td>REGION 2 DIR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Douglas Crane</td>
<td>VP, PRES-ELE</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Matthew David</td>
<td>TREASURER 1S</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Nancy Fredricks</td>
<td>TREASURER 2N</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Leila Gibradze</td>
<td>REP FROM FSU</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Phyllis Gorshe</td>
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<td>$0</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Amy Harris</td>
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<td>$0</td>
<td>$0</td>
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<tr>
<td>Natalie Houston</td>
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<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Amy Johnson</td>
<td>STATE LIBRAR</td>
<td>$0</td>
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<td>$0</td>
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<tr>
<td>Alyssa Koclanes</td>
<td>REGION 4 DIR</td>
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<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Audrey Koke</td>
<td>DEIA COMMITT</td>
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<td>Pamela Monroe</td>
<td>REGION 6 DIR</td>
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<td>Dr Vanessa Reyes</td>
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<tr>
<td>Shane Roopnarine</td>
<td>PRES ELECT/P</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Matt Selby</td>
<td>ADVOCACY &amp; L</td>
<td>$0</td>
<td>$0</td>
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</tr>
<tr>
<td>Heather Sostrom</td>
<td>ALA COUNCILO</td>
<td>$0</td>
<td>$0</td>
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</tr>
<tr>
<td>Laura Spears</td>
<td>PAST PRES 1S</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Michael Sullivan</td>
<td>REGION 5 DIR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Keila Zayas-Ruiz</td>
<td>REGION 6 DIR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
</tbody>
</table>
# Officers, Directors, Trustees, and Key Employees

**Fiscal Year 2021**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lisa O'Donnell</td>
<td>ED</td>
<td>$44,420</td>
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<tr>
<td>Ray Baker</td>
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<td>$0</td>
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<tr>
<td>Ava Brillat</td>
<td>REGION 1 DIR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Sonya Chapa</td>
<td>REGION 2 DIR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Matthew David</td>
<td>TREASURER 2N</td>
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<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Sarah Divine</td>
<td>SECRETARY 1S</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Phyllis Gorshe</td>
<td>PRES ELECT/P</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Eric Head</td>
<td>PAST PRESIDE</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Natalie Houston</td>
<td>REGION 3 DIR</td>
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<td>$0</td>
</tr>
<tr>
<td>Kresta King</td>
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<td>$0</td>
<td>$0</td>
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<td>Alyssa Koclanes</td>
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<td>$0</td>
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<tr>
<td>Marina Morgan</td>
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<td>Shane Roopnarine</td>
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<td>Laura Spears</td>
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<tr>
<td>Michael Sullivan</td>
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<td>Donna Vazquez</td>
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<tr>
<td>Cheryl Wolfe</td>
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<td>Keila Zayas-Ruiz</td>
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<tr>
<td>Jennifer S Pratt</td>
<td>INTERIM ED</td>
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<td>$0</td>
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</table>
## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

**FISCAL YEAR 2020**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lisa O’Donnell</td>
<td>EXECUTIVE DI</td>
<td>$57,717</td>
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<tr>
<td>Sarah Divine</td>
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<td>$0</td>
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<tr>
<td>Phyllis Gorshe</td>
<td>VP/PRES ELEC</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES
### FISCAL YEAR 2019

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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES
### FISCAL YEAR 2018

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## Paid Preparers
### FISCAL YEAR 2022

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<tbody>
<tr>
<td>CARROLL AND COMPANY CPAS</td>
<td>593038528</td>
<td>2640-A MITCHAM DRIVE, TALLAHASSEE FL 32308</td>
<td>8508771099</td>
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## Paid Preparers
### FISCAL YEAR 2021

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<tbody>
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## Paid Preparers
### FISCAL YEAR 2020

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<td>2640-A MITCHAM DRIVE, TALLAHASSEE FL 32308</td>
<td>8508771099</td>
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</tbody>
</table>
BOARD LEADERSHIP PRACTICES

GuideStar worked with BoardSource, the national leader in nonprofit board leadership and governance, to create this section, which enables organizations and donors to transparently share information about essential board leadership practices.

BOARD ORIENTATION & EDUCATION
Does the board conduct a formal orientation for new board members and require all board members to sign a written agreement regarding their roles, responsibilities, and expectations?

Yes

CEO OVERSIGHT
Has the board conducted a formal, written assessment of the chief executive within the past year?

Yes

ETHICS & TRANSPARENCY
Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements in the past year?

Not Applicable

BOARD COMPOSITION
Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership?

Not Applicable

BOARD PERFORMANCE
Has the board conducted a formal, written self-assessment of its performance within the past three years?

Not Applicable
Organizational Demographics

Who works and leads organizations that serve our diverse communities? This organization has voluntarily shared information to answer this important question and to support sector-wide learning. GuideStar partnered on this section with CHANGE Philanthropy and Equity in the Center.

Leadership

The organization’s leader identifies as:

No data

Race & Ethnicity

No data

Gender Identity

Transgender Identity

No data

Sexual Orientation

No data

Disability

No data.

We do not display staff or senior staff disability information for organizations with fewer than 15 staff.
## Appendix

### Key Documents

<table>
<thead>
<tr>
<th>IRS Forms 990</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2022 990</td>
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<tr>
<td>2021 990</td>
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<tr>
<td>2020 990</td>
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<td>2019 990</td>
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<td>2018 990</td>
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<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Audited Financial Statements</td>
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<table>
<thead>
<tr>
<th>Key Organization Documents</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Key Revenue &amp; Expense Data from Form 990</td>
<td></td>
</tr>
<tr>
<td>Key Balance Sheet Data from Form 990</td>
<td></td>
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</tbody>
</table>
### Florida Library Association Inc

**545 E Tennessee St Ste 100-D**  
**Tallahassee, FL 32308**

- **Foundation Status Code**: PC*  
- **Public charity described in section 509(a)(1) or (2)**

### IRS Publication 78 Details

<table>
<thead>
<tr>
<th>Organization name</th>
<th>Location</th>
<th>Most recent IRS Publication 78</th>
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<tbody>
<tr>
<td>Florida Library Association Inc</td>
<td>Tallahassee, FL</td>
<td>May 2024</td>
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<tr>
<td>EIN 59-1159907</td>
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<td>Verified with most recent Internal Revenue Bulletin May 13, 2024</td>
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**Deductibility status description**: A public charity (50% deductibility limitation).

### IRS Business Master File Details

<table>
<thead>
<tr>
<th>Organization name</th>
<th>Most recent IRS BMF</th>
<th>Reason for Non-Private Foundation Status</th>
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<tr>
<td>FLORIDA LIBRARY ASSOCIATION INC</td>
<td>May 13 2024</td>
<td>Section 509(a)(2) organization</td>
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<tr>
<td>EIN 59-1159907</td>
<td>IRS subsection</td>
<td>This organization is a 501(c)(3) Public Charity</td>
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<tr>
<td></td>
<td>Ruling date</td>
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</table>

This organization was not included in the Office of Foreign Assets Control Specially Designated Nationals (SDN) list.

On September 8, 2011, the IRS issued regulations which eliminated the advance ruling process for a section 501(c)(3) organization. Note that this code cannot be derived in some cases (e.g., supporting organizations for which ‘type’ can’t be determined).

* The Foundation Status Code is the code that foundations are required to provide for each grantee annually on part XV of Form 990PF. Note that this code cannot be derived in some cases (e.g., supporting organizations for which ‘type’ can’t be determined).

**IRS Revenue Procedure 2011-33** allows grantors to rely on third-party resources, such as GuideStar Charity Check, to obtain required Business Master File (BMF) data concerning a potential grantee’s public charity classification under section 509 (a) (1), (2) or (3).

### GuideStar Charity Check Data Sources

- GuideStar acquires all IRS data directly from the Internal Revenue Service.
- **IRS Publication 78 (Cumulative List of Organizations)** lists organizations that have been recognized by the Internal Revenue Service as eligible to receive tax-deductible contributions.
- **IRS Internal Revenue Bulletin** changes in charitable status since the last Publication 78 release. The IRS Business Master File (IRS BMF) lists approximately 1.7 million nonprofits registered with the IRS as tax-exempt organizations.
- **The Office of Foreign Assets Control (OFAC) Specially Designated Nationals (SDN) list** contains organizations that are owned or controlled by targeted individuals, groups, and entities, such as terrorists or narcotics traffickers.
- **IRS Automatic Revocation of Exemption List** contains organizations that have had their federal tax-exempt status automatically revoked for failing to file an annual return or notice with the IRS for three consecutive years.
- The Foundation Status Code is a value derived by mapping the codes found on the **990PF filing instructions** to the corresponding codes in the IRS BMF. Note that not all codes are able to be mapped due to insufficient data.

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