WeCode KC

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EIN: 83-3413497
Report Generated on: 08/13/2023

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WeCode KC

Kansas City, MO
http://www.wecodekc.org
(816)434-0551

MISSION
WeCode is passionate about unleashing the potential of youth who are historically left out of the technology industry, so we teach them how to code through project-based technology concepts—cultivating a safe vibrant atmosphere where they can nurture their growth; creating a pipeline of future-ready tech professionals while increasing the economy in underestimated communities.

EIN
83-3413497

RULING YEAR
2019

IRS SUBSECTION
501(c)(3) Public Charity

FOUNDING YEAR
2017

MAIN ADDRESS
4741 Central St #222
Kansas City, MO 64112

AFFILIATION TYPE
Independent Organization

CEO
Tammy Buckner

BOARD CHAIR
Kimberly Bryant

SUBJECT AREA
Student services
Technology
Youth services
Youth organizing
Economics for youth
Community service for youth
Employment

NTEE Code
Employment Procurement Assistance and Job Training (J20)
PROGRAMS

1. WeCode Futures
   Population(s) served: Adolescents, Children, Preteens, Low-income people, Working poor

2. WeCode Leaders
   Population(s) served: Young adults, Adolescents, Children, Preteens, Economically disadvantaged people

POPULATIONS SERVED

1. Children
2. Preteens
3. Adolescents
4. Young adults
5. Low-income people
6. Working poor
7. Students

COMPLIANCE

✓ IRS Pub 78 Verified as of July 2023
✓ IRS BMF 509(a) (2) as of July 10, 2023
Section 509(a)(2) organization

TRANSPARENCY MEASURES

✓ Board Practices Reported?
✗ Diversity Data Reported?
Programs & Results

PROGRAMS

Source: Self-Reported by Organization, May 2023

WeCode Futures

Population(s) Served: n/a

Through WeCode Futures, the student begins by using SCRATCH, a free programming language, to get the students comfortable using technology by telling their own stories through games and animation. As the students learn and become more proficient, they progress to a more complex language using HTML/CSS, JavaScript, PHP, and Python to help enhance their skill set. This model of learning applies to students 7–17 years of age. It builds a pipeline for their passion for technology, and the students can take classes on the 1st, 2nd and 3rd Saturdays of each month.

WeCode Leaders

Population(s) Served: n/a

Through WeCode Leaders scholars are allowed the opportunity to collaborate with business partners and other after-school programs for youth and young adults ages 16–26. From this curriculum, the students are enabled to work in a paid-to-work internship-certified program specifically designed for college-age and young adults. These students can obtain certifications, ensuring they are ready to enter the marketplace thru support from the State of Missouri to provide this certification.
# Financials

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

## Revenue & Expenses

### Revenue

<table>
<thead>
<tr>
<th>Source</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$198,042</td>
</tr>
<tr>
<td>Program Services</td>
<td>$0</td>
</tr>
<tr>
<td>Investments</td>
<td>$0</td>
</tr>
<tr>
<td>Special Events</td>
<td>$0</td>
</tr>
<tr>
<td>Sales</td>
<td>$0</td>
</tr>
<tr>
<td>Other</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>$198,042</td>
</tr>
</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th>Category</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants</td>
<td>$0</td>
</tr>
<tr>
<td>Salaries &amp; Employee Benefits</td>
<td>$18,195</td>
</tr>
<tr>
<td>Professional Fees</td>
<td>$44,830</td>
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<tr>
<td>Occupancy</td>
<td>$189</td>
</tr>
<tr>
<td>Printing, Publications, Postage, etc.</td>
<td>$503</td>
</tr>
<tr>
<td>Other Expenses</td>
<td>$24,291</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>$88,008</td>
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### Net Gain/Loss

<table>
<thead>
<tr>
<th>Source</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net Gain/Loss</strong></td>
<td>$110,034</td>
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</tbody>
</table>

## Balance Sheet

### Assets

<table>
<thead>
<tr>
<th>Category</th>
<th>1/1/2021</th>
<th>12/31/2021</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash &amp; Equivalent</td>
<td>$11,098</td>
<td>$110,850</td>
<td>$99,752</td>
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<tr>
<td>Fixed Assets (LBE - Depreciation)</td>
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<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Other</td>
<td>$0</td>
<td>$13,558</td>
<td>$13,558</td>
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<tr>
<td>Total Assets</td>
<td>$11,098</td>
<td>$124,408</td>
<td>$113,310</td>
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</table>

### Liabilities

<table>
<thead>
<tr>
<th>Source</th>
<th>1/1/2021</th>
<th>12/31/2021</th>
<th>Change</th>
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</thead>
<tbody>
<tr>
<td>Total Liabilities</td>
<td>$0</td>
<td>$3,276</td>
<td>$3,276</td>
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</table>

### Fund Balance

<table>
<thead>
<tr>
<th>Source</th>
<th>1/1/2021</th>
<th>12/31/2021</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Assets</td>
<td>$11,098</td>
<td>$121,132</td>
<td>$110,034</td>
</tr>
</tbody>
</table>

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

Source: Self-Reported by Organization, May 2023

CEO

Tammy Buckner

Tammy Buckner is the founder of a minority women-owned technology solutions company and is the CEO and co-founder of WeCode KC, a technology education program that trains and mentors youth and young adults from underserved communities in technology concepts to increase economic prosperity and equalize the technology playing field.

As the CEO of WeCode KC, Buckner is a thought leader and a highly requested technology strategist and innovative systems change speaker. She advocates for entrepreneurship and diversifying technology to close the black tech talent gap by implementing changes to the education system, preparing a pipeline of diverse tech professionals, and promoting retention initiatives. She's been recognized as a Kansas City Community Builder to Watch and is a recent graduate of the Executive MBA program at Rockhurst University.
### Officers Directors, Trustees, Key Employees

**FISCAL YEAR 2021**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Benefits/Deferred Compensation</th>
<th>Expense Account, Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tammy Buckner</td>
<td>EXECUTIVE DI</td>
<td>$34,900</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Natalie Lewis</td>
<td>BOARD MEMBER</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Jan Kreamer</td>
<td>BOARD MEMBER</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Robert Rogers</td>
<td>BOARD MEMBER</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Ryan Reed</td>
<td>BOARD MEMBER</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Kathy Feist</td>
<td>BOARD MEMBER</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
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</table>
# Paid Preparers

FISCAL YEAR 2021

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>E2E LLC</td>
<td>461650917</td>
<td>519 SOUTHWEST BLVD, KANSAS CITY MO 64108</td>
<td>8162894274</td>
</tr>
</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? Yes

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

BOARD PERFORMANCE
Has the board conducted a formal, written self-assessment of its performance within the past three years? No
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:

Race & Ethnicity: Black/African American
Gender Identity: Female, Not transgender (cisgender)
Sexual Orientation: Heterosexual or Straight
Disability Status: Person without a disability

Race & Ethnicity

We do not display staff or senior staff disability information for organizations with fewer than 15 staff.
Equity Strategies  Last Updated: 03/16/2023

Candid partnered with Equity in the Center - a project that works to shift mindsets, practices, and systems within the social sector to increase racial equity - to create this section. Learn More

Data

✓ We review compensation data across the organization (and by staff levels) to identify disparities by race.

✓ We ask team members to identify racial disparities in their programs and/or portfolios.

✓ We disaggregate data to adjust programming goals to keep pace with changing needs of the communities we support.

✓ We employ non-traditional ways of gathering feedback on programs and trainings, which may include interviews, roundtables, and external reviews with/by community stakeholders.

✓ We disaggregate data by demographics, including race, in every policy and program measured.

✓ We have long-term strategic plans and measurable goals for creating a culture such that one's race identity has no influence on how they fare within the organization.

Policies and processes

✓ We use a vetting process to identify vendors and partners that share our commitment to race equity.

✓ We have a promotion process that anticipates and mitigates implicit and explicit biases about people of color serving in leadership positions.

✓ We seek individuals from various race backgrounds for board and executive director/CEO positions within our organization.

✓ We have community representation at the board level, either on the board itself or through a community advisory board.

✓ We engage everyone, from the board to staff levels of the organization, in race equity work and ensure that individuals understand their roles in creating culture such that one's race identity has no influence on how they fare within the organization.
## Appendix

### Key Documents

<table>
<thead>
<tr>
<th>Category</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>IRS Forms 990</td>
<td>Not Available</td>
</tr>
<tr>
<td>IRS Forms 990T</td>
<td>Not Available</td>
</tr>
<tr>
<td>Audited Financial Statements</td>
<td>Not Available</td>
</tr>
</tbody>
</table>

**Key Organization Documents**

- Letter of Determination
- Key Revenue & Expense Data from Form 990
- Key Balance Sheet Data from Form 990
WeCode KC

4741 Central St #222
Kansas City, MO 64112

- **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>
</tr>
</thead>
<tbody>
<tr>
<td>Wecode KC</td>
<td>Kansas City, MO</td>
<td>July 2023</td>
</tr>
</tbody>
</table>

- **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>
</tr>
</thead>
<tbody>
<tr>
<td>WECODE KC</td>
<td>July 10 2023</td>
<td>Section 509(a)(2) organization</td>
</tr>
<tr>
<td>EIN</td>
<td>83-3413497</td>
<td>IBMF 509(a)(2)</td>
</tr>
</tbody>
</table>

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

* 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).

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**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 (IRB) lists changes in charitable status since the last Publication 78 release. Between the release of IRS Publication 78 and the subsequent IRS Internal Revenue Bulletin, the IRB date will reflect the most recent release date of IRS Publication 78.
- IRS Business Master File lists approximately 1.7 million nonprofits registered with the IRS as tax-exempt organizations.
- IRS Automatic Revocation of Exemption lists 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.
- The Office of Foreign Assets Control (OFAC) Specially Designated Nationals (SDN) list organizations that are owned or controlled by targeted individuals, groups, and entities, such as terrorists or narcotics traffickers. Their assets are blocked and U.S. persons are generally prohibited from dealing with them.