



The GLOBE Academy

Board of Directors Meeting

Date and Time

Monday February 22, 2021 at 7:00 PM EST

Location

To attend the meeting virtually, please click on the following link to register: https://us02web.zoom.us/webinar/register/WN_ZCa-k6ASRgmYvsdB8aEZ6g

Notice of this meeting was posted at both campuses and on the GLOBE website in accordance with O.C.G.A. § 50-14-1.

Special note: This meeting was conducted remotely, due to the declared national and state public health emergencies in response to the novel coronavirus known as COVID-19.

Agenda

	Purpose	Presenter	Time
I. Opening Items			7:00 PM
Opening Items			
A. Record Attendance and Guests	Discuss	Ryan Hudak	
B. Call the Meeting to Order		Ryan Hudak	
C. Vision, Mission and Core Values	Discuss	Ryan Hudak	5 m

Vision: To develop globally minded citizens who have the knowledge, skills, and attitudes to effect positive change in our world.

Mission: The GLOBE Academy fosters Global Learning Opportunities through Balanced Education for children of all backgrounds. With a focus on dual-language immersion, an experiential-learning model, and a constructivist approach, GLOBE inspires students to be high-performing lifelong learners equipped to make a positive impact in the world.

Core Values: The GLOBE Academy's core values are expressed in the acronym, CREST: Community, Respect, Empathy, Sustainability and Trust. These values are expected of the governing board, faculty, staff, parents, and students. They are woven into daily life at GLOBE and incorporated into the curriculum.

	Purpose	Presenter	Time
<ul style="list-style-type: none"> • Community: We are inclusive, and we nurture and support one another. • Respect: We treat ourselves and each other with kindness and dignity. • Empathy: We strive to understand and share the feelings of others. • Sustainability: We aim to conserve our resources for optimal use in the present and future. • Trust: We are committed to honesty, transparency, and respectfully sharing our thoughts and encouraging others to do the same. 			
II. Public Comment			7:05 PM
A. Public Comment	FYI	Ryan Hudak	5 m
<p>Please note: Each speaker may speak for up to two minutes. Speakers are cautioned from making comments that involve an individual staff member, a personnel action, a student disciplinary matter, a complaint about an individual student or any pending legal matter for which The GLOBE is engaged. Speakers are asked to state their remarks in a courteous manner. As a matter of protocol, Board members will not respond to public comments.</p>			
III. Consent Agenda			7:10 PM
A. Approve Agenda	Vote	Ryan Hudak	5 m
B. Approve Minutes	Approve Minutes	Ryan Hudak	5 m
Approve minutes for Board of Directors Meeting on January 25, 2021			
IV. PTCC Report			7:20 PM
A. PTCC Report	FYI		5 m
V. Administration and Committee Reports			7:25 PM
A. Executive Director's Report	FYI	Christi Elliott-Earby	5 m
B. School Re-opening Committee	FYI	Christi Elliott-Earby	5 m
C. Academic Committee Report	FYI	Drew Reynolds	5 m
D. Diversity Committee Report	FYI	Monique Hudson	5 m
E. Finance Committee Report	Vote	Luis Pacheco	5 m
F. Development Committee Report	FYI	Meghann Adams	5 m
G. Communications Committee Report	FYI		5 m
H. Governance Committee Report	FYI	Aba Rogers	5 m
I. Strategic Planning Committee Report	FYI	Katie Monroe	5 m

	Purpose	Presenter	Time
J. Facilities Committee	FYI	Chip White	5 m
K. Executive Director Evaluation and Support Committee Report	FYI	Ryan Hudak	5 m
VI. Old Business			
VII. New Business			8:20 PM
A. Board Job Descriptions	Vote	Ryan Hudak	5 m
B. Board Member Election: Leigh Long	Vote	Ryan Hudak	5 m
VIII. Closing Items			8:30 PM
A. Adjourn Meeting	Vote	Ryan Hudak	

Cover Sheet

Approve Minutes

Section: III. Consent Agenda
Item: B. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Board of Directors Meeting on January 25, 2021

APPROVED



The GLOBE Academy

Minutes

Board of Directors Meeting

Date and Time

Monday January 25, 2021 at 7:00 PM

Location

To attend the meeting virtually, please click on the following link to register: https://us02web.zoom.us/webinar/register/WN_8dOgdyNgTHqDuVo-Zbh_Zw

Notice of this meeting was posted at both campuses and on the GLOBE website in accordance with O.C.G.A. § 50-14-1.

Special note: This meeting was conducted remotely, due to the declared national and state public health emergencies in response to the novel coronavirus known as COVID-19.

Directors Present

A. Rogers (remote), C. White (remote), D. Reynolds (remote), K. Monroe (remote), L. Pacheco (remote), M. Adams (remote), M. Hudson (remote), R. Hudak (remote)

Directors Absent

J. Clues

Guests Present

Amberly Toole (remote), Amy Sue Mann (remote), Ashley Morris (remote), Ashley Witeczek (remote), Betsy Helgager Hughes (remote), C. Blunt (remote), C. Elliott-Earby (remote), Courtney L (remote), D. Clayton-Purvis (remote), Denise Clayton-Purvis (remote), Erica Watkins (remote), Florence Cannon (remote), J. Limor (remote), Jackie Craft (remote), K. Holder (remote), K. Mines (remote), Katherine Cadena (remote), Katie Tankersley (remote), Katrina Hefner (remote), Kennisha Davis (remote), L. Hancock (remote), L. Hertz (remote), Laura Avila Segura (remote), Laura Beck (remote), Lauren Lindquist (remote), Lorena Ferro Borges (remote), M. Huitt (remote), Megan Brown (remote), Melissa Levine (remote), Michelle Gibson (remote), Michelle Revels (remote), Michelle Rios (remote), Robyn Brandman (remote), S. Manns (remote), Shaun Hardy

(remote), T. Barnes (remote), Tremaine Quarterman (remote), Vilma Villalobos (remote), Yolanda Houston (remote)

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

R. Hudak called a meeting of the board of directors of The GLOBE Academy to order on Monday Jan 25, 2021 @ 7:02 PM.

C. Vision, Mission and Core Values

Vision, Mission and Core Values were read by Board members.

II. Public Comment

A. Public Comment

Amberly Toole asked the following questions:

- 1) Why do we not support IEPs in students' target languages?
- 2) Why does GLOBE not offer tutoring to help students with their academics?
- 3) What is the process for going from teacher assistant to lead classroom teacher at GLOBE?
- 4) Are our teachers highly qualified? By highly qualified, I'm referring to the state of Georgia's standards and what do those percentages look like?

She commented that through her own research, she found that the GLOBE "only has five teachers at LC with INT certifications, nine with SRT certifications and 31 teachers with no certification." In addition, she also stated that her child is only receiving 30 minutes of direct instruction each day, yet at the beginning of the year it was communicated that the students would receive 45 minutes of direct instruction each day in math, writing and reading. She indicated that this is not occurring and she has sent several emails to let the school know. Also, she stated that the students are unable to ask for help or ask clarifying questions when they are doing their assignments because there is such limited time.

III. Consent Agenda

A. Approve Agenda

The agenda and minutes were approved by consent without objection.

B. Approve Minutes

L. Pacheco made a motion to approve the minutes from Board of Directors Meeting on 12-07-20.

A. Rogers seconded the motion.

The board **VOTED** unanimously to approve the motion.

IV. PTCC Report

A. PTCC Report

A formal report was included in the agenda packet. The oral report was given by Michelle Rios.

V. Administration and Committee Reports

A. Executive Director's Report

A formal report was included in the agenda packet. Cutia and Marsha provided UC and LC updates.

B. School Re-opening Committee

There was no formal report this month. Christi thanked the committee members who have volunteered their time. There will be a community town hall on 1/29 at 3 p.m. The town hall will be recorded and posted later for those who are unable to attend live.

C. Academic Committee Report

A formal report was included in the agenda packet.

D. Diversity Committee Report

There was no formal report this month. Committee met on 1/12. Monique stated that the committee is constantly working to stay within the confines of making policy recommendations, when applicable, without recommending changes to practices. Committee discussed additional communication regarding DCSD's lunch pickup availability. In addition, commemorative months will continue to be highlighted by the communications director. The committee will meet again on 2/9.

E. Finance Committee Report

There was no formal report this month. Luis reported that the effort to obtain the CARES grant in the amount of \$340K was unsuccessful. He also reported that fundraising level were below expectations. In addition, there was low enrollment in the aftercare program, but the shortfall will be overcome by \$1.3 million from a PPP loan. Finally, Luis stated that expenses have been lower than expected in operations due to the different cost structure of not operating as in normal times. Denise indicated that there will be a first look at the budget around March. L. Pacheco made a motion to approve the purchase of the HVAC system upgrade in the amount of \$33K.

D. Reynolds seconded the motion.

The board **VOTED** unanimously to approve the motion.

A. Rogers made a motion to approve a refund of \$30K to DCSD for overpayment on the FY19-20 Facility Grant.

C. White seconded the motion.

The board **VOTED** unanimously to approve the motion.

F. Development Committee Report

A formal report was included in the agenda packet.

G. Communications Committee Report

There was no formal report this month. There was no meeting this month. There is no committee chair, as Jonathan has submitted his resignation to the Board.

H. Governance Committee Report

There was no formal report this month. The committee has been working to craft a Board vision statement. The staff handbook has been completed with help from Adam Weakley and Christi. Ryan stated that the Board job descriptions will be submitted for consideration at the next Board meeting. Ryan discussed Board

training requirements: 15 hrs of training annually for new Board members and 9 hrs of annual training for existing Board members. Training requirements were waived for last year.

I. Strategic Planning Committee Report

A formal report was included in the agenda packet.

J. Facilities Committee

There was no formal report this month. Committee has not met, but will meet sometime next month, according to Chip. The goal is to return to a cadence of monthly committee meetings.

K. Executive Director Evaluation and Support Committee Report

There was no formal report this month. The committee did not meet this month. Ryan reported that Christi is working on her self-evaluation.

VI. New Business

A. Resignation of Jonathan Clues

R. Hudak made a motion to accept Jonathan Clues's resignation from the Board, effective January 11, 2021.

L. Pacheco seconded the motion.

The board **VOTED** unanimously to approve the motion.

B. Board Recruitment

Ryan indicated that there are needs for the following committee chairs: Communications, Strategic Planning and Charter Renewal. Katie does not intend to renew for a second Board term once her term ends in June. Drew intends to accept a second Board term once his term ends in June. Ryan called for those with interest in joining the Board or Board-level committees to reach out to him. Ryan also requested active participation from the Board in selecting the next Communications Committee chair.

VII. Closing Items

A. Adjourn Meeting

The next scheduled meeting is set for February 22, 2021 at 7 p.m.

M. Hudson made a motion to adjourn the meeting.

L. Pacheco seconded the motion.

The board **VOTED** unanimously to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:00 PM.

Respectfully Submitted,
K. Holder

Cover Sheet

PTCC Report

Section: IV. PTCC Report
Item: A. PTCC Report
Purpose: FYI
Submitted by:
Related Material: 2021.02.22 PTCC Report.pdf



PTCC MONTHLY REPORT

February 22, 2021

PTCC Goals

Increase PTCC
Volunteerism

2020-2021 event
planning in virtual
environment while
continuing to
create and support
our community

Enhance
accessibility of PTCC
events for all
GLOBE families.

Support teachers
and admin for a
successful distance
learning
environment

Establish a
collaborative effort
with the GLOBE
board

Open Positions

Open co-lead positions: Fundraising (1) & GAP (1)

Spirit Night co-lead - Email: fundraising.globeacademy@gmail.com

PTCC Speaker Series

Lisa Dibble to speak tomorrow at 8:30 - "Welcome to Day 111 of Virtual Learning. How's it Going?"

Heritage Celebrations

Chinese New Year - link to video available until 2/26 - link in weekly reminders.
Many thanks to the pictures posted by parents!

Black History Month

2/24 - 3pm - Christa David hosting an Collage Art Session

2/25 - Spirit Night with GLOBE Mom Whiney Trollinger

2/26 - Donna Perry shares her journey to Ghana with the Year in Return

2/27 - 11am - Audrey Cash hosting a Black History Month family yoga session

Got Sneakers

Ongoing with good participation - Donate your used sneakers and GLOBE gets a donation. See weekly reminders for drop off locations around Dekalb

Science Night and Spirit Week

Partnership with Sub-Zero Ice-Cream March 1 - 7 of science and delicious fun!
Science teachers will provide an "experiment of the day" all week.

GLOBE Auction

May 15 - 16, 2021.

Looking for donations to auction.

Upcoming Events

Feb 24 - 27 - Black History Month Activities

Feb 26th - last day to view Chinese New Year Video

March 1 - 7 - Science Week and Sub Zero Ice-Cream Spirit Event

May 15 - 16 - GLOBE Auction



Cover Sheet

Executive Director's Report

Section: V. Administration and Committee Reports
Item: A. Executive Director's Report
Purpose: FYI
Submitted by:
Related Material: 2021.02.22 Executive Director's Report.pdf



Executive Director Report 02/22/21

Updates

Communication: Parents are asked to please follow the flowchart to receive answers to their questions in the most efficient way. Your teachers will always be the first line of communication to receive answers.

The website is the best way to find information that is not teacher specific. All of our weekly newsletters are archived there and are searchable. Facebook is not the best way to find information.

Reopening



GLOBE's Playbook

Parent Meetings re. Hybrid Model

- 2/18 Grades 6-8 5-6:30 PM
- 2/19 Grades 4-5 3:30-5:00 PM
- 2/22 Grades K&2 3-4:30
- 2/23 Grades 1&3 3-4:30
- 2/23 Parent Survey sent out
- 2/25 Parent Survey due
- Week of 3/1 - Hybrid Groupings distributed to parents
- TBD students return (depends on opening of DCSD)


Enrollment

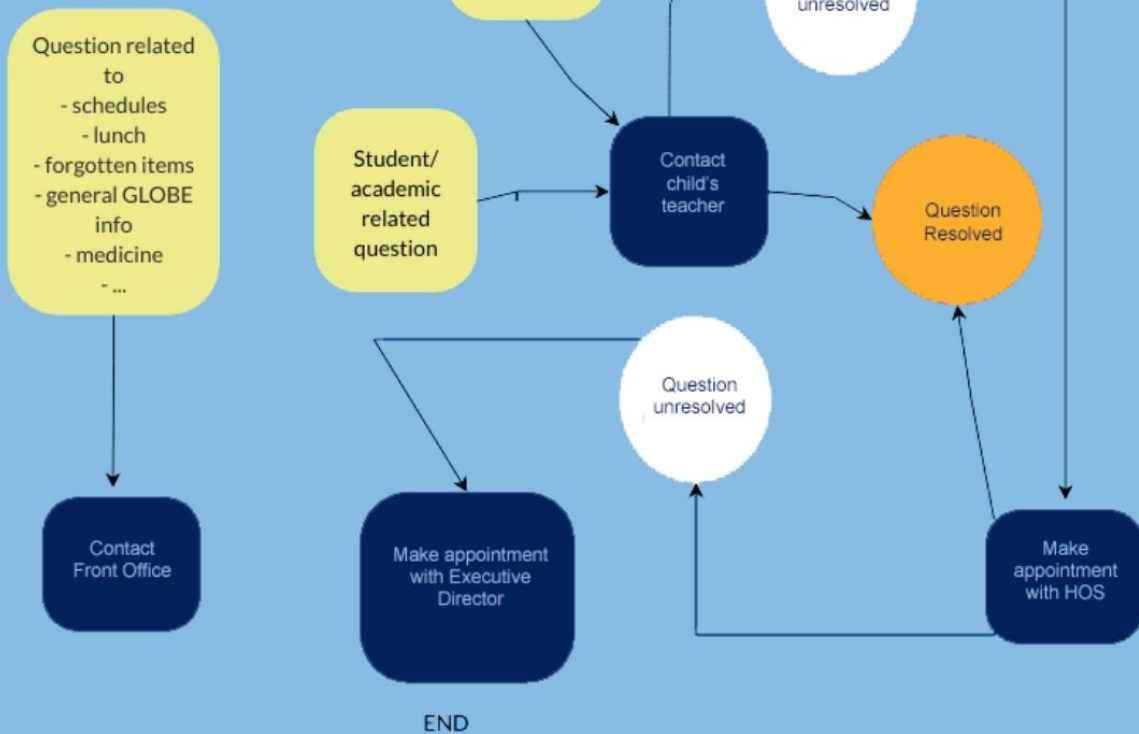
Meg Brown - presentation

We started the 20/21 school year with 1090 students

We currently enrolled with 1061 students

GLOBE Communications Chart

 I have a...



<https://bigducknyc.com/>

END

Cover Sheet

Academic Committee Report

Section: V. Administration and Committee Reports
Item: C. Academic Committee Report
Purpose: FYI
Submitted by:
Related Material: 2021.02.19 Academic Committee Meeting Minutes.pdf
2021.02.22 Academic Committee Report.pdf

DRAFT



The GLOBE Academy

Minutes

Academic Committee Meeting

Date and Time

Friday February 19, 2021 at 2:00 PM

Location

Virtual

Vision, Mission and Core Values

Vision: To develop globally minded citizens who have the knowledge, skills, and attitudes to effect positive change in our world.

Mission: The GLOBE Academy fosters Global Learning Opportunities through Balanced Education for children of all backgrounds. With a focus on dual-language immersion, an experiential-learning model, and a constructivist approach, GLOBE inspires students to be high- performing lifelong learners equipped to make a positive impact in the world.

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- Respect: We treat ourselves and each other with kindness and dignity.
- Empathy: We strive to understand and share the feelings of others.
- Sustainability: We aim to conserve our resources for optimal use in the present and future.
- Trust: We are committed to honesty, transparency, and respectfully sharing our thoughts and encouraging others to do the same.

Committee Members Present

C. Blunt (remote), C. Catinella (remote), C. Elliott-Earby (remote), D. Reynolds (remote), J. Limor (remote), J. Varnell (remote), K. Padron (remote), L. Dibble (remote), L. Sum (remote), M. Huiitt (remote), R. Hudak (remote), S. Daniel (remote), Z. Funchess (remote)

Committee Members Absent

C. Chestnut, G. Lawton, S. Manns

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

D. Reynolds called a meeting of the Academic Committee of The GLOBE Academy to order on Friday Feb 19, 2021 @ 1:02 PM.

C. Approve Minutes

D. Reynolds made a motion to approve the minutes from Academic Committee Meeting on 01-08-21.

C. Elliott-Earby seconded the motion.

The committee **VOTED** to approve the motion.

II. Academic

A. Committee: Additional Support for Target-Language Learning

- Laura Sum, Karen Padron, and Cat Catinella met three times to discuss their sub-committee work on strategies to support target-language learning for students who need additional support.
- New programs/activities were suggested as potential ways to provide additional support. The committee reviewed these suggestions, and the programs will be reviewed in greater detail before the next meeting.
- Next step: Drew shared notes with committee members, to revisit conversation at March meeting.

B. Supporting parents while students learning language online

- Drew shared that he and Sandra met via email, and discussed the parent DLI videos/talks put together by Sandra
- Next step is to prepare parents for what DLI looks like with hybrid learning, to happen this week and next during grade-level meetings with parents
- Can revisit in future academic committee meetings as needed.

C. GLOBE efforts on race-conscious curricula

- The committee revisited this topic from Dec/Jan meeting.
- Committee members discussed areas where race-conscious teaching is already in place at the school with examples, and also identified that there may be ways to continue to improve.
- The committee discussed the need for further development on this topic. This can begin from developing language aligned with the DLI vision statement coming from diversity committee that articulates GLOBE's approach to race-conscious instruction.

III. Other Business

A. Data Analytics

Jessica Varnell shared update on work related to data analytics to be shared at future Academic Committee meeting.

IV. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 2:00 PM.

Respectfully Submitted,
D. Reynolds



The GLOBE Academy

Academic Committee Report

22 February 2021

Committee Chair: Drew Reynolds, dreynolds@theglobeacademy.net

Report Type: Update

Updates from Committee Meeting

1. Monthly Meeting

- **Additional Support for Target-Language Learning**
 - Laura Sum, Karen Padron, and Cat Catinella met three times to discuss their sub-committee work on strategies to support target-language learning for students who need additional support.
 - New programs/activities were suggested as potential ways to provide additional support. The committee reviewed these suggestions, and the programs will be reviewed in greater detail before the next meeting.
 - Next step: Drew shared notes with committee members, to revisit conversation at March meeting.
- **Supporting parents while students learning language online**
 - Drew shared that he and Sandra met via email, and discussed the parent DLI videos/talks put together by Sandra
 - Next step is to prepare parents for what DLI looks like with hybrid learning, to happen this week and next during grade-level meetings with parents
 - Can revisit in future academic committee meetings as needed.
- **GLOBE efforts on race-conscious curricula**
 - The committee revisited this topic from Dec/Jan meeting.
 - Committee members discussed areas where race-conscious teaching is already in place at the school with examples, and also identified that there may be ways to continue to improve.
 - The committee discussed the need for further development on this topic. This can begin from developing language aligned with the DLI vision statement coming from diversity committee that articulates GLOBE's approach to race-conscious instruction.
- **Data Analytics**
 - Jessica Varnell shared update on work related to data analytics to be shared at future Academic Committee meeting.

End of Report

Cover Sheet

Finance Committee Report

Section:	V. Administration and Committee Reports
Item:	E. Finance Committee Report
Purpose:	Vote
Submitted by:	
Related Material:	2019 Form 990 - Draft.pdf

November 13, 2020

The Globe Academy, Inc.
2225 Heritage Drive
Atlanta, GA 30345

Please find enclosed a copy of your 2019 Federal Tax-Exempt Organization tax return for your records. Your federal return was e-filed and accepted by the IRS on ; therefore, do not mail your federal Form 990 to the IRS.

If you have any questions about your tax return, please contact us. Thank you for letting us be of service to you.

Sincerely,

DOUG ERWIN, CPA
2135 Interstate Drive
Suite 106
Opelika, AL 36801
(770)912-3080 or (770)912-3080

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

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

A For the 2019 calendar year, or tax year beginning **07/01/2019** and ending **06/30/2020**

B Check if applicable:
 Address change
 Name change
 Initial return
 Final return/terminated
 Amended return
 Application pending

C Name of organization **The Globe Academy, Inc.**
 Doing business as
 Number and street (or P.O. box if mail is not delivered to street address) Room/suite
2225 Heritage Drive
 City or town, state or province, country, and ZIP or foreign postal code
Atlanta, GA 30345

D Employer identification number
27-1366277

E Telephone number
(404) 464-7040

F Name and address of principal officer: **Christi Elliott-Earby**
2225 Heritage Drive Atlanta, GA 30345

G Gross receipts \$ **13,265,633.**

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

H(c) Group exemption number ▶

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

J Website: ▶ **www.theglobeacademy.org**

K Form of organization: Corporation Trust Association Other ▶

L Year of formation: **2009**

M State of legal domicile: **GA**

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: Foster global learning opportunities. Balanced education of children of all backgrounds. World class language immersion education.		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3	Number of voting members of the governing body (Part VI, line 1a)	3
	4	Number of independent voting members of the governing body (Part VI, line 1b)	9
	5	Total number of individuals employed in calendar year 2019 (Part V, line 2a)	160
	6	Total number of volunteers (estimate if necessary)	0
	7a	Total unrelated business revenue from Part VIII, column (C), line 12	0.
	7b	Net unrelated business taxable income from Form 990-T, line 39	0.
Revenue	8	Contributions and grants (Part VIII, line 1h)	269,309.
	9	Program service revenue (Part VIII, line 2g)	10,561,062.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	15,950.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	10,846,321.
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	
	14	Benefits paid to or for members (Part IX, column (A), line 4)	
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	7,126,453.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	
	16b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 16,678.	
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	2,308,671.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	9,435,124.
	19	Revenue less expenses. Subtract line 18 from line 12	1,411,197.
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	9,337,449.
	21	Total liabilities (Part X, line 26)	4,423,266.
	22	Net assets or fund balances. Subtract line 21 from line 20	4,914,183.

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 ▶ Signature of officer: **Christi Elliott-Earby, Executive Director** Date: _____

Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name: **Carl D Erwin Jr** Preparer's signature: _____ Date: _____ Check if self-employed PTIN: **P00641967**

Firm's name ▶ **DOUG ERWIN, CPA** Firm's EIN ▶ _____

Firm's address ▶ **2135 Interstate Drive Suite 106 Opelika, AL 36801** Phone no.: **(770) 912-3080**

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

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III.

1 Briefly describe the organization's mission:

To foster global learning opportunities through balanced education for children of all backgrounds through a challenging and engaging language immersion education.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ **7,525,775.** including grants of \$) (Revenue \$)

The Organization operates a public charter school for grades K-8 and is a component unit of the Dekalb County, Georgia school district. Enrollment increased by 86 students this fiscal year, a 9.5% increase. The Organization renovated its upper compus, elevator, and roof during the current year and purchased playground equipment.

4b (Code:) (Expenses \$ **443,897.** including grants of \$) (Revenue \$ **462,133.**)

The Organizatoin operates a before and after school program for its students where it offers additional learning opportunities. The GLOBE Aftercare Program provides a comfortable and safe environment to grow and play. Students experience special art projects, service projects, and a special guest/activity every month. Staff work with the children on these special activities as well as daily homework. Enrichment programs are offered to currently enrolled GLOBE students in approximately 14 week long sessions. We have partnered with vendors from the community to provide exciting, educational and fun options for enrichment at our GLOBE campuses.

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe on Schedule O.)

(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses ►

7,969,672.

Part IV Checklist of Required Schedules

		Yes	No
1	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>	X	
2	Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> (see instructions)?	X	
3	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>		X
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		X
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which 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>		X
7	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>		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, 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>		X
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b	Did the organization report an amount for investments—other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c	Did the organization report an amount for investments—program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e	Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>		X
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>		X
12a	Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	X	
14a	Did the organization maintain an office, employees, or agents outside of the United States?		X
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i> (see instructions).		X
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a	Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b	If "Yes," to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		X

Part IV Checklist of Required Schedules (continued)

		Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III.</i>		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J.</i>		X
24 a	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 lines 24b through 24d and complete Schedule K. If "No," go to line 25a.</i>		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		X
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		X
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		X
25 a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. 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>		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I.</i>		X
26	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II.</i>		X
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III.</i>		X
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions, for applicable filing thresholds, conditions, and exceptions):		
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV.</i>		X
b	A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV.</i>		X
c	A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? <i>If "Yes," complete Schedule L, Part IV.</i>		X
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M.</i>		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M.</i>		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I.</i>		X
32	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>		X
33	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>		X
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1.</i>		X
35 a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2.</i>		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2.</i>		X
37	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>		X
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note: All Form 990 filers are required to complete Schedule O.	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

		Yes	No
1 a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable		
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

		Yes	No
2 a	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		
	2a 160		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	X	
	Note: If the sum of lines 1a and 2a is greater than 250, you may be required to <i>e-file</i> (see instructions)		
3 a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
b	If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation on Schedule O</i>		
4 a	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	If "Yes," enter the name of the foreign country ► _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5 a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		
6 a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
d	If "Yes," indicate the number of Forms 8282 filed during the year		
	7d 0		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		X
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966?		X
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		X
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12.	10a	
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.	10b	
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders	11a	
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b	
12 a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	X
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state?	13a	X
	Note: See the instructions for additional information the organization must report on Schedule O.		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b	
c	Enter the amount of reserves on hand	13c	
14 a	Did the organization receive any payments for indoor tanning services during the tax year?	14a	X
b	If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i>	14b	
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?	15	X
	If "Yes," see instructions and file Form 4720, Schedule N.		
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16	X
	If "Yes," complete Form 4720, Schedule O.		

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

		Yes	No
1 a	Enter the number of voting members of the governing body at the end of the tax year 1a 9 If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
b	Enter the number of voting members included on line 1a, above, who are independent 1b 9		
2	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? 2		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person? 3		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? 4		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets? 5		X
6	Did the organization have members or stockholders? 6		X
7 a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? 7a		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? 7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body? 8a	X	
b	Each committee with authority to act on behalf of the governing body? 8b	X	
9	Is there any officer, director, 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 on Schedule O 9		X

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
10 a	Did the organization have local chapters, branches, or affiliates? 10a		X
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? 10b		
11 a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? 11a	X	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
12 a	Did the organization have a written conflict of interest policy? If "No," go to line 13. 12a	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? 12b	X	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done 12c	X	
13	Did the organization have a written whistleblower policy? 13	X	
14	Did the organization have a written document retention and destruction policy? 14	X	
15	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?		
a	The organization's CEO, Executive Director, or top management official 15a	X	
b	Other officers or key employees of the organization 15b	X	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).		
16 a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? 16a		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements? 16b		

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed **GA**
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records **(404) 464-7040**
Denise Clayton-Purvis 2225 Heritage Drive Atlanta, GA 30345

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

Check if Schedule O contains a response or note to any line in this Part VII

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

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- 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.

See instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
(1) Anita Patel, PharmD, MS Board Secretary	01.00	X		X						
(2) Chip White Board Member	01.00	X								
(3) Ryan Hudak, MBA Board Chair	01.00	X								
(4) Monique Hudson, Esq. Board Member	01.00	X								
(5) Katie Monroe, Ph.D Board Member	01.00	X								
(6) Christi Elliott-Earby Executive Director	40.00			X			133,500.			
(7) Denise Clayton-Purvis CFO	40.00			X			105,000.			
(8) Luis Pacheco Treasurer	01.00	X								
(9) Aba Rogers Board Member	01.00	X								
(10) Drew Reynolds Board Member	01.00	X								
(11) Meghann Adams Board Member	01.00	X								
(12)										
(13)										
(14)										

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
(15)										
(16)										
(17)										
(18)										
(19)										
(20)										
(21)										
(22)										
(23)										
(24)										
(25)										
1b Subtotal							238,500.			
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)							238,500.			

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **▶ 2**

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>		X
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **▶**

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512-514	
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	327,077.			
	g	Noncash contributions included in lines 1a-1f	1g	\$			
	h	Total. Add lines 1a-1f.		327,077.			
	Program Service Revenue	2a	Dekalb Co. Board of Ed	Business Code			
b		Afterschool Program		12,322,365.	12,322,365.		
c		Field Trips		462,133.	462,133.		
d		Nutrition Program		91,732.	91,732.		
e				47,326.	47,326.		
f		All other program service revenue					
g		Total. Add lines 2a-2f		12,923,556.			
Other Revenue		3	Investment income (including dividends, interest, and other similar amounts)				
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6a	Gross rents	(i) Real	15,000.			
			(ii) Personal				
	6b	Less: rental expenses	6b				
	6c	Rental income or (loss)	6c	15,000.			
	d	Net rental income or (loss)		15,000.			
	7a	Gross amount from sales of assets other than inventory	(i) Securities				
			(ii) Other				
	7b	Less: cost or other basis and sales expenses	7b				
7c	Gain or (loss)	7c					
d	Net gain or (loss)						
8a	Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18						
		8a					
		8b					
b	Less: direct expenses	8b					
c	Net income or (loss) from fundraising events						
9a	Gross income from gaming activities. See Part IV, line 19						
		9a					
		9b					
b	Less: direct expenses	9b					
c	Net income or (loss) from gaming activities						
10a	Gross sales of inventory, less returns and allowances						
		10a					
		10b					
b	Less: cost of goods sold	10b					
c	Net income or (loss) from sales inventory						
Miscellaneous Revenue	11a		Business Code				
	b						
	c						
	d	All other revenue					
	e	Total. Add lines 11a-11d					
12	Total revenue. See instructions		13,265,633.	12,923,556.			

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).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members.				
5 Compensation of current officers, directors, trustees, and key employees	238,500.	12,387.	226,113.	
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	6,488,938.	5,312,205.	1,176,733.	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions).	1,245,978.	1,027,687.	218,291.	
9 Other employee benefits	393,528.	327,228.	66,300.	
10 Payroll taxes	131,374.	98,054.	33,320.	
11 Fees for services (nonemployees):				
a Management				
b Legal				
c Accounting				
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)	443,240.	98,117.	332,325.	12,798.
12 Advertising and promotion				
13 Office expenses	157,195.	130,016.	23,299.	3,880.
14 Information technology.	65,188.	65,188.		
15 Royalties				
16 Occupancy	721,759.		721,759.	
17 Travel.	148,285.	138,307.	9,978.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest	143,764.		143,764.	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	176,183.	9,582.	166,601.	
23 Insurance.	86,523.		86,523.	
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a Afterschool Program	443,897.	443,897.		
b Curriculum & Textbooks	48,633.	48,633.		
c Dues & Fees	45,913.		45,913.	
d Expendable Equipment	119,758.	119,758.		
e All other expenses	139,833.	138,613.	1,220.	
25 Total functional expenses. Add lines 1 through 24e	11,238,489.	7,969,672.	3,252,139.	16,678.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

		(A)		(B)
		Beginning of year		End of year
Assets	1 Cash — non-interest-bearing	4,101,936.	1	6,724,899.
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net		4	19,516.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net.		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges.	202,183.	9	124,908.
	10 a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D.	10a 6,169,814.		
	b Less: accumulated depreciation	10b 527,959.	5,033,330.	10c 5,641,855.
	11 Investments — publicly traded securities		11	
	12 Investments — other securities. See Part IV, line 11		12	
	13 Investments — program-related. See Part IV, line 11.		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11.		15	
16 Total assets. Add lines 1 through 15 (must equal line 33).	9,337,449.	16	12,511,178.	
Liabilities	17 Accounts payable and accrued expenses	914,637.	17	818,730.
	18 Grants payable		18	
	19 Deferred revenue	2,870.	19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D.		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties	3,505,759.	23	4,751,121.
	24 Unsecured notes and loans payable to unrelated third parties.		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D.		25	
	26 Total liabilities. Add lines 17 through 25	4,423,266.	26	5,569,851.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	4,914,183.	27	6,941,327.
	28 Net assets with donor restrictions.		28	
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances.	4,914,183.	32	6,941,327.
33 Total liabilities and net assets/fund balances.	9,337,449.	33	12,511,178.	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	13,265,633.
2	Total expenses (must equal Part IX, column (A), line 25)	2	11,238,489.
3	Revenue less expenses. Subtract line 2 from line 1	3	2,027,144.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	4,914,183.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	6,941,327.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

1 Accounting method used to prepare the Form 990: Cash Accrual Other _____

If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.

2a Were the organization's financial statements compiled or reviewed by an independent accountant?

If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:

Separate basis Consolidated basis Both consolidated and separate basis

b Were the organization's financial statements audited by an independent accountant?

If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:

Separate basis Consolidated basis Both consolidated and separate basis

c If "Yes" to line 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?

If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.

3a 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 If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits.

	Yes	No
2a		X
2b	X	
2c	X	
3a		X
3b		

SCHEDULE A
(Form 990 or 990-EZ)

Public Charity Status and Public Support

OMB No. 1545-0047

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

2019

▶ Attach to Form 990 or Form 990-EZ.

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization

Employer identification number

The Globe Academy, Inc.

27-1366277

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2 A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990 or 990-EZ).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state: _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**.
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations
 - g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
(A)						
(B)						
(C)						
(D)						
(E)						
Total						

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 or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf.						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3.						
5 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).						
6 Public support. Subtract line 5 from line 4.						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						
12 Gross receipts from related activities, etc. (see instructions)					12	
13 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						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2019 (line 6, column (f) divided by line 11, column (f))	14	%
15 Public support percentage from 2018 Schedule A, Part II, line 14	15	%
16a 33 1/3 % support test–2019. If the organization did not check the box on line 13, and line 14 is 33 1/3 % or more, check this box and stop here. The organization qualifies as a publicly supported organization	<input type="checkbox"/>	
b 33 1/3 % support test–2018. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3 % or more, check this box and stop here. The organization qualifies as a publicly supported organization	<input type="checkbox"/>	
17a 10%-facts-and-circumstances test–2019. 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 stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization.	<input type="checkbox"/>	
b 10%-facts-and-circumstances test–2018. 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 stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization.	<input type="checkbox"/>	
18 Private foundation. 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 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 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						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf.						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						
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 <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2019 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2018 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2019 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2018 Schedule A, Part III, line 17.	18	%

- 19a 33 1/3 % support tests—2019.** 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—2018.** 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 ►

Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

		Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer (b) and (c) below.</i>		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes" and if you checked 12a or 12b in Part I, answer (b) and (c) below.</i>		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b	Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c	Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b	Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c	Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer 10b below.</i>		
b	Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

		Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?		
a	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
b	A family member of a person described in (a) above?		
c	A 35% controlled entity of a person described in (a) or (b) above? <i>If "Yes" to a, b, or c, provide detail in Part VI.</i>		

Section B. Type I Supporting Organizations

		Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.</i>		

Section C. Type II Supporting Organizations

		Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		

Section D. All Type III Supporting Organizations

		Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3	By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

Section E. Type III Functionally Integrated Supporting Organizations

1	<i>Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).</i>		
a	<input type="checkbox"/>	The organization satisfied the Activities Test. <i>Complete line 2 below.</i>	
b	<input type="checkbox"/>	The organization is the parent of each of its supported organizations. <i>Complete line 3 below.</i>	
c	<input type="checkbox"/>	The organization supported a governmental entity. <i>Describe in Part VI how you supported a government entity (see instructions).</i>	
2	Activities Test. Answer (a) and (b) below.		
a		Yes	No
	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>		
b		Yes	No
	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
3	Parent of Supported Organizations. Answer (a) and (b) below.		
a		Yes	No
	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>Provide details in Part VI.</i>		
b		Yes	No
	Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI).

See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1 Net short-term capital gain	1		
2 Recoveries of prior-year distributions	2		
3 Other gross income (see instructions)	3		
4 Add lines 1 through 3.	4		
5 Depreciation and depletion	5		
6 Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7 Other expenses (see instructions)	7		
8 Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8		

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):			
a Average monthly value of securities	1a		
b Average monthly cash balances	1b		
c Fair market value of other non-exempt-use assets	1c		
d Total (add lines 1a, 1b, and 1c)	1d		
e Discount claimed for blockage or other factors (explain in detail in Part VI):			
2 Acquisition indebtedness applicable to non-exempt-use assets	2		
3 Subtract line 2 from line 1d.	3		
4 Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions).	4		
5 Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6 Multiply line 5 by .035.	6		
7 Recoveries of prior-year distributions	7		
8 Minimum Asset Amount (add line 7 to line 6)	8		

Section C - Distributable Amount			Current Year
1 Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2 Enter 85% of line 1.	2		
3 Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4 Enter greater of line 2 or line 3.	4		
5 Income tax imposed in prior year	5		
6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6		

7 Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI). See instructions.	
7 Total annual distributions. Add lines 1 through 6.	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	
9 Distributable amount for 2019 from Section C, line 6	
10 Line 8 amount divided by line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2019	(iii) Distributable Amount for 2019
1 Distributable amount for 2019 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2019 (reasonable cause required-explain in Part VI). See instr.			
3 Excess distributions carryover, if any, to 2019			
a From 2014			
b From 2015			
c From 2016			
d From 2017			
e From 2018			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2019 distributable amount			
i Carryover from 2014 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4 Distributions for 2019 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2019 distributable amount			
c Remainder. Subtract lines 4a and 4b from 4.			
5 Remaining underdistributions for years prior to 2019, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.			
6 Remaining underdistributions for 2019. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.			
7 Excess distributions carryover to 2020. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2015			
b Excess from 2016			
c Excess from 2017			
d Excess from 2018			
e Excess from 2019			

UYA

Schedule B
(Form 990, 990-EZ,
or 990-PF)
Department of the Treasury
Internal Revenue Service

Schedule of Contributors

OMB No. 1545-0047

▶ Attach to Form 990, Form 990-EZ, or Form 990-PF.
▶ Go to www.irs.gov/Form990 for the latest information.

2019

Name of the organization The Globe Academy, Inc.	Employer identification number 27-1366277
--	---

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3 % support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I, II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year. ▶ \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

Name of organization The Globe Academy, Inc.	Employer identification number 27-1366277
---	--

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	Will Acree 3414 Peachtree Road Ste. 600 Atlanta, GA 30326	\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization The Globe Academy, Inc.	Employer identification number 27-1366277
---	--

Part II **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____
_____	_____ _____ _____	\$ _____	_____

Name of organization The Globe Academy, Inc.	Employer identification number 27-1366277
---	--

Part III *Exclusively* religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of *exclusively* religious, charitable, etc., contributions of **\$1,000 or less** for the year. (Enter this information once. See instructions.) ► \$ _____
Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
—	_____ _____ _____	_____ _____ _____	_____ _____ _____

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee
_____ _____ _____	_____ _____ _____

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
—	_____ _____ _____	_____ _____ _____	_____ _____ _____

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee
_____ _____ _____	_____ _____ _____

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
—	_____ _____ _____	_____ _____ _____	_____ _____ _____

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee
_____ _____ _____	_____ _____ _____

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
—	_____ _____ _____	_____ _____ _____	_____ _____ _____

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee
_____ _____ _____	_____ _____ _____

**SCHEDULE D
(Form 990)**

Supplemental Financial Statements

OMB No. 1545-0047

2019

**Open to Public
Inspection**

Department of the Treasury
Internal Revenue Service

▶ Complete if the organization answered "Yes" to Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

▶ Attach to Form 990.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization

Employer identification number

The Globe Academy, Inc.

27-1366277

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? <input type="checkbox"/> Yes <input type="checkbox"/> No		
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? <input type="checkbox"/> Yes <input type="checkbox"/> No		

Part II Conservation Easements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).	
<input type="checkbox"/> Preservation of land for public use (for example, recreation or education)	<input type="checkbox"/> Preservation of historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> Preservation of open space	
2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.	
	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register.	2d
3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____	
4 Number of states where property subject to conservation easement is located ▶ _____	
5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? <input type="checkbox"/> Yes <input type="checkbox"/> No	
6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ _____	
7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ _____	
8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? <input type="checkbox"/> Yes <input type="checkbox"/> No	
9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.	

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.	
b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:	
(i) Revenue included on Form 990, Part VIII, line 1	▶ \$ _____
(ii) Assets included in Form 990, Part X	▶ \$ _____
2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:	
a Revenue included on Form 990, Part VIII, line 1	▶ \$ _____
b Assets included in Form 990, Part X	▶ \$ _____

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

3 Using the organization's acquisition, accession, and other records, check any of the following that make 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 program
- e Other _____

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

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 Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on 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 XIII and complete the following table:

	Amount
c Beginning balance	1c
d Additions during the year	1d
e Distributions during the year	1e
f Ending balance	1f

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII.

Part V Endowment Funds.

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships.					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- a** Board designated or quasi-endowment _____ %
- b** Permanent endowment _____ %
- c** Term endowment _____ %

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

	Yes	No
(i) Unrelated organizations	3a(i)	
(ii) Related organizations	3a(ii)	

b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? **3b**

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land	788,200.			788,200.
b Buildings	4,187,295.		184,606.	4,002,689.
c Leasehold improvements.	1,057,432.		325,684.	731,748.
d Equipment	136,887.		17,669.	119,218.
e Other.				

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.) **5,641,855.**

Part VII Investments — Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other _____		
(A) _____		
(B) _____		
(C) _____		
(D) _____		
(E) _____		
(F) _____		
(G) _____		
(H) _____		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

Part VIII Investments — Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 13.) ▶		

Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	

Part X Other Liabilities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII.

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	13,265,627.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	13,265,627.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b	6.	
c	Add lines 4a and 4b		4c	6.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	13,265,633.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	11,238,488.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	11,238,488.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b	1.	
c	Add lines 4a and 4b		4c	1.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	11,238,489.

Part XIII Supplemental Information.

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, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

P11, Ln 4b

Rounding

P12, Ln 4b

Rounding

SCHEDULE E
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Schools

- ▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 13, or Form 990-EZ, Part VI, line 48.
- ▶ Attach to Form 990 or Form 990-EZ.
- ▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2019

Open to Public Inspection

Name of the organization

The Globe Academy, Inc.

Employer identification number

27-1366277

Part I

	YES	NO
1 Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?	X	
2 Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?	X	
3 Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe. If "No," please explain. If you need more space, use Part II	X	

4 Does the organization maintain the following?		
a Records indicating the racial composition of the student body, faculty, and administrative staff?	X	
b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?	X	
c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?	X	
d Copies of all material used by the organization or on its behalf to solicit contributions?	X	
If you answered "No," to any of the above, please explain. If you need more space, use Part II.		
<u>Policy is included in printed materials provided to students during registration period & is listed in its charter agreement posted on the school authorizer's website.</u>		
5 Does the organization discriminate by race in any way with respect to:		
a Students' rights or privileges?		X
b Admissions policies?		X
c Employment of faculty or administrative staff?		X
d Scholarships or other financial assistance?		X
e Educational policies?		X
f Use of facilities?		X
g Athletic programs?		X
h Other extracurricular activities?		X
If you answered "Yes" to any of the above, please explain. If you need more space, use Part II.		

6a Does the organization receive any financial aid or assistance from a governmental agency?		X
b Has the organization's right to such aid ever been revoked or suspended?		
If you answered "Yes" on either line 6a or line 6b, explain on Part II.		

7 Does the organization certify that it has complied with the applicable requirements of sections 4.01 through 4.05 of Rev. Proc. 75-50, 1975-2 C.B. 587, covering racial nondiscrimination? If "No," explain on Part II.	X	

Name of the organization

Employer identification number

The Globe Academy, Inc.

27-1366277

Part VI Line 11b

The 990 is distributed to the board in electronic form prior

Part VI Line 11b

to filing with the IRS after review and approval by finance committee.

Part VI Line 12c

Annual agreements are signed disclosing conflicts & agreement to policy.

Part VI Line 12c

Recusal is required where conflicts exist.

Part VI Line 15a or b

Board compensation committee sets compensation by considering

Part VI Line 15a or b

salaries for similar positions at other charter schools.

Part VI Line 18

The documents are available upon request at the school's

Part VI Line 18

administrative offices.

Part VI Line 19

The documents are available upon request at the school's

Part VI Line 19

administrative offices.

Details for Schedule D, Part VI, Column (a)

27-1366277

Date	Description	Amount
	Buildings Owned-4069 Briarcliff 4015 & 4085 Briarcliff	164,321.00 4,022,974.00
	Total	4,187,295.00

Details for Schedule D, Part VI, Column (a)

27-1366277

Date	Description	Amount
	Winter Construction BUMC Other	337,559.00 378,238.00 341,635.00
	Total	1,057,432.00

Details for Form 990, Part X, Line 17

27-1366277

Date	Description	Amount
	Accounts Payable	127,994.00
	Salaries & Benefits Payable	686,562.00
	Interest Payable	4,174.00
	Total	818,730.00

Cover Sheet

Development Committee Report

Section: V. Administration and Committee Reports
Item: F. Development Committee Report
Purpose: FYI
Submitted by:
Related Material: 2021.02.09 Development Committee Meeting Minutes.pdf
2021.02.22 Development Committee Report.pdf

DRAFT



The GLOBE Academy

Minutes

Development Committee Meeting

Date and Time

Tuesday February 9, 2021 at 6:00 PM

Location

Join Zoom Meeting

<https://us02web.zoom.us/j/5572643765?pwd=ak1NMWtaeCszcnE0SXBGbGcxdkhIQT09>

Meeting ID: 557 264 3765

Passcode: 9i9bph

Vision, Mission and Core Values

Vision: To develop globally minded citizens who have the knowledge, skills, and attitudes to effect positive change in our world.

Mission: The GLOBE Academy fosters Global Learning Opportunities through Balanced Education for children of all backgrounds. With a focus on dual-language immersion, an experiential-learning model, and a constructivist approach, GLOBE inspires students to be high- performing lifelong learners equipped to make a positive impact in the world.

Core Values: The GLOBE Academy's core values are expressed in the acronym, CREST: Community, Respect, Empathy, Sustainability and Trust. These values are expected of the governing board, faculty, staff, parents, and students. They are woven into daily life at GLOBE and incorporated into the curriculum.

- Community: We are inclusive, and we nurture and support one another.
- Respect: We treat ourselves and each other with kindness and dignity.
- Empathy: We strive to understand and share the feelings of others.
- Sustainability: We aim to conserve our resources for optimal use in the present and future.
- Trust: We are committed to honesty, transparency, and respectfully sharing our thoughts and encouraging others to do the same.

Committee Members Present

D. Robb (remote), K. Mines (remote), M. Adams (remote)

Committee Members Absent

F. Courtney, L. Hancock

Guests Present

Emily Duakiewicz (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

M. Adams called a meeting of the Development Committee of The GLOBE Academy to order on Tuesday Feb 9, 2021 @ 6:08 PM.

C. Approve Minutes from 1/12/2021

D. Robb made a motion to approve the minutes from Development Committee Meeting on 01-12-21.

M. Adams seconded the motion.

The committee **VOTED** to approve the motion.

D. Fundraising Update

M. Adams shared the most recent fundraising results through 11/30/2020, which had also been shared at the last Board of Directors meeting.

II. Development Projects

A. Sponsorships

The Committee reviewed the draft text for the Partnership Packet and made some revisions. E. Duakiewicz suggested Tableau for the heat map and K. Mines said she will check with a friend who is a designer to see if we can create a better heat map for free. K. Mines will share a folder with M. Adams with pictures that can be used for the packet and will also compile student and teacher quotes that we can include in the document. The committee discussed what we can do for Benefactor level donors in place of providing free tickets to Auction, since the auction will likely be free again since it's virtual. The committee came up with possibly including the sponsor in a program or mentioning them during the program at some point. M. Adams will check with the PTCC to see what is possible. M. Adams reviewed the sponsorship prospect list and asked that the committee add 10 prospects to the list in the next few weeks. The committee will create assignments once the partnership document is complete.

B. General Operating Support Grants

The committee discussed the status of the general operating support grants that committee has been working on. M. Adams will check in with F. Courtney on the status of the Publix proposal, since she was not on the call. K. Mines submitted the Georgia Power Foundation proposal requesting \$5,000 for Annual Fund. The committee was unable to find a parent with a tie to Georgia Power. D. Robb completed the draft of the Regions Bank proposal and M. Adams and K. Mines will review prior to submission this week. D. Robb did locate a new parent who works at Regions and agreed to put his name on the application. K. Mines stated that the Teaching Tolerance grant cycle will open on April 1, and the proposal that she worked on in the fall of the DEI initiative will be updated and submitted then. M. Adams worked with D. Clayton-Purvis to create a FrontDoor profile for GLOBE and applied for community grants from 14 Walmart and Sam's Club stores across

DeKalb County. The proposals focused on GLOBE's DEI initiative, which is one of their priorities.

C. Bloomerang Donor Database

M. Adams gave the committee an update on the Bloomerang conversion. The school is in Phase 2 of the conversion timeline and M. Adams scheduled a call on March 1 to do data validation with Bloomerang and kick off Phase 3, which involves reviewing and revising conversion mapping, cleaning up the data prior to the large import and dealing with possible duplicates. The last phase, which involves activating the database is still on track to go live on March 30. M. Adams reviewed the backend of the database with the committee.

D. Donor Relations

M. Adams discussed the donor relations efforts that she and other committee and staff members have been doing over the past month. They include major donor check-ins by R. Hudak for donors who gave \$1,000 or more from 7/1/2020 - 2/1/2021, creating and sending 2020 donation tax receipt summaries for donors who gave more than once in the 2020 calendar year, and reaching out to recurring donors who have donation processing errors in Aplos. The committee also discussed the different donation recognition strategies for Annual Fund donors, including the banners at both campuses, donor recognition monitors, yearbook page (deadline is March 1) and free fundraising event tickets for certain donor levels.

III. Closing Items

A. Committee Next Steps

The committee's next steps are as follows:

- 1) Sponsorships - Review text by 2/13 and add in sponsorship prospects into the grid by March 9 (links to both documents to be sent out). M. Adams to work on the design layout for the committee to review.

- 2) Grants - Follow-up and submit Public grant and be on the lookout for other grant prospects

- 3) Bloomerang - M. Adams to continue working with Bloomerang on the data conversion project.

- 4) 2020 Donor Tax Receipts - M. Adams to send out the letters that R. Brandman helped compile.

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:00 PM.

Respectfully Submitted,
M. Adams



The GLOBE Academy

Development Committee Report

9 February 2021

Committee Chair: Meghann Adams

Report Type: Update

Updates:

A. Fundraising Update

2020-2021 Unrestricted Fundraising Goal: \$300,000			
As of 12/31/2020	Goal	Raised	%
Annual Fund	\$ 158,500	\$ 76,204	48%
Major Gifts/Individuals	\$ 26,000	\$ 27,862	107%
Board Giving	\$ 3,000	\$ 2,995	100%
One-Time Donations	\$ 50,000	\$ 18,298	37%
Recurring Donations	\$ 45,000	\$ 16,600	37%
Corporate Giving/Sponsorships	\$ 20,000	\$ 8,928	45%
General Operating Support Grants	\$ 8,500	\$ -	\$ -
Miscellaneous Donations/Income	\$ 6,000	\$ 1,521	25%
School-led Fundraising Events	\$ 141,500	\$ 103,378	73%
GLOBE Trot	\$ 130,000	\$ 103,334	79%
Square 1 Art	\$ 4,000	\$ 44	0%
GLOBE Rocks	\$ 6,500	\$ -	0%
OVERALL GROSS		\$ 179,582	60%
Fundraising Expenses		\$ 7,570	4%
OVERALL NET	As of 12/31/2020	\$ 172,012	57%

B. Sponsorship Outreach

- Committee finalizing Partnership Packet for sponsorship prospects
- Meghann to layout content using Microsoft Publisher
- Committee adding sponsorship prospects to master list

C. General Operating Support Grants

- Submitted proposals to Regions Bank, Georgia Power Foundation and 14 local Walmart/Sam's Club Stores
- Planning to submit Publix and Teaching Tolerance grant proposals
- Committee continuing prospect research

D. Bloomerang Donor Database Conversion

- a. Currently in Phase 2 of data conversion project
- b. Meeting with vendor on March 1 to kick off Phase 3 and do data validation
- c. On track to launch new database on March 30

E. Donor Management Efforts

- a. Emailed 2020 donation summaries for recurring donors to use for tax purposes
- b. Ryan conducted major donor check-ins
- c. Reaching out to recurring donors with processing errors in Aplos
- d. Sending list of Parton Level donors or higher (\$1,000+ or more) to be included in the yearbook

End of Report

Cover Sheet

Governance Committee Report

Section: V. Administration and Committee Reports
Item: H. Governance Committee Report
Purpose: FYI
Submitted by:
Related Material: Globe Bylaws-Bite Size Series, Conflict of Interest.pptx
Proposed Globe Board Vision Statement.pdf
2021.01.21 Governance Committee Meeting Minutes.pdf

APPROVED



The GLOBE Academy

Minutes

Governance Committee Meeting

Date and Time

Thursday January 21, 2021 at 5:00 PM

Vision, Mission and Core Values

Vision: To develop globally minded citizens who have the knowledge, skills, and attitudes to effect positive change in our world.

Mission: The GLOBE Academy fosters Global Learning Opportunities through Balanced Education for children of all backgrounds. With a focus on dual-language immersion, an experiential-learning model, and a constructivist approach, GLOBE inspires students to be high- performing lifelong learners equipped to make a positive impact in the world.

Core Values: The GLOBE Academy's core values are expressed in the acronym, CREST: Community, Respect, Empathy, Sustainability and Trust. These values are expected of the governing board, faculty, staff, parents, and students. They are woven into daily life at GLOBE and incorporated into the curriculum.

- Community: We are inclusive, and we nurture and support one another.
- Respect: We treat ourselves and each other with kindness and dignity.
- Empathy: We strive to understand and share the feelings of others.
- Sustainability: We aim to conserve our resources for optimal use in the present and future.
- Trust: We are committed to honesty, transparency, and respectfully sharing our thoughts and encouraging others to do the same.

Committee Members Present

A. Rogers, A. Weakley, R. Hudak, S. Chang

Committee Members Absent

None

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

A. Rogers called a meeting of the Governance Committee of The GLOBE Academy to order on Thursday Jan 21, 2021 @ 5:05 PM.

C. Approve Minutes

A. Rogers made a motion to approve the minutes from Governance Committee Meeting on 10-15-20.

A. Weakley seconded the motion.

The committee **VOTED** to approve the motion.

II. Committee Updates

A. Staff Handbooks and Policies Update

Aba mentioned that the handbook was in final form. Ryan believes Christi has reviewed with her committee. TBD on the rollout. Also ask Christi if she wants us all to do a one more blessing review.. TBD.

B. Governance Committee Vision Statement-Update

By Adam: We've selected/narrowed our options to our preferred option. Adam will circulate our selected option for the committee to consider before we finalize, bless it/approve. Aba to add a draft in the packet and ask for feedback before the next meeting before we finalize.

C. Board Job Descriptions

Ryan received Shawn's feedback/comments on the job descriptions. Ryan made some small minor formatting changes. Ryan is ready to accept all changes and submit it them/include in the packet. The job descriptions will be used for prospective Board Members that are interested in Board roles and also for new members to accept their responsibilities. Aba to give current versions to Kevin.

D. Board on Track & Training

Adam shared the BOT Goals tool to help us track the Board Members training compliance. We have three mandatory hours of specific training and 6 hours that are discretionary topics. Training must be done between July 1-June 30 of each calendar year. 6 tabs with link to specific recommended trainings and add caveat that they can substitute with others that they prefer.

Aba will widdle down the 6 recommended trainings for the committee to consider.

Governance and Training resources. On Demand videos. Then Adam and I will populate the BOT dashboard.

III. Closing Items

A. Adjourn Meeting

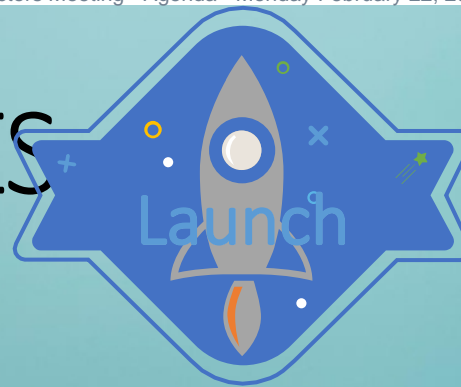
There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:15 PM.

Respectfully Submitted,

A. Rogers

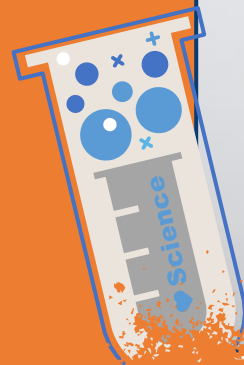
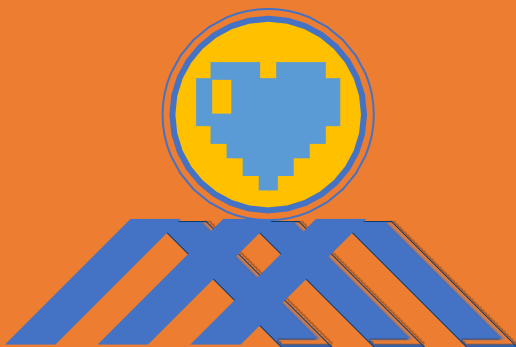
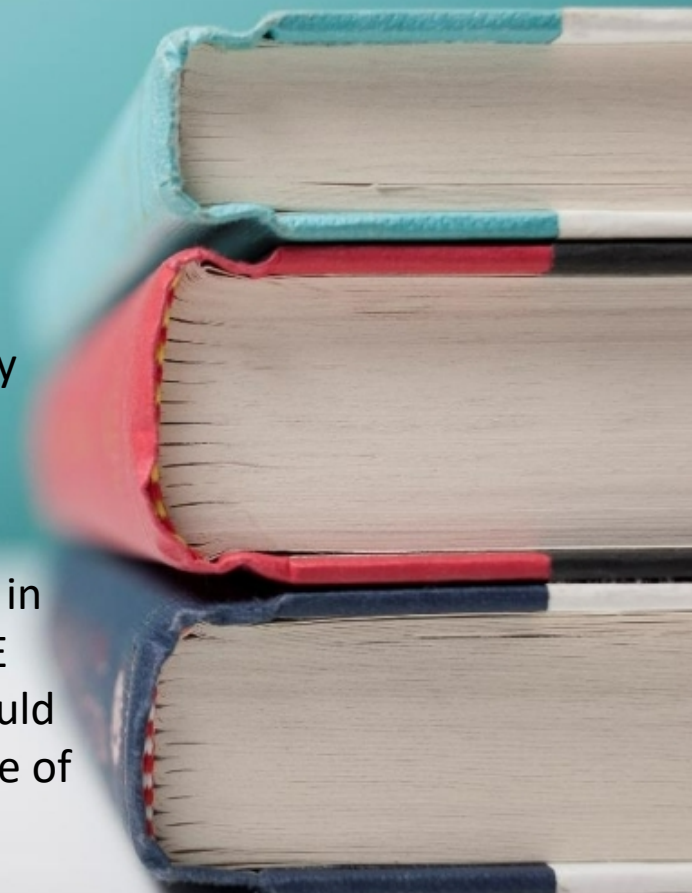
GLOBE BYLAWS BITE SERIES

2020-2021



BOARD TERMS ARTICLE II, SECTION 11

Conflict of Interest. Directors shall comply with the ethics and conflict of interest provisions applicable to members of the DeKalb County Board of Education under State Law. Directors shall not participate in discussions or votes related to any GLOBE business transactions or affairs which would cause an actual, or would give appearance of a, conflict of interest.



Proposed Globe Board Vision Statement

The frontrunner:

- A diverse and effective Board of Directors, fostering the trust of the GLOBE community by serving with transparency and integrity

Others:

A trusted Board of Directors, serving the GLOBE community with transparency, integrity, and efficiency

A Board of Directors, serving with transparency and integrity, perpetually earning the trust of the GLOBE community

A diverse Board of Directors fostering the trust of the GLOBE community by serving with transparency, integrity, and efficiency

Cover Sheet

Strategic Planning Committee Report

Section: V. Administration and Committee Reports
Item: I. Strategic Planning Committee Report
Purpose: FYI
Submitted by:
Related Material: 2021.02.22 Strategic Planning Committee Report.pdf

The GLOBE Academy
Strategic Planning Report
February 22, 2021

Committee Chair: Katie Monroe

Updates on Initiatives of Strategic Plan

- Core Instruction
 - continued effort to optimize virtual learning
 - discussion/planning for hybrid learning for return to face-to-face instruction
- DEI
 - training for staff continues with Conscious Roots
- Organizational Development
 - paused to prioritize other areas
- Facilities
 - focused on efforts to safely re-open the buildings for face-to-face instruction

Future Work

- Due to budget constraints, we are not actively working with NorthStar right now
- Focus over the next several months will be to document progress, update goals, and have a launching point for next year.

END OF REPORT

Cover Sheet

Board Job Descriptions

Section: VII. New Business
Item: A. Board Job Descriptions
Purpose: Vote
Submitted by:
Related Material: Job Description - Board Chair.pdf
Job Description - Board of Directors.pdf
Job Description - Secretary.pdf
Job Description - Treasurer.pdf
Job Description - Vice Chair.pdf



Job Description: Chair of the Board

Member of, Elected by and Reports to: The Board of Directors

Supports: Executive Director

Term of Office: One year; renewable for three consecutive years with the approval of a majority vote of the board

General Responsibilities:

The Board Chair is the senior volunteer leader of The GLOBE Academy who presides at all meetings of the Board of Directors and other meetings as required. The Board Chair is an ex officio member of all committees of the organization. The Board Chair oversees implementation of Board and organizational policies and ensures that appropriate administrative practices are established and maintained.

Specific Responsibilities:

1. Works with the Executive Director, other Board officers, and committee chairs to develop the agendas for meetings of the Board of Directors and presides at these meetings.
2. In consultation with other Board officers, appoints volunteers to key leadership positions, including positions as chair of Board committees and task forces, and cultivates leadership succession.
3. Recognizes his or her responsibility to set the example for other Board members by contributing financially at a level that is meaningful to him/her and by playing a major role in fundraising activities.
4. Works with the Board of Directors and paid and volunteer leadership, in accordance with the organization's bylaws and mission, to establish and maintain systems for:
 - Planning the organization's human and financial resources and setting priorities for future development.
 - Reviewing operational effectiveness and setting priorities for future development.
 - Ensuring the legal and ethical standard
 - Hiring and evaluating the Executive Director
 - Developing and maintaining an effective Board culture
 - Developing an effective pipeline of future leaders of the Board
5. In conjunction with the Governance Committee, manages the development of the Board in order to help it work more effectively and efficiently.



6. Works with the Executive Director and other Board officers to develop both immediate and long-term goals and expectations for the board that support organizational priorities and governance concerns.
7. Communicates effectively with and supports the Executive Director in his/her job as manager of the organization. In this capacity, focuses on ensuring that the Board governs rather than manages.
8. Works with the committee chairs and the Executive Director to keep apprised of committee work and to ensure that committees have the resources needed to do their job. Also, works to ensure effective and efficient communications between the committees and the Board.
9. Creates a safe environment for decision-making by inviting participation, encouraging varying points of view and stimulating a frank exchange of ideas in an effort to provide shared decision-making.
10. Communicates with the Board effectively so the board information system focuses on decision-making, stimulates participation and supports an appropriate balance of responsibility between Board and staff.
11. Links with major stakeholders when it is agreed that the Board Chair is the most appropriate person to represent the organization at a key meeting, write an editorial for a newspaper or thank a major donor.

Qualifications:

- Commitment to and energy to support the organization and its values; an understanding of the organization's mission and goals, and the distinctions between governance and management.
- Strong leadership skills to inspire a shared vision for the organization and for the Board's work. Stimulated by a commitment to the mission, the Board Chair should guide the Board toward articulating and committing to a commonly held perception of the future of the organization.
- Strong network of relationships within the greater community to leverage resources for The GLOBE Academy.
- Strong shared vision with Executive Director about school mission and goals for student achievement.
- Strong facilitation and communication skills and an understanding of group process.
- Objectivity so that dialogue is productive and contributions are encouraged from all sides of an issue.
- Decisiveness in order to tackle and resolve difficult issues and to keep the business of the Board moving.



- An ability and willingness to support, encourage and develop a strong, entrepreneurial Executive Director.
- Strong organizational skills.

Indicators of effectiveness:

- Meets annual goals as identified and adopted at the beginning of the leadership term, including specific goals for development.
 - Is perceived by other Board members as being fair, open to all points of views, decisive, and contributing to a culture that focuses on results.
 - Is perceived by the Executive Director as supporting and adding value to their work.
- Is perceived by a majority of parents and other community members as being accessible, fair, constructive, and representative of the interests of the broader GLOBE community.



Board of Directors Job Description

General Responsibilities:

Responsible for ensuring that the academic program of The GLOBE Academy is successful, that the school's program and operation are faithful to the terms of its charter, and that the school is a viable organization.

Specific Responsibilities:

Determine the mission and purpose of The GLOBE and keep it clearly in focus

- Create and periodically review the mission statement which:
 - Serves as a guide to organizational planning, Board and staff decision-making, volunteer initiatives, and setting priorities among competing demands for scarce resources.
 - Is used as the vehicle for assessing program activities to ensure that the organization is not drifting away from its original purposes.
- Understand and support the mission statement.

Select the Executive Director

- Reach consensus on the Executive Director's job description.
- Undertake a careful search process to find the most qualified individual.
- Oversee and approve contract negotiation and renewal.

Support and review the performance of the Executive Director

- Provide frequent and constructive feedback.
- Assist when Board members overstep prerogatives or misunderstand their roles.
- Compliment for exceptional accomplishments.
- Provide for an annual written performance review with a process agreed upon with the Executive Director well in advance.

Ensure effective organizational planning

- Approve an annual organizational plan that includes concrete, measurable goals consistent with the charter and accountability plan.

Ensure adequate resources

- Approve fundraising targets and goals.
- Assist in carrying out the development plan.
- Make an annual gift at a level that is personally meaningful.



Manage resources effectively

- Approve the annual budget.
- Monitor budget implementation through periodic financial reports.
- Approve accounting and personnel policies.
- Provide for an independent annual audit by a qualified CPA.
- Ensure the full Board has the proper training to be effective stewards of public funding.
- Ensure adequate insurance is in force to cover students, staff, visitors, the Board and the assets of the school.

Determine, monitor and strengthen the programs and services

- Assure programs and services are consistent with the mission and the charter.
- Approve measurable organizational outcomes.
- Approve annual, attainable board and management level goals.
- Monitor progress in achieving the outcomes and goals.
- Assess the quality of the program and services.

Enhance The GLOBE's public standing

- Serve as ambassadors, advocates and community representatives of The GLOBE Academy.
- Ensure that no Board member represents her/himself as speaking on behalf of the Board unless specifically authorized to do so.
- Provide for a written annual report and public presentation that details The GLOBE's mission, programs, financial condition, and progress made towards charter promises.
- Approve goals of an annual public relations program.

Ensure legal and ethical integrity and maintain accountability

- Establish policies to guide The GLOBE's Board members and staff.
- Develop and maintain adequate personnel policies and procedures (including grievance mechanisms).
- Adhere to the provisions of The GLOBE's bylaws and articles of incorporation.
- Adhere to local, state and federal laws and regulations that apply to the organization.
- Ensure compliance with all federal state and local government regulations.

Recruit and orient new Board members and assess Board performance

- Define Board membership needs in terms of skill, experience and diversity.
- Cultivate, check the credentials of, and recruit prospective nominees.



- Provide for new Board member orientation.
- Conduct an annual evaluation of the full Board and individual directors.



The GLOBE Academy Individual Director Performance Expectation

General Responsibilities:

Each director is responsible for actively participating in the work of the The GLOBE's Board of Directors and the life of the organization. Each Director is expected to affirm and strive to fulfill the performance expectations outlined below. These expectations are to be clearly articulated prior to nominating any candidate as a Board member. The GLOBE's Board will nominate the candidate only after s/he has agreed to fulfill these expectations. In addition to the responsibilities below, individual Directors ~~trustees~~ are expected to help each other fulfill the tasks outlined in the collective Job Description of the Board of Directors.

Specific Responsibilities:

- Believe in and be an active advocate and ambassador for the values, mission, and vision of The GLOBE.
- Work with fellow Board members to fulfill the obligations of Board membership.
- Behave in ways that clearly contribute to the effective operations of the Board of Directors:
 - Focus on the good of the organization and group, not on a personal agenda
 - Support Board decisions once they are made
 - Participate in an honest appraisal of one's own performance and that of the Board
 - Build awareness of and vigilance towards governance matters rather than management.
- Regularly attend Board and committee meetings in accordance with the absenteeism policy. Prepare for these meetings by reviewing materials and bringing the materials to meetings. If unable to attend, notify the Board or committee chair.
- Be prepared to contribute approximately 8-10 hours per month toward Board service which includes:
 - Attending a month Board meeting (2 hours)
 - Participating on a Board committee (2 hours)
 - Reading materials, preparing for meetings (1 hour)
 - Attending events at the school, assisting with fundraising and other ambassador tasks as needed (1-2 hours)
- Keep informed about the organization and its issues by reviewing materials, participating in discussions, and asking strategic questions.



- Actively participate in one or more fundraising event(s) annually.
- Use personal and professional contacts and expertise for the benefit of The GLOBE.
- Serve as a committee or task force chair or member.
- Give an annual financial contribution and support capital campaigns at a level that is personally meaningful.
- Inform the Board of Directors of The GLOBE Academy of any potential conflicts of interest, whether real or perceived, and abide by the decision of the Board-related to the situation.



Board Member Agreement

I, _____ understand that as a member of the Board of Directors of The GLOBE Academy I have a legal and moral responsibility to ensure that the organization does the best work possible in pursuit of its goals. I believe in the purpose and the mission of the organization, and I will act responsibly and prudently as its steward.

I have read, understand and am willing to comply with the Board of Directors Job Description and the Individual Performance Expectations that outline my responsibilities to the Board.

If I ever find myself in a situation where I am unable to fulfill these expectations I will resign from the Board.

In turn, The GLOBE Academy will be responsible to me in several ways:

1. I will be sent, without request, monthly financial statements and an update of organizational activities that allow me to meet the "prudent person" section of the law.
2. The GLOBE Academy will help me perform my duties by keeping me informed about issues in the industry and field in which we are working, and by offering me opportunities for professional development as a board member.
3. Board members and the Executive Director will respond in a straightforward fashion to questions I have that are necessary to carry out my board and committee-related responsibilities to this organization.
4. Board members and the Executive Director will work in good faith with me towards achievement of our goals.
5. If The GLOBE Academy does not fulfill its commitments to me, I can call on the Board Chair and Executive Director to discuss these responsibilities.

_____ Date: _____
Member, _____ Board of Directors

_____ Date: _____
Chair, Board _____ of Directors

_____ Date: _____
Executive Director



Job Description: Board Secretary

Member of and Elected by: The Board of Directors

Reports to: The Chair and the Board of Directors

Supports: Member of the staff taking minutes

Term of Office: One year; renewable for three consecutive years

General Responsibilities:

Provides direction for the keeping of legal documents including minutes of all meetings of the Board of Directors.

Specific Responsibilities:

1. Certify and keep at the principal office of the corporation the original, or a copy of the by-laws as amended or otherwise altered to date.
2. Keep at the principal office of the corporation or at such a place as the Board may determine a book of minutes of all meetings of the Board and meetings of committees. The minutes shall record time and place of meeting, whether regular or special, how called, how notice was given, the names of those present or represented at the meeting and the proceedings thereof.
3. Present for approval by the Board copies of all minutes of meetings of the Board.
4. Ensure that all notices are duly given in accordance with the provisions of the by-laws or as required by law.
5. In general, serves as the protocol officer of the Board, ensuring that the keeping and posting of meeting minutes, meeting notifications, adherence to open meeting laws, and other procedural requirements are followed legally and ethically.
6. In general, perform all duties incident to the Office of the Clerk and such other duties as may be required by law, by the Articles of Incorporation or by-laws, or which may be assigned to him or her from time to time by the Board of Directors.
7. Recognizes his or her responsibility to set the example for other Board members by contributing financially at a level that is meaningful to him/her and by playing a major role in fundraising activities.

Qualifications:



- A commitment to the organization and an understanding of the organization and its values, mission and goals and the distinctions between governance and management.
- An understanding of the required record keeping and the laws of the jurisdiction (city, state) in which the organization operates.
- A capacity for attention to detail.

Indicators of effectiveness:

- Meets annual goals as identified and adopted by the Board at the beginning of the leadership term.
- Is perceived by other board members as being an accurate and reasonable steward of the decision-making history of the organization and as being ever mindful of the duties and requirements of public service.
- Is perceived by the Executive Director as supporting and adding value to their work.
- Is perceived by a majority of parents and other community members as being accessible, fair, constructive, and representative of the interests of the broader school community.



Job Description: Board Treasurer

Member of and Elected by: The Board of Directors

Reports to: The Board Chair and the Board of Directors

Supports: Executive Director, CFO, and auditors as necessary

Term of Office: One year; renewable for three consecutive years

General Responsibilities:

Provides direction for the financial management of The GLOBE Academy and facilitates the Board in meeting its financial oversight responsibilities.

Specific Responsibilities:

1. Chair of the Finance Committee.
2. Provides direction for the oversight of The GLOBE Academy's record keeping and accounting policies.
3. Ensures the presentation of timely and meaningful financial reports to the Board.
4. Ensures the development of an annual budget and its submission to the Board for its approval. Leads the monitoring of budget implementation.
5. Oversees development and Board review of financial policies and procedures. With the Finance Committee, monitors the adherence to financial policies and procedures adopted by the Board.
6. Develops and monitors any investment policies adopted by the Board.
7. Ensures that assets are protected and invested according to Board policy.
8. Leads the Board in assuring compliance with federal, state and other financial reporting requirements.
9. Presents the recommendation of the auditor to the Board for their approval. With the Finance Committee reviews the results of the audit including the management letter, develops a plan for remediation, if necessary, and presents the results to the Board.
10. Recognizes his or her responsibility to set the example for other Board members by contributing financially at a level that is meaningful to him/her and by playing a major role in fundraising activities.



11. Takes responsibility for designing an annual Board education program so that all Board members can effectively conduct oversight of the financial health of The GLOBE Academy.

Qualifications:

- The treasurer must display a commitment to The GLOBE Academy and its principles, mission and goals, and the distinctions between governance and management.
- A strong understanding of the record keeping, accounting systems, financial reports and financial policies and procedures for nonprofit organizations or charter schools.
- An ability to focus on both the short-term and long-term financial health of the organization.
-

Indicators of effectiveness:

- Meets annual goals as identified and adopted by the board at the beginning of the leadership term.
- Is perceived by other Board members as being transparent and efficient in delivering financial reports and as being aggressively protective of the integrity of the organization's fiscal management.
- Is perceived by the Executive Director as supporting and adding value to their work.
- Is perceived by a majority of parents and other community members as being accessible, fair, constructive, and representative of the interests of the broader school community.



Job Description: Vice Chair of the Board

Member of, Elected by and Reports to: The Board of Directors

Supports: The Board Chair

Term of Office: One year; renewable for three consecutive years with the approval of a majority vote of the board

General Responsibilities:

The Vice Chair is the secondary volunteer leader of The GLOBE Academy and as such, discharges the duties of the Chair as required in the Chair's absence. The Vice Chair supports the activities of the Chair including sharing responsibilities as appropriate.

Specific Responsibilities:

1. In Chair's absence:
 - Presides at meetings of Board of Directors
 - Serves as ex officio member of standing committees
2. Recognizes his or her responsibility to set the example for other board members by contributing financially at a level that is meaningful to him/her and by playing a major role in fundraising activities.
3. Works with the Chair to assist in developing the agendas for Board meetings.
4. Advises the Chair on appointing volunteers to key leadership positions, including positions as chair of board committees and task forces.
5. Assists the Chair by taking on responsibility as necessary for communication with committee chairs.
6. Supports and challenges the Chair in all his/her responsibilities to ensure organizational priorities and governance concerns are addressed in the most effective and efficient manner.
7. Represents the board in the community, especially at events at which the chair cannot attend.
8. Other duties as delegated by the Chair.

Qualifications:



- Commitment to and energy to support The GLOBE Academy and its values; an understanding of mission and goals, and the distinctions between governance and management.
- Strong leadership and collaborative skills to support the Chair and to offer alternative proposals in the interest of best serving The GLOBE Academy.
- Strong facilitation and communication skills and an understanding of group process.
- Objectivity so that dialogue is productive and contributions are encouraged from all sides of an issue.
- Decisiveness in order to tackle and resolve difficult issues and to keep the business of the board moving.
- Strong organizational skills.

Indicators of effectiveness:

- Meets annual goals as identified and adopted by the Board at the beginning of the leadership term.
- Is perceived by other Board members as being fair, open to all points of views, decisive, and contributing to a culture that focuses on results and student achievement.
- Is perceived by the Executive Director as supporting and adding value to their work.
- Is perceived by a majority of parents and other community members as being accessible, fair, constructive, and representative of the interests of the broader school community.

Cover Sheet

Board Member Election: Leigh Long

Section:	VII. New Business
Item:	B. Board Member Election: Leigh Long
Purpose:	Vote
Submitted by:	
Related Material:	Leigh Long Resume_Feb 2021.pdf

Leigh Long

leighlong825@gmail.com
240.605.3551

SUMMARY

A strategic and creative marketing communications executive, with both agency and in-house experience, I'm skilled at translating great ideas into messages that are clear and compelling, true to brand and purposeful in voice. I do it on both a micro-level, managing individual communications, and enterprise-wide, developing marketing communications strategies and executing them at scale.

A journalist by schooling and a marketer by profession, I create with an unyielding eye for detail and with a well-honed focus on the message to be delivered, the associated business priorities, and the diversity of audience segments.

A committed listener and purposeful storyteller, I make a practice of asking smart questions, thoughtfully considering the answers, and leveraging what I learn to direct on-brand, on-message marketing communications that will generate the greatest focus, engagement, and impact.

EXPERIENCE

Self-Employed

Marketing and Communications Consultant (2020–present)

- Secured full-time retainer-based agreement to provide strategic marketing and communications services for integrated communications agency and its clients.
- Drive agency growth by developing differentiated points of view, sellable insights, and strategic proposals for Fortune 100 companies.
- Advise clients on navigating their event marketing portfolios, building internal alignment, and strengthening brand communities in the context of the coronavirus pandemic.
- Shape and create campaign-style communications plans that deliver sustained audience engagement across channels.
- Create compelling stories from complex content, bringing them to life in core brand messages, as well as a mix of short- and long-form multimedia content.

The XD Agency

Head of Marketing (2018–2019)

- Directed agency's communications, ensuring internal communications were clear and considered and external ones maximized media coverage and client engagement.
- Developed multi-channel marketing communications strategies and award-winning campaign theming for clients including TradeRev, Cartoon Network, and L'Oréal.
- Led agency's PR and social media strategy and spearheaded website and blog content, which combined to deliver a record number of qualified inbound leads.
- Wrote proposals that drove new business with brands as diverse as Rolling Stone, Porsche, and Accenture. Also delivered successful stand-up pitches to C-suite leaders.
- Created a robust proposal content library, designed to ensure all outbound materials from the agency were clear, complete, credible, and compelling.
- Managed agency's awards strategy, securing industry honors from organizations including Event Marketer, Chief Marketer, and International Business Awards.

Head of Strategy (2016–2017)

- Elevated agency's sales strategy through development of best practices for new business proposals and in-person presentations, analyses of existing client accounts, and recommendations on clients to pursue.

- Developed and executed client-facing services, including trends and insights content, strategic communications plans, competitive analyses, event rationales, and metrics.
- Led project teams as strategist, creative director, and writer for clients including Turner, Moët Hennessy, SAP, and Mercedes-Benz.

Head of Creative Services (2015)

- Managed staff of 18, ensuring their talents aligned with the projects on which they worked.
- Improved agency's creative output through employee coaching and integration of creative strategy initiatives.

Freelance Creative Director (2014)

- Developed creative strategies for clients including NBCUniversal and Coca-Cola.

NBCUniversal

Senior Manager, Marketing and Events (2012–2013)

- Managed marketing, events, and communications for NBCUniversal's cross-portfolio group, ensuring that 25+ divisions of the company were represented effectively in company-wide events, marketing campaigns, and communications.
- Collaborated with cross-functional team to develop marketing strategies that conveyed brand's ethos and commitment to innovation.
- Supported high-priority verticals through the execution of research-based initiatives such as Healthy Week and the Women at NBCU Advisory Board, each with charitable tie-ins.
- Helped develop and execute multi-million-dollar marketing strategy for company's first-ever unified trade campaign, centered on "Amplified" theme. Conducted follow-up communications to leverage campaign for advertising sales.

Atlanta Silverbacks

Director, Marketing and Communications (2011–2012)

- Created multiplatform marketing strategy to define brand and drive sales in team's inaugural season in the North American Soccer League.
- Directed team's Spanish and English-language communications with league, players, fans, and media.
- Secured league's first TV and radio broadcast deals.
- Directed social media strategy, earning league's second-greatest fan engagement. Managed content for website, which had more than 150,000 page views from over 20,000 unique visitors per month, the highest web traffic in the league.
- Managed events and promotions and leveraged them to help develop a loyal fan base, as evidenced by league's second-highest attendance, filling stadium to 92% of capacity.

The Walt Disney Company

Regional Marketing Manager, ESPN Zone (2005–2010)

- Directed communications to maximize brand visibility, convey company priorities, and enhance standing in community.
- Served as company spokesperson, appearing regularly on local, national, and international TV and radio outlets, as well as conducting interviews with media outlets ranging from *The Washington Post* to mlb.com.
- Prepared crisis communications strategy and managed crises internally and externally.
- Developed digital marketing strategy and managed company's web and social content.
- Strengthened brand by developing strategic joint marketing programs with corporations, charitable partners, media outlets, and professional sports teams.

EDUCATION

Emory University

Bachelor of Arts, Magna cum Laude, Concentrations in Journalism and Theater Studies