PUBLIC DISCLOSURE COPY

EXTENDED TO NOVEMBER 15, 2017

Return of Organization Exempt From Income Tax
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public. Department of the Treasury Internal Revenue Service ▶ Information about Form 990 and its instructions is at www.irs.gov/form990.

Open to Public Inspection

OMB No. 1545-0047

Α	For th	e 2016 calendar year, or tax year beginning and	ending		
В	Check if applicab	le: C Name of organization		D Employer identif	ication number
	Addre				
	Name	Doing business as		27-3	5519768
E	Initial return Final	201 M WAGHTMOMOM CO	Room/suite		er -775-6001
	return termi ated	City or town, state or province, country, and ZIP or foreign postal code		G Gross receipts \$	307,847.
	Amer	ded ATEVANIDETA 17A 22214		H(a) Is this a group r	
Ë	Appli		NS		s? Yes X No
	pend	SAME AS C ABOVE	and the v	H(b) Are all subordinates	
ī	Tax-ex	empt status: 501(c)(3)X 501(c) (4) ◀ (insert no.) 4947(a)(1) o	or 527	1	list. (see instructions)
		te: WWW.VOICESFORTROOPS.ORG		H(c) Group exemption	·
K	Form o	forganization: X Corporation Trust Association Other	L Year		M State of legal domicile: VA
_	art I	Summary			
.— o	1	Briefly describe the organization's mission or most significant activities: MAIN	TAIN S	TRONG NATIO	NAL DEFENSE
Governance		& PRESERVE EARNED ENTITLEMENTS OF SERVICE			
rrs	2	Check this box if the organization discontinued its operations or dispos	sed of more	than 25% of its net a	ssets.
o.	3			3	5
ত অ	4	Number of independent voting members of the governing body (Part VI, line 1b)		4	5
Activities &	5	Total number of individuals employed in calendar year 2016 (Part V, line 2a)		5	0
viti	6	Total number of volunteers (estimate if necessary)		6	18
Acti	7 a	Total unrelated business revenue from Part VIII, column (C), line 12		7a	0.
_	b	Net unrelated business taxable income from Form 990-T, line 34		7b	0.
<u>o</u>				Prior Year	Current Year
	8	Contributions and grants (Part VIII, line 1h)		360,465.	307,818.
enr	9	Program service revenue (Part VIII, line 2g)		0.	0.
Revenue	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	010000	27.	29.
_	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		0.	0.
_		Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)		360,492.	307,847.
		Grants and similar amounts paid (Part IX, column (A), lines 1-3)		0.	0.
		Benefits paid to or for members (Part IX, column (A), line 4)		0.	0.
S	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		165,379.	108,849.
Expenses	16a	Professional fundraising fees (Part IX, column (A), line 11e)		0.	0.
ΔX	b	Total fundraising expenses (Part IX, column (D), line 25)	0.		
ш	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		10,534.	15,577.
		Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		175,913.	
- 0	19	Revenue less expenses. Subtract line 18 from line 12		184,579.	183,421.
Net Assets or			Ве	ginning of Current Year	End of Year
SSE	20	Total assets (Part X, line 16)		35,727.	43,656.
etA	21	Total liabilities (Part X, line 26)		442,697.	267,205.
		Net assets or fund balances. Subtract line 21 from line 20		-406,970.	-223,549.
	art II				
		ulties of perjury, I declare that I have examined this return, including accompanying schedules		•	y knowledge and belief, it is
true	e, correc	t, and complete. Declaration of preparer (other than officer) is based on all information of wh	iich preparer	nas any knowledge.	
C:-		Signature of officer		te	
Sig		REGINA D. CHAVIS, CFO			15/2017
He	re	Type or print name and title			110/2011
_		The transfer of the second sec	TD	ate Check	[] PTIN
Pai	d	Print/Type preparer's name HEMALI PATEL Preparer's sign		115/17	D01337303
	parer	Firm's name CLIFTONLARSONALLEN LLP	1 -	0/10/1 / self-employ Firm's EJN ▶	41-0746749
	Only	Firm's address 901 N. GLEBE ROAD, SUITE 200		LIHH 2 DW	11 0/10/11/
		ARLINGTON, VA 22203		Phone no 57	1-227-9500
Ma	v the II	RS discuss this return with the preparer shown above? (see instructions)		11 110110 110,5 7	X Yes No
		proparer enternation (dee manderna)	************	******************************	

Form 990 (2016)

27-3519768

Form 990 (2016) VOICES FOR A
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)?			
	If "Yes," complete Schedule A	1		X
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2		Х
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		х
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? If "Yes," complete Schedule C, Part II	4		
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? If "Yes," complete Schedule C, Part III	5	Х	
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? If "Yes," complete Schedule D, Part I	6		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? If "Yes," complete Schedule D, Part II	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		х
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?	,		
	If "Yes," complete Schedule D, Part IV	9		X
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	10		Х
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VIII, IX, or X			
	as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	11a	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? If "Yes," complete Schedule D, Part VII	11b		X
С	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? If "Yes," complete Schedule D, Part VIII	11c		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? If "Yes," complete Schedule D, Part IX	11d	37	X
	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e	Х	
Ť	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses		l ູ l	
100	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete	11f	Х	
124		12a		Х
b	Schedule D, Parts XI and XII Was the organization included in consolidated, independent audited financial statements for the tax year?	ıza	_	21
-	If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b	x	
13	le the organization a school described in section 170/b/(1/(A)(ii)) If "Vee " complete School le E	13		Х
	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
	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? If "Yes," complete Schedule F, Parts I and IV	14b		Х
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? If "Yes," complete Schedule F, Parts II and IV	15		Х
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? If "Yes," complete Schedule F, Parts III and IV	16		Х
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,		i i	
	column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I	17		Х
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines			
	1c and 8a? If "Yes," complete Schedule G, Part II	18		Х
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"			
	complete Schedule G, Part III	19		X
		_	gan /	0010

Form 990 (2016) VOICES FOR AMERICA
Part IV Checklist of Required Schedules (continued)

			Yes	No
	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		Х
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
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? If "Yes," complete Schedule I, Parts I and II	21		X
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? If "Yes," complete Schedule I, Parts I and III	22		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? If "Yes," complete		37	
	Schedule J	23	X	<u> </u>
24a	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? If "Yes," answer lines 24b through 24d and complete			₃₇
	Schedule K. If "No", go to line 25a	24a		X
	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		<u> </u>
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease	ا ۱		
	any tax-exempt bonds?	24c		<u> </u>
	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		_
238	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit	05-		$ _{\mathbf{x}}$
b	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and	25a		<u> </u>
В	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete			
	Schodula I Part I	25b		x
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or	250		
	former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If "Yes,"			
	complete Schedule L, Part II	26		X
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial	20	_	
	contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member			
	of any of these persons? If "Yes," complete Schedule L, Part III	27		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):			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		х
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		Х
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer,			
	director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		х
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		Х
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation			
	contributions? If "Yes," complete Schedule M	30		Х
31	Did the organization liquidate, terminate, or dissolve and cease operations?			
	If "Yes," complete Schedule N, Part I	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete			
	Schedule N, Part II	32		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? If "Yes," complete Schedule R, Part I	33		X
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and			
	Part V, line 1	34	X	
	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		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)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?			
	If "Yes," complete Schedule R, Part V, line 2	36		
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? If "Yes," complete Schedule R, Part VI	37		_X_
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?		v	
	Note. All Form 990 filers are required to complete Schedule 0	38	X	(05.15)
		rorm	330 I	(2016)

Form 990 (2016) VOICES FOR AMERICA'S TROOPS 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
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable			
b	0			
С				
	(gambling) winnings to prize winners?	1c		
2a	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 0			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b		
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)			
За	Did the organization have unrelated business gross income of \$1,000 or more during the year?	За		Х
b	If "Yes," has it filed a Form 990-T for this year? If "No," to line 3b, provide an explanation in Schedule O	3b		
4a	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)?	4a		Х
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).			
	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		Х
C	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?	5c		
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?	6a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts			
	were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).			
	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?	7a		
	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required			
	to file Form 8282?	7с		
	If "Yes," indicate the number of Forms 8282 filed during the year			
_	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		_
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f	_	
9	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		-
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the			
9	sponsoring organization have excess business holdings at any time during the year? Sponsoring organizations maintaining donor advised funds.	8	-	-
	Did the energying avanisation make any tayable distributions and a section 40000	n-		
a	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9a		
10	Section 501(c)(7) organizations. Enter:	9b		-
	Initiation fees and capital contributions included on Part VIII, line 12			
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b	K		
11	Section 501(c)(12) organizations. Enter:	0		
	Gross income from members or shareholders			
	Gross income from other sources (Do not net amounts due or paid to other sources against	4		
	amounts due or received from them.)			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.			
а	Is the organization licensed to issue qualified health plans in more than one state?	13a		
	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			
c	Enter the amount of reserves on hand			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		Х
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	14b		
		Form	990	(2016)

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 in Schedule O. See instructions.

	Check if Schedule O contains a response or note to any line in this Part VI	*******		X				
Sec	tion A. Governing Body and Management							
			Yes	No				
1a	Enter the number of voting members of the governing body at the end of the tax year							
	If there are material differences in voting rights among members of the governing body, or if the governing	1						
	body delegated broad authority to an executive committee or similar committee, explain in Schedule O.							
b	Enter the number of voting members included in line 1a, above, who are independent 1b							
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other	1						
	-ffine diverter to the control of th	2		x				
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision	<u> </u>						
•	of officers, directors, or trustees, or key employees to a management company or other person?			x				
4	Did the ergenization make any significant changes to its governing decuments since the given for the prior form.	3		X				
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	5		X				
	5 Did the organization become aware during the year of a significant diversion of the organization's assets?							
6	Did the organization have members or stockholders?	6	X					
7a	C and the second		l					
	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	Х					
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:							
а	The governing body?	8a	X					
b	Each committee with authority to act on behalf of the governing body?	8b	Х					
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 in Schedule O	9		Х				
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)							
			Yes	No				
10a	Did the organization have local chapters, branches, or affiliates?	10a		Х				
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						
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Х	-				
	Describe in Schedule O the process, if any, used by the organization to review this Form 990.	11a		-				
	10a Did the examplestion have a written conflict of interest and in 10 if While II are to 10 and 10							
b	12a Did the organization have a written conflict of interest policy? If "No," go to line 13							
	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Х	-				
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe		\ \tag{\partial}					
40	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	Х					
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?							
	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).							
16a	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		Х				
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						
Sect	tion C. Disclosure	100						
17	List the states with which a copy of this Form 990 is required to be filed NONE							
18	Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) and 990-T (Section 501(c)(3)s only) are considered to be filled.	wailah	10	_				
	for public inspection. Indicate how you made these available. Check all that apply.	avanaD	Ю					
46	Own website Another's website X Upon request Other (explain in Schedule O)							
19	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and	finan	cial					
	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:							
	REGINA D. CHAVIS, CFO - 703-838-8102							
	201 N WASHINGTON ST, ALEXANDRIA, VA 22314							
esonne	11 11 10	Ecem	990	(2010)				

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.

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

Check this box if neither the organization	100	orga	aniza			mpe	nsat			(5)	
(A)	(B)			Pos	C) sitior	n .		(D)	(E)	(F)	
Name and Title	Average hours per	(da	not c	heck	more	than	one b an	Reportable	Reportable	Estimated	
	week					or/trus		compensation from	compensation from related	amount of other compensation	
	(list any	ctor				Γ		the	organizations		
	hours for	r dire				pea		organization	(W-2/1099-MISC)	from the	
	related	stee	ruste		a.	beusa		(W-2/1099-MISC)		organization	
	organizations	ual fru	onalt		ploye	ee ee				and related	
	below line)	ndividual trustee or director	nstitutional trustee	Officer	Key employee	Highest compensated employee	Former			organizations	
(1) MICHAEL D ROCHELLE	1.00	=	=	0	3	프	<u></u>				
CHAIR	1.00	x						0.	0.	0.	
(2) BRUCE C FRANDSEN	1.00	Ħ	\vdash		\vdash	\vdash					
MEMBER		х						0.	2,771.	0.	
(3) CHARLES N STARNES	1.00		\vdash		T						
MEMBER		х						0.	1,369.	0.	
(4) JOYCE N HARTE	1.00	П	Т			Т			1		
MEMBER	1.00	X						0.	0.	0.	
(5) CHARLES EGGLESTON	1.00		T		П						
MEMBER		Х						0.	0.	0.	
(6) ALICIA HINDS WARD	1.00				П						
MEMBER		X						0.	0.	0.	
(7) JUAN M CROCKETT	1.00										
MEMBER		Х						0.	0.	0.	
(8) JERI I. GRAHAM	1.00										
MEMBER		Х						0.	0.	0.	
(9) NORBERT R RYAN, JR	1.00							_			
PRESIDENT/CEO	34.00			Х				0.	352,726.	29,778.	
(10) DANA T ATKINS	1.00							_	,		
PRESIDENT/CEO	34.00		_	X	_			0.	277,453.	90,653.	
(11) JAMES O'BRIEN	1.00							_	404 866		
TREASURER	34.00			Х	_		_	0.	181,566.	29,900.	
(12) JOSEPH G LYNCH	1.00								486 045	40 504	
SECRETARY	34.00			Х	_			0.	176,245.	40,781.	
			H	_		\vdash	_				
	ļ — —	-	\vdash			\vdash	=				
	-										
									,		
-					-		-				

632007 11-11-16

Part VII Section A. Officers, Directors, True	stees, Key Em	ploy	/ees	, and	d Hi	ighe	st C	Compensated Employe	es (continued)				
(A) Name and title	(B) Average hours per	Position (do not check more than one box, unless person is both a officer and a director/trustee				than	one	(D) Reportable compensation	(E) Reportable compensation			(F) stimate	
	week (list any hours for				irecto	or/trus	tee)	from the	from relate organizatior	d ns	com	other pensa	ation
	related organizations	trustee	nal trustee		ayee	Highest compensated employee		organization (W-2/1099-MISC)	(W-2/1099-MI	SC)	from the organization and relate		tion
	below line)	Individual	Institutional	Officer	Key emplayee	Highest o	Former				orga	anizati	ons
						-							
		_											
¥													
1b Sub-total				Ш		Ш	<u> </u>	0.	992,1	30.	19	1,1	12.
c Total from continuation sheets to Part V d Total (add lines 1b and 1c)	II, Section A $_{_\odot}$					*(**		0.	992,1	0. 30.	19	1,1	0. 12.
Total number of individuals (including but recompensation from the organization	not limited to th	ose	liste	ed ab	oove	e) wr	o re	eceived more than \$100	,000 of reportab	ole		V.	0
3 Did the organization list any former officer line 1a? If "Yes," complete Schedule J for s				-					. ,		3	Yes	No X
4 For any individual listed on line 1a, is the si and related organizations greater than \$15	um of reportab	le co	ompe	ensa	ation	anc	oth	ner compensation from t	the organization	- 1	4	х	
5 Did any person listed on line 1a receive or rendered to the organization? If "Yes," con	accrue comper	nsat	ion f	rom	any	unr	elat	ed organization or indivi	dual for services		5		х
Section B. Independent Contractors 1 Complete this table for your five highest co	ompensated inc	depe	ende	nt c	ontr	acto	rs tl	hat received more than	\$100,000 of cor	npens	ation 1	rom	
the organization. Report compensation for (A)	the calendar y	ear e	endi	ng w	/ith	or w	thin		/ear.			.,	
Name and business	address	NC	ONE	3			-	(B) Description of s	ervices	С	ompe		n
•							+						
							1						
Total number of independent contractors (\$100,000 of compensation from the organi		ot lir	nited	d to	thos (ted	above) who received m	ore than				
											Form !	990 (2016)

-		Check if Schedule O con	tains a response	or note to any lin	e in this Part VIII			
			,	,	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	Revenue excluded from tax under sections 512 - 514
nts	1 a	Federated campaigns	1a					
ara our	b	Membership dues	1b	307,818.				
S, C	c	Fundraising events	1c					
la la	d	Related organizations	1d					
s, III		Government grants (contribu						
Sign		All other contributions, gifts, gran						
둁		similar amounts not included abo						
E6	g	Noncash contributions included in lines	(Carrier 1997)					
Contributions, Gifts, Grants and Other Similar Amounts	h	Total. Add lines 1a-1f		>	307,818.			
				Business Code				
ဗ္ပ	2 a	n=						
Program Service Revenue	b							
Sel	С							
ev ev	d							
rog	е							
₫.	f	All other program service reve	enue					
	g	Total. Add lines 2a-2f						
	3	Investment income (including						
		other similar amounts)		>	29.			29.
	4	Income from investment of ta	x-exempt bond p	roceeds				
	5	Royalties						
			(i) Real	(ii) Personal				
		Less: rental expenses						
		Rental income or (loss)			l l			
		Net rental income or (loss)		>				
	7 a	Gross amount from sales of	(i) Securities	(ii) Other				
		assets other than inventory						
	þ	Less: cost or other basis						
		and sales expenses						
		Gain or (loss)				1		
		Net gain or (loss)						
ne	8 a	Gross income from fundraisin	•					
evenue		including \$						
Re		contributions reported on line	/					
Other Re		Part IV, line 18						
₹		Less: direct expenses						
		Net income or (loss) from fund	-	>				
	э а	Gross income from gaming ac			l			
		Part IV, line 19						
		Less: direct expenses						
		Net income or (loss) from gam		>				
	io a	Gross sales of inventory, less						
	h	and allowances						
		Less: cost of goods sold Net income or (loss) from sale						
	11 a	Miscellaneous Revenu		Business Code				
	ıı a							
	C	*						
		All other revenue						
		Total. Add lines 11a-11d		0.0000000000000				
	12	Total revenue. See Instructions.			307,847.	0.	0.	29.
632009	11-11						7 //	Form 990 (2016)

Form 990 (2016) VOICES FOR AM Part IX Statement of Functional Expenses

Sect	ion 501(c)(3) and 501(c)(4) organizations must comp		UVGSTREETS		1 1
Do	Check if Schedule O contains a respon- not include amounts reported on lines 6b,	(A) I		(C)	(D)
	8b, 9b, and 10b of Part VIII.	Total expenses	(B) Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to domestic organizations		0.1,001.000	gonorarosponoco	onportedo
	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				
6	Compensation not included above, to disqualified				
	persons (as defined under section 4958(f)(1)) and				
	persons described in section 4958(c)(3)(B)	0.4.480	0.4 470		
7	Other salaries and wages	84,478.	84,478.		
8	Pension plan accruals and contributions (include				
_	section 401(k) and 403(b) employer contributions)	10 010	10 010		
9	Other employee benefits	18,012. 6,359.	18,012. 6,359.		
10	Payroll taxes	0,339.	0,339.		
11	Fees for services (non-employees):				
_	Management				
b		3,150.		3,150.	
d	Accounting	3,130.		3,130.	
u A	Lobbying Professional fundraising services. See Part IV, line 17				
f	Investment management fees				
g g	Other. (If line 11g amount exceeds 10% of line 25,				
9	column (A) amount, list line 11g expenses on Sch O.)				
12	Advertising and promotion				
13	Office expenses	628.	628.		
14	Information technology	9,920.	9,920.		
15	Royalties				
16	Occupancy				
17	Travel				
18	Payments of travel or entertainment expenses				
	for any federal, state, or local public officials				
19	Conferences, conventions, and meetings				
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization				
23	Insurance				
24	Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e, If line				
	24e amount exceeds 10% of line 25, column (A)				
а	amount, list line 24e expenses on Schedule 0.) MERCHANT SERVICE EXPENS	1,796.	1,796.		
a b	BOARD EXPENSES	83.	83.		
C					
d					
	All other expenses				
25	Total functional expenses. Add lines 1 through 24e	124,426.	121,276.	3,150.	0.
26	Joint costs. Complete this line only if the organization				
	reported in column (B) joint costs from a combined				
	educational campaign and fundraising solicitation.		1		
	Check here If following SOP 98-2 (ASC 958-720)				

		Check if Schedule O contains a response or note to any line in this Pa	art X	+1.*1.*1.*1.*1.*1.*1.*1.*1.*1.*1.*1.*1.*1		
				(A) Beginning of year		(B) End of year
	1	Cash - non-interest-bearing	errorrorror L		1	
	2	Savings and temporary cash investments		35,727.	2	43,656.
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net			4	
	5	Loans and other receivables from current and former officers, director	rs,			
		trustees, key employees, and highest compensated employees. Com				
		Part II of Schedule L		5		
	6	Loans and other receivables from other disqualified persons (as defin-	ed under			
		section 4958(f)(1)), persons described in section 4958(c)(3)(B), and co				
	l	employers and sponsoring organizations of section 501(c)(9) voluntary		1		
ets		employees' beneficiary organizations (see instr). Complete Part II of S			6	
Assets	7	Notes and loans receivable, net			7	
٠	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges			9	
	10a	Land, buildings, and equipment: cost or other				
			736.			
			736.	0.	10c	0.
	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		25 525	15	12 656
	16	Total assets. Add lines 1 through 15 (must equal line 34)		35,727.	16	43,656.
	17	Accounts payable and accrued expenses		33,128.	17	26,384
	18	Grants payable		110 000	18	127 260
	19	Deferred revenue		118,862.	19	137,360
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability, Complete Part IV of Schedule D			21	
es	22	Loans and other payables to current and former officers, directors, tru				
		key employees, highest compensated employees, and disqualified pe				
Liabilities		Complete Part II of Schedule L			22	
	23	Secured mortgages and notes payable to unrelated third parties			23	
	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 Par Schedule D		290,707.		103,461.
	26	Schedule D Total liabilities. Add lines 17 through 25		442,697.	25	267,205
	20	Organizations that follow SFAS 117 (ASC 958), check here			20	201,203
_s		complete lines 27 through 29, and lines 33 and 34.	L allu			
Se	27	Unrestricted net assets		-406,970.	27	-223,549
alar	28	Temporarily restricted net assets		400,5700	28	223,343
ř	29				29	
ğ		Permanently restricted net assets Organizations that do not follow SFAS 117 (ASC 958), check here			2.5	
Net Assets or Fund Balances		and complete lines 30 through 34.		l		
22	30	Capital stock or trust principal, or current funds		l	30	
SSE	31	Paid-in or capital surplus, or land, building, or equipment fund			31	
		Retained earnings, endowment, accumulated income, or other funds			32	
<u>ම</u>		Total net assets or fund balances		-406,970.	33	-223,549.
ا ۲		- OLGI FIOL GOODIO OF TURIS DURINIOUS			- UU I	

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 in 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 in Schedule O and describe any steps taken to undergo such audits

Form 990 (2016)

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SCHEDULE C

(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

Complete if the organization is described below. Attach to Form 990 or Form 990-EZ.
Information about Schedule C (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

2016
Open to Public Inspection

If the organization answered "Yes," on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes," on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes," on Form 990, Part IV, line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then

• Sec	tion 50	11(c)(4), (5), or (6) organiza	tions: Complete Part III.			
Name of	f orgar				Er	nployer identification number
			FOR AMERICA'S TR			27-3519768
Part I	I-A	Complete if the org	janization is exempt und	ler section 501(c)	or is a section 527	organization.
2 Pol	litical c	ampaign activity expendit	ration's direct and indirect politic ures gn activities			
Part I	-B	Complete if the ord	anization is exempt und	er section 501/c)/	(3)	
			incurred by the organization und			¢
2 Ent	ter the	amount of any excise tax	incurred by organization manag	are under section 4955		ψ
3 lf th	he ora:	anization incurred a sectio	n 4955 tax, did it file Form 4720	for this year?	***************************************	Yes No
b lf "`	Yes."	describe in Part IV.				
Part I	-C	Complete if the org	anization is exempt und	er section 501(c),	except section 50)1(c)(3).
1 Ent	ter the	amount directly expended	by the filing organization for se	ction 527 exempt funct	tion activities	- \$
			ization's funds contributed to ot			*
			***********************************	_		\$
3 Tot	tal exe	mpt function expenditures	. Add lines 1 and 2. Enter here a	nd on Form 1120-POL.		
						\$
4 Did	the fil	ing organization file Form	1120-POL for this year?			Yes No
ma cor	de pay ntributi	ments. For each organiza ons received that were pr	nployer identification number (El tion listed, enter the amount pai comptly and directly delivered to additional space is needed, prov	d from the filing organiz a separate political orga	zation's funds. Also ente anization, such as a sep	r the amount of political
		(a) Name	(b) Address	(c) EIN	(d) Amount paid fror filing organization's funds. If none, enter -	contributions received and

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule C (Form 990 or 990-EZ) 2016

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Schedule C (Form 990 or 990-EZ) 2016

Schedule C (Form 990 or 990-EZ) 2016 VOICES FOR AMERICA'S TROOPS 27-3519768 Page 3 Part II-B | Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

For e	ach "Yes," response on lines 1a through 1i below, provide in Part IV a detailed description	(a)	(b	0)
	e lobbying activity.	Yes	No	Amo	
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:				
b	Volunteers? Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?				
C	Media advertisements?				
d	Mailings to members, legislators, or the public?				
е	Publications, or published or broadcast statements?				
f	Grants to other organizations for lobbying purposes?				
	Direct contact with legislators, their staffs, government officials, or a legislative body?				
	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?				
	Other activities?				
j	Total. Add lines 1c through 1i				
	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?				
b	If "Yes," enter the amount of any tax incurred under section 4912				
	If "Yes," enter the amount of any tax incurred by organization managers under section 4912	-			
Do	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?	501(a)	(E) au aa	ation.	
Pai	t III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(6)	on sorici	(5), or se	cuon	
	501(c)(6).			Yes	No
	14/			X	NO
1	Were substantially all (90% or more) dues received nondeductible by members?		1	X	
3	Did the organization make only in-house lobbying expenditures of \$2,000 or less? Did the organization agree to carry over lobbying and political campaign activity expenditures from the organization agree.			_^	X
	t III-B Complete if the organization is exempt under section 501(c)(4), section			ction	21
	501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered				ne 3. is
	answered "Yes."	,	. (,	· · · · · · · · · · · · · · · · · · ·	,
1	Dues, assessments and similar amounts from members		1		
2	Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political				
	expenses for which the section 527(f) tax was paid).				
а	Current year		2a		
	Carryover from last year				
c	- · ·				
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	*************	3		
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the exc		200		
	does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and processing the control of the reasonable estimate of nondeductible lobbying and processing the control of the reasonable estimate of nondeductible lobbying and processing the control of the reasonable estimate of nondeductible lobbying and processing the control of the reasonable estimate of nondeductible lobbying and processing the control of the reasonable estimate of nondeductible lobbying and processing the control of the reasonable estimate of nondeductible lobbying and processing the control of the reasonable estimate of nondeductible lobbying and processing the control of the reasonable estimate of nondeductible lobbying and processing the control of the reasonable estimate of nondeductible lobbying and processing the control of th				
	expenditure part year?		4		
5	Taxable amount of lobbying and political expenditures (see instructions)		5		
Par					
Provi	de the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group	list); Part II-	A, lines 1 a	and 2 (see	
	ictions); and Part II-B, line 1. Also, complete this part for any additional information.	,,	,	,	

SCHEDULE D

(Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

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

Attach to Form 990.

Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047 6 Open to Public Inspection

Name of the organization

VOICES FOR AMERICA'S TROOPS

Employer identification number 27-3519768

Pa	t I Organizations Maintaining Donor Advis	ed Funds or Other Similar Funds	or Accounts. Complete if the
	organization answered "Yes" on Form 990, Part IV, li	ne 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		ed funds
	are the organization's property, subject to the organization's	s exclusive legal control?	Yes 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
Pa	t II Conservation Easements. Complete if the or	rganization answered "Yes" on Form 990, F	Part IV, line 7.
1	Purpose(s) of conservation easements held by the organiza	tion (check all that apply).	
	Preservation of land for public use (e.g., recreation or	education) Preservation of a histo	orically important land area
	Protection of natural habitat	Preservation of a cert	ified historic structure
	Preservation of open space		
2	Complete lines 2a through 2d if the organization held a qual	lified 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
а	Total number of conservation easements		2a
b			
С	Number of conservation easements on a certified historic st		
d	Number of conservation easements included in (c) acquired		
	listed in the National Register		2d
3	Number of conservation easements modified, transferred, re	eleased, extinguished, or terminated by the	e organization during the tax
	year 🕨		
4	Number of states where property subject to conservation ea		
5	Does the organization have a written policy regarding the pe		
	violations, and enforcement of the conservation easements		
6	Staff and volunteer hours devoted to monitoring, inspecting	i, handling of violations, and enforcing cons	servation easements during the year
-	Annual of summer in summer	-05 - F2 1 45 -	
7	Amount of expenses incurred in monitoring, inspecting, han	idling of violations, and enforcing conserva-	tion easements during the year
8	Does each conservation easement reported on line 2(d) abo	ave estisfy the requirements of easting 170	/L\/4\/\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\
0			
9	and section 170(h)(4)(B)(ii)? In Part XIII, describe how the organization reports conserva		
J	include, if applicable, the text of the footnote to the organization	· ·	·
	conservation easements.	ation 5 interior statements that describes	the organization's decounting for
Pai	t III Organizations Maintaining Collections	of Art, Historical Treasures, or O	ther Similar Assets.
_	Complete if the organization answered "Yes" on Forr		
1a	If the organization elected, as permitted under SFAS 116 (A	SC 958), not to report in its revenue statem	nent and balance sheet works of art.
	historical treasures, or other similar assets held for public ex		
	the text of the footnote to its financial statements that described		, , , , , , , , , , , , , , , , , , , ,
b	If the organization elected, as permitted under SFAS 116 (A	SC 958), to report in its revenue statement	and balance sheet works of art, historical
	treasures, or other similar assets held for public exhibition, e		
	relating to these items:	, , , , , , , , , , , , , , , , , , , ,	3
	(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 tre		
	the following amounts required to be reported under SFAS	116 (ASC 958) relating to these items:	
а	Revenue included on Form 990, Part VIII, line 1		
b	Assets included in Form 990, Part X		
	For Paperwork Reduction Act Notice, see the Instruction		Schedule D (Form 990) 2016

Schedule D (Form 990) 2016

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 material derivatives (2) Closely-held equity interests (3) Other (A) (B) (C) (D) (E) (G) (H)	irket value
(1) Financial derivatives (2) Closely-held equity interests (3) Other (A) (B) (C) (D) (E) (F) (G)	irket value
(2) Closely-held equity interests (3) Other (A) (B) (C) (D) (E) (F) (G)	
(A) (B) (C) (D) (E) (F) (G)	
(A) (B) (C) (D) (E) (F) (G)	
(B) (C) (D) (E) (F) (G)	
(C) (D) (E) (F) (G)	
(D) (E) (F) (G)	
(E) (F) (G)	
(F) (G)	_
(G)	
(H)	
Total. (Col. (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 ma	rket value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Col. (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.	
	ok 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) DUE TO MOAA GENERAL FUND 103,461.	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.)	

Schedule D (Form 990) 2016

^{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 FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

SCHEDULE J (Form 990)

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

Complete if the organization answered "Yes" on Form 990, Part IV, line 23.

► Attach to Form 990.

Information about Schedule J (Form 990) and its instructions is at www.irs.gov/form990.

2016

Open to Public Inspection

Name of the organization

Part I Questions Regarding Compensation

Department of the Treasury

VOICES FOR AMERICA'S TROOPS

Employer identification number 27 – 3519768

			Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990,			
	Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.			
	First-class or charter travel			
	Travel for companions Payments for business use of personal residence			
	Tax indemnification and gross-up payments Health or social club dues or initiation fees			
	Discretionary spending account Personal services (such as, maid, chauffeur, chef)			
b	If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or			
	reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	1b		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors,			
	trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?	2		
3	Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's			
	CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to			
	establish compensation of the CEO/Executive Director, but explain in Part III.			
	Compensation committee Written employment contract			
	Independent compensation consultant Compensation survey or study			
	Form 990 of other organizations Approval by the board or compensation committee			
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing			
	organization or a related organization:			
	Receive a severance payment or change-of-control payment?	4a		X
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b	Х	
С	Participate in, or receive payment from, an equity-based compensation arrangement?	4c		Х
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.			
	Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation			
	contingent on the revenues of:			
а	The organization?	5a		_X_
b	Any related organization?	5b		X
	If "Yes" on line 5a or 5b, describe in Part III.			
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation			
	contingent on the net earnings of:			
а	The organization?	6a		_X_
b	Any related organization?	6b		X
	If "Yes" on line 6a or 6b, describe in Part III.			
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments			
	not described on lines 5 and 6? If "Yes," describe in Part III	7		X
8	Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the			
	initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	8		X
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in			
	Regulations section 53.4958-6(c)?	9		

 $LHA \ \ \mbox{For Paperwork Reduction Act Notice, see the Instructions for Form 990.}$

Schedule J (Form 990) 2016

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

		(B) Breakdown of	W-2 and/or 1099-MISC compensation	SC compensation	(C) Retirement and	(D) Nontaxable	(E) Total of columns	(F) Compensation
(A) Name and Title		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	otner deferred compensation	benefits	(a)-(n)(a)	in column (B) reported as deferred on prior Form 990
(1) NORBERT R RYAN, JR	€	0	0	0	0	0	0	0
SIDENT/CEO	€	6,990.	21,125.	324,611.	29,625.	153.	382,504	21,125.
(2) DANA T ATKINS	Ξ		0	0		0.		0
PRESIDENT/CEO	(ii)	269,712.	0	7,741.	89,92	728.	368,10	0
(3) JAMES O'BRIEN	Ξ		0	0		0	0	0
TREASURER	€	171,563.	7,375.	2,628.	25,31	4,582.	211,46	0
(4) JOSEPH G LYNCH	Θ	0		0		0		
SECRETARY	Œ	162,355.	7,297.	6,593.	36,398.	4,383.	217,02	
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Schedule J (Form 990) 2016

Part III | Supplemental Information Schedule J (Form 990) 2016

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

4B: LINE H PART

ď DID NOT RECEIVE BUTPLAN 457(E) THE NORBERT RYAN PARTICIPATES IN

2016. Z DISTRIBUTION

OR. EMPLOYEES DIRECTORS VOICES DOES NOT DIRECTLY COMPENSATE ANY OFFICERS,

BOARD MEMBERS BUT RECEIVES ALL STAFF SUPPORT FROM THE MILITARY OFFICER'S

ASSOCIATION OF AMERICA (MOAA). SALARIES OF MOAA OFFICERS AND EMPLOYEES WHO

Q TIME SPENT BASIS. ALL PERCENTAGE OF ALLOCATED ON A SUPPORT VOICES ARE

AS WELL AS OFFICERS AND EMPLOYEES OF MOAA SUPPORT BOTH ORGANIZATIONS,

FAMILY INITIATIVE THE MOAA MILITARY SCHOLARSHIP FUND AND THE MOAA

MILITARY OFFICERS ASSOCIATION OF AMERICA UTILIZES THE FOLLOWING WHEN THE

COMPENSATION ESTABLISHING

P PRESIDENTIAL ASSESSMENT COMMITTEE ⋖ THE BOARD APPOINTS OF. CHAIRMAN THE

SURVEY OF REVIEW FINANCIAL AND MEMBERSHIP RECORDS OF THE PREVIOUS YEAR.

MEMBERSHIP SATISFACTION IS ALSO REVIEWED. ASSESSMENT COMMITTEE RELAYS ITS

COMPENSATION COMMITTEE WHICH USES FORMS 990 FROM OTHER THE 잂 FINDINGS

MILITARY VETERAN NON-PROFITS; AND SALARY SURVEY DATA FROM THE AMERICAN

Schedule J (Form 990) 2016

Schedule J (Form 990) 2016

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

THE ASSOCIATION; BOARD ANNUAL COMPENSATION, OF PROFESSIONAL BOARD DELIBERATIONS FOR ASSOCIATION AND COMPENSATION ENTIRE INDUSTRY; ANNUAL GROSS REVENUES AND LOCATION OF ASSOCIATION ASAE AMONG OTHERS, HEADQUARTERS. COMPENSATION COMMITTEE THEN MEETS AND REVIEWS ALL COMPARABILITY DATA; AND RECOMMENDS ANNUAL COMPENSATION TO THE PRESIDENT. O Fi SURVEY SIZE 2015 PRESIDENT'S CLOSED THE COMPENSATION REPORT, THE PUBLISHES AN ANNUAL NATIONAL COMPENSATION SCOPE AND THE PROCESS WAS LAST UNDERTAKEN IN FOR COMMITTEE AND REASONABLE COMPENSATION (ASAE) THE TAKES INTO ACCOUNT THE DOCUMENT, AND APPROVE ASSOCIATION EXECUTIVES' COMPENSATION ASSOCIATIONS TRENDS, THE AND ASSOCIATIONS THAT DOCUMENTED. MINUTES OF BOTH FAIR WHO DELIBERATE OF DETERMINE SOCIETY EXAMPLE, TYPE OF STUDY, ARE

MOST PRM MATCHES MOAA GIVEN A COMPETITIVE DETERMINING COMPENSATION. COMPENSATION COMMITTEE THEN MEETS AND REVIEWS FOR OTHER OFFICERS, VICE-PRESIDENTS AND KEY EMPLOYEES, HUMAN RESOURCES THE (PRM POSITION DESCRIPTIONS TO THE SAME OR SIMILAR POSITIONS COVERED IN Ä INDEPENDENT CONSULTANT EACH POSITION. PERFORMANCE EVALUATIONS ARE ALSO USED WHICH DETERMINES THE APPROPRIATE PAY RANGES. RELEVANT PUBLISHED PAY SURVEYS. ONCE MATCHED, MOAA IS AN BYREVIEWS COMPETITIVE MARKET ANALYSIS CONSULTING) RANGE FOR

Schedule J (Form 990) 2016

23

Page 3

Schedule J (Form 990) 2016

| Part III | Supplemental Information Provide the information, explanation, or

and the second control of the second control
COMPARABILITY DATA; AND RECOMMENDS ANNUAL SALARY PERCENTAGE RANGE TO THE
ENTIRE BOARD FOR DELIBERATION AND APPROVAL. MINUTES OF BOTH THE
COMPENSATION COMMITTEE AND CLOSED BOARD DELIBERATIONS ARE DOCUMENTED. ONCE
APPROVED, THE PRESIDENT THEN DETERMINES COMPENSATION FOR OTHER OFFICERS,
VICE PRESIDENTS AND OTHER KEY EMPLOYEES. THE PROCESS WAS LAST UNDERTAKEN IN
2016.
Schedule J (Form 990) 2016

SCHEDULE O

(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

2016
Open to Public Inspection

Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

Name of the organization

VOICES FOR AMERICA'S TROOPS

Employer identification number 27-3519768

FORM 990, PART VI, SECTION A, LINE 6:

VOICES HAS SPECIAL AND REGULAR MEMBERS. THE SOLE SPECIAL MEMBER IS THE
MILITARY OFFICERS ASSOCIATION OF AMERICA, A RELATED ORGANIZATION. REGULAR
MEMBERSHIP IS OPEN TO ALL PERSONS WHO SHARE THE GOALS, VALUES AND VISION OF
VOICES.

FORM 990, PART VI, SECTION A, LINE 7A:

THE SPECIAL MEMBER APPOINTS MEMBERS OF THE BOARD OF DIRECTORS. REGULAR MEMBERS HAVE THE RIGHT TO ELECT TWO DIRECTORS TO THE BOARD.

FORM 990, PART VI, SECTION A, LINE 7B:

THE BOARD OF DIRECTORS MAY FROM TIME TO TIME, IN ITS DISCRETION REQUEST THE REGULAR MEMBERS TO VOTE ON SUCH POLICY ISSUES AND OTHER MATTERS THAT THE BOARD MAY DECIDE TO PRESENT.

FORM 990, PART VI, SECTION B, LINE 11B:

THE BOARD OF DIRECTORS OF VOICES AND THE FINANCE AND AUDIT COMMITTEE WILL REVIEW A COPY OF THE 990 BEFORE IT IS FILED.

FORM 990, PART VI, SECTION B, LINE 12C:

AN ANNUAL REVIEW IS CONDUCTED OF BOARD MEMBERS' FINANCIAL HOLDINGS AND

MEMBERSHIPS IN OTHER ORGANIZATIONS. ALL BOARD AND KEY STAFF MEMBERS ARE

COVERED.

FORM 990, PART VI, SECTION C, LINE 19:

THE GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990 or 990-EZ) (2016)

632211 08-25-16

VOICES FOR AMERICA'S TROOPS	Employer identification number 27-3519768
STATEMENTS ARE MADE AVAILABLE UPON REQUEST.	
FORM 990, PART III	
VOICES IS A RELATED ORGANIZATION OF THE MILITARY OFFICERS	ASSOCIATION
OF AMERICA (MOAA), WHICH IS THE NATION'S LARGEST AND MOST	'INFLUENTIAL
ASSOCIATION OF ACTIVE DUTY, NATIONAL GUARD, RESERVE, RETI	RED, AND
FORMER MILITARY OFFICERS AND THEIR FAMILIES AND SURVIVORS	. MOAA IS AN
INDEPENDENT, NONPROFIT, AND POLITICALLY NONPARTISAN ORGAN	IZATION WITH
MORE THAN 360,000 MEMBERS. MEMBERSHIP IN MOAA IS OPEN TO	ANYONE WHO
HOLDS OR HAS HELD A FEDERAL COMMISSION AS A MILITARY OFFI	CER OR
UNIFORMED MEMBER OF THE U.S. PUBLIC HEALTH SERVICE OR THE	NATIONAL
OCEANIC AND ATMOSPHERIC ADMINISTRATION. VOICES PROVIDES	AN OPPORTUNITY
FOR THE GENERAL PUBLIC TO JOIN AN ORGANIZATION THAT SUPPO	RTS MOAA'S
EFFORTS TO PROMOTE A STRONG NATIONAL DEFENSE AND ADVOCATE	FOR KEEPING
OUR NATION'S COMMITMENT TO THE DEDICATED PERSONNEL WHO SE	RVE NOW AND
HAVE SERVED OUR NATION IN MILITARY UNIFORM. TO THAT END,	THE
ORGANIZATIONS SUPPORT EACH OTHER AND TOGETHER ARE ABLE TO	EDUCATE A
LARGER PERCENTAGE OF THE POPULATION ABOUT ISSUES AFFECTING	G THE
UNIFORMED SERVICES AND THE COMMUNITY OF VETERANS IN THE U	NITED STATES.

SCHEDULE R (Form 990)

Department of the Treasury Internal Revenue Service

Name of the organization

Part

Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37. Related Organizations and Unrelated Partnerships

► Attach to Form 990.

▶ Information about Schedule R (Form 990) and its instructions is at www.irs.gov/form990.

Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33,

VOICES FOR AMERICA'S TROOPS

2016 Open to Public Inspection

OMB No. 1545-0047

Employer identification number 27-3519768

							Î
(a)	(q)	(c)	_			(f)	
Name, address, and EIN (if applicable) of disregarded entity	Primary activity	Legal domicile (state or foreign country)	r Total income	ne End-of-year assets		Direct controlling entity	
							ĺ
Part II Identification of Related Tax-Exempt Organizations. Compl organizations during the tax year.		ete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt	, Part IV, line 34 b	ecause it had one	or more related tax-exer	npt	Ĭ
(a)	(q)	(0)	(p)	(e)	(L)	(<u>6</u>)	
Name, address, and EIN of related organization	Primary activity	Legal domicile (state or foreign country)	Exempt Code section	Public charity status (if section	Direct controlling entity	Section 512(b) controlled entity?	2(b)(13) led r?
				501(c)(3))		Yes	2
MILITARY OFFICERS ASSOCIATION OF AMERICA -	PROVIDING ADVOCACY AND						
53-0172821, 201 N WASHINGTON ST, ALEXANDRIA,	GUIDANCE TO MEMBERS OF THE						
VA 22314	MILITARY	VIRGINIA	1.9	N/A	N/A		×
MILITARY OFFICERS ASSOCIATION OF AMERICA					MILITARY OFFICERS		
SCHOLARSHIP FUND - 54-1659039, 201 N.					ASSOCIATION OF		
WASHINGTON STREET, ALEXANDRIA, VA 22314	EDUCATIONAL ASSISTANCE	VIRGINIA	501(C)3	7	AMERICA		×
MOAA MILITARY FAMILY INITIATIVE - 46-4219250					MILITARY OFFICERS		Î
201 N. WASHINGTON STREET					ASSOCIATION OF		
ALEXANDRIA, VA 22314	EDUCATION	VIRGINIA	501(C)3	7	AMERICA		×
							Î

Schedule R (Form 990) 2016

27-3519768

Page 2

Schedule R (Form 990) 2016 VOICES FOR AMERICA'S TROOPS

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a partnership during the tax year.

(K)	rcentage vnership				related	Section 512(b)(13) controlled entity?					90) 2016
(0)	General or Percentage managing ownership partner?				ne or more	(h) Percentage ownership					Schedule R (Form 990) 2016
(i)	Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)				oration or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related year.	(g) Share of Perrend own assets					Schedule
(H)	Disproportionate allocations?				t IV, line 34						
	Share of end-of-year assets				rm 990, Par	(f) Share of total income					
					Yes" on Fo	(e) Type of entity (C corp, S corp, or trust)					
(±)	Share of total income				answered "				-		
_					ganization ((d) Direct controlling entity					
(e)	redonnnant income (related, unrelated, excluded from tax under sections 512-514)				ete if the on	(c) Legal domicile (state or foreign country)					28
_					st. Compl	Legal of (starfor for course					
(q	Direct controlling entity				oration or Trus year.	(b) Primary activity					
(C)	domicile (state or foreign country)				as a Corpo	Prim					
(q)	Primary activity				anizations Taxable a	7					
(a)	Name, address, and EIN of related organization				Part IV Identification of Related Organizations Taxable as a Corporation or trust during the tax	(a) Name, address, and EIN of related organization					632162 09-06-16
		1111	111.	1111	ا تە		11.	11.	11.	1.1	632

Page 3

Part V

Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Schedule R (Form 990) 2016 Yes No × × × × M × × × × × × × 4 무 르 두 우 Q 10 4 4 1e 19 19 ¥ 1s Method of determining amount involved # ‡ ;= = 2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds 124,426.FAIR MARKET VALUE 108,849. FAIR MARKET VALUE During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV? Amount involved (b) Transaction type (a-s) 29 Performance of services or membership or fundraising solicitations for related organization(s) m Performance of services or membership or fundraising solicitations by related organization(s) Д 0 Sharing of facilities, equipment, mailing lists, or other assets with related organization(s) Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity (1) MILITARY OFFICERS ASSOCIATION OF AMERICA (2) MILITARY OFFICERS ASSOCIATION OF AMERICA Lease of facilities, equipment, or other assets from related organization(s) Note: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule. Lease of facilities, equipment, or other assets to related organization(s) Reimbursement paid by related organization(s) for expenses..... Dividends from related organization(s) Gift, grant, or capital contribution from related organization(s) Other transfer of cash or property from related organization(s) Reimbursement paid to related organization(s) for expenses Gift, grant, or capital contribution to related organization(s) r Other transfer of cash or property to related organization(s) d Loans or loan guarantees to or for related organization(s) Sharing of paid employees with related organization(s) (a)
Name of related organization e Loans or loan guarantees by related organization(s) Purchase of assets from related organization(s) Exchange of assets with related organization(s) Sale of assets to related organization(s) 632163 09-06-16 ۵ 3 3 (2) 9

Page 4

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

(K)	Code V-UBI General of Percentage amount in box 20 managing of Schedule K-1 Chrm 10F51.	Ves No																						Schedule B (Form 990) 2016
€	amount in box 20	(רחווו ווחסט)																						Schodule
3	Dispropor- tionate allocations2	Yes												L										1
(6)	Share of end-of-year assets																							
(£)	Share of total income																							
(e)	Are all partners sec. 501(c)(3) orgs.?	Yes								ļ														
H	ome par 3d, 5 Juder 4	F												-										1
 g	Predominant income (related, unrelated, excluded from tax under sections 512-514)	2																						
	redomin (related cluded fr	2000																						
H	ign ex	+						_		H				\vdash										
<u> </u>	Legal domicile (state or foreign country)																							
	Lega (state																							
	ity																							
<u>(a</u>	Primary activity																							
	Prima																							
		-	<u> </u>				\neg	٦	I		T	Τ	Τ		Τ	Т	П					Т	Т	
(a) (b) (c) (d)	Z																							
	Name, address, and EIN of entity																							
(a)	address, of entity																							
	Name,																							

Schedule R	(Form 990) 2016	VOICES FOR AMERICA'S TROOF	S 27-3519768 Page!
Part VII	(Form 990) 2016 Supplemental Info	mation.	
	Provide additional inform	ation for responses to questions on Schedule R. See i	nstructions.