

990

Return of Organization Exempt From Income Tax

OMB No. 1545-

0047 2019

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundation): 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.

Open to Public Inspection

Form 990 Department of the Treasury Internal Revenue Service

A For the 2019 calendar year, or tax year beginning 01-01-2019, and ending 12-31-2019

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

C Name of organization: INDIANA ORGANIZATION OF NURSE EXECUTIVES INC. Doing business as: Number and street (or P.O. box if mail is not delivered to street address) Room/suite: CO IHA 500 N MERIDIAN ST NO 2. City or town, state or province, country, and ZIP or foreign postal code: INDIANAPOLIS, IN 462041293

D Employer identification number: 35-1806270. E Telephone number: (317) 633-4870. G Gross receipts \$ 696,653

F Name and address of principal officer: MARY BROWNING, C/O IHA 500 N MERIDIAN ST NO 250, INDIANAPOLIS, IN 462041293

H(a) Is this a group return for subordinates? No. H(b) Are all subordinates included? No. H(c) Group exemption number

I Tax-exempt status: 501(c)(3) 501(c)(6) (insert no.) 4947(a)(1) or 527

J Website: WWW.INDIANAONE.ORG

K Form of organization: Corporation Trust Association Other

L Year of formation: 1990 M State of legal domicile: IN

Part I Summary

Table with 4 main sections: 1. Briefly describe the organization's mission... 2. Check this box if the organization discontinued its operations... 3-7. Number of voting members, independent voting members, total individuals employed, total volunteers, total unrelated business revenue, net unrelated business taxable income. 8-12. Revenue: Contributions and grants, Program service revenue, Investment income, Other revenue, Total revenue. 13-19. Expenses: Grants and similar amounts paid, Benefits paid to or for members, Salaries, other compensation, Professional fundraising fees, Total fundraising expenses, Other expenses, Total expenses, Revenue less expenses. 20-22. Net Assets or Fund Balances: Total assets, Total liabilities, Net assets or fund balances.

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: MARY BROWNING EXECUTIVE DIRECTOR. Date: 2020-11-16

Paid Preparer Use Only: Print/Type preparer's name, Preparer's signature, Date 2020-11-16, Check if self-employed, PTIN P01568275, Firm's name BLUE & CO LLC, Firm's EIN 35-1178661, Firm's address 500 N MERIDIAN ST SUITE 200, INDIANAPOLIS, IN 46204, Phone no. (317) 633-4705

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:

THE INDIANA ORGANIZATION OF NURSE EXECUTIVES (IONE) IS THE PROFESSIONAL ORGANIZATION FOR NURSES WHO DESIGN, FACILITATE AND MANAGE CARE. SINCE 1974, THE ORGANIZATION HAS PROVIDED LEADERSHIP, PROFESSIONAL DEVELOPMENT, ADVOCACY AND RESEARCH TO ADVANCE NURSING PRACTICE AND PATIENT CARE, PROMOTE NURSING LEADERSHIP EXCELLENCE AND SHAPE PUBLIC POLICY FOR HEALTH CARE.

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

GRANT TO INDIANA CENTER FOR NURSING WAS GIVEN TO ASSIST IN COVERING THE EXPENSES OF TWO STATE-WIDE NURSING EVENTS IN 2019, THE INDIANA NURSING SUMMIT AND A CONFERENCE ON PREPARING LEADERSHIP TO INCREASE DIVERSITY.

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

THE FOLLOWING GRANTS WERE AWARDED TO HELP PAY FOR CONFERENCE & SPEAKER FEES IN 2019:-\$10,000 TO CENTRAL INDIANA ORGANIZATION OF NURSE SPECIALISTS, INC.-\$6,000 TO INDIANA ASSOCIATION OF NURSING STUDENTS-\$50,000 TO INDIANA CENTER FOR NURSING-\$5,000 TO INDIANA STATE NURSES ASSOCIATION-\$15,000 TO NORTHEAST INDIANA ORGANIZATION OF NURSE EXECUTIVES-\$14,000 TO SOUTHWEST INDIANA ORGANIZATION OF NURSE EXECUTIVES-\$3,125 TO BAPTIST HEALTHCARE SYSTEM, INC.-\$15,000 TO INDIANA LEAGUE FOR NURSINGADDITIONALLY, \$8,300 WAS AWARDED TO UNIVERSITY OF INDIANAPOLIS TO HELP ADVANCE PROFESSIONAL LEADERSHIP IN NURSING.

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

SCHOLARSHIP PROGRAM - SCHOLARSHIPS GRANTED TO MASTER'S OF NURSING ADMINISTRATION PROGRAM STUDENTS WITHIN THE STATE OF INDIANA OF \$3,000 EACH AND SCHOLARSHIPS GRANTED TO DNP/PHD NURSING PROGRAM STUDENTS WITHIN THE STATE OF INDIANA OF \$4,000 EACH; ALSO GRANTED SCHOLARSHIPS OF \$2,000 EACH TO RN-BSN STUDENTS WITHIN THE STATE OF INDIANA.

4d Other program services (Describe in Schedule O.) (Expenses \$ including grants of \$ ) (Revenue \$ )

4e Total program service expenses

**Part IV Checklist of Required Schedules**

		Yes	No
<b>1</b>	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i> . . . . .		No
<b>2</b>	Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> (see instructions)? . . . . .		No
<b>3</b>	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i> . . . . .		No
<b>4</b>	<b>Section 501(c)(3) organizations.</b> 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> . . . . .		
<b>5</b>	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> . . . . .		No
<b>6</b>	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> . . . . .		No
<b>7</b>	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i> . . . . .		No
<b>8</b>	Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i> . . . . .		No
<b>9</b>	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> . . . . .		No
<b>10</b>	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? <i>If "Yes," complete Schedule D, Part V</i> . . . . .		No
<b>11</b>	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.		
<b>a</b>	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> . . . . .		No
<b>b</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> . . . . .		No
<b>c</b>	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> . . . . .		No
<b>d</b>	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> . . . . .		No
<b>e</b>	Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i> . . . . .		No
<b>f</b>	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)?		No
<b>12a</b>	Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i> . . . . .		No
<b>b</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>		No
<b>13</b>	Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		No
<b>14a</b>	Did the organization maintain an office, employees, or agents outside of the United States? . . . . .		No
<b>b</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>		No
<b>15</b>	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> . . . . .		No
<b>16</b>	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> . . . . .		No
<b>17</b>	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) . . . . .		No
<b>18</b>	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> . . . . .		No
<b>19</b>	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> . . . . .		No
<b>20a</b>	Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i> . . . . .		No
<b>b</b>	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
<b>21</b>	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>	Yes	

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, and Yes/No columns. Rows include questions 22 through 38 regarding tax-exempt bond issues, excess benefit transactions, and related party transactions.

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

Table with 3 columns: Question ID, Question Text, and Yes/No columns. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and gaming winnings.

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

Main form area containing questions 2a through 16, with sub-questions and input fields for responses.

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 lines 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

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members of the governing body at the end of the tax year... 1b Enter the number of voting members included in line 1a, above, who are independent... 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? 3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? 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? 7a 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? 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: 8a The governing body? 8b Each committee with authority to act on behalf of the governing body? 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.

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

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates? 10b 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? 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? 11b Describe in Schedule O the process, if any, used by the organization to review this Form 990. 12a Did the organization have a written conflict of interest policy? If "No," go to line 13 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done 13 Did the organization have a written whistleblower policy? 14 Did the organization have a written document retention and destruction policy? 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? 15a The organization's CEO, Executive Director, or top management official 15b Other officers or key employees of the organization 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? 16b 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?

Section C. Disclosure

Table with 2 columns: Question, Answer. Rows include: 17 List the states with which a copy of this Form 990 is required to be filed IN 18 Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (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 in Schedule O) 19 Describe in 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: CO INDIANA HOSPITAL ASSOCIATION 500 N MERIDIAN ST STE 250 INDIANAPOLIS, IN 462041293 (317) 633-4870

**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, or 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) KAREN HAAK PRESIDENT	6.00	X		X				0	0	0
(2) THERESA BRADTMILLER PRESIDENT ELECT	2.00	X		X				0	0	0
(3) TRISH WEBER TREASURER, CHAIR OF FINANCE COMM.	1.00	X		X				0	0	0
(4) LEA ANN CAMP SECRETARY	2.00	X		X				0	0	0
(5) DEBORAH LYONS PAST PRESIDENT, CHAIR OF NOMINATION	1.00	X		X				0	0	0
(6) AMANDA LEFFLER CO-CHAIR OF PROGRAM COMM.	1.00	X						0	0	0
(7) ANGELA SHICK CHAIR OF BY-LAWS COMM.	1.00	X						0	0	0
(8) CATHY WICHMAN SE DISTRICT PRESIDENT	1.00	X						0	0	0
(9) CHRISTY FLYNN BOARD MEMBER AT LARGE, LICENSE PLATE	1.00	X						0	0	0
(10) GAIL ELBERT EASTERN DISTRICT PRESIDENT	1.00	X						0	0	0
(11) GWYNN PERLICH BOARD MEMBER AT LARGE	1.00	X						0	0	0
(12) JASON KING CHAIR OF LEGISLATIVE COMM.	1.00	X						0	0	0
(13) JENNIFER FUNK CENTRAL DISTRICT PRESIDENT	1.00	X						0	0	0
(14) JONI PERKINS CENTRAL SW DISTRICT PRESIDENT	1.00	X						0	0	0
(15) KELLY ORTMAN MIDWESTERN DISTRICT PRESIDENT	1.00	X						0	0	0
(16) LINDA MINTON BOARD MEMBER AT LARGE, SCHOLARSHIP COMM.	1.00	X						0	0	0
(17) LYNN TURNER CHAIR OF PUBLIC RELATIONS COMM.	1.00	X						0	0	0

**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			
(18) MELODI GREENE CO-CHAIR OF PROGRAM COMM.	1.00	X						0	0	0
(19) MICHELLE WALTER NE DISTRICT PRESIDENT	1.00	X						0	0	0
(20) RACHEL SPALDING SW DISTRICT PRESIDENT	1.00	X						0	0	0
(21) SANDY BEHRENS NORTHERN DISTRICT PRESIDENT	1.00	X						0	0	0
(22) MARY BROWNING EXECUTIVE DIRECTOR	25.50			X				0	93,818	10,838
<b>1b Sub-Total</b> . . . . .										
<b>c Total from continuation sheets to Part VII, Section A</b> . . . . .										
<b>d Total (add lines 1b and 1c)</b> . . . . .										

**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 **0**

	Yes	No
<b>3</b> Did the organization list any <b>former</b> officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i> . . . . .		No
<b>4</b> 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> . . . . .		No
<b>5</b> 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> . . . . .		No

**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 **0**



**Part VIII Statement of Revenue**

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

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
<b>Contributions, Gifts, Grants and Other Similar Amounts</b>	<b>1a</b> Federated campaigns . . .	<b>1a</b>				
	<b>b</b> Membership dues . . .	<b>1b</b>	34,018			
	<b>c</b> Fundraising events . . .	<b>1c</b>				
	<b>d</b> Related organizations	<b>1d</b>				
	<b>e</b> Government grants (contributions)	<b>1e</b>				
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above	<b>1f</b>				
	<b>g</b> Noncash contributions included in lines 1a - 1f:\$	<b>1g</b>				
	<b>h Total.</b> Add lines 1a-1f . . . . .		34,018			
<b>Program Service Revenue</b>	<b>2a</b> IN STATE LICENSE PLATE	Business Code 453220	516,800	516,800		
	<b>b</b> FALL CONFERENCE	611430	70,059	70,059		
	<b>c</b> SPRING CONFERENCE	611430	8,243	8,243		
	<b>d</b> ADVOCACY DAY	611430	501	501		
	<b>e</b>					
	<b>f</b> All other program service revenue.					
	<b>g Total.</b> Add lines 2a-2f. . . . .		595,603			
<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts)		67,032			67,032
	<b>4</b> Income from investment of tax-exempt bond proceeds					
	<b>5</b> Royalties . . . . .					
	<b>6a</b> Gross rents	(i) Real				
		(ii) Personal				
		<b>6b</b> Less: rental expenses				
		<b>6c</b> Rental income or (loss)				
	<b>d</b> Net rental income or (loss) . . . . .					
	<b>7a</b> Gross amount from sales of assets other than inventory	(i) Securities				
		(ii) Other				
		<b>7b</b> Less: cost or other basis and sales expenses				
		<b>7c</b> Gain or (loss)				
	<b>d</b> Net gain or (loss) . . . . .					
	<b>8a</b> Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18 . . . . .					
		<b>8b</b> Less: direct expenses				
<b>c</b> Net income or (loss) from fundraising events . . . . .						
<b>9a</b> Gross income from gaming activities. See Part IV, line 19 . . . . .						
	<b>9b</b> Less: direct expenses					
	<b>c</b> Net income or (loss) from gaming activities . . . . .					
<b>10a</b> Gross sales of inventory, less returns and allowances . . . . .						
	<b>10b</b> Less: cost of goods sold					
	<b>c</b> Net income or (loss) from sales of inventory . . . . .					
Miscellaneous Revenue	Business Code					
<b>11a</b>						
<b>b</b>						
<b>c</b>						
<b>d</b> All other revenue . . . . .						
<b>e Total.</b> Add lines 11a-11d . . . . .						
<b>12 Total revenue.</b> See instructions . . . . .		696,653	595,603	0	67,032	

**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

<b>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</b>	<b>(A)</b> Total expenses	<b>(B)</b> Program service expenses	<b>(C)</b> Management and general expenses	<b>(D)</b> Fundraising expenses
<b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	126,425			
<b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22	68,000			
<b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
<b>4</b> Benefits paid to or for members				
<b>5</b> Compensation of current officers, directors, trustees, and key employees	94,426			
<b>6</b> Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
<b>7</b> Other salaries and wages				
<b>8</b> Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	10,098			
<b>9</b> Other employee benefits	740			
<b>10</b> Payroll taxes	7,177			
<b>11</b> Fees for services (non-employees):				
<b>a</b> Management				
<b>b</b> Legal	10,239			
<b>c</b> Accounting	3,500			
<b>d</b> Lobbying				
<b>e</b> Professional fundraising services. See Part IV, line 17				
<b>f</b> Investment management fees				
<b>g</b> Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)				
<b>12</b> Advertising and promotion	1,892			
<b>13</b> Office expenses	846			
<b>14</b> Information technology	6,847			
<b>15</b> Royalties				
<b>16</b> Occupancy				
<b>17</b> Travel	31,534			
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials				
<b>19</b> Conferences, conventions, and meetings	85,009			
<b>20</b> Interest				
<b>21</b> Payments to affiliates				
<b>22</b> Depreciation, depletion, and amortization				
<b>23</b> Insurance	1,924			
<b>24</b> Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
<b>a</b> SEMINAR/PROGRAM EXPENSE	162,885			
<b>b</b> PUBLIC RELATIONS	6,752			
<b>c</b> DUES EXPENSE	600			
<b>d</b> FLOWERS & GIFTS	225			
<b>e</b> All other expenses	2,451			
<b>25</b> Total functional expenses. Add lines 1 through 24e	621,570			
<b>26</b> 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 IX

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash-non-interest-bearing . . . . .		<b>1</b>	
	<b>2</b> Savings and temporary cash investments	1,110,915	<b>2</b>	1,058,615
	<b>3</b> Pledges and grants receivable, net . . . . .		<b>3</b>	
	<b>4</b> Accounts receivable, net . . . . .		<b>4</b>	
	<b>5</b> 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		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		<b>6</b>	
	<b>7</b> Notes and loans receivable, net . . . . .		<b>7</b>	
	<b>8</b> Inventories for sale or use . . . . .		<b>8</b>	
	<b>9</b> Prepaid expenses and deferred charges . . . . .		<b>9</b>	
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	<b>10a</b>		
	<b>b</b> Less: accumulated depreciation	<b>10b</b>		<b>10c</b>
	<b>11</b> Investments—publicly traded securities . . . . .		<b>11</b>	
	<b>12</b> Investments—other securities. See Part IV, line 11 . . . . .		<b>12</b>	
	<b>13</b> Investments—program-related. See Part IV, line 11 . . . . .		<b>13</b>	
	<b>14</b> Intangible assets . . . . .		<b>14</b>	
	<b>15</b> Other assets. See Part IV, line 11		<b>15</b>	
<b>16 Total assets:</b> Add lines 1 through 15 (must equal line 34) . . . . .	1,110,915	<b>16</b>	1,058,615	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .		<b>17</b>	
	<b>18</b> Grants payable . . . . .		<b>18</b>	
	<b>19</b> Deferred revenue . . . . .		<b>19</b>	
	<b>20</b> Tax-exempt bond liabilities . . . . .		<b>20</b>	
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D		<b>21</b>	
	<b>22</b> 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		<b>22</b>	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties . . . . .		<b>23</b>	
	<b>24</b> Unsecured notes and loans payable to unrelated third parties . . . . .		<b>24</b>	
	<b>25</b> 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		<b>25</b>	
	<b>26 Total liabilities.</b> Add lines 17 through 25 . . . . .	0	<b>26</b>	0
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 27, 28, 32, and 33.</b>			
	<b>27</b> Net assets without donor restrictions . . . . .		<b>27</b>	
	<b>28</b> Net assets with donor restrictions		<b>28</b>	
	<b>Organizations that do not follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 29 through 33.</b>			
	<b>29</b> Capital stock or trust principal, or current funds . . . . .	0	<b>29</b>	0
	<b>30</b> Paid-in or capital surplus, or land, building or equipment fund . . . . .	0	<b>30</b>	0
	<b>31</b> Retained earnings, endowment, accumulated income, or other funds	1,110,915	<b>31</b>	1,058,615
	<b>32</b> Total net assets or fund balances	1,110,915	<b>32</b>	1,058,615
<b>33</b> Total liabilities and net assets/fund balances	1,110,915	<b>33</b>	1,058,615	

**Part XI Reconciliation of Net Assets**

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

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12)	<b>1</b>	696,653
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	621,570
<b>3</b>	Revenue less expenses. Subtract line 2 from line 1	<b>3</b>	75,083
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	<b>4</b>	1,110,915
<b>5</b>	Net unrealized gains (losses) on investments	<b>5</b>	
<b>6</b>	Donated services and use of facilities	<b>6</b>	
<b>7</b>	Investment expenses	<b>7</b>	
<b>8</b>	Prior period adjustments	<b>8</b>	-139,383
<b>9</b>	Other changes in net assets or fund balances (explain in Schedule O)	<b>9</b>	12,000
<b>10</b>	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (A))	<b>10</b>	1,058,615

**Part XII Financial Statements and Reporting**

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

		Yes	No
<b>1</b>	Accounting method used to prepare the Form 990: <input checked="" type="checkbox"/> Cash <input type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
<b>2a</b>	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: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
<b>2b</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: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
<b>2c</b>	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 in Schedule O.		
<b>3a</b>	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		No
<b>3b</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.		

**Additional Data**

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**Form 990, Special Condition Description:**

**Special Condition Description**

**Schedule I  
(Form 990)**

**Grants and Other Assistance to Organizations,  
Governments and Individuals in the United States**  
Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.  
▶ Attach to Form 990.  
▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2019**

**Open to Public  
Inspection**

Department of the  
Treasury  
Internal Revenue Service

Name of the organization  
INDIANA ORGANIZATION OF NURSE  
EXECUTIVES INC

**Employer identification number**  
35-1806270

**Part I General Information on Grants and Assistance**

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . .  Yes  No
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

**Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments.** Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) CENTRAL INDIANA ORGANIZATION OF CLINICAL NURSE SPECIALISTS 12024 COLBARN DR FISHERS, IN 46038	46-1354945	501C6	10,000				CONFERENCE/SPEAKER FEES
(2) INDIANA LEAGUE FOR NURSING PO BOX 303 401 E HAUB STREET HAUBSTADT, IN 47639	35-0929298	501C3	15,000				CONFERENCE/SPEAKER FEES
(3) INDIANA ASSOCIATION OF NURSING STUDENTS 2915 N HIGH SCHOOL ROAD INDIANAPOLIS, IN 46224	35-6045651	501C6	6,000				CONFERENCE/SPEAKER FEES
(4) INDIANA CENTER FOR NURSING 9302 N MERIDIAN ST STE 365 INDIANAPOLIS, IN 46260	38-3697192	501C3	50,000				CONFERENCE/SPEAKER FEES
(5) INDIANA STATE NURSES ASSOCIATION 2915 N HIGH SCHOOL ROAD INDIANAPOLIS, IN 46224	35-0411665	501C6	5,000				CONFERENCE/SPEAKER FEES
(6) NORTHEAST INDIANA ORGANIZATION OF NURSE EXECUTIVES 1523 WEST 900 NORTH MARKLE, IN 46770	81-0884294	501C6	15,000				CONFERENCE/SPEAKER FEES
(7) SOUTHWESTERN INDIANA ORGANIZATION OF NURSE EXECUTIVES (SWIONE) 2085 W SKYVIEW DR JASPER, IN 47546	75-3151426	501C6	14,000				CONFERENCE/SPEAKER FEES
(8) UNIVERSITY OF INDIANAPOLIS 1400 E HANNA AVE INDIANAPOLIS, IN 46227	35-0868107	501C3	8,300				NURSE EDUCATOR REVIEW COURSE-CERTIFICATION

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table . . . . . 3
- 3** Enter total number of other organizations listed in the line 1 table . . . . . 5

**Part III Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.

Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1) RN TO BSN SCHOLARSHIP (\$2,000 PER RECIPIENT)	11	22,000			
(2) MSN/DNP/PHD SCHOLARSHIP (6 MSN @ \$3K EACH; 7 DNP @ \$4K EACH)	13	46,000			
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

**Part IV Supplemental Information.** Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

Return Reference	Explanation
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**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.**▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.**

OMB No. 1545-0047

**2019****Open to Public  
Inspection**Name of the organization  
INDIANA ORGANIZATION OF NURSE  
EXECUTIVES INC**Employer identification number**

35-1806270

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 4	THE ORGANIZATION AMENDED ITS BYLAWS DURING THE YEAR TO REFLECT THE FOLLOWING CHANGES: -ELIGIBILITY FOR STUDENT MEMBERS SHALL BE PRE-LICENSURE STUDENT IN AN ACCREDITED SCHOOL OF NURSING; -FOR ANY MEETING OF MEMBERS, QUORUM SHALL BE THE TOTAL NUMBER OF VOTING MEMBERS PRESENT SO LONG AS THE PRESIDENT OR PRESIDENT-ELECT IS ALSO PRESENT; -TO BE ELIGIBLE TO SERVE AS A BOARD MEMBER-AT-LARGE, AN INDIVIDUAL MUST PREVIOUSLY HAVE SERVED A TERM AS DISTRICT PRESIDENT, CHAIR OF A COMMITTEE OF THE ORGANIZATION, OR OFFICER OF THE ORGANIZATION; IN THE ABSENCE OF THE ABOVE CRITERIA, ANY CURRENT OR FORMER OFFICERS AND MEMBERS OF THE BOARD MAY SUBMIT A RECOMMENDATION; -OFFICERS NOT REQUIRED TO BE MEMBERS OF AONE; -AN OFFICER MAY BE REMOVED BY A MAJORITY VOTE OF THE ENTIRE BOARD AT ANY TIME, WITH OR WITHOUT CAUSE; -AN OFFICER MAY RESIGN AT ANY TIME BY GIVING WRITTEN NOTICE TO THE SECRETARY OR TO THE BOARD; A RESIGNATION SHALL TAKE EFFECT UPON RECEIPT, UNLESS A LATER TIME IS SPECIFIED THEREIN; UNLESS OTHERWISE SPECIFIED IN THE NOTICE OF RESIGNATION, THE ACCEPTANCE OF A RESIGNATION SHALL NOT BE NECESSARY TO MAKE IT EFFECTIVE; -THE ORGANIZATION MAY EMPLOYEE OR OTHERWISE CONTRACT FOR THE SERVICES OF AN EXECUTIVE DIRECTOR, WHO SHALL HAVE GENERAL SUPERVISION AND CONTROL OVER ALL THE BUSINESS AND PROPERTY OF THE ORGANIZATION, SHALL BE ACCOUNTABLE TO THE BOARD OF DIRECTORS, AND SHALL PERFORM SUCH DUTIES AS THE BOARD OF DIRECTORS MAY PRESCRIBE; -ALL CHECKS, DRAFTS, OR OTHER ORDERS FOR THE PAYMENT OF MONEY ISSUED IN THE NAME OF THE ORGANIZATION SHALL BE SIGNED BY SUCH OFFICER OR OFFICERS OR PERSON OR PERSONS, WHETHER OR NOT OFFICERS OF THE ORGANIZATION, IN SUCH MANNER AS SHALL FROM TIME TO TIME BE DETERMINED BY RESOLUTION OF THE BOARD OF DIRECTORS; -DEEDS, MORTGAGES, BONDS, CONTRACTS OR OTHER INSTRUMENTS: ALL DEEDS, MORTGAGES, BONDS, CONTRACTS OR OTHER INSTRUMENTS OF THE ORGANIZATION MAY BE SIGNED BY THE CHAIRPERSON AND BY SUCH OTHER OFFICER OR OFFICERS OR PERSON OR PERSONS, WHETHER OR NOT OFFICERS OF THE ORGANIZATION, AS SHALL FROM TIME TO TIME BE DETERMINED BY RESOLUTION OF THE BOARD OF DIRECTORS; -
FORM 990, PART VI, SECTION B, LINE 11B	ALL MEMBERS OF THE BOARD OF DIRECTORS ARE PROVIDED A REVIEW COPY OF FORM 990 TO REVIEW BEFORE FILING.
FORM 990, PART VI, SECTION C, LINE 19	FORM 990 AS WELL AS THE ORGANIZATION'S GOVERNING DOCUMENTS AND FINANCIAL STATEMENTS ARE AVAILABLE (UPON REQUEST) FOR PUBLIC INSPECTION AT THE PRINCIPAL OFFICE OF THE ORGANIZATION. THE FORM 990 IS AVAILABLE ON THE ORGANIZATION'S WEBSITE.
FORM 990, PART XI, LINE 9:	REFUNDED GRANT 12,000.

## **Additional Data**

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