Form **990**

Department of the Treasury
Internal Revenue Service

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.

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

OMB No. 1545-0047

2016

Open to Public Inspection

A For the 2016 calendar year, or tax year beginning July 1, 2016, and ending June 30, 20 17

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

C Name of organization: Real Alternatives

Doing business as: Real Alternatives

Number and street (or P.O. box if mail is not delivered to street address): 7810 Allentown Blvd. Room/suite: 304

City or town, state or province, country, and ZIP or foreign postal code: Harrisburg, PA 17112

D Employer identification number: 23 - 2868660

E Telephone number: 717 - 541-1112

G Gross receipts $ 9,583,989

F Name and address of principal officer: Kevin I. Bagatta, Esq.
7810 Allentown Blvd., Suite 304, Harrisburg, PA 17112

H(a) Is this a group return for subordinates? ☐ Yes ☑ No

H(b) Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list. (see instructions)

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

J Website: ▶ www.realalternatives.org

H(c) Group exemption number ▶

K Form of organization: ☑ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation: 1996

M State of legal domicile: PA

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities: Real Alternatives exists to provide life affirming pregnancy and parenting support services throughout the nation. These compassionate support services empower women to protect their reproductive health, avoid crisis pregnancies, choose childbirth

2 Check this box ▶ ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.

3	Number of voting members of the governing body (Part VI, line 1a)	3	6
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	5
5	Total number of individuals employed in calendar year 2016 (Part V, line 2a)	5	9
6	Total number of volunteers (estimate if necessary)	6	5
7a	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

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	26,110	16,380
	9	Program service revenue (Part VIII, line 2g)	9,578,278	9,555,075
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	4,526	6,856
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	4,770	5,678
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	9,613,684	9,583,989
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	0	0
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	939,615	917,161
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 1,614		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	8,609,008	8,807,020
	18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	9,548,623	9,724,181
	19	Revenue less expenses. Subtract line 18 from line 12	65,061	(140,192)

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	2,725,790	2,174,226
	21	Total liabilities (Part X, line 26)	2,190,536	1,779,164
	22	Net assets or fund balances. Subtract line 21 from line 20	535,254	395,062

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: Kevin I. Bagatta — Date: 5-14-2018

▶ Kevin I. Bagatta, Esq.
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN

Firm's name ▶ | Firm's EIN ▶

Firm's address ▶ | Phone no.

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

For Paperwork Reduction Act Notice, see the separate instructions. Cat. No. 11282Y Form 990 (2016)

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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 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): Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(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
(1) Kevin I. Bagatta, Esq.	40.0									
President/CEO	.0	✓		✓				241,560	0	49,507
(2) Carolyn M. Astfalk	.2									
Chair	.0	✓		✓				0	0	0
(3) Kyle P. Stuckey, CPA	.2									
Treasurer	.0	✓		✓				0	0	0
(4) Anne Marie Manning, M.D.	.2									
Secretary	.0	✓		✓				0	0	0
(5) Kevin J. Millar	.2									
Director	.0	✓						0	0	0
(6) Rita Heisey, R.N.	.2									
Director	.0	✓						0	0	0
(7) Thomas A. Lang, Esq.	40.0									
Vice President of Operations	.0			✓				176,070	0	45,032
(8) Clifford W. McKeown	40.0									
Vice President of Administration	.0			✓				108,042	0	36,495
(9)	.0									
	.0									
(10)	.0									
	.0									
(11)	.0									
	.0									
(12)	.0									
	.0									
(13)	.0									
	.0									
(14)	.0									
	.0									

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