

**SCHEDULE O**  
(Form 990 or 990-EZ)

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990 or 990-EZ**

OMB No 1545-0047

**2015**

**Open to Public Inspection**

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.

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

Name of the organization  
AMERICAN SOCIETY OF DOWSERS INC

Employer identification number

03-6010613

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	THE ORGANIZATION HAS MORE THAN 1,900 MEMBERS
FORM 990, PART VI, SECTION A, LINE 7A	THE MEMBERS OF THE ORGANIZATION VOTE TO ELECT THE BOARD
FORM 990, PART VI, SECTION A, LINE 7B	THE MEMBERS VOTE ON MAJOR GOVERNANCE DECISIONS
FORM 990, PART VI, SECTION A, LINE 8B	COMMITTEES OF THE ORGANIZATION CANNOT ACT WITHOUT APPROVAL BY THE BOARD
FORM 990, PART VI, SECTION B, LINE 11	THE ORGANIZATION'S PRESIDENT, VICE PRESIDENT, TREASURER AND SECRETARY REVIEW THE FORM 990 ON BEHALF OF THE FULL BOARD OF DIRECTORS ANY QUESTIONS ARE RESOLVED BEFORE THE RETURN IS FINALIZED AND FILED
FORM 990, PART VI, SECTION B, LINE 12C	THE ORGANIZATION'S ETHICS COMMITTEE MONITORS BOARD AND OTHER MEETINGS FOR CONFLICTS OF INTEREST
FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS AVAILABLE TO THE PUBLIC AT THE ORGANIZATION'S OFFICE AND UPON WRITTEN REQUEST

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](http://www.irs.gov/form990)

OMB No 1545-0047  
2016  
**Open to Public Inspection**

**A For the 2016 calendar year, or tax year beginning 01-01-2016, and ending 12-31-2016**

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

**C** Name of organization  
 AMERICAN SOCIETY OF DOWSERS INC

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Doing business as

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Number and street (or P O box if mail is not delivered to street address) Room/suite  
 184 BRAINERD STREET PO BOX 24

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City or town, state or province, country, and ZIP or foreign postal code  
 DANVILLE, VT 05828

**D** Employer identification number  
 03-6010613

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**E** Telephone number  
 (802) 684-3417

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**G** Gross receipts \$ 249,169

**F** Name and address of principal officer  
 ALDEN GAUDREAU  
 184 BRAINERD STREET PO BOX 24  
 DANVILLE, VT 05828

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

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

**H(c)** Group exemption number ▶

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

**J** Website: ▶ WWW.DOWSERS.ORG

**K** Form of organization  Corporation  Trust  Association  Other ▶

**L** Year of formation 1961

**M** State of legal domicile VT

**Part I Summary**

**1** Briefly describe the organization's mission or most significant activities TO SUPPORT, ENCOURAGE AND PROMOTE DOWSING AND DOWSERS, TO PROVIDE EDUCATION AND TRAINING, FOSTER COMMUNICATION REGARDING DOWSING, BUILD A RESPONSIBLE BODY OF THOSE DEVOTED TO DOWSING

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

<b>3</b> Number of voting members of the governing body (Part VI, line 1a)	<b>3</b>	10
<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)	<b>4</b>	10
<b>5</b> Total number of individuals employed in calendar year 2016 (Part V, line 2a)	<b>5</b>	4
<b>6</b> Total number of volunteers (estimate if necessary)	<b>6</b>	0
<b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12	<b>7a</b>	0
<b>b</b> Net unrelated business taxable income from Form 990-T, line 34	<b>7b</b>	0

	Prior Year	Current Year
<b>8</b> Contributions and grants (Part VIII, line 1h)	94,230	89,004
<b>9</b> Program service revenue (Part VIII, line 2g)	98,427	98,069
<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)	74	103
<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	39,269	19,736
<b>12</b> Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	232,000	206,912
<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1–3)	37,993	7,244
<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)	0	0
<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	81,019	69,977
<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)	0	0
<b>b</b> Total fundraising expenses (Part IX, column (D), line 25) ▶ 0		
<b>17</b> Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	141,177	142,890
<b>18</b> Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	260,189	220,111
<b>19</b> Revenue less expenses Subtract line 18 from line 12	-28,189	-13,199
	Beginning of Current Year	End of Year
<b>20</b> Total assets (Part X, line 16)	166,345	164,942
<b>21</b> Total liabilities (Part X, line 26)	3,668	15,276
<b>22</b> Net assets or fund balances Subtract line 21 from line 20	162,677	149,666

**Part II Signature Block**

Under penalties of perjury, I declare that I have examined this return, including attachments and all information furnished herein, 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

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ALDEN GAUDREAU TREASURER  
 Type or print name and title

**Paid Preparer Use Only**

Print/Type preparer's name PHILIP A LAPP CPA      Preparer's signature PHILIP A LAPP CPA

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Firm's name ▶ GALLAGHER FLYNN & COMPANY LLP

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Firm's address ▶ 55 COMMUNITY DRIVE SUITE 401  
 SOUTH BURLINGTON, VT 05403

**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 AMERICAN SOCIETY OF DOWSERS IS AN EDUCATIONAL SOCIETY ESTABLISHED TO PROMOTE AND INVESTIGATE THE FACETS OF DOWSING THROUGH RESEARCH AND EDUCATION

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

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

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

If "Yes," describe these changes on Schedule O

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

**4a** (Code ) (Expenses \$ 21,455 including grants of \$ ) (Revenue \$ 54,800 )  
See Additional Data

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

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

(Code ) (Expenses \$ 104,592 including grants of \$ 7,244 ) (Revenue \$ 59,070 )

**4d** Other program services (Describe in Schedule O )  
(Expenses \$ 104,592 including grants of \$ 7,244 ) (Revenue \$ 59,070 )

**4e** Total program service expenses ▶ 126,047

**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> . . . . .	Yes	
<b>2</b> Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> (see instructions)? . . . . .	Yes	
<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 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> . . . . .		No
<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> . . . . .	Yes	
<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> . . . . .	Yes	
<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)? <i>If "Yes," complete Schedule D, Part X</i> . . . . .		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

**Part IV Checklist of Required Schedules** (continued)

	Yes	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>		No
<b>22</b> Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III . . . . .</i>		No
<b>23</b> Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J . . . . .</i>		No
<b>24a</b> Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a . . . . .</i>		No
<b>b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? . . . . .		
<b>c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? . . . . .		
<b>d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? . . . . .		
<b>25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I . . . . .</i>		No
<b>b</b> Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I . . . . .</i>		No
<b>26</b> Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II . . . . .</i>		No
<b>27</b> Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III . . . . .</i>		No
<b>28</b> 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)		
<b>a</b> A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>		No
<b>b</b> A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>		No
<b>c</b> 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? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>		No
<b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M . . . . .</i>		No
<b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M . . . . .</i>		No
<b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I . . . . .</i>		No
<b>32</b> Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II . . . . .</i>		No
<b>33</b> Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I . . . . .</i>		No
<b>34</b> Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 . . . . .</i>		No
<b>35a</b> Did the organization have a controlled entity within the meaning of section 512(b)(13)?		No
<b>b</b> If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2 . . . . .</i>		
<b>36 Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2 . . . . .</i>		No
<b>37</b> Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI . . . . .</i>		No
<b>38</b> Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O . . . . .	Yes	

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 columns for question ID, question text, and Yes/No response boxes. Includes sections for backup withholding, employee reporting, foreign accounts, prohibited tax shelter transactions, deductible contributions, and 501(c)(7), (12), and (29) organizations.

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 [X]

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 (10); 1b Enter the number of voting members included in line 1a, above, who are independent (10); 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? (No); 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? (No); 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? (No); 5 Did the organization become aware during the year of a significant diversion of the organization's assets? (No); 6 Did the organization have members or stockholders? (Yes); 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? (Yes); 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? (Yes); 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: 8a The governing body? (Yes); 8b Each committee with authority to act on behalf of the governing body? (No); 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 (No).

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? (Yes); 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? (Yes); 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? (No); 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 (Yes); 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? (Yes); 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done (Yes); 13 Did the organization have a written whistleblower policy? (Yes); 14 Did the organization have a written document retention and destruction policy? (Yes); 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 (No); 15b Other officers or key employees of the organization (No); 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? (No); 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

- 17 List the States with which a copy of this Form 990 is required to be filed
18 Section 6104 requires an organization to make its Form 1023 (or 1024 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 [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 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: LISA LACOSS BRAINARD STREET PO BOX 24 DANVILLE, VT 05828 (802) 684-3417

**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

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)						(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) TICK ALDEN GAUDREAU ..... PRESIDENT/ TREASURER	10 00 .....	X		X				0	0	0
(2) LEEANN POTTER ..... VICE PRESIDENT	5 00 .....	X		X				0	0	0
(3) MATTHEW MINOR ..... SECRETARY	5 00 .....	X		X				0	0	0
(4) ANNETTE WEIS ..... TRUSTEE	5 00 .....	X						0	0	0
(5) SANDI ISGRO ..... TRUSTEE	5 00 .....	X						0	0	0
(6) KEITH SCHAFFER ..... TRUSTEE	5 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			

<b>1b Sub-Total</b> . . . . .	▶			
<b>1c Total from continuation sheets to Part VII, Section A</b> . . . . .	▶			
<b>1d Total (add lines 1b and 1c)</b> . . . . .	▶	0	0	0

**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>	58,197				
	<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>	30,807				
	<b>g</b> Noncash contributions included in lines 1a-1f \$ _____						
	<b>h Total.</b> Add lines 1a-1f . . . . .			89,004			
<b>Program Service Revenue</b>		Business Code					
	<b>2a</b> CONVENTION	900099	54,800	54,800			
	<b>b</b> SCHOOL & WORKSHOP	900099	40,162	40,162			
	<b>c</b> SPONSORSHIP INCOME	900099	3,107	3,107			
	<b>d</b> _____						
	<b>e</b> _____						
	<b>f</b> All other program service revenue						
<b>g Total.</b> Add lines 2a-2f . . . . .			98,069				
<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts) . . . . .		103			103	
	<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>b</b> Less rental expenses					
		<b>c</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>b</b> Less cost or other basis and sales expenses					
		<b>c</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>a</b>					
		<b>b</b> Less direct expenses . . . . .	<b>b</b>				
		<b>c</b> Net income or (loss) from fundraising events . . . . .					
	<b>9a</b> Gross income from gaming activities See Part IV, line 19 . . . . .	<b>a</b>					
<b>b</b> Less direct expenses . . . . .		<b>b</b>					
<b>c</b> Net income or (loss) from gaming activities . . . . .							
<b>10a</b> Gross sales of inventory, less returns and allowances . . . . .	<b>a</b>						
	<b>b</b> Less cost of goods sold . . . . .	<b>b</b>	55,324				
	<b>c</b> Net income or (loss) from sales of inventory . . . . .			13,067	13,067		
Miscellaneous Revenue	Business Code						
<b>11a</b> MISCELLANEOUS	900099	6,669	6,669				
<b>b</b> _____							
<b>c</b> _____							
<b>d</b> All other revenue . . . . .							
<b>e Total.</b> Add lines 11a-11d . . . . .			6,669				
<b>12 Total revenue.</b> See Instructions . . . . .			206,912	117,805	0	103	

**Part IX Statement of Functional Expenses**

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
<b>1</b> Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21	1,000	1,000		
<b>2</b> Grants and other assistance to domestic individuals See Part IV, line 22				
<b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals See Part IV, line 15 and 16	6,244	6,244		
<b>4</b> Benefits paid to or for members				
<b>5</b> Compensation of current officers, directors, trustees, and key employees				
<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	65,030	35,324	29,706	
<b>8</b> Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)				
<b>9</b> Other employee benefits				
<b>10</b> Payroll taxes	4,947	2,688	2,259	
<b>11</b> Fees for services (non-employees)				
<b>a</b> Management	2,646	408	2,238	
<b>b</b> Legal	2,079		2,079	
<b>c</b> Accounting	1,692	1,062	630	
<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	2,398	1,756	642	
<b>13</b> Office expenses	35,451	3,920	31,531	
<b>14</b> Information technology				
<b>15</b> Royalties				
<b>16</b> Occupancy	13,207	8,317	4,890	
<b>17</b> Travel	2,636	203	2,433	
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials				
<b>19</b> Conferences, conventions, and meetings				
<b>20</b> Interest				
<b>21</b> Payments to affiliates				
<b>22</b> Depreciation, depletion, and amortization	4,389	4,389		
<b>23</b> Insurance	18,462	5,078	13,384	
<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> BOOKSTORE ADMINISTRATIV	32,405	32,405		
<b>b</b> CONVENTION & SCHOOL EXP	21,455	21,455		
<b>c</b> REPAIRS & MAINTENANCE	4,438	1,322	3,116	
<b>d</b> MISC	1,156		1,156	
<b>e</b> All other expenses	476	476		
<b>25</b> Total functional expenses. Add lines 1 through 24e	220,111	126,047	94,064	0
<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 . . . . .	3,582	<b>1</b>	696
	<b>2</b> Savings and temporary cash investments . . . . .	118,930	<b>2</b>	120,470
	<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 receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L		<b>6</b>	
	<b>7</b> Notes and loans receivable, net . . . . .		<b>7</b>	
	<b>8</b> Inventories for sale or use . . . . .	29,667	<b>8</b>	32,253
	<b>9</b> Prepaid expenses and deferred charges . . . . .	2,307	<b>9</b>	1,203
	<b>10a</b> Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	<b>10a</b> 283,320		
	<b>b</b> Less accumulated depreciation	<b>10b</b> 273,897	10,812	<b>10c</b> 9,423
	<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 . . . . .	1,047	<b>14</b>	897
	<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) . . . . .	166,345	<b>16</b>	164,942	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .	1,291	<b>17</b>	2,934
	<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 current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L . . . . .		<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	2,377	<b>25</b>	12,342
	<b>26 Total liabilities.</b> Add lines 17 through 25 . . . . .	3,668	<b>26</b>	15,276
<b>Net Assets or Fund Balances</b>	<b>27 Organizations that follow SFAS 117 (ASC 958), check here</b> <input type="checkbox"/> <b>and complete lines 27 through 29, and lines 33 and 34.</b> Unrestricted net assets		<b>27</b>	
	<b>28</b> Temporarily restricted net assets . . . . .		<b>28</b>	
	<b>29</b> Permanently restricted net assets		<b>29</b>	
	<b>30 Organizations that do not follow SFAS 117 (ASC 958), check here</b> <input checked="" type="checkbox"/> <b>and complete lines 30 through 34.</b> Capital stock or trust principal, or current funds . . . . .	0	<b>30</b>	0
	<b>31</b> Paid-in or capital surplus, or land, building or equipment fund . . . . .	0	<b>31</b>	0
	<b>32</b> Retained earnings, endowment, accumulated income, or other funds	162,677	<b>32</b>	149,666
	<b>33 Total net assets or fund balances . . . . .</b>	162,677	<b>33</b>	149,666
	<b>34 Total liabilities and net assets/fund balances . . . . .</b>	166,345	<b>34</b>	164,942

**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>	206,912
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25) . . . . .	<b>2</b>	220,111
<b>3</b>	Revenue less expenses Subtract line 2 from line 1 . . . . .	<b>3</b>	-13,199
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) . . . . .	<b>4</b>	162,677
<b>5</b>	Net unrealized gains (losses) on investments . . . . .	<b>5</b>	125
<b>6</b>	Donated services and use of facilities . . . . .	<b>6</b>	63
<b>7</b>	Investment expenses . . . . .	<b>7</b>	
<b>8</b>	Prior period adjustments . . . . .	<b>8</b>	
<b>9</b>	Other changes in net assets or fund balances (explain in Schedule O) . . . . .	<b>9</b>	0
<b>10</b>	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	<b>10</b>	149,666

**Part XII Financial Statements and Reporting**

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

		Yes	No
<p><b>1</b> Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" 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</p>			
<p><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</p>	<b>2a</b>		No
<p><b>b</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</p>	<b>2b</b>		No
<p><b>c</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</p>	<b>2c</b>		
<p><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?</p>	<b>3a</b>		No
<p><b>b</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</p>	<b>3b</b>		

## Additional Data

**Software ID:**

**Software Version:**

**EIN:** 03-6010613

**Name:** AMERICAN SOCIETY OF DOWSERS INC

Form 990 (2016)

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**Form 990, Part III, Line 4a:**

AN ANNUAL NATIONAL CONVENTION HELD TO TRAIN MEMBERS, INCLUDING WORKSHOPS HELD TO UPDATE SKILLS AND WATER FOR HUMANITY'S ONGOING PROJECT TO BRING GOOD WATER TO THOSE IN NEED

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**SCHEDULE A**  
**(Form 990 or**  
**990EZ)**

**Public Charity Status and Public Support**

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

▶ Attach to Form 990 or Form 990-EZ.

▶ Information about Schedule A (Form 990 or 990-EZ) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

**2016**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

Name of the organization

AMERICAN SOCIETY OF DOWSERS INC

Employer identification number

03-6010613

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

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

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

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

**Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**

(Complete only if you checked the box on line 5, 7, 8, or 9 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶		(a)2012	(b)2013	(c)2014	(d)2015	(e)2016	(f)Total
<b>1</b>	Gifts, grants, contributions, and membership fees received (Do not include any "unusual grant.")						
<b>2</b>	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>3</b>	The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>4</b>	<b>Total.</b> Add lines 1 through 3						
<b>5</b>	The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
<b>6</b>	<b>Public support.</b> Subtract line 5 from line 4						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶		(a)2012	(b)2013	(c)2014	(d)2015	(e)2016	(f)Total
<b>7</b>	Amounts from line 4						
<b>8</b>	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
<b>9</b>	Net income from unrelated business activities, whether or not the business is regularly carried on						
<b>10</b>	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
<b>11</b>	<b>Total support.</b> Add lines 7 through 10						
<b>12</b>	Gross receipts from related activities, etc. (see instructions)					<b>12</b>	
<b>13</b>	<b>First five years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> . . . . . ▶ <input type="checkbox"/>						

**Section C. Computation of Public Support Percentage**

<b>14</b>	Public support percentage for 2016 (line 6, column (f) divided by line 11, column (f))	<b>14</b>	
<b>15</b>	Public support percentage for 2015 Schedule A, Part II, line 14	<b>15</b>	
<b>16a</b>	<b>33 1/3% support test—2016.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>		
<b>b</b>	<b>33 1/3% support test—2015.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>		
<b>17a</b>	<b>10%-facts-and-circumstances test—2016.</b> If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>		
<b>b</b>	<b>10%-facts-and-circumstances test—2015.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>		
<b>18</b>	<b>Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ▶ <input type="checkbox"/>		



**Part III Support Schedule for Organizations Described in Section 509(a)(2)**

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a)2012	(b)2013	(c)2014	(d)2015	(e)2016	(f)Total
<b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	105,012	126,057	137,576	94,230	89,004	551,879
<b>2</b> Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	99,216	213,362	199,057	165,468	153,393	830,496
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>6 Total.</b> Add lines 1 through 5	204,228	339,419	336,633	259,698	242,397	1,382,375
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons						0
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						0
<b>c</b> Add lines 7a and 7b						0
<b>8 Public support.</b> (Subtract line 7c from line 6.)						1,382,375

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a)2012	(b)2013	(c)2014	(d)2015	(e)2016	(f)Total
<b>9</b> Amounts from line 6	204,228	339,419	336,633	259,698	242,397	1,382,375
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	126	91	87	74	103	481
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
<b>c</b> Add lines 10a and 10b	126	91	87	74	103	481
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
<b>12</b> Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI.)		6,232	4,301	8,381	6,669	25,583
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.)	204,354	345,742	341,021	268,153	249,169	1,408,439

**14 First five years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

**Section C. Computation of Public Support Percentage**

<b>15</b> Public support percentage for 2016 (line 8, column (f) divided by line 13, column (f))	<b>15</b>	98.150 %
<b>16</b> Public support percentage from 2015 Schedule A, Part III, line 15	<b>16</b>	98.600 %

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for <b>2016</b> (line 10c, column (f) divided by line 13, column (f))	<b>17</b>	0.030 %
<b>18</b> Investment income percentage from <b>2015</b> Schedule A, Part III, line 17	<b>18</b>	0.030 %

**19a 33 1/3% support tests—2016.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

**b 33 1/3% support tests—2015.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

**20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

**Part IV Supporting Organizations**

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

**Section A. All Supporting Organizations**

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

**Part IV Supporting Organizations** (continued)

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

**Section B. Type I Supporting Organizations**

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

**Section C. Type II Supporting Organizations**

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

**Section D. All Type III Supporting Organizations**

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

**Section E. Type III Functionally-Integrated Supporting Organizations**

<b>1</b>	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions)		
<b>a</b>	<input type="checkbox"/> The organization satisfied the Activities Test. Complete <b>line 2</b> below.		
<b>b</b>	<input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete <b>line 3</b> below.		
<b>c</b>	<input type="checkbox"/> The organization supported a governmental entity. Describe in <b>Part VI</b> how you supported a government entity (see instructions).		
<b>2</b>	Activities Test <b>Answer (a) and (b) below.</b>		
<b>a</b>	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>		
<b>b</b>	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
<b>3</b>	Parent of Supported Organizations <b>Answer (a) and (b) below.</b>		
<b>a</b>	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>Provide details in Part VI.</i>		
<b>b</b>	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		

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

- Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970. **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

**Section A - Adjusted Net Income**

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

**Section B - Minimum Asset Amount**

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

**Section C - Distributable Amount**

		Current Year
<b>1</b> Adjusted net income for prior year (from Section A, line 8, Column A)	<b>1</b>	
<b>2</b> Enter 85% of line 1	<b>2</b>	
<b>3</b> Minimum asset amount for prior year (from Section B, line 8, Column A)	<b>3</b>	
<b>4</b> Enter greater of line 2 or line 3	<b>4</b>	
<b>5</b> Income tax imposed in prior year	<b>5</b>	
<b>6 Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	<b>6</b>	
<b>7</b> <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)		

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

<b>Section D - Distributions</b>	<b>Current Year</b>
<b>1</b> Amounts paid to supported organizations to accomplish exempt purposes	
<b>2</b> Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
<b>3</b> Administrative expenses paid to accomplish exempt purposes of supported organizations	
<b>4</b> Amounts paid to acquire exempt-use assets	
<b>5</b> Qualified set-aside amounts (prior IRS approval required)	
<b>6</b> Other distributions (describe in Part VI) See instructions	
<b>7 Total annual distributions.</b> Add lines 1 through 6	
<b>8</b> Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
<b>9</b> Distributable amount for 2016 from Section C, line 6	
<b>10</b> Line 8 amount divided by Line 9 amount	

<b>Section E - Distribution Allocations (see instructions)</b>	<b>(i) Excess Distributions</b>	<b>(ii) Underdistributions Pre-2016</b>	<b>(iii) Distributable Amount for 2016</b>
<b>1</b> Distributable amount for 2016 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2016 (reasonable cause required--see instructions)			
<b>3</b> Excess distributions carryover, if any, to 2016			
<b>a</b>			
<b>b</b>			
<b>c</b> From 2013. . . . .			
<b>d</b> From 2014. . . . .			
<b>e</b> From 2015. . . . .			
<b>f Total</b> of lines 3a through e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2016 distributable amount			
<b>i</b> Carryover from 2011 not applied (see instructions)			
<b>j</b> Remainder Subtract lines 3g, 3h, and 3i from 3f			
<b>4</b> Distributions for 2016 from Section D, line 7			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2016 distributable amount			
<b>c</b> Remainder Subtract lines 4a and 4b from 4			
<b>5</b> Remaining underdistributions for years prior to 2016, if any Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions)			
<b>6</b> Remaining underdistributions for 2016 Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions)			
<b>7 Excess distributions carryover to 2017.</b> Add lines 3j and 4c			
<b>8</b> Breakdown of line 7			
<b>a</b>			
<b>b</b> Excess from 2013. . . . .			
<b>c</b> Excess from 2014. . . . .			
<b>d</b> Excess from 2015. . . . .			
<b>e</b> Excess from 2016. . . . .			

**Part VI Supplemental Information.**

Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions).

**Facts And Circumstances Test**

**SCHEDULE D**  
(Form 990)

**Supplemental Financial Statements**

OMB No 1545-0047  
**2016**  
**Open to Public Inspection**

▶ 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](http://www.irs.gov/form990).

Department of the Treasury  
Internal Revenue Service

**Name of the organization**  
AMERICAN SOCIETY OF DOWSERS INC

**Employer identification number**  
03-6010613

**Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.**  
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
<b>1</b> Total number at end of year		
<b>2</b> Aggregate value of contributions to (during year)		
<b>3</b> Aggregate value of grants from (during year)		
<b>4</b> Aggregate value at end of year		

**5** Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?  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 impermissible private benefit?  Yes  No

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

**1** Purpose(s) of conservation easements held by the organization (check all that apply)

Preservation of land for public use (e g , recreation or education)  Preservation of an historically important land area

Protection of natural habitat  Preservation of a certified historic structure

Preservation of open space

**2** Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

	Held at the End of the Year
<b>a</b> Total number of conservation easements	<b>2a</b>
<b>b</b> Total acreage restricted by conservation easements	<b>2b</b>
<b>c</b> Number of conservation easements on a certified historic structure included in (a)	<b>2c</b>
<b>d</b> Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	<b>2d</b>

**3** Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ \_\_\_\_\_

**4** Number of states where property subject to conservation easement is located ▶ \_\_\_\_\_

**5** Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?  Yes  No

**6** Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \_\_\_\_\_

**7** Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ \_\_\_\_\_

**8** Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?  Yes  No

**9** In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.**  
Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

**1a** If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items

**b** If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenue included on Form 990, Part VIII, line 1 ▶ \$ \_\_\_\_\_

(ii) Assets included in Form 990, Part X ▶ \$ \_\_\_\_\_

**2** If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items

**a** Revenue included on Form 990, Part VIII, line 1 ▶ \$ \_\_\_\_\_

**b** Assets included in Form 990, Part X ▶ \$ \_\_\_\_\_

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

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)
- a**  Public exhibition
  - b**  Scholarly research
  - c**  Preservation for future generations
  - d**  Loan or exchange programs
  - e**  Other
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII
- 5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?  Yes  No

**Part IV Escrow and Custodial Arrangements.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?  Yes  No
- b** If "Yes," explain the arrangement in Part XIII and complete the following table
- |  | Amount |
|--|--------|
| <b>c</b> Beginning balance             |        |
| <b>d</b> Additions during the year     |        |
| <b>e</b> Distributions during the year |        |
| <b>f</b> Ending balance                |        |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?  Yes  No
- b** If "Yes," explain the arrangement in Part XIII Check here if the explanation has been provided in Part XIII . . . . .

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

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

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as
- a** Board designated or quasi-endowment ▶
  - b** Permanent endowment ▶
  - c** Temporarily restricted endowment ▶
- The percentages on lines 2a, 2b, and 2c should equal 100%
- 3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by
- |  |               |    |
|--|---------------|----|
|  | Yes           | No |
| <b>(i)</b> unrelated organizations . . . . .   | <b>3a(i)</b>  |    |
| <b>(ii)</b> related organizations . . . . .  | <b>3a(ii)</b> |    |
| <b>b</b> If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? . . . . . | <b>3b</b>     |    |
- 4** Describe in Part XIII the intended uses of the organization's endowment funds

**Part VI Land, Buildings, and Equipment.**

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
<b>1a</b> Land . . . . .		3,500		3,500
<b>b</b> Buildings		170,462	164,866	5,596
<b>c</b> Leasehold improvements				
<b>d</b> Equipment . . . . .		41,172	40,845	327
<b>e</b> Other . . . . .		68,186	68,186	0
<b>Total.</b> Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) . . . ▶				9,423



**Part VII Investments—Other Securities.** Complete if the organization answered 'Yes' on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

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

**Part VIII Investments—Program Related.** Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

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

**Part IX Other Assets.** Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d See Form 990, Part X, line 15

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (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	
PAYROLL LIABILITIES AND OTHER ACCRUED EXPENSES	2,442
SALES TAX PAYABLE	9,900
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col (B) line 25 )	12,342

**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

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

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

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

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

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

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

**Part XIII Supplemental Information**

Provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b Also complete this part to provide any additional information

Return Reference	Explanation	
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**Part XIII** **Supplemental Information (continued)**

Return Reference	Explanation
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**SCHEDULE O**  
(Form 990 or 990-EZ)

**Supplemental Information to Form 990 or 990-EZ**

OMB No 1545-0047

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.

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

**2016**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

Name of the organization

AMERICAN SOCIETY OF DOWSERS INC

Employer identification number

03-6010613

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	THE ORGANIZATION HAS MORE THAN 1,900 MEMBERS

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PART VI, SECTION A, LINE 7A	THE MEMBERS OF THE ORGANIZATION VOTE TO ELECT THE BOARD

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PART VI, SECTION A, LINE 7B	THE MEMBERS VOTE ON MAJOR GOVERNANCE DECISIONS

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PART VI, SECTION A, LINE 8B	COMMITTEES OF THE ORGANIZATION CANNOT ACT WITHOUT APPROVAL BY THE BOARD

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PART VI, SECTION B, LINE 11B	THE ORGANIZATION'S PRESIDENT, VICE PRESIDENT, TREASURER AND SECRETARY REVIEW THE FORM 990 ON BEHALF OF THE FULL BOARD OF DIRECTORS ANY QUESTIONS ARE RESOLVED BEFORE THE RETURN IS FINALIZED AND FILED



**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PART VI, SECTION B, LINE 12C	THE ORGANIZATION'S ETHICS COMMITTEE MONITORS BOARD AND OTHER MEETINGS FOR CONFLICTS OF INTEREST

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS AVAILABLE TO THE PUBLIC AT THE ORGANIZATION'S OFFICE AND UPON WRITTEN REQUEST

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](http://www.irs.gov/form990)

OMB No 1545-0047  
**2014**  
**Open to Public Inspection**

**A For the 2014 calendar year, or tax year beginning 01-01-2014, and ending 12-31-2014**

<b>B</b> Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	<b>C</b> Name of organization AMERICAN SOCIETY OF DOWSERS INC		<b>D</b> Employer identification number 03-6010613
	Doing business as		<b>E</b> Telephone number (802) 684-3417
	Number and street (or P O box if mail is not delivered to street address) Room/suite 184 BRAINERD STREET PO BOX 24	<b>G</b> Gross receipts \$ 341,021	
	City or town, state or province, country, and ZIP or foreign postal code DANVILLE, VT 05828		
<b>F</b> Name and address of principal officer KEVIN O'BRIEN PO BOX 2217 LAKESIDE, AZ 85929		<b>H(a)</b> Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <b>H(b)</b> Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list (see instructions) <b>H(c)</b> Group exemption number	
<b>I</b> Tax-exempt status <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) ( ) (insert no ) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527			
<b>J</b> Website: WWW DOWSERS ORG			
<b>K</b> Form of organization <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other		<b>L</b> Year of formation 1961	<b>M</b> State of legal domicile VT

**Part I Summary**

<b>Activities &amp; Governance</b>	<b>1</b> Briefly describe the organization's mission or most significant activities TO SUPPORT, ENCOURAGE AND PROMOTE DOWSING AND DOWSERS, TO PROVIDE EDUCATION AND TRAINING, FOSTER COMMUNICATION REGARDING DOWSING, BUILD A RESPONSIBLE BODY OF THOSE DEVOTED TO DOWSING		
	<b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets		
	<b>3</b> Number of voting members of the governing body (Part VI, line 1a)	<b>3</b>	8
<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)	<b>4</b>	8	
<b>5</b> Total number of individuals employed in calendar year 2014 (Part V, line 2a)	<b>5</b>	3	
<b>6</b> Total number of volunteers (estimate if necessary)	<b>6</b>	0	
<b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12	<b>7a</b>	0	
<b>b</b> Net unrelated business taxable income from Form 990-T, line 34	<b>7b</b>	0	
<b>Revenue</b>	<b>8</b> Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	<b>9</b> Program service revenue (Part VIII, line 2g)	126,057	137,576
	<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)	91	87
	<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	48,107	38,971
	<b>12</b> Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	298,873	283,007
	<b>Expenses</b>	<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1-3)	6,842
<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)		0	0
<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		107,507	100,148
<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)		0	0
<b>b</b> Total fundraising expenses (Part IX, column (D), line 25)		0	0
<b>17</b> Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		171,878	177,154
<b>18</b> Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	286,227	307,813	
<b>19</b> Revenue less expenses Subtract line 18 from line 12	12,646	-24,806	
<b>Net Assets or Fund Balances</b>	<b>20</b> Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	<b>21</b> Total liabilities (Part X, line 26)	226,931	197,577
	<b>22</b> Net assets or fund balances Subtract line 21 from line 20	11,259	6,711
		215,672	190,866

**Part II Signature Block**

Under penalties of perjury, I declare that I have examined this return, including 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

<b>Sign Here</b>	***** Signature of officer	
	KEVIN O'BRIEN TREASURER Type or print name and title	
<b>Paid Preparer Use Only</b>	Prnt/Type preparer's name INGRID PELS	Preparer's signature INGRID PELS
	Firm's name GALLAGHER FLYNN & COMPANY LLP	
	Firm's address 55 COMMUNITY DRIVE SUITE 401 SOUTH BURLINGTON, VT 05403	

May the IRS discuss this return with the preparer shown above? (see instructions)  
**For Paperwork Reduction Act Notice, see the separate instructions.**

**Part III Statement of Program Service Accomplishments**

Check if Schedule O contains a response or note to any line in this Part III  Yes  No

**1** Briefly describe the organization's mission  
THE AMERICAN SOCIETY OF DOWSERS IS AN EDUCATIONAL SOCIETY ESTABLISHED TO PROMOTE AND INVESTIGATE THE FACETS OF DOWSING THROUGH RESEARCH AND EDUCATION

**2** Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?  Yes  No  
If "Yes," describe these new services on Schedule O

**3** Did the organization cease conducting, or make significant changes in how it conducts, any program services?  Yes  No  
If "Yes," describe these changes on Schedule O

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

**4a** (Code ) (Expenses \$ 15,272 including grants of \$ ) (Revenue \$ 62,838 )  
AN ANNUAL NATIONAL CONVENTION HELD TO TRAIN MEMBERS, WORKSHOPS HELD AROUND CONVENTION TO UPDATE SKILLS, WATER FOR HUMANITY'S ONGOING PROJECT TO BRING GOOD WATER TO THOSE IN NEED

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

**4c** (Code ) (Expenses \$ including grants of \$ ) (Revenue \$ )  
See Additional Data

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**4d** Other program services (Describe in Schedule O )  
(Expenses \$ 163,236 including grants of \$ 30,511 ) (Revenue \$ 82,506 )

**4e Total program service expenses** 178,508

**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> <input checked="" type="checkbox"/>	Yes	
<b>2</b> Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> (see instructions)? <input checked="" type="checkbox"/>	Yes	
<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 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>		No
<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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>	Yes	
<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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>	Yes	
<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)? <i>If "Yes," complete Schedule D, Part X</i> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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?		

**Part IV Checklist of Required Schedules** *(continued)*

<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>	<b>21</b>		No
<b>22</b>	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III . . .</i>	<b>22</b>		No
<b>23</b>	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J . . .</i>	<b>23</b>		No
<b>24a</b>	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a . . .</i>	<b>24a</b>		No
<b>b</b>	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? . . .	<b>24b</b>		
<b>c</b>	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? . . .	<b>24c</b>		
<b>d</b>	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? . . .	<b>24d</b>		
<b>25a</b>	<b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I . . .</i>	<b>25a</b>		No
<b>b</b>	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I . . .</i>	<b>25b</b>		No
<b>26</b>	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II . . .</i>	<b>26</b>		No
<b>27</b>	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III . . .</i>	<b>27</b>		No
<b>28</b>	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)			
<b>a</b>	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV . . .</i>	<b>28a</b>		No
<b>b</b>	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV . . .</i>	<b>28b</b>		No
<b>c</b>	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? <i>If "Yes," complete Schedule L, Part IV . . .</i>	<b>28c</b>		No
<b>29</b>	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M . . .</i>	<b>29</b>		No
<b>30</b>	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M . . .</i>	<b>30</b>		No
<b>31</b>	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I . . .</i>	<b>31</b>		No
<b>32</b>	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II . . .</i>	<b>32</b>		No
<b>33</b>	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I . . .</i>	<b>33</b>		No
<b>34</b>	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 . . .</i>	<b>34</b>		No
<b>35a</b>	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	<b>35a</b>		No
<b>b</b>	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2 . . .</i>	<b>35b</b>		
<b>36</b>	<b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2 . . .</i>	<b>36</b>		No
<b>37</b>	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI . . .</i>	<b>37</b>		No
<b>38</b>	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O . . .	<b>38</b>	Yes	

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 columns for question number, question text, and Yes/No response boxes. Includes sections for backup withholding, employee reporting, foreign accounts, prohibited transactions, and charitable contributions.

**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**

		Yes	No
<b>1a</b>	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 body delegated broad authority to an executive committee or similar committee, explain in Schedule O		
<b>1b</b>	Enter the number of voting members included in line 1a, above, who are independent . . . . .		
<b>2</b>	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? . . . . .		No
<b>3</b>	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? . . . . .		No
<b>4</b>	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? . . . . .		No
<b>5</b>	Did the organization become aware during the year of a significant diversion of the organization's assets? . . . . .		No
<b>6</b>	Did the organization have members or stockholders? . . . . .	Yes	
<b>7a</b>	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? . . . . .	Yes	
<b>7b</b>	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? . . . . .	Yes	
<b>8</b>	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following		
<b>8a</b>	a The governing body? . . . . .	Yes	
<b>8b</b>	b Each committee with authority to act on behalf of the governing body? . . . . .		No
<b>9</b>	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 . . . . .		No

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

		Yes	No
<b>10a</b>	Did the organization have local chapters, branches, or affiliates? . . . . .	Yes	
<b>10b</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? . . . . .	Yes	
<b>11a</b>	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? . . . . .		No
	b Describe in Schedule O the process, if any, used by the organization to review this Form 990 . . . . .		
<b>12a</b>	Did the organization have a written conflict of interest policy? If "No," go to line 13 . . . . .	Yes	
<b>12b</b>	b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? . . . . .	Yes	
<b>12c</b>	c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done . . . . .	Yes	
<b>13</b>	Did the organization have a written whistleblower policy? . . . . .	Yes	
<b>14</b>	Did the organization have a written document retention and destruction policy? . . . . .	Yes	
<b>15</b>	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?		
<b>15a</b>	a The organization's CEO, Executive Director, or top management official . . . . .		No
<b>15b</b>	b Other officers or key employees of the organization . . . . .		No
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)		
<b>16a</b>	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? . . . . .		No
<b>16b</b>	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? . . . . .		

**Section C. Disclosure**

<b>17</b>	List the States with which a copy of this Form 990 is required to be filed <input type="checkbox"/> _____
<b>18</b>	Section 6104 requires an organization to make its Form 1023 (or 1024 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. <input type="checkbox"/> Own website <input type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request <input type="checkbox"/> Other (explain in Schedule O)
<b>19</b>	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
<b>20</b>	State the name, address, and telephone number of the person who possesses the organization's books and records LISA LACOSS BRAINARD STREET PO BOX 24 DANVILLE, VT 05828 (802) 684-3417



**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

List them 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)						(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) ANNETTE WEIS PRESIDENT	10 00	X		X			0	0	0	
(2) SANDRA ISGRO VICE PRESIDENT	5 00	X		X			0	0	0	
(3) SANDI RUELKE SECRETARY	5 00	X		X			0	0	0	
(4) KEVIN O'BRIEN TREASURER	10 00	X		X			0	0	0	
(5) KEITH SCHAFFER TRUSTEE	5 00	X					0	0	0	
(6) TICK GAUDREAU TRUSTEE	5 00	X					0	0	0	
(7) ADHI TWO OWLS TRUSTEE	5 00	X					0	0	0	
(8) MARTY LUCAS TRUSTEE	5 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			

<b>1b</b> Sub-Total . . . . .			
<b>c</b> Total from continuation sheets to Part VII, Section A . . . . .			
<b>d</b> Total (add lines 1b and 1c) . . . . .	0	0	0

**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)	(B)	(C)	(D)	
		Total revenue	Related or exempt function revenue	Unrelated business revenue	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>	77,384				
	<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>	60,192				
	<b>g</b> Noncash contributions included in lines 1a-1f \$					
	<b>h Total.</b> Add lines 1a-1f . . . . .		137,576			
<b>Program Service Revenue</b>	<b>2a</b> CONVENTION	Business Code 900099	62,838	62,838		
	<b>b</b> SCHOOL & WORKSHOP	900099	39,765	39,765		
	<b>c</b> SPONSORSHIP INCOME	900099	3,770	3,770		
	<b>d</b>					
	<b>e</b>					
	<b>f</b> All other program service revenue					
	<b>g Total.</b> Add lines 2a-2f . . . . .		106,373			
<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts) . . . . .		87		87	
	<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>b</b> Less rental expenses				
		<b>c</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>b</b> Less cost or other basis and sales expenses				
		<b>c</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>a</b>				
		<b>b</b> Less direct expenses . . . . . <b>b</b>				
<b>c</b> Net income or (loss) from fundraising events . . . . .						
<b>9a</b> Gross income from gaming activities See Part IV, line 19 . . . . .	<b>a</b>					
	<b>b</b> Less direct expenses . . . . . <b>b</b>					
	<b>c</b> Net income or (loss) from gaming activities . . . . .					
<b>10a</b> Gross sales of inventory, less returns and allowances . . . . .	<b>a</b>	92,684				
	<b>b</b> Less cost of goods sold . . . . . <b>b</b>	58,014				
	<b>c</b> Net income or (loss) from sales of inventory . . . . .		34,670	34,670		
Miscellaneous Revenue		Business Code				
<b>11a</b> MISCELLANEOUS	900099	4,301	4,301			
	<b>b</b>					
	<b>c</b>					
	<b>d</b> All other revenue . . . . .					
<b>e Total.</b> Add lines 11a-11d . . . . .		4,301				
<b>12 Total revenue.</b> See Instructions . . . . .		283,007	145,344	0	87	

**Part IX Statement of Functional Expenses**

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A)

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
<b>1</b>	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 . . . . .				
<b>2</b>	Grants and other assistance to domestic individuals. See Part IV, line 22 . . . . .				
<b>3</b>	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 . . . . .	30,511	30,511		
<b>4</b>	Benefits paid to or for members . . . . .				
<b>5</b>	Compensation of current officers, directors, trustees, and key employees . . . . .				
<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 . . . . .	93,042	52,716	40,326	
<b>8</b>	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) . . . . .				
<b>9</b>	Other employee benefits . . . . .				
<b>10</b>	Payroll taxes . . . . .	7,106	3,960	3,146	
<b>11</b>	Fees for services (non-employees)				
<b>a</b>	Management . . . . .	4,187	2,046	2,141	
<b>b</b>	Legal . . . . .	1,332	480	852	
<b>c</b>	Accounting . . . . .	1,850	875	975	
<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) . . . . .	915	260	655	
<b>12</b>	Advertising and promotion . . . . .	5,550	3,622	1,928	
<b>13</b>	Office expenses . . . . .	39,956	2,178	37,778	
<b>14</b>	Information technology . . . . .				
<b>15</b>	Royalties . . . . .				
<b>16</b>	Occupancy . . . . .	15,493	5,365	10,128	
<b>17</b>	Travel . . . . .	2,452	59	2,393	
<b>18</b>	Payments of travel or entertainment expenses for any federal, state, or local public officials . . . . .				
<b>19</b>	Conferences, conventions, and meetings . . . . .				
<b>20</b>	Interest . . . . .				
<b>21</b>	Payments to affiliates . . . . .				
<b>22</b>	Depreciation, depletion, and amortization . . . . .	10,049	10,049		
<b>23</b>	Insurance . . . . .	14,536	2,318	12,218	
<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>	BOOKSTORE ADMINISTRATIV	35,356	35,356		
<b>b</b>	REPAIRS & MAINTENANCE	23,213	10,445	12,768	
<b>c</b>	CONVENTION & SCHOOL EXP	15,272	15,272		
<b>d</b>	MISC	3,997		3,997	
<b>e</b>	All other expenses	2,996	2,996		
<b>25</b>	<b>Total functional expenses.</b> Add lines 1 through 24e	307,813	178,508	129,305	0
<b>26</b>	<b>Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

**Part X Balance Sheet**

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

		(A)		(B)
		Beginning of year		End of year
<b>Assets</b>	<b>1</b> Cash—non-interest-bearing . . . . .	5,319	<b>1</b>	160
	<b>2</b> Savings and temporary cash investments . . . . .	146,927	<b>2</b>	137,395
	<b>3</b> Pledges and grants receivable, net . . . . .		<b>3</b>	
	<b>4</b> Accounts receivable, net . . . . .	4,360	<b>4</b>	
	<b>5</b> Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L . . . . .		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L . . . . .		<b>6</b>	
	<b>7</b> Notes and loans receivable, net . . . . .		<b>7</b>	
	<b>8</b> Inventories for sale or use . . . . .	38,147	<b>8</b>	35,141
	<b>9</b> Prepaid expenses and deferred charges . . . . .	323	<b>9</b>	3,075
	<b>10a</b> Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D . . . . .	<b>10a</b> 280,470		
	<b>b</b> Less accumulated depreciation . . . . .	<b>10b</b> 259,861	30,508	<b>10c</b> 20,609
	<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 . . . . .	1,347	<b>14</b>	1,197
	<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) . . . . .	226,931	<b>16</b>	197,577	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .	6,770	<b>17</b>	3,122
	<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 current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L . . . . .		<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 . . . . .	4,489	<b>25</b>	3,589
	<b>26 Total liabilities.</b> Add lines 17 through 25 . . . . .	11,259	<b>26</b>	6,711
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.</b>			
	<b>27</b> Unrestricted net assets . . . . .	215,672	<b>27</b>	190,866
	<b>28</b> Temporarily restricted net assets . . . . .		<b>28</b>	
	<b>29</b> Permanently restricted net assets . . . . .		<b>29</b>	
	<b>Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.</b>			
	<b>30</b> Capital stock or trust principal, or current funds . . . . .		<b>30</b>	
	<b>31</b> Paid-in or capital surplus, or land, building or equipment fund . . . . .		<b>31</b>	
	<b>32</b> Retained earnings, endowment, accumulated income, or other funds . . . . .		<b>32</b>	
<b>33</b> Total net assets or fund balances . . . . .	215,672	<b>33</b>	190,866	
<b>34</b> Total liabilities and net assets/fund balances . . . . .	226,931	<b>34</b>	197,577	

**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>	283,007
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	307,813
<b>3</b>	Revenue less expenses Subtract line 2 from line 1	<b>3</b>	-24,806
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	<b>4</b>	215,672
<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>	
<b>9</b>	Other changes in net assets or fund balances (explain in Schedule O)	<b>9</b>	0
<b>10</b>	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	<b>10</b>	190,866

**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 type="checkbox"/> Cash <input checked="" 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

**Software ID:**

**Software Version:**

**EIN:** 03-6010613

**Name:** AMERICAN SOCIETY OF DOWSERS INC

### Form 990, Part III - Line 4c: Program Service Accomplishments (See the Instructions)

(Code	) (Expenses \$	163,236	including grants of \$	30,511 ) (Revenue \$	82,506 )
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**SCHEDULE A**  
(Form 990 or 990EZ)

**Public Charity Status and Public Support**

OMB No 1545-0047

**2014**

**Open to Public Inspection**

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

▶ Attach to Form 990 or Form 990-EZ.

▶ Information about Schedule A (Form 990 or 990-EZ) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

Department of the Treasury  
Internal Revenue Service

**Name of the organization**  
AMERICAN SOCIETY OF DOWSERS INC

**Employer identification number**  
03-6010613

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

The organization is not a private foundation because it is (For lines 1 through 11, check only one box )

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

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above or IRC section (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
<b>Total</b>						



**Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**  
 (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>4 Total.</b> Add lines 1 through 3						
<b>5</b> The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
<b>6 Public support.</b> Subtract line 5 from line 4						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) Total
<b>7</b> Amounts from line 4						
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on						
<b>10</b> Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI )						
<b>11 Total support.</b> Add lines 7 through 10						
<b>12</b> Gross receipts from related activities, etc (see instructions)					<b>12</b>	
<b>13 First five years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> . . . . . <input type="checkbox"/>						

**Section C. Computation of Public Support Percentage**

<b>14</b> Public support percentage for 2014 (line 6, column (f) divided by line 11, column (f))	<b>14</b>	
<b>15</b> Public support percentage for 2013 Schedule A, Part II, line 14	<b>15</b>	
<b>16a 33 1/3% support test—2014.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization <input type="checkbox"/>		
<b>b 33 1/3% support test—2013.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization <input type="checkbox"/>		
<b>17a 10%-facts-and-circumstances test—2014.</b> If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization <input type="checkbox"/>		
<b>b 10%-facts-and-circumstances test—2013.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization <input type="checkbox"/>		
<b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions <input type="checkbox"/>		

**Part III Support Schedule for Organizations Described in Section 509(a)(2)**

(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	154,451	223,460	105,012	126,057	137,576	746,556
<b>2</b> Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	83,883	106,799	99,216	213,362	199,057	702,317
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>6 Total.</b> Add lines 1 through 5	238,334	330,259	204,228	339,419	336,633	1,448,873
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons						0
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						0
<b>c</b> Add lines 7a and 7b						0
<b>8 Public support</b> (Subtract line 7c from line 6)						1,448,873

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) Total
<b>9</b> Amounts from line 6	238,334	330,259	204,228	339,419	336,633	1,448,873
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	124	129	126	91	87	557
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
<b>c</b> Add lines 10a and 10b	124	129	126	91	87	557
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	7,162	1,489		6,232	4,301	19,184
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.)	245,620	331,877	204,354	345,742	341,021	1,468,614
<b>14 First five years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> ▶						

**Section C. Computation of Public Support Percentage**

<b>15</b> Public support percentage for 2014 (line 8, column (f) divided by line 13, column (f))	<b>15</b>	98.660 %
<b>16</b> Public support percentage from 2013 Schedule A, Part III, line 15	<b>16</b>	98.890 %

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for <b>2014</b> (line 10c, column (f) divided by line 13, column (f))	<b>17</b>	0.040 %
<b>18</b> Investment income percentage from <b>2013</b> Schedule A, Part III, line 17	<b>18</b>	0.050 %

**19a 33 1/3% support tests—2014.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization.

**b 33 1/3% support tests—2013.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization.

**20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions.

**Part IV Supporting Organizations**

(Complete only if you checked a box on line 11 of Part I. If you checked 11a of Part I, complete Sections A and B. If you checked 11b of Part I, complete Sections A and C. If you checked 11c of Part I, complete Sections A, D, and E. If you checked 11d of Part I, complete Sections A and D, and complete Part V.)

**Section A. All Supporting Organizations**

	Yes	No
<b>1</b> Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in <b>Part VI</b> how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
<b>2</b> Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in <b>Part VI</b> how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
<b>3a</b> Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.		
<b>b</b> Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in <b>Part VI</b> when and how the organization made the determination.		
<b>c</b> Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in <b>Part VI</b> what controls the organization put in place to ensure such use.		
<b>4a</b> Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you checked 11a or 11b in Part I, answer (b) and (c) below.		
<b>b</b> Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
<b>c</b> Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.		
<b>5a</b> Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document).		
<b>b Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
<b>c Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
<b>6</b> Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (a) its supported organizations, (b) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (c) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in <b>Part VI</b> .		
<b>7</b> Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in IRC 4958(c)(3)(C)), a family member of a substantial contributor, or a 35-percent controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990).		
<b>8</b> Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part II of Schedule L (Form 990).		
<b>9a</b> Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in <b>Part VI</b> .		
<b>b</b> Did one or more disqualified persons (as defined in line 9(a)) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in <b>Part VI</b> .		
<b>c</b> Did a disqualified person (as defined in line 9(a)) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in <b>Part VI</b> .		
<b>10a</b> Was the organization subject to the excess business holdings rules of IRC 4943 because of IRC 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer b below.		
<b>b</b> Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).		
<b>11</b> Has the organization accepted a gift or contribution from any of the following persons?		
<b>a</b> A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
<b>b</b> A family member of a person described in (a) above?		
<b>c</b> A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.		

**Part IV Supporting Organizations** (continued)**Section B. Type I Supporting Organizations**

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

	Yes	No
<b>1</b>		
<b>2</b>		

**Section C. Type II Supporting Organizations**

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

	Yes	No
<b>1</b>		

**Section D. All Type III Supporting Organizations**

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

	Yes	No
<b>1</b>		
<b>2</b>		
<b>3</b>		

**Section E. Type III Functionally-Integrated Supporting Organizations**

- 1** Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (**see instructions**)
- a**  The organization satisfied the Activities Test. Complete **line 2** below.
- b**  The organization is the parent of each of its supported organizations. Complete **line 3** below.
- c**  The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).

**2** Activities Test **Answer (a) and (b) below.**

- a** Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*
- b** Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.*

**3** Parent of Supported Organizations **Answer (a) and (b) below.**

- a** Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? *Provide details in Part VI.*
- b** Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? *If "Yes," describe in Part VI the role played by the organization in this regard.*

	Yes	No
<b>2a</b>		
<b>2b</b>		
<b>3a</b>		
<b>3b</b>		

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

Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov 20, 1970. **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

**Section A - Adjusted Net Income**

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

**Section B - Minimum Asset Amount**

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

**Section C - Distributable Amount**

		Current Year
<b>1</b> Adjusted net income for prior year (from Section A, line 8, Column A)	<b>1</b>	
<b>2</b> Enter 85% of line 1	<b>2</b>	
<b>3</b> Minimum asset amount for prior year (from Section B, line 8, Column A)	<b>3</b>	
<b>4</b> Enter greater of line 2 or line 3	<b>4</b>	
<b>5</b> Income tax imposed in prior year	<b>5</b>	
<b>6</b> <b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	<b>6</b>	
<b>7</b> <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)		

<b>Section D - Distributions</b>	<b>Current Year</b>
<b>1</b> Amounts paid to supported organizations to accomplish exempt purposes	
<b>2</b> Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
<b>3</b> Administrative expenses paid to accomplish exempt purposes of supported organizations	
<b>4</b> Amounts paid to acquire exempt-use assets	
<b>5</b> Qualified set-aside amounts (prior IRS approval required)	
<b>6</b> Other distributions (describe in Part VI) See instructions	
<b>7 Total annual distributions.</b> Add lines 1 through 6	
<b>8</b> Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
<b>9</b> Distributable amount for 2014 from Section C, line 6	
<b>10</b> Line 8 amount divided by Line 9 amount	

<b>Section E - Distribution Allocations (see instructions)</b>	<b>(i) Excess Distributions</b>	<b>(ii) Underdistributions Pre-2014</b>	<b>(iii) Distributable Amount for 2014</b>
<b>1</b> Distributable amount for 2014 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2014 (reasonable cause required--see instructions)			
<b>3</b> Excess distributions carryover, if any, to 2014			
<b>a</b> From 2009. . . . . _____			
<b>b</b> From 2010. . . . . _____			
<b>c</b> From 2011. . . . . _____			
<b>d</b> From 2012. . . . . _____			
<b>e</b> From 2013. . . . . _____			
<b>f Total</b> of lines 3a through e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2014 distributable amount			
<b>i</b> Carryover from 2009 not applied (see instructions)			
<b>j</b> Remainder Subtract lines 3g, 3h, and 3i from 3f			
<b>4</b> Distributions for 2014 from Section D, line 7 \$ _____			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2014 distributable amount			
<b>c</b> Remainder Subtract lines 4a and 4b from 4			
<b>5</b> Remaining underdistributions for years prior to 2014, if any Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions)			
<b>6</b> Remaining underdistributions for 2014 Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions)			
<b>7 Excess distributions carryover to 2015.</b> Add lines 3j and 4c			
<b>8</b> Breakdown of line 7			
<b>a</b> From 2010. . . . . _____			
<b>b</b> From 2011. . . . . _____			
<b>c</b> From 2012. . . . . _____			
<b>d</b> From 2013. . . . . _____			
<b>e</b> From 2014. . . . . _____			

**Part VI Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions).

<b>Facts And Circumstances Test</b>

Return Reference	Explanation

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No 1545-0047

2014

Open to Public Inspection

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

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

Department of the Treasury Internal Revenue Service

Name of the organization AMERICAN SOCIETY OF DOWSERS INC

Employer identification number

03-6010613

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and questions about donor informed consent.

Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

Form for Part II Conservation Easements including checkboxes for preservation purposes, a table for held at the end of the year (2a-2d), and various questions about monitoring and expenses.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

Form for Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets including questions about reporting and amounts for art and historical treasures.



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

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)

- a Public exhibition, b Scholarly research, c Preservation for future generations, d Loan or exchange programs, e Other

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

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No

b If "Yes," explain the arrangement in Part XIII and complete the following table

Table with 2 columns: Description (1c-1f) and Amount

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

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

Part V Endowment Funds. Complete if the organization answered "Yes" to Form 990, Part IV, line 10.

Table with 6 columns: (a) Current year, (b) Prior year, (c) Two years back, (d) Three years back, (e) Four years back. Rows 1a-1g.

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

- a Board designated or quasi-endowment, b Permanent endowment, c Temporarily restricted endowment. The percentages in lines 2a, 2b, and 2c should equal 100%

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

Table with 3 columns: Description (3a(i), 3a(ii), 3b) and Yes/No columns

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

Part VI Land, Buildings, and Equipment. Complete if the organization answered 'Yes' to Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Table with 5 columns: (a) Cost or other basis (investment), (b) Cost or other basis (other), (c) Accumulated depreciation, (d) Book value. Rows 1a-1e and Total.

**Part VII Investments—Other Securities.** Complete if the organization answered 'Yes' to Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
Other		
<b>Total.</b> (Column (b) must equal Form 990, Part X, col (B) line 12.)		

**Part VIII Investments—Program Related.** Complete if the organization answered 'Yes' to Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation Cost or end-of-year market value
<b>Total.</b> (Column (b) must equal Form 990, Part X, col (B) line 13.)		

**Part IX Other Assets.** Complete if the organization answered 'Yes' to Form 990, Part IV, line 11d. See Form 990, Part X, line 15

(a) Description	(b) Book value
<b>Total.</b> (Column (b) must equal Form 990, Part X, col.(B) line 15.)	

**Part X Other Liabilities.** Complete if the organization answered 'Yes' to Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1 (a) Description of liability	(b) Book value
Federal income taxes	
PAYROLL LIABILITIES AND OTHER ACCRUED EXPENSES	3,589
<b>Total.</b> (Column (b) must equal Form 990, Part X, col (B) line 25.)	3,589

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

**Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return** Complete if the organization answered 'Yes' to Form 990, Part IV, line 12a.

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

**Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.** Complete if the organization answered 'Yes' to Form 990, Part IV, line 12a.

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

**Part XIII Supplemental Information**

Provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Return Reference	Explanation

**Part XIII** Supplemental Information (*continued*)

Return Reference	Explanation

**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.

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

OMB No 1545-0047

**2014**

**Open to Public  
Inspection**

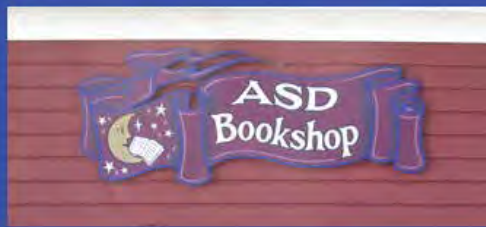
Name of the organization  
AMERICAN SOCIETY OF DOWSERS INC

Employer identification number

03-6010613

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	THE ORGANIZATION HAS MORE THAN 1,900 MEMBERS
FORM 990, PART VI, SECTION A, LINE 7A	THE MEMBERS OF THE ORGANIZATION VOTE TO ELECT THE BOARD
FORM 990, PART VI, SECTION A, LINE 7B	THE MEMBERS VOTE ON MAJOR GOVERNANCE DECISIONS
FORM 990, PART VI, SECTION A, LINE 8B	COMMITTEES OF THE ORGANIZATION CANNOT ACT WITHOUT APPROVAL BY THE BOARD
FORM 990, PART VI, SECTION B, LINE 11	THE ORGANIZATION'S PRESIDENT, VICE PRESIDENT, TREASURER AND SECRETARY REVIEW THE FORM 990 ON BEHALF OF THE FULL BOARD OF DIRECTORS ANY QUESTIONS ARE RESOLVED BEFORE THE RETURN IS FINALIZED AND FILED
FORM 990, PART VI, SECTION B, LINE 12C	THE ORGANIZATION'S ETHICS COMMITTEE MONITORS BOARD AND OTHER MEETINGS FOR CONFLICTS OF INTEREST
FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS AVAILABLE TO THE PUBLIC AT THE ORGANIZATION'S OFFICE AND UPON WRITTEN REQUEST



- [HOME](#)
- [INFO](#)
- [DONATE TO ASD](#)
- [LOOKING FOR A DOWSER](#)
- [MEMBERSHIP](#)
- [SHOP](#)
- [CONTACT US](#)
- [FULL CONVENTION PAGE](#)
- [PRESS KIT](#)
- [CHAPTERS](#)



## End of Year Chapter Update

Each division, Chapter, branch or subdivision of this Society shall by January 31st, submit a Statement of Condition for the previous Calendar Year to the President and Treasurer of this Society showing its current President, Vice President, Treasurer, Secretary, contact numbers, meeting place, number of members, guests and any other pertinent information. Optional information-income, expenditures, assets and liabilities and cash on hand.

### Chapter Name

Name of Chapter

### Contact Person

First

Last

### Contact Person's Phone Number

### Contact Person's Email

### Chapter President

First

Last

### Chapter Vice President

First

Last

### Chapter Treasurer

First

Last

### Chapter Secretary

First

Last

### **Chapter Meeting Place**

Street Address

Address Line 2

City

State / Province / Region

ZIP / Postal Code

Country

If meeting place changes regularly, please make note

### **Approximate number of ASD Members**

### **Approximate number of Guests**

### **Chapter Website**

Does your chapter have a website or facebook page?

## **Chapter Annual Financial Report**

---

### **Current Monies on Hand**

### **Other Assest & Their Values**

### **Does your chapter use a bank?**

Yes

No

### **Does your chapter use ASD's Tax-exempt Employer ID Number**

Yes

No

## If you have any questions about this report, please contact ASD Headquarters

American Society of Dowsers, Inc PO Box 24 Danville, VT 05828 802-684-3417 [asd@dowers.org](mailto:asd@dowers.org)

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### Contact Us

[asd@dowers.org](mailto:asd@dowers.org)

802.684.3417

184 Brainerd St. PO Box 24

Danville, VT 05828

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# WATER FOR HUMANITY FUND® OBLIGATIONS TO GRANTEES

updated 5/15/2016

**Note: see key on last page**

## **Section 1 - Organizations with current projects we are expecting completion reports from:**

Rural People's Development Society (RPDS) - Thandrampet - Tamil Nadu, India  
Past history – 4 wells in three projects. Current project - constructing last 3 of 4 wells on the 2/21/2014 proposal (one of which is a memorial well for Rene Lincoln); project anticipated to take 6 to 8 months to complete. **LP** due to time needed to complete project, report and assess a new proposal

Buddha Outcast Social Society (BOSS) – Tamil Nadu, India  
Past history – 5 wells in 2 projects. Current project - first 3 of 5 wells on 5/21/2015 proposal (all memorial wells for Frank Hoenig); project anticipated to take 4 to 6 months to complete. **MP** due to time need to complete construction and receive report before funding remaining 2 wells.

Riamogire Energy and Technology Center (RETEC) – western Kenya  
Past history – 2 dug wells and 4 composting latrines from 9/20/2013 proposal requesting 10 dug wells and 8/22/2013 proposal requesting 50 composting latrines Current project - for 3 more dug wells and 6 more composting latrines, leaving balance of 5 and 40, respectively; current project completed and waiting for report. **Remainder of funding MP** due to time needed to receive & critique report

Rita Marley Foundation (RMF) in partnership with the community Konkonuru – Ghana, West Africa  
Past history – 1 well constructed of 3 requested on first proposal. Current project - remaining two wells funded in second grant; first of these 2 wells completed and reported, and second about to begin. Proposal will be complete with construction of this last well and required report.

Tamil Nadu Tribal Development Society (TNTDS) – Tamil Nadu, India  
Past history – grant awarded for 2 wells and an orientation meeting to form Society of India Dowers which was fully funded, and grant for second SID convention. Current project - two composting latrines for a schoolout of four composting latrines requested for two schools on 4/25/2015 proposal; project completed and waiting for report. **Remainder of funding HP** final grant payment in order to finish composting latrines for second school

Society of Weavers Education and Appropriate Technology (SWEAT) – Tamil Nadu, India

Past history - first 2 wells of 6 requested on 5/8/2015 proposal. Current project for third well . Remainder of funding **LP** currently under construction & report required.

Aid Tanzania (AT) – northern Tanzania, Africa

Past history - grant for 50 household ceramic water filters for distribution in one quarter (3 month period) of four quarters requested on 3/24/2015 proposal .

**Remainder of funding HP** due to need to fund 2<sup>nd</sup> quarter (matching funds for second quarter sought from Debley Foundation)

United Church of Christ of Zimbabwe – Zimbabwe, southern Africa, administered and supervised by First Congregational Church of Wakefield, NH

First project of one bore well project and two well renovations still in progress

**NFF** due to no expectation of a follow up request; report is required

## **Section 2 - Organizations voted funding and waiting for release:**

Dan Baker (UVM professor) / Partners of the Americas Program – for a water filter distribution project in Honduras: on hold due to political instability in the country and danger in travel there. **LP**

JASMINE Society, Tamil Nadu, India

Past history – 10 household rainwater harvesting systems installed in two projects out of 30 requested in 6/6/2008 proposal. Current project approved 6/7/2015 for 5 additional systems out of 10 proposed on 5/24/2011 update to the original proposal, but on hold pending investigation into matter of status of annual filings. **Remainder of funding HP** due to need to resolve and if positive proceed with project

## **Section 3 - Organizations expecting further funding upon review of project completion report for an earlier phase (see spreadsheet for details)**

Society for Women Education and Economic Trust (SWEET)

Society for Community Organization and Rural Educational (SCORE)

Social Improvement Voluntary Association (SIVA)

Society for Rural Health and Development Project (SRHDP)

Village Development Center (VDC)

GUARD Society

#### **Section 4 - Organizations receiving annual grants on an on-going basis:**

Salvadoran Association for Rural Health (ASAPROSAR) – El Salvador  
History – Current ongoing project of distribution of ceramic water filters received first funding in 2006 and funded seven times since, always in January. **MP** due to need to anticipate funding in January 2017

St. Bonaventure Indian Mission & School – New Mexico, USA  
History – First grant awarded in 2008 for two week's worth of water delivery on the Eastern Navajo Reservation, and funded every year since, always awarded at convention meeting of the committee. **HP** due to **need to approve funds in June, 2016**

#### **Section 5 - Restricted Funds:**

Frank Hoenig Memorial Fund - \$48.24 received for plaques to be mounted on BOSS wells.

David Pitkin Memorial Fund - \$850 balance for a well in India (to be determined and approved by Mohawk-Hudson chapter).

Indiegogo / Health Education and Development Society (HEADS) – Tamil Nadu, India  
Balance of \$4,011.36 for a composting latrine and water filters for HEADS to complete program as proposed in Indiegogo campaign.

Society of Indian Dowsers (SID) – based in Tamil Nadu, India – initial donation of \$25 for program or convention support. It was anticipated that additional donors might contribute to this reserve fund.

Volunteer Travel & Project Fund - \$2,530.63 undesignated, \$2,550 designated for Steve Herbert

### **KEY**

**URG** - Urgent; disaster relief or due to unforeseen circumstances

**HP** - High Priority; expect to disperse funds within next two months

**MP** - Medium Priority, expect to disperse funds within 2 to 10 months

**LP** - Low Priority; expect to disperse funds within 10 to 18 months

**NFF** - No Future Funding; due to end of association, or due to poor performance



Voted	Organization	project	prop rec'd	prop frwd	pcr rec'd	pcr frwd	pcr published	testimonials	test published
1/17/2014	ASAPROSAR	filter dist 6	ongoing	NA	5/20/2014	6/4/2014	Enews 6/14		
1/28/2014	SHERDP	WWD'14	1/19/2014	1/24/2014	3/25/2014		Enews 4/14		
3/5/2014	Eau Sans Frts	LS100drill			prj aborted				
3/5/2014	KCUPS	complat 1	1/13/2014	1/14/2014	12/1/1014	12/5/2014		N Faridah N Margret N Proscovia N Veronica	
3/5/2014	RPDS(B)	1 well AB	12/30/2005	1/15/2012	12/18/2014	12/21/2014		Bhavani Lakshmi	Enews 2/15
3/5/2014	IRWED	2 dr wells	9/12/2013	2/28/2014	9/24/2014	10/2/2014		Kumudha Kaliammal	
3/5/2014	VEPERDA	2 dr wells	9/5/2012	3/1/2014					
3/5/2014	Children Watch	1 dr well	10/2/2013	3/3/2014	7/15/2014	7/28/2014	Enews 10/14	Saratha Senthamarai	Enews 12/14 Enews 10/14
6/19/2014	Bro K / RTU	well dev	ongoing						
6/19/2014	StBonaventure	water del	ongoing						
6/19/2014	FCCW / UCCZ	1 dr well	5/26/2014	5/31/2014					
9/11/2014	Rita Marley Fd	1 dr well	8/19/2014	8/21/2014	1/23/2015				
9/11/2014	TMSSS	1 dr well	5/15/2009	not yet	e11/26/2015			Manimegalai Motchamary	
9/11/2014	BOSS	3 dr wells	9/17/2013	11/9/2013	r 3/23/2015 e4/05/2015				
9/11/2014	Children Watch	1 well	10/2/2013	3/3/2014	e2/23/2015 r 3/24/2015			Laxmi Valarmthi	
9/11/2014	SHERDP	2 wells	5/25/2014	not sent?	e5/19/2015				
10/22/2014	TNTDS	2nd conv.	9/22/2014	not sent?	4/14/2015				


Voted	Organization	project	prop rec'd	prop frwd	pcr rec'd	pcr frwd	pcr published	testimonials	test published
1/18/2013	GR Uganda	drilled well	e 11/14/12	12/27/2013	e 8/19/13	8/21/2013	Enews 10/13	various short	Enews 10/13
	KODI	dug well	e 3/11/13	3/11/2013	e 11/30/13	12/14/2013	AD Spg '14	Joseph Olum Mzee Honga Consol Njoga	Enews 8/13 Enews 8/13 Enews 8/13
	ASAPROSAR	filter distr. Ph. 5	ongoing	NA	e 5/2/13	5/31/2013	E-News 8/13 7/31/2013		
	SHERDP	WWtrDay	e 1/09/13	1/10/2013	e 3/28/13	3/30/2013	AD Sum '13		
	VDC	3 dr wells	r 2/7/11 e 1/1/13	1/2/2013	e 10/06/13 h 12/24/13	1/5/2014		Pathimakani Jeevitha Nirmala	Enews 2/14
	RPDS (B)	2 dr wells	e 1/15/12	1/15/2012	e 9/15/13	9/15/2013		Kalavathi	AD W'13-'14 & Enews 4/14
	SUCCESS Tr	1 dr well	r 11/7/11 e 1/9/12	1/10/2012	r 6/20/13	9/15/2013		Reverthi Chandradevi Pachiammal Amuthavalli	Enews 12/13 Enews 6/14 AD Fall '13
	GUARD Soc.	3 dr wells	r 4/14/12 e 4/20/12	5/8/2012	e 7/19/13	7/21/2013	Enews 2/14	Kalavathi Sarawathi Esakkiammal	AD Fall '13 Enews 10/13 AD W'13-'14
3/11/2013	TMSSS	3rd of 4 w	r 5/15/09 e 7/3/12		e 8/14/13	8/21/2013	Enews 12/13	Rani Maria Claret	AD Fall '13 Enews 10/13 AD W'13-'14
3/25/2013	KODI	50 cer w f 2 sm c lat			e 8/04/14 e 11/27/13	8/5/2014 12/14/2013	AD W'13-'14		
6/9/2013	Bro K / RTU	well dev	ongoing						
	StBonaventure	water del	ongoing						
	SPHEED	2 dr wells	e 10/19/10	6/4/2012	e 4/17/14	4/19/2014		Mrs. N Selvam Mr. R. Mani	five brief
	SWEAT	2 dr wells	r 5/11/11 e 2/23/13	6/5/2013	e 1/18/2015 h 2/4/2015				
8/16/2013	StBonaventure	tankrepair							
10/3/2013	REEDS	2 dr wells	e 9/13/13	10/13/2013	e 1/23/14	4/21/2014			
11/11/2013	KODI / HF	pump repl							
	SWNSWCEA	factorysup filter distr	9/29/2013	11/9/2013	e 8/05/14	8/5/2014	Enews 12/14		Enews 12/14
	RETEC	2dug wells 4 comlats	9/20/2013 8/22/2013		e 5/27/14	6/26/2014	Enews 8/14	Linet Onchari	Enews 8/14
	BOSS	2 dr wells	9/17/2013	11/9/2013	e 2/26/14	2/27/2014	Enews 4/14	Thamilzhini Senthil Saraja Natarajan	AD Fall '14 AD Fall '14 AD Fall '14 AD Fall '14
	POWER	2 dr wells	9/18/2013	11/10/2013	e 9/28/14	10/2/2014		Kanagammal Dhanalakshmi	



Voted	Organization	project	prop rec'd	prop frwd	pcr rec'd	pcr frwd	pcr published	testimonials	test published
1/24/2011	SHERDP	1st 2 wells	e 9/11/07		r 9/26/11 r 12/10/11		Enews 2/12 AD Sum '13	Rajeswari	Enews 2/12
	WORD	3w of4rem	e 12/28/07		r 10/11/11 e 11/29/11			Manimegalai	AD S/S '12
	SCDP	1st well	r 8/11/06		e 7/5/11		Enews 8/11	Geetha Premalath Jaya	Enews 8/11 Enews 8/11 Enews 8/11
	KODI	boys c.lat	e 6/23/10		e 3/26/12		Enews 4/12		
	HWP	1 well							
6/12/2011	Bro K / RTU	well devel	ongoing						
	StBonaventure	water del	ongoing						
	Eau Sans Frts	wtr re dev	ongoing						
	HWP	same well							
	FORD	1 well	e 5/14/08		e 11/28/12	12/24/2012		thanks only	
	TMSSS	1 well	r 5/15/09 e 7/3/12		e 6/25/12		Enews 8/12	Anjela Sebasthiammal	Enews 2/13 Enews 8/12



Voted	Organization	project	prop rec'd	prop frwd	pcr rec'd	pcr frwd	pcr published	testimonials	test published
3/24/2010	Art Paix Int'l	wtr res dev							
	ARD	2 more w	e 10/23/03		e 3/8/11			Karuppayee Eswari Pitchaiyammal Sundarapandian Kamatchi	
	DEEPAM	2 more w							
	SLT	1st well							
	PEAS	1st 2 wells	e 9/26/06		e10/22/10				
	TMSSS	1st well	e 5/15/09		e 11/11/10 r 10/27/10		Enews 12/10	Savariyammal Ezhilarasi Francis Mary	Enews 12/10 & AD Sum'13 Enews 12/10 Enews 4/12 & Enews12/10
6/13/2010	Bro K / RTU	well dev							
	ASAPROSAR	filter dist 3					AD S/S '12		
	StBonaventure	water del							
	KODI / HF	cer filt dist	e 6/12/10		e 5/20/11		Enews 6/11		
9/23/2010	KODI	hosp well	e 6/23/10		e 9/7/11		Enews 10/11		
12/6/2010	WFW	1 well GSC	1/20/2010		e 7/4/11		AD Fall '11		
12/24/2010	WORD	1 well	e 12/28/07		r 9/26/11 e 11/29/11		Enews 12/11	Janakiammal	Enews 12/11

  
October 30, 2017

Alden (Tick) Gaudreau, President  
American Society of Dowsers  
184 Brainerd St.  
Danville, VT 05828

RE: Request for Financial and Other Information  
*Sent via U.S. Mail, Certified Return Receipt #70111570000188312007*

Dear President Gaudreau:

Per Title 11B Vermont Nonprofit Corporations §16.02 a member is entitled to a copy of accounting records of the corporation. On its October 24, 2017 Board meeting recording the Board stated that they would not make financial information available to the membership, however, it would be provided if requested. Therefore, we the charge complainants are requesting the documentation containing financial information listed below.

**ASD**

1. Board recording for August 2017 meeting.
2. 2017 ASD annual meeting convention minutes and handouts.
3. 2016 and 2017 to date ASD monthly and annual financial statements including balance sheets, statements of operations and any associated public accountant reports which show all income and expenses.
4. Copy of the 2016/2017 annual audit conducted by a third party, the letter to management, and the scope of work and contract issued by ASD for the audit.
5. Copy of the 2015/2016 annual audit – we believe this was done by a CPA firm but was not presented to the membership at the 2017 annual meeting.
6. Current membership list.
7. List of all ASD chapters.
8. ASD Chapter financial reports for 2016 and 2017 (when available).
9. 2016 and 2017 Convention income and expenses, including regional conventions and the annual ASD national convention.
10. ASD's 990 filings for 2015, 2016 and 2017 (when available).
11. Status of Ethics Committee formation to hear charges filed on June 14, 2016. Numerous names were provided to ASD and to date those who clearly said they would be on the Committee indicated that they have not been called.

**WFHF**

1. Annual reports for 2016 and 2017
2. List of donations (excluding confidential donor information) and other income for 2015 through 2017 to date including identification of restricted donations.
3. Copies of checks from donors for WFH for 5 years 2012-2017 to date (with confidential accounts and donor contact information blacked out).
4. Grant proposals received by WFHF for 2016 and 2017.

5. Accounting of grants funded and charitable giving including amounts, name of grantee, payment dates, and which payments were for restricted purposes identified by the donors,
6. Accounting of the Indiegogo campaign running from 3/27/14 through 5/12/14 for well drilling, water purification, and sanitation at an Old Age Home in India including amounts raised and disbursed to the organization (dates and amounts).
7. Names of WFHF committee members, positions, and dates started on the committee since March 2016.
8. WFH minutes for 2016 and 2017.
9. WFH financial reports for 2016 and 2017.

If the requested information cannot be emailed or sent via hardcopy or electronically, we then may designate agent(s) to copy the materials per 11B V.S.A. §16.03. Please indicate within seven days when financial material will be sent or when it may be inspected by agents and copied.

We understand that if a corporation does not allow a member to inspect and copy any records required to be available for inspection, then we may apply to the Superior Court to summarily order inspection and copying at the ASD's expense.

Based on the lack of response to the membership list request (dated August 16, 2017 including five subsequent requests for the information), donation accounting request dated October 20, 2017 (which was the third request for the information since the original May 19, 2016), we will assume that a lack of response by November 23, 2017 indicates an affirmative denial of these requests by the ASD.

Signed on behalf of the June 14, 2017 Ethics Charges complainants and those harmed by the Board's actions including terminated members (life and regular members), those with charges brought against them and others harmed,



Janis Fallon  
ASD Lifetime Member  
WFH Major Donor

## ASD Board of Trustee meeting minutes: Tuesday, January 30, 2018

Present: Tick Gaudreau, Lee Ann Potter, Marty Lucas, Keith Schaffer, Matt Minor. Late arrivals: Sandy Isgro, Annette Weis, Sandy Ruelke, Lisa Lacoss

Tick Gaudreau opened the meeting at 7:00. Matt Minor read the roll.

Approval of BOT December, 2017 minutes: Keith moved that the December BOT minutes be accepted. Lee Ann seconded. There was no discussion. Vote: Aye: all, Nay: 0, Abstentions: 0.

Approval of 2017 Treasurer's report: A motion was made to approve the 2017 Treasurer's report. Matt seconded. There was no discussion. Voted: Aye: all, Nay: 0, Abstentions: 0.

2018 Budget: Tick asked for estimates for improving ASD Headquarters' insulation, roof, and siding. Lee Ann questioned why there were two propane accounts at Headquarters. Lisa responded there were two furnaces (bookstore and house) with separate tanks holding differing amounts. Keith noted that at furnace installation time, it was felt the Bookstore could help pay for its share of propane. Grounds maintenance was also mentioned.

Members and Leaders Topics and Hosts: Tick noted there are usually ten or fewer participants participating in these meetings, and asked if the meeting was still viable.

The question was raised if these participants were all ASD members, or some combination of members and guests. This prompted a discussion of non-ASD members professing chapter affiliation, and did they understand chapter affiliation was separate from ASD membership? There is also currently no timeline for how long a guest can attend chapter meetings without ASD membership. The question was posed "Should chapter members *especially officers* be required to hold current ASD membership?" It was mentioned chapter affiliation without ASD membership has historically been an item of discussion. It was suggested that the relationship between the national organization, and chapter membership be reviewed. Lastly, it was noted ASD insurance does not cover non-members. More discussion of possible By-Laws changes to follow...

Discover Dowsing and Hosts: Positive comments noted. Roxanne Louise's next panel discussion will be Tuesday, February 3. February, April and May slots will be scheduled for Dr. Robert Gilbert, Alicja Aratyn and Brian Besco alert listeners to their appearances at convention.

By-Law Revisions: Tick asked for a by-Laws or policy change for future monies donated to Water for Humanity. Lee Ann suggested a committee be formed to make any needed changes to by-laws or policy. She suggested we partner with established agencies with more manpower when there is an opportunity for donations. This was the start of future ongoing discussions.

Lee Ann suggested that changes be made so we audit financial reports periodically rather than yearly. She also asked that officers be residents of North America (Canada, US). Annette suggested a by-law should be formed stating that the language of English is the business language of ASD. More to follow...

Memberships: Tick noted that complimentary year of membership to ASD might be offered to the Lead, and Coordinating Editor of our Digest as a gesture of thanks. A motion calling for the award of a complimentary year of membership to ASD offered to the Lead, and Coordinating Editors of our Digest

was made by Sandi Isgro and seconded. Vote: Aye: all, Nay: 0, Abstentions: 0. Matt to provide letter of award to both editors.

Estate Donations: Lee Ann will contact the donor's niece to determine where she wants these monies to go. It was noted they might fund the complimentary year of ASD membership to the Lead, and Coordinating Editors. More to follow.

Guidelines for Focus Groups and Member Calls: Great success noted with Madis Senner's call...90 participants! Tick then asked how Mastermind groups were going, and if they could draw in more potential ASD members. The question was raised how a Master Mind group and a general topic group differ. It was the feeling that Master Mind groups be affiliated ASD members. However, a general topic group, I.e., water dowsing need not be. This could have a more fluid membership. Board members might be available to monitor general topic groups. Lee Ann agreed to work with non-Facebook members.

Inez Lindsey will be offering a Feng Shui group. Shari Hope will be heading up a Water Dowsing group.

Other:

Indian Society of Dowsing and Geomancy: Leann reported on contacts made with the Indian Society of Dowsing and Geomancy, and their training techniques based on a science perspective. She noted that a monetary contribution might be considered for them at a future date.

Convention Update: Suzanne Schwartz reported on our 2018 convention at New Paltz. Dr. Robert Gilbert will be the keynote speaker, and his contract information has been forwarded from Headquarters'. Alicja Aratyn will be the keynote dowser. She has graciously asked to host a reception. Suzanne noted that cooperation with New Paltz was intermittent due to their lack of manpower; however, this should be remedied shortly. Lee Ann and Suzanne are arranging an onsite visit for February 15th or 16th. Time is running short.

Sandi Isgro has contacted "Spirit of Change" for an advertising banner with any necessary changes included.

Matt will co-host Vendors again this year with Lee Ann.

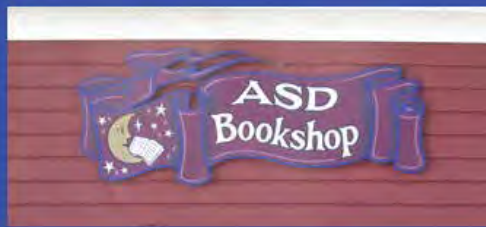
Meeting adjourned at 9:35PM.

Respectfully submitted,

Matt Minor

ASD Recording Secretary and Treasurer

Accepted 2/27/18



- [HOME](#)
- [INFO](#)
- [DONATE TO ASD](#)
- [LOOKING FOR A DOWSER](#)
- [MEMBERSHIP](#)
- [SHOP](#)
- [CONTACT US](#)
- [FULL CONVENTION PAGE](#)
- [PRESS KIT](#)
- [CHAPTERS](#)



### Online Auction to Benefit the Water For Humanity Fund

In 1991, Joe Ann Van Gelder, inspired by a reading of Brother Kimpton's dowsing work for the poor in India, held the first Third World Water Fund Raffle at the annual convention of The American Society of Dowzers. At the 1994 Board of Trustee's meeting in Dallas, TX, it was suggested that the name be changed to The Water for Humanity Fund, to better reflect our concern as well to help anyone in need, regardless of geography, for example, as in a case of natural disaster. A telephone vote, conducted by Joe Ann Van Gelder obtained approval for the new name.

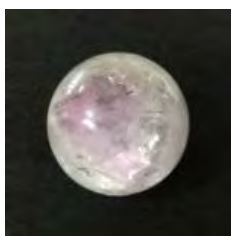
Joe Ann Van Gelder has donated a selection of Crystals from her personal collection to be auctioned with all proceeds to benefit the continuing work of the Water for Humanity Fund.



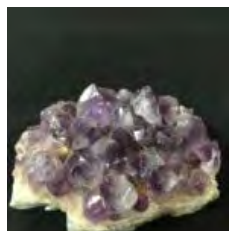
These would make a great Birthday or Christmas present for someone you know!

Please note that some of these crystals do have a reserve.

Please keep checking back for more information, pictures and auction form. Tell your friends and family. This is a limited time auction, don't miss out on this great opportunity.



The Crystals are available for viewing if you are in the area, we encourage to stop by.



#### Contact Us

[asd@dowzers.org](mailto:asd@dowzers.org)  
 802.684.3417  
 184 Brainerd St. PO Box 24  
 Danville, VT 05828

#### Follow Us



#### Welcome Janis Fallon



You are currently logged in as  
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**STORY** [UPDATES](#) [COMMENTS \(5\)](#) [BACKERS \(48\)](#)

With 23 years of experience in providing reasonable access to adequate quantities of potable water, along with proper sanitation worldwide, the ASD Water for Humanity Fund proposes a project in southern India to provide a bore well and hand pump, and introduce composting latrine and filtration technology.

See more at: <http://dowsers.org/wfh-indiegogo-campaign>

CLOSED

## Water for Humanity

Dowsing, drilling, catching and purifying water, and providing sanitation for an Old Age Home in India.



America Society of Dowsers  
Danville, United States  
[About](#)

Verified Nonprofit

**\$4,040** USD raised by 48 backers

101% of \$4,000 [flexible goal](#)



PERKS

**\$25** USD

### Thank you

A Thank You on the sponsors page on our Water for Humanity site.

[claim](#)





October 20, 2017

Alden (Tick) Gaudreau, President  
American Society of Dowsers  
184 Brainerd St.  
Danville, VT 05828

RE: Request for Donation Accounting third request  
*Sent via U.S. Mail, Certified Return Receipt #70111570000188314582*

Dear President Gaudreau:

On May 12, 2016 I emailed then President Marty Lucas requesting accounting for the almost \$30,000 I had donated to the Water for Humanity Fund (WFH). This was following the freezing of the WFH and charges and terminations of memberships of the WFH Committee members. I reiterated the request May 19, 2016. To date I have had no response except for then President Lucas indicated that I would receive a full accounting from an attorney and this has never occurred more than a year later.

In listening to the September ASD Board call I was dismayed to learn that the Board decided to donate money to hurricane relief efforts by two large non-profits and/or the National Guard. The Board recording refers to an August Board meeting and donations for hurricane relief that the Board was making, though the recording of this meeting is not posted and has not been made available to members.

I strongly state that this is not the purpose for which I donated money to WFH. WFH's mission (that still appears on the ASD website, in its emailed newsletters, presented at booths at conventions, WFH annual reports, etc.) all state that monies will be used for dug and drilled wells, water resource development, purification, protection and conservation and secondly to demonstrate dowsing. I would never have donated money to be used for the National Guard or hurricane relief nor was that my intent as a donor. Monies have never in the past been given for hurricane relief nor was it ever stated that it would be done or that it was part of WFH's intent to do so. I feel that the current actions by the Board are not the mission of WFH and definitely I would never have donated to WFH for what the Board is spending my donations on.

I also feel that the Board is not appropriately handling donations. In the ASD's Procedure Manual (PPM) posted on the ASD website states that WFH will have a committee consisting of at least six members, two trustees, etc. and will present an annual financial report at the convention. After listening to Board recordings from July and September it is clear that there is no WFH committee – only one person (Leroy Bull) appeared to be the WFH committee. On the July call no one on the Board appeared to have heard from Mr. Bull or knew if WFH was doing anything. On the September Board call the Board determined (and referred to doing so in August) the Board determined and voted to give funds to hurricane relief agencies and the National Guard.

The PPM further states that WFH will request grant proposals from those seeking funds. Based on the Board meeting recording in September, it appears there were no grant requests, only the Board members determined to give away the WFH funds to relief agencies or the National Guard.

I was present at the 2016 convention and believe that no WFH report was given as the PPM states will be done. On Board calls all budget and financial information is passed out ahead of time to Board members and voted to pass by Board members and the financial information is not made available to members.


Finally, the bylaws specifically state that charged Board members may not make decisions related to any of the charges. Since many of the charges filed in June against eight current and former Board members are related to WFH and improper use of funds, lack of accounting, lack of response to donors requesting accountings, etc., I am dismayed that charged Board members are voting and deciding on how to use WFH monies. This would appear to be a direct violation of the bylaws.

I do not feel that ASD is using my donations for the purposes for which I intended and request a full accounting of my donations to WFH. I wish to have returned to me any monies that cannot be accounted for or that were not used for the purposes for which I intended as described in the paragraph 3 above. Please respond to this request within the next 14 days.

Sincerely,

A handwritten signature in black ink that reads "Janis Fallon". The signature is written in a cursive, flowing style.

Janis Fallon  
ASD Lifetime Member  
WFH Major Donor

  
June 14, 2017

Board of Trustees  
American Society of Dowsers  
PO Box 24  
Danville, VT 05828

RE: Ethics Charges

*Delivered by email to [asd@dowers.org](mailto:asd@dowers.org), [president@dowers.org](mailto:president@dowers.org), [asdvicepresident@dowers.org](mailto:asdvicepresident@dowers.org),  
[asdrecorder@dowers.org](mailto:asdrecorder@dowers.org), [asdsecretary@dowers.org](mailto:asdsecretary@dowers.org), [asdtreasurer@dowers.org](mailto:asdtreasurer@dowers.org),  
[leeann@dowers.org](mailto:leeann@dowers.org)*

*Sent via US Mail Certified Return Receipt (with exhibits) and email (without exhibits)*

Dear Members of the Board of the American Society of Dowsers Mr. Martin Lucas, Ms. Annette Weis, Ms. Sandra Isgro, Ms. Sandra Ruelke, Mr. Alan (Tick) Gaudreau, Mr. Matthew Minor, Ms. Lee Ann Potter, Mr. Keith Schaffer

It is with great sorrow that we are filing the attached ethics charges against specific American of Society of Dowsers ("ASD") members in their roles as members and/or Board of Trustees current/former members and officers. Substantial harm and damages have been inflicted against current and former members of the ASD by these people individually and as a Board. It is our sincere hope that these charges, subsequent investigation, and action on the charges will be in the highest good of the ASD and help to restore the faith, trust, and integrity of this organization of which we are proud members. We bring these charges after much reflection, dowsing for what is in the highest good of this organization, and consideration of the best options to achieve a healing of the damages done.

We are hereby filing the attached ethics charges against the following members individually and as current or former members of the Board of Trustees of the American Society of Dowsers (ASD): Mr. Martin Lucas, Ms. Annette Weis, Ms. Sandra Isgro, Ms. Sandra Ruelke, Ms. Lee Ann Potter, Ms. Diane Bull, Mr. Kevin O'Brien, and Mr. Keith Schaffer. If as of the date of these charges or at any time during the disciplinary process these members are not members of the Board, these individuals are also being charged as members.

Attachment 1 contains the list of charges and exhibits. Due to the large volume of exhibits, the index of exhibits is listed and hard copy has been mailed to the ASD as support for these charges for the Ethics Committee's use.

It is our belief that these Board members have violated members' constitutional rights, State and Federal laws and regulations, the ASD bylaws and procedures, and their fiduciary duties of care and loyalty. This has resulted in serious mental, emotional and financial harm to members of the ASD due to acts of libel, slander, defamation of character, and infliction of serious financial damages and harm, especially to those whose life memberships were wrongly terminated resulting in thousands of dollars of damages, and exposure of the organization to potential civil and criminal violations.

Per the bylaws Chapter XV Section 2 Disciplinary Process, those individuals who are not on the Board of Trustees as of the date of this filing have the right for the complaint to be heard by their Chapter if a member of a Chapter, then by the Regional Vice President and finally the Board of Trustees (who have not been charged). For those individuals in the position on the Board as of the date of this filing, the Board of Trustees must appoint an independent committee of at least three members to conduct an investigation, ideally to contain former trustees in good standing. After the receipt of any responses from the Defendants(s) the Ethics Committee must conduct a thorough and fair investigation and provide a report to the Board members (who have not been charged). Those Board members their decision, including disciplinary action within 30 days. The decision must be communicated expeditiously to all parties. Per §2 (a)(2) those Trustees and Officers against whom this complaint has been brought must refrain from making decisions relating to any of the complaints until the investigation is completed.

The Board (i.e. those without charges against them) must ensure that the disciplinary procedures (mandated by State statute and Bylaws) are followed, that the process is fair, that a fair and independent review of the charges are done, that both the complainants and defendants have the opportunity to be heard, that the decision for disciplinary action(s) is based on the facts and evidence.

As part of the review and any hearings discussions or meeting regarding these charges, we and those harmed by the Board's actions are happy to provide additional substantiating evidence and documentation that is not in the possession of the ASD as requested by the Ethics Committee during its investigation. We would encourage the Ethic Committee to contact and hear direct testimony from those harmed as this will provide additional details and documentation, as well as provide for information on the individual harms and damages. Please let me know of any additional information that is needed to reach a final determination on these charges. In some areas of the charges we note where information is in the possession of the ASD/Board and we are unable to obtain it, but assume the Ethics Committee will seek this information and it will be made available to them.

Based on the severity of the charges we would expect that the Ethics Committee at a minimum will: (1) remove these individuals from the Board or remove their ASD membership if the Ethics Committee so recommends based on the severity of these charges, prohibit the charged individuals from holding or being appointed to ASD positions (e.g. ASD committees, appointment to the Board, etc.), (2) retract charges and reinstate lifetime memberships and at least one year of membership to those that are not lifetime members, and (3) take corrective actions to address the other charges to resolve the violations or wrongdoing identified.

Failure to follow the ASD Bylaws and have a fair and impartial disciplinary process in accordance with the Vermont Nonprofits Corporations statute and ASD Bylaws permits filing complaints with the Vermont Department of State and Attorney General's for the statutory violations cited in those Statutes and/or requests for judicial intervention. In addition, individuals harmed reserve their rights to seek other civil and legal remedies, IRS complaints and other legal remedies. This is would only continue the disharmony and conflict in the organization, therefore we strongly encourage and expect that these charges will be handled fairly and in accordance with ASD Bylaws and statutory requirements and those harmed by the charged members' actions will be made whole.

We, the Complainants, and those harmed by these actions (directly and indirectly) including the membership of the ASD, reserve the right to request from the ASD additional information pertinent to these charges that is required to be maintained by law or per the ASD's retention policies and practice.

Additionally, we reserve the right to representation at any hearings or meetings in regard to these charges, and reserve the right to file additional charges and evidence.

We certify that to the best of our knowledge and belief, based on a review of documentation and interviews of current and former ASD members that the charges being brought are true.

Sincerely,

A handwritten signature in cursive script that reads "Janis E. Fallon, Esq." The signature is written in black ink and is positioned below the word "Sincerely,".

Janis E. Fallon, Esq.

On behalf of the ASD members listed on the following page who are the Complainants filing this Ethics Charge

**ASD Members Filing This Complaint - "The Complainants"**

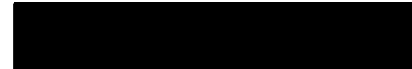
Janis Fallon, Esq.  
ASD Life Member



Susanne Dillon



Laney Record



Holly Richardson



Kathy O'Reilly



Marilyn Gang



Melinda Vieux



Merrill Cook



Cherine Chagnon



Glen Johnson



Mary Fitzgerald



William Getz



Barbara Herzog McMaster



Lorna Reichel



Rebecca Gurland



**Attachment 1 – Ethics Charges Against ASD Current/Former Board Members:** Mr. Martin Lucas, Ms. Annette Weis, Ms. Sandra Isgro, Ms. Sandra Ruelke, Ms. Lee Ann Potter, Mr. Keith Schaffer, Ms. Diane Bull, and Mr. Kevin O'Brien as individual members and current or former Board of Trustee members

**Dated June 14, 2017**

**I. Unlawful and Improper Removal of ASD Memberships Including Life Memberships**

The charged members while Board members have terminated 18 memberships, including life memberships, in violation of Vermont State Law and ASD Bylaws and this has resulted in significant personal and financial damages, particularly in regards to life memberships which are valued at thousands of dollars. As described below in all cases the Board failed to follow these requirements. The legal requirements are listed below with a summary of the violations that occurred in all cases, followed by the specific individuals harmed and details and evidence relevant to each specific charge.

The Vermont Nonprofit Corporations Laws (11B V.S.A.) §6.31 requires that no member's membership may be terminated except by a procedure which is fair and reasonable and carried out in good faith. To be fair and reasonable the procedure must be set forth in the articles or bylaws and (1) provide for at least 15 days prior written notice of the termination and the reasons therefor and (2) an opportunity for the member to be heard, orally or in writing, not less than five days before the effective date of the termination by person(s) authorized to decide the proposed termination not take place; or it is fair and reasonable taking into consideration all of the relevant facts and circumstances. All written notices must be by first class or certified mail the address shown on the organization's records.

The ASD bylaws Chapter XV. Code of Ethics, Section 2. Disciplinary Process requires that:

- (1) For complaints or grievances (including termination of membership) be filed with their Chapter President or Vice President. If the member is not with a chapter the process must start with region's RVP.
- (2) If it cannot be resolved at this level then the Board must assemble an Ethics Committee. For those members that are/were Trustees or Officers, the Board is required to set up an independent committee of at least three members to conduct the investigation. If the charges are against those who are not Trustees or Officers, then the entire Board is the Ethics Committee (not just Officers).
- (3) After receipt of written statement from Complainant and Defendants, then the President must distribute these to the Ethics Committee for evaluations. A record of their decision by a 2/3 vote and disciplinary actions within 30 days must be made and communicated.

In its termination of memberships, the Board did not follow Vermont State Law or its own Bylaws (Chapter XV §2) and is in violation of these. Specifically the violations in all cases are:

1. There was no 15 days prior written notice of the termination and the reasons therefore – in all cases no specific charges were identified for misconduct.
2. There was no complaint by a member in good standing. The Board issued generic ethics charge letters.



3. There was often disciplinary action taken without filing of a complaint or following legal requirements.
4. There were no opportunities for members' due process and to be heard, orally or in writing (at least five days before termination). Those who responded requesting information on what the charges were did not receive responses. All members had no opportunity to be heard.
5. Complaints were not filed with the chapter initially as required as the Chapter is required to resolve the charges if possible. One person harmed went to the Chapter as required to assist assistance and the charged members did not provide the Chapter President the opportunity to resolve the issue, instead they terminated his membership and brought charges against him.
6. Complaints were not allowed to move to the second step which requires that if the Chapter cannot resolve them, then the Regional President takes the complaint and attempts to resolve it.
7. The charged members did not assemble Ethics Committee as required for a fair and impartial hearing.
8. In some cases, partial board membership (i.e. the Executive Committee) met in closed sessions and decided on disciplinary action without following requirements for a 2/3 vote of the Board.
9. The decision of the Board must be communicated within 30 days of the vote of the Board based on the Ethics Committee's investigation. This was not done and in many cases those charged had no communication to this day and do not know the outcome of the vote. Some had memberships (including life memberships terminated) and other received no follow-up after the initial generic Ethics Charge letter.
10. Charges were brought for resignations and other reasons that are not misconduct and specifically protected by State Statute.

There also were instances of unethical and improper hostile communications by Board members against those charged. In none of these charges was there a fair and impartial process. Not only were the actions illegal, they were also unethical and have seriously damaged individuals and the ASD membership and organization. In particular, the Board appeared to target any individuals who were associated with the Water for Humanity Fund.

The Board also removed individuals from their roles of Chapter Officers and leaders even for Chapters that are independent of the ASD, i.e. Chapters that have separate IRS tax identification numbers and are, thus, independent from ASD. This action was beyond the Board's jurisdiction and also does not comply with Bylaws or state and federal laws.

Removing membership illegally and improperly has resulted in significant and substantial harm including removal of chapter leadership impacting the individual and chapters negatively, financial impacts of thousands of dollars for life memberships, harmed reputations and businesses.

Each individual whose membership was improperly removed is listed in individual charges below. It is requested that the Ethics Committee handling these charges also directly discuss the charges and impact with these individuals as these members have the right to the due process they requested and were denied as described below and have considerable details and

information pertinent to the charges being brought against the Board members identified in this complaint.

## TRUSTEES

### Charge 1: Sandee Mac

Sandee Mac, Board of Trustees, Executive President, Vice President.

We are unable to locate a formal charge letter against Ms. Sandee Mac for initial charges cited by the Board and request a copy of this from the charged Board members. In a letter dated January 15, 2015, Ms. Mac from Sandi Ruelke stating that at a Board meeting on September 16, 2014 Ms. Mac was given additional time to reply to charges (Exhibit 1). It is believed that there may have been no formal charge letter or disciplinary process followed as required.

On October 31, 2014 Sandee Mac President and four other Trustees resigned (Exhibit 2) citing irresolvable conflicts with the Board of Trustees for 18 months.

In a letter dated January 15, 2015, Ms. Mac from Sandi Ruelke stating that at a Board meeting on September 16, 2014 Ms. Mac was given additional time to reply to charges (Exhibit 1). The letter states that Ms. Mac's (life) membership was terminated for two years as of December 17, 2014. Ms. Mac, as a member, was not given the opportunity to have the charges resolved at the chapter or Regional Vice President level nor was she if charged when a Trustee given the opportunity to have an independent Ethics Committee hear her charges. She was not provided any specific charges in the termination letter, except it was due to her resignation. To date the Board has not notified Ms. Mac of reinstatement of her membership after the two year disciplinary period they imposed.

Resignation from the Board is not misconduct; both Vermont Non-Profit Corporations Law and the Bylaws provide for resignations, it would be illegal to prohibit resignations by members; including Trustees. Vermont Nonprofits Law 11B §8.07 and §8.43 specifically provide that a director (trustee) or officer may resign at any time by delivering written notice to the board, its chair, president or other officer responsible for recording the minutes. That is also why there are requirements for a minimum of Board members – three by Vermont State Law and the Bylaws posted on the ASD website state that 7 Trustees be required<sup>1</sup>. Therefore any ethics charges and disciplinary action brought on the basis of a resignation is illegal.

Ms. Marilyn Gang, long time ASD member and former Trustee, protested the malicious firing of Steve Herbert as soon as it was announced, at the January 16, 2016 Trustee meeting, and with several subsequent follow-ups via email. As a former trustee, familiar with the individual members of the Board of Trustees, she had never had previous contact with charged board member Keith Shaffer, as his activities were mostly relegated to

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<sup>1</sup> It is believed that the Bylaws have been updated since 2007, however as noted in other charges, results of election changes to Bylaws have not been posted in the Digest nor are any newer versions of the Bylaws available on the ASD website so this is based on the Bylaws posted for on the Membership Only section of the ASD website.

helping maintain the building and grounds of ASD headquarters. Charged board member Keith Shaffer telephoned her on January 27<sup>th</sup>, 29<sup>th</sup> and February 3, 2016 and a voice mail was left on February 2, 2016. She provided testimony on these calls in Exhibit 3, as she felt the calls were inappropriate and that the members of the Executive Committee directed him to call her and that they demonstrated the hostile intent of the Board. In the calls Mr. Shaffer speaks about how he "got" Sandee Mac and improprieties she committed, however these have never been provided to Ms. Mac as charges nor were they provided the 2016 Audit Committee. He also discussed getting Adhi Two Owls out and Steve Herbert which is discussed in other sections. Ms. Gang emphasized to Mr. Shaffer that Mr. Herbert had done nothing wrong and Mr. Shaffer said they had proof. When Ms. Gang asked what the proof was and when the membership would see it, Mr. Shaffer indicated when the time was right. Ms. Gang has never seen or been provided any proof.

Ms. Mac thought at the time a non-member had a second set of charges brought against her. On August 4, 2016 Martin Lucas sent a form letter (Exhibit 4) to Daniel Prater (who was noted as not an ASD member), Michelle Hicks, Steven Herbert, Jose Cueto (also noted as a non-member), Frankie Hutton, Jean McDonald, Jennifer Anderson, Amy Loomis (noted as an advisor), Dreama Brower (noted as a coordinator or advisor), Don Black (noted as a non-member, Susanne Dillon (noted as former Chair of Raffle) and Sandee Mac (also noted as a non-member). The letter indicated ethics charges being brought based on their part of Water for Humanity Fund. It states that this notice will affect their ability to rejoin the ASD which is in violations of the Bylaws Chapter XV§(c)(5). In regards to Ms. Mac, it states that the portion only applies if she reapplies for membership and is in regards to granting Steven Herbert a life membership.

As noted, Ms. Mac was not a member and Vermont Nonprofits Corporation Law and the Bylaws only provide for discipline against those who are members, trustees and officers. It is beyond the Board's jurisdiction to bring charges against individuals who are not members of the ASD. The threat of future charges against Ms. Mac if she again becomes a member is also an inappropriate threat to prevent her from exercising her rights under the Law and Bylaws.

On August 25, 2016 Ms. Mac responded to Mr. Lucas denying all allegations and the unlawful taking of her lifetime membership (Exhibit 5). She stated that the Bylaws were not followed as required by the Bylaws and invoked her rights as a member for the charge to be first taken up by her local chapter and Regional Vice President in accordance with the bylaws. No response has been received nor were the procedures required by Vermont State Law or the Bylaws followed that allow her to resolve the charges at the Chapter and Regional Vice President letter.

A form termination letter was sent to the resigning trustees from Sandi Ruelke dated March 4, 2015 stating that membership (including life memberships) was terminated due to the resignation of the Trustees (Exhibit 6 contains an example of one of the form letters). We request from the charged members of the Board a copy of any additional disciplinary letter sent to Ms. Mac.

The Board selectively charged Ms. Mac with giving Steven Herbert a Life Membership (more fully described in other charges). This honorary membership was brought to the membership and the membership exhibited no objections – in fact there was a standing ovation. As noted in other charges, numerous members have been given Life Memberships and this is the only one that the Board filed charges regarding. In fact the Board sponsors a raffle yearly for life membership which also is awarded without membership vote. The Board allows life members who win this raffle to transfer it without approval of the membership or board.

In this charge the charged Board members did not follow the Vermont law nor Bylaws either time Ms. Mac was charged. There was (1) no complaint filed by an ASD member with specific charges, (2) the charge for resignation is not misconduct under the law or Bylaws, (3) the Board made charges against a non-ASD member when Ms. Mac was charged the second time, (4) the Board did not provide an opportunity for due process allowing the charged member to provide evidence and be heard by her Chapter, the Regional Vice President or by an impartial Ethics Committee, (5) Requests for charge information were not responded to preventing any defense, (6) the Board selectively charged Ms. Mac for giving an Honorary Life Membership while others have been given and the Board sponsors an annual life membership raffle, given without membership vote on the recipient and allowed raffle winners to transfer the life membership won without vote by the membership on the recipient, (7) there was no 15 day prior notice of termination required by Vermont Law, (8) there was no communication of the vote and decision within 30 days. This is in violation of the Vermont Nonprofit Corporations Law and Bylaws resulting in potential legal liability and significant harm to the individual both emotionally and financially.

## **Charge 2: Marty Cain**

Marty Cain – ASD Board of Trustees, Executive Co-Vice President, Convention Committee, Education Committee, PPM and By-Laws Committee

On October 31, 2014 Marty Cain and four other Trustees resigned (Exhibit 1) citing irresolvable conflicts with the Board of Trustees for 18 months.

On January 15, 2015 a form charge letter was sent from Sandi Ruelke from the Board to Ms. Cain and the other four trustees who resigned and required the Trustees to provide a written response to the Board within 14 days (Exhibit 6 provides an example of one letter). No opportunity was provided to be heard by a chapter or Regional Vice President as required by the Bylaws and the disciplinary process required by Vermont State Law and the Bylaws was not followed.

A form termination letter was sent to the resigning trustees from Sandi Ruelke dated March 4, 2015 stating that membership (including life memberships) was terminated due to the resignation of the Trustees (Exhibit 7 contains an example of one of the form letters). The members were told that could reapply for membership in 2017, presumably requiring payment of another life membership fee (based on age and often several thousand dollars).

Resignation from the Board is not misconduct, both Vermont Non-Profit Corporations Law and the Bylaws provide for resignations, it would be illegal to prohibit resignations by members, including Trustees. Vermont Nonprofits Law 11B §8.07 and §8.43 specifically provide that a director (trustee) or officer may resign at any time by delivering written notice to the board, its chair, president or other officer responsible for recording the minutes. That is also why there are requirements for a minimum of Board members – three by Vermont State Law and the Bylaws posted on the ASD website state that 7 Trustees be required<sup>2</sup>. Therefore any ethics charges and disciplinary action brought on the basis of a resignation is illegal.

In addition as detailed in other charges below, those charged have illegally infringed on Ms. Cain's copyright and intellectual property rights and used copyrighted drawings and text directly from her books without permission or attribution. One of the charges members, Sandra Isgro has listed herself as an author of the ASD's "First Edition of the ASD Beginning Dowsing Manual" illegally incorporating Ms. Cain's copywritten creations.

In this charge the charged Board members did not follow the Vermont law nor Bylaws. There was (1) no complaint filed by an ASD member with specific charges, (2) the charge for resignation is not misconduct under the law or Bylaws, (3) the Board made charges against a non-ASD member, (4) the Board did not provide an opportunity for due process allowing the charged member to provide evidence and be heard by her Chapter, the Regional Vice President or by an impartial Ethics Committee, (5) there was no 15 day prior notice of termination required by Vermont Law, (6) there was no communication of the vote and decision within 30 days, and (7) there were copyright and intellectual property violations. This is in violation of the Vermont Nonprofit Corporations Law and Bylaws resulting in potential legal liability and significant harm to the individual both emotionally and financially.

### **Charge 3: Bill Bonnell**

Bill Bonnell – ASD Board of Trustees, Executive Co-Vice President, PPM and By-laws Committee, Water for Humanity Committee, Buildings and Grounds Committee

On October 31, 2014 Bill Bonnell and four other Trustees resigned (Exhibit 2) citing irresolvable conflicts with the Board of Trustees for 18 months.

On January 15, 2015 a form charge letter was sent from Sandi Ruelke from the Board to Ms. Cain and the other four trustees who resigned and required the Trustees to provide a written response to the Board within 14 days (Exhibit 6 provides an example of one letter). No opportunity was provided to be heard by a chapter or Regional Vice President as required by the Bylaws and the disciplinary process required by Vermont State Law and the Bylaws was not followed.

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<sup>2</sup> It is believed that the Bylaws have been updated since 2007, however as noted in other charges, results of election changes to Bylaws have not been posted in the Digest nor are any newer versions of the Bylaws available on the ASD website so this is based on the Bylaws posted for on the Membership Only section of the ASD website.

A form termination letter was sent to the resigning trustees from Sandi Ruelke dated March 4, 2015 stating that membership (including life memberships) was terminated due to the resignation of the Trustees (Exhibit 7 contains an example of one of the form letters). The members were told that could reapply for membership in 2017, presumably requiring payment of another life membership fee (based on age and often several thousand dollars).

Resignation from the Board is not misconduct, both Vermont Non-Profit Corporations Law and the Bylaws provide for resignations, it would be illegal to prohibit resignations by members, including Trustees. Vermont Nonprofits Law 11B §8.07 and §8.43 specifically provide that a director (trustee) or officer specifically provides that a director (trustee) may resign at any time by delivering written notice to the board, its chair, president or other officer responsible for recording the minutes. That is also why there are requirements for a minimum of Board members – three by Vermont State Law and the Bylaws posted on the ASD website state that 7 Trustees be required<sup>3</sup>. Therefore any ethics charges and disciplinary action brought on the basis of a resignation is illegal.

In this charge the charged Board members did not follow the Vermont law nor Bylaws. There was (1) no complaint filed by an ASD member with specific charges, (2) the charge for resignation is not misconduct under the law or Bylaws, (3) the Board made charges against a non-ASD member, (4) the Board did not provide an opportunity for due process allowing the charged member to provide evidence and be heard by her Chapter, the Regional Vice President or by an impartial Ethics Committee, (5) There was no 15 day prior notice of termination required by Vermont Law, and (6) there was no communication of the vote and decision within 30 days. This is in violation of the Vermont Nonprofit Corporations Law and Bylaws resulting in potential legal liability and significant harm to the individual both emotionally and financially.

#### **Charge 4: Kate Whitefield**

Kate Whitefield (deceased) – ASD Board of Trustees, Executive Secretary, PPM and By-Laws Committee, International Outreach Committee

On October 31, 2014 Kate Whitefield and four other Trustees resigned (Exhibit 2) citing irresolvable conflicts with the Board of Trustees for 18 months.

On January 15, 2015 a form charge letter was sent from Sandi Ruelke from the Board to Ms. Cain and the other four trustees who resigned and required the Trustees to provide a written response to the Board within 14 days (Exhibit 6 provides an example of one letter). No opportunity was provided to be heard by a chapter or Regional Vice President as required by the Bylaws and the disciplinary process required by Vermont State Law and the Bylaws was not followed.

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<sup>3</sup> It is believed that the Bylaws have been updated since 2007, however as noted in other charges, results of election changes to Bylaws have not been posted in the Digest nor are any newer versions of the Bylaws available on the ASD website so this is based on the Bylaws posted for on the Membership Only section of the ASD website.

A form termination letter was sent to the resigning trustees from Sandi Ruelke dated March 4, 2015 stating that membership (including life memberships) was terminated due to the resignation of the Trustees (Exhibit 7 contains an example of one of the form letters). The members were told that could reapply for membership in 2017, presumably requiring payment of another life membership fee (based on age and often several thousand dollars).

Resignation from the Board is not misconduct, both Vermont Non-Profit Corporations Law and the Bylaws provide for resignations, it would be illegal to prohibit resignations by members, including Trustees. Vermont Nonprofits Law 11B §8.07 and §8.43 specifically provide that a director (trustee) or officer specifically provides that a director (trustee) may resign at any time by delivering written notice to the board, its chair, president or other officer responsible for recording the minutes. That is also why there are requirements for a minimum of Board members – three by Vermont State Law and the Bylaws posted on the ASD website state that 7 Trustees be required<sup>4</sup>. Therefore any ethics charges and disciplinary action brought on the basis of a resignation is illegal.

In this charge the charged Board members did not follow the Vermont law nor Bylaws. There was (1) no complaint filed by an ASD member with specific charges, (2) the charge for resignation is not misconduct under the law or Bylaws, (3) the Board made charges against a non-ASD member, (4) the Board did not provide an opportunity for due process allowing the charged member to provide evidence and be heard by her Chapter, the Regional Vice President or by an impartial Ethics Committee, (5) there was no 15 day prior notice of termination required by Vermont Law, and (6) there was no communication of the vote and decision within 30 days. This is in violation of the Vermont Nonprofit Corporations Law and Bylaws resulting in potential legal liability and significant harm to the individual both emotionally and financially.

#### **Charge 5: Lisa McCrory**

Lisa McCrory – ASD Board of Trustees, Executive Co-President, Secretary, Finance Committee, Water for Humanity Committee, PPM and By-Laws Committee, OM Hiring Committee

On October 31, 2014 Lisa McCrory and four other Trustees resigned (Exhibit 1) citing irresolvable conflicts with the Board of Trustees for 18 months.

On January 15, 2015 a form charge letter was sent from Sandi Ruelke from the Board to Ms. Cain and the other four trustees who resigned and required the Trustees to provide a written response to the Board within 14 days (Exhibit 6 provides an example of one letter). No opportunity was provided to be heard by a chapter or Regional Vice President as required by the Bylaws and the disciplinary process required by Vermont State Law and the Bylaws was not followed.

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<sup>4</sup> It is believed that the Bylaws have been updated since 2007, however as noted in other charges, results of election changes to Bylaws have not been posted in the Digest nor are any newer versions of the Bylaws available on the ASD website so this is based on the Bylaws posted for on the Membership Only section of the ASD website.

Ms. McCrory responded to Ms. Ruelke on January 27, 2015 requesting that the Board follow the Bylaws for asserting a grievance or complaint (Exhibit 8). She also asserted her right to take any written complaint or grievance to her Chapter or Regional Vice President for resolution as required by the Bylaws. Ms. McCrory had no response to her letter and the disciplinary process did not follow Vermont State Law or the Bylaws.

A form termination letter was sent to the resigning trustees from Sandi Ruelke dated March 4, 2015 stating that membership (including life memberships) was terminated due to the resignation of the Trustees (Exhibit 7 contains an example of one of the form letters). The members were told that could reapply for membership in 2017, presumably requiring payment of another life membership fee (based on age and often several thousand dollars).

Resignation from the Board is not misconduct, both Vermont Non-Profit Corporations Law and the Bylaws provide for resignations, it would be illegal to prohibit resignations by members, including Trustees. Vermont Nonprofits Law 11B §8.07 and §8.43 specifically provide that a director (trustee) or officer specifically provides that a director (trustee) may resign at any time by delivering written notice to the board, its chair, president or other officer responsible for recording the minutes. That is also why there are requirements for a minimum of Board members – three by Vermont State Law and the Bylaws posted on the ASD website state that 7 Trustees be required<sup>5</sup>. Therefore any ethics charges and disciplinary action brought on the basis of a resignation is illegal.

In this charge the charged Board members did not follow the Vermont law nor Bylaws. There was (1) no complaint filed by an ASD member with specific charges, (2) the charge for resignation is not misconduct under the law or Bylaws, (3) the Board made charges against a non-ASD member, (4) the Board did not provide an opportunity for due process allowing the charged member to provide evidence and be heard by her Chapter, the Regional Vice President or by an impartial Ethics Committee, (5) there was no 15 day prior notice of termination required by Vermont Law, and (6) there was no communication of the vote and decision within 30 days. This is in violation of the Vermont Nonprofit Corporations Law and Bylaws resulting in potential legal liability and significant harm to the individual both emotionally and financially.

#### **Charge 6: Jean McDonald**

Jean McDonald, Trustee, Liaison to WFHF

Ms. Jean McDonald was informed of disciplinary action, a three months' probation after an October 19, 2015 Board Meeting by phone. No complaints were filed identifying the charges for the disciplinary action, there was no Ethics Committee formed, no opportunity to defend or provide evidence in violation of Vermont State Law and the Bylaws.

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<sup>5</sup> It is believed that the Bylaws have been updated since 2007, however as noted in other charges, results of election changes to Bylaws have not been posted in the Digest nor are any newer versions of the Bylaws available on the ASD website so this is based on the Bylaws posted for on the Membership Only section of the ASD website.



In June 2015, Ms. McDonald was asked to be a Board Liaison with the Water For Humanity Fund Committee (along with Jennifer Anderson). In December 2015, Ms. McDonald and Ms. Anderson were informed that the Board Executive Committee had voted to remove Steve Herbert from the Water for Humanity Fund and "retire" him at the June 2016 convention. Ms. McDonald and Ms. Anderson urged the Board to reconsider as the organization was working well and Mr. Herbert was the "heart and soul" of the WFHF Committee.

After Mr. Lucas became president, Ms. McDonald indicated that she and other Board members were threatened with removal if they shared information outside Board meetings (which by law are required to be documented and provided to the membership). Ms. McDonald also confirmed that Mr. Lucas urged the Water for Humanity Fund (WFH) committee members to start a new non-profit that would receive the funds. Charges and details related to Water for Humanity are discussed in other charges, including her expressed concern with use of WFHF donations for ASD's general expenses and other charges brought in this document.

On May 18, 2016 (Exhibit 9) Jean resigned from the Board based on conflicts on the Board.

On May 18, 2016 an unsigned letter (Exhibit 10) from the ASD Executive Committee was sent to the members of ASD regarding Ms. McDonald's resignation. The letter is negative in tone and it was inappropriate to send to the membership attacking a member for raising concerns and explaining her resignation. It is also inappropriate for a small unnamed group of the Board to send this out without approval or involvement by the entire Board.

On August 4, 2016 Martin Lucas sent a form letter to Daniel Prater (who was noted as not an ASD member), Michelle Hicks, Steven Herbert, Jose Cueto (also noted as a non-member), Frankie Hutton, Jean McDonald, Jennifer Anderson, Amy Loomis (noted as an advisor), Dreama Brower (noted as an coordinator or advisor), Don Black (noted as a non-member, Susanne Dillon (noted as former Chair of Raffle) and Sandee Mac (also noted as a non-member) (Exhibit 4). The letter indicated ethics charges being brought based on their part of Water for Humanity Fund. It states that this notice will affect their ability to rejoin the ASD which is in violations of the Bylaws Chapter XV§(c)(5). The letter and attachment referring to the 2016 audit does not mention any specific charges against Ms. McDonald by name, therefore it cannot be determined nor can Ms. McDonald defend herself against unspecified actions.

As a member subject to discipline, the Board was required by the Bylaws (Chapter XV §2) to allow the complaint to be first resolved by the Chapter and subsequently the Regional Vice President, no opportunity to do this was provided.

In a form letter to some of the persons charged on August 4, 2016, dated January 13, 2017 from Martin Lucas, the Board terminated life and regular membership (Exhibit 11) provides one of the form letters sent.) The letter states that evidence was not provided and the termination is based on the audit. The letter indicates that the Board voted to terminate the membership at a November 2016 meeting. As noted no specific charged were ever alleged nor an opportunity to follow the Bylaw and Vermont Nonprofit Corporations requirements.

In this charge the charged Board members did not follow the Vermont law nor Bylaws. There was (1) no complaint filed by an ASD member with specific charges, (2) the charge for resignation is not misconduct under the law or Bylaws, (3) the Board did not provide an for the charges to be resolved by the Chapter or Regional Vice President or for an independent Ethics Committee, (4) the Board did not provide an opportunity for due process allowing the charged member to provide evidence and be heard, (5) there was no 15 day prior notice of termination required by Vermont Law, and (6) there was no communication of the vote and decision within 30 days. This is in violation of the Vermont Nonprofit Corporations Law and Bylaws resulting in potential legal liability and significant harm to the individual both emotionally and financially.

#### **Charge 7: Adhi Two Owls – Board of Trustees, President**

Ms. Adhi Two Owls was forced to resign by the ASD Board – Martin Lucas indicated due to her handling of Steven Herbert’s charges.

Ms. Marilyn Gang, long time ASD member and former Trustee, protested the malicious firing of Steve Herbert as soon as it was announced, at the January 16, 2016 Trustee meeting, and with several subsequent follow-ups via email. As a former trustee, familiar with the individual members of the Board of Trustees, she had never had previous contact with charged board member Keith Shaffer, as his activities were mostly relegated to helping maintain the building and grounds of ASD headquarters. Charged board member Keith Shaffer telephoned her on January 27<sup>th</sup>, 29<sup>th</sup> and February 3, 2016 and a voice mail was left on February 2, 2016. She provided testimony on these calls in Exhibit 3, as she felt the calls were inappropriate and that the members of the Executive Committee directed him to call her and that they demonstrated the hostile intent of the Board. In the calls Mr. Shaffer speaks about how he “got” Sandee Mac and improprieties she committed, however these have never been provided to Ms. Mac as charges nor were they provided the 2016 Audit Committee. He also discussed getting Adhi Two Owls out and Steve Herbert.

The Complainants urge the Ethics Committee to speak directly with Ms. Two Owls on disciplinary action against her and the others charged.

#### **Charge 8: Rebecca Gurland**

Rebecca Gurland – Trustee

Ms. Gurland resigned detailing her disillusionment with the Board (Exhibit 12). Following her resignation Lee Ann Potter became a Board member and sent hostile communications to Ms. Gurland attacking her resignation (Exhibit 13). This was inappropriate for an ASD Board member to respond in such a manner to a member and former Board Member. Ms. Potter also shows hostility to other members that had membership removed by the Board, including Steve Herbert and those forming the Earth Water Alliance at the direction of Martin Lucas, and accuses Ms. Loomis of filing charges with the Vermont Attorney General which is also untrue<sup>6</sup>. Ms. Potter states that this is a breach of ethics, which also reflects

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<sup>6</sup> There is an open case with the Vermont Attorney General, however, it was not filed by Ms. Loomis.

her motivations in supporting the removal of memberships and disciplinary actions against anyone associated with the Water For Humanity Fund.

In a subsequent letter of support for Steven Herbert dated 4/17/17 Ms. Gurland also documents her experience as a Board member citing the spiteful, emotionally charged negative feeling by the charged Board members against Steven Herbert and the Water for Humanity. She notes the closed Board meetings and nasty emails by the Executive Committee and their plan to redo the WFH. (Exhibit 14)

#### **Charge 9: Jennifer Anderson**

Jennifer Anderson, Trustee, Liaison to WFHF, 2016 Convention Coordinator

On August 4, 2016 Martin Lucas sent a form letter to Daniel Prater (who was noted as not an ASD member), Michelle Hicks, Steven Herbert, Jose Cueto (also noted as a non-member), Frankie Hutton, Jean McDonald, Jennifer Anderson, Amy Loomis (noted as an advisor), Dreama Brower (noted as an coordinator or advisor), Don Black (noted as a non-member, Susanne Dillon (noted as former Chair of Raffle) and Sandee Mac (also noted as a non-member) (Exhibit 4). The letter indicated ethics charges being brought based on their part of Water for Humanity Fund. It states that this notice will affect their ability to rejoin the ASD which is in violations of the Bylaws Chapter XV§(c)(5). The letter and attachment referring to the 2016 audit does not mention any specific charges against Ms. Anderson by name, therefore it cannot be determined nor can Ms. Anderson defend herself against unspecified actions.

As a member subject to discipline, the Board was required by the Bylaws (Chapter XV §2) to form an independent Ethics Committee and provide an opportunity for Ms. Anderson to provide evidence - no opportunity to do this was provided. Ms. Anderson stated that she was told by Martin Lucas that they had to charge all Trustees that were liaisons with the WFHF according to Vermont law. This is patently untrue.

Ms. Anderson has never received a decision letter from the Board as required by the Bylaws.

In this charge the charged Board members did not follow the Vermont law nor Bylaws. There was (1) no complaint filed by an ASD member with specific charges, (2) no specific charges against Ms. Anderson were identified (3) the Board did not establish an Ethics Committee with at least three impartial members, (4) the Board did not provide an opportunity for due process allowing the charged member to provide evidence and be heard by the Ethics Committee, (5) there was no 15 day prior notice of termination required by Vermont Law, (6) there was no communication of the vote and decision of the Board provided within 30 days based on the Ethics Committee's report. This is in violation of the Vermont Nonprofit Corporations Law and Bylaws resulting in potential legal liability and significant harm to the individual both emotionally and financially.

## COMMITTEES - Water For Humanity Fund Committee

### Charge 10: Dan Prater

Dan Prater, Chair, WFHF, President Michigan Dowsers

In 2016 Mr. Prater resigned from the ASD and his Chapter terminated their association with the ASD due to the Board's actions against Steven Herbert and the Water For Humanity Committee members and funds.

At least two 2016 audit members will testify that during the 2016 audit a large focus was on Mr. Prater's resignation and targeting him for bringing up issues and resigning in support of Steven Herbert and the Water for Humanity Fund committee.

On August 4, 2016 Martin Lucas sent a form letter to Daniel Prater (who was noted as not an ASD member), Michelle Hicks, Steven Herbert, Jose Cueto (also noted as a non-member), Frankie Hutton, Jean McDonald, Jennifer Anderson, Amy Loomis (noted as an advisor), Dreama Brower (noted as a coordinator or advisor), Don Black (noted as a non-member, Susanne Dillon (noted as former Chair of Raffle) and Sandee Mac (also noted as a non-member) (Exhibit 4 ). The letter indicated ethics charges being brought based on their part of Water for Humanity Fund. It states that this notice will affect their ability to rejoin the ASD which is in violations of the Bylaws Chapter XV§(c)(5). The letter and attachment referring to the 2016 audit does not mention any specific charges against Mr. Prater by name, therefore it cannot be determined nor can Mr. Prater defend himself against unspecified actions. As noted, Mr. Prater was not a member at the time and the Board did not have the jurisdiction to file charges against an individual not a member of the ASD.

Mr. Prater did not receive a decision letter from the Board as required by the Bylaws.

In this charge the charged Board members did not follow the Vermont law nor Bylaws. There was (1) no complaint filed by an ASD member with specific charges, (2) no specific charges against Mr. Prater were identified, (3) the Board did not allow for due process, (4) the Board acted beyond its jurisdiction, (5) M. Prater was specifically targeted in the 2016 audit for his and his chapter's resignation, and (6) there was no communication of the vote and decision of the Board provided within 30 days. This is in violation of the Vermont Nonprofit Corporations Law and Bylaws resulting in potential legal liability and significant harm to the individual both emotionally and financially.

### Charge 11: Steven Herbert

Steven Herbert, Secretary WFHF

Mr. Herbert appears to have been particularly targeted by the Board. Also see the Audit charges listed in following sections as the focus of the 2016 annual financial audit was focused on Water for Humanity Fund members, advisors and in particular Mr. Herbert.

In a letter to the membership dated January 30, 2016 (Exhibit 15) six Board members (including those charged) sent a letter regarding Mr. Herbert's removal. A similar undated letter on or about February 1, 2016 came from President Martin Lucas stating that Steve Herbert was removed by the Executive Committee and it states of a two year investigation (Exhibit 16). Mr. Herbert at this time still had not received charges or were required disciplinary procedures followed as required by the State Law and Bylaws. Mr. Lucas states that details cannot be release to protect donor privacy (see charges where donor specific information was released at the 2016 Annual Meeting and in the public audit report by Lee Ann Potter) or violate ethics of the organization. The letter also states that the Executive Committee took the disciplinary action although Vermont State Nonprofits Corporation Statute Bylaws require that issues be first brought to the chapter level, then regional vice president, and only if not resolved than by the entire Board, not just the Executive Committee. It does not explain why the required disciplinary process required by the Bylaws was not being followed.

This disciplinary action was taken without a filed complaint to Mr. Herbert and he was not notified until much later, nor does it appear that there was an Ethics Committee set up or even that the entire Board made the determination for this disciplinary action. The required State and Bylaw disciplinary legal requirements were not filed.

Ms. Marilyn Gang, long time ASD member and former Trustee, protested the malicious firing of Steve Herbert as soon as it was announced, at the January 16, 2016 Trustee meeting, and with several subsequent follow-ups via email. As a former trustee, familiar with the individual members of the Board of Trustees, she had never had previous contact with charged board member Keith Shaffer, as his activities were mostly relegated to helping maintain the building and grounds of ASD headquarters. Charged board member Keith Shaffer telephoned her on January 27<sup>th</sup>, 29<sup>th</sup> and February 3, 2016 and a voice mail was left on February 2, 2016. She provided testimony on these calls in Exhibit 2, as she felt the calls were inappropriate and that the members of the Executive Committee directed him to call her and that they demonstrated the hostile intent of the Board. In the calls Mr. Shaffer speaks about how he "got" Sandee Mac and improprieties she committed, however these have never been provided to Ms. Mac as charges nor were they provided the 2016 Audit Committee. He also discussed getting Adhi Two Owls out and Steve Herbert. Ms. Gang emphasized to Mr. Shaffer that Mr. Herbert had done nothing wrong and Mr. Shaffer said they had proof. When Ms. Gang asked what the proof was and when the membership would see it, Mr. Shaffer indicated when the time was right. Ms. Gang has never seen or been provided any proof.

On August 4, 2016 Martin Lucas sent a form letter to Daniel Prater (who was noted as not an ASD member), Michelle Hicks, Steven Herbert, Jose Cueto (also noted as a non-member), Frankie Hutton, Jean McDonald, Jennifer Anderson, Amy Loomis (noted as an advisor), Dreama Brower (noted as an coordinator or advisor), Don Black (noted as a non-member, Susanne Dillon (noted as former Chair of Raffle) and Sandee Mac (also noted as a non-member). The letter indicated ethics charges being brought based on their part of Water for Humanity Fund. It states that this notice will affect their ability to rejoin the ASD which is in violations of the Bylaws Chapter XV§(c)(5). Charges were listed in five general areas based on the 2016 audit. Mr. Herbert was charged with conflict of interest, failure to provide records, misconduct relating to tax deduction receipts, misconduct related to his

temporary employment with ASD, and not working with the Trustees and the attachment referred to the 2016 audit. Charges were general with little evidence provided and many were challenged at the 2016 membership meeting.

During a recorded call prior to the 2016 annual convention<sup>7</sup> Mr. Lucas stated that he intended to bring up at the annual meeting that Mr. Herbert's life membership would not be removed (and he intended to put up for vote to give Mr. Shaffer the Treasurer a life membership). Mr. Herbert also requested copies of the Board meeting where it was alleged the Board voted to award him the life membership, but no minutes or evidence were provided. (See later charges regarding unavailability of Board minutes to the membership).

Others in ASD have been given life memberships by the Board without membership vote and these have been allowed to remain in place (e.g. Bill Connell, daughter of Sybil Carey, etc.). The Board has also held an annual raffle for life membership at annual meetings which would appear to violate by-law requirements. Only Mr. Herbert's life membership has been attacked as defective. Members testify that Mr. Herbert's life membership was announced at an annual meeting and there were no objections or issues raised by the membership, in fact Mr. Herbert received a standing ovation for his efforts. We have at least six members currently willing to speak directly to the Ethics Committee and attest to this fact. At the 2016 annual meeting he was also recognized by the membership with an award and certificate of appreciation for his years of efforts on behalf of the Water for Humanity and ASD.

The charges also appear also state that M. Herbert was an ASD employee and that he had brought up harassment charges against the Office Manager which is the reason for the discipline. In regards to the Annenberg grant, the grant required that Mr. Herbert be paid \$2,400 to fulfill the conditions of the grant to write draft proposals and build the website for ASD. The grant was to ASD to create infrastructure for ASD and not the WFHF and Mr. Herbert's volunteer work with the WFHF was different (e.g. awarding funds for wells in India, water for Indian reservations, etc.). The Board had on two occasions used Mr. Herbert as an independent contractor for other grants. Annette Weis on behalf of the Board wanted Mr. Herbert to sign an employment contract. Mr. Herbert and the Board were unable to reach agreement on the terms of the employment contract and the Board offered Mr. Herbert a regular employment agreement for the five weeks for which Mr. Herbert was paid on April 29, 2015. We are unable to identify any violations of Statutes or a basis for disciplinary action based on this. Charged members of the Board offered Mr. Herbert employment, therefore it is unfathomable how the Board can later bring charges and remove Mr. Herbert's life membership for this. As noted in the facts above, it was stated by the Board that charges are based on 2016 actions and the Annenberg grant was also prior to 2016, though this appears to be in the charges brought against Mr. Herbert. While the complaint is not at this time addressing the validity of each charge (which is the jurisdiction of the Chapter, Regional Vice President and/or Ethics Committee) this is noted here as this reflects on Ms. Weis and charged members' actions and hostility with Mr. Herbert and the lack of impartiality and fairness documented here and in other charges.

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<sup>7</sup> Board meeting minutes have been removed from the website and are not available to the membership, the

Mr. Herbert responded to the letter on August 23, 2016 denying the allegations and requesting information including Board Minutes and any evidence (Exhibit 17). He noted that the Bylaw disciplinary procedures be followed and invoked his right for the charges to be first taken up and decided by his Chapter as required by the Bylaws. No response or requested board minutes were provided as required by Vermont State Law.

Mr. Herbert received a letter dated January 13, 2017 (Exhibit 18) from Martin Lucas stating that since Mr. Herbert had not provided evidence, and that based on the 2016 audit, Mr. Herbert's life membership was terminated. At the time of this letter, Mr. Herbert still had not received requested documentation and had not had the opportunity to have the charges resolved at the Chapter or Regional Vice President level. The Board revoked Mr. Herbert's life membership without any claims, charges, or opportunities to respond – all in violation of State law and the ASB bylaws.

Mr. Herbert has still not received a complaint with specific charges details and information; making him unable to have due process or response. Mr. Herbert went to the Danville Chapter to request assistance in resolving the ethics charges by the Board as required by the Bylaws. He was supported by the Chapter and Mr. John Serino, the Chapter Chair and in response the Board sent an ethics charge letter against Mr. Serino and terminated his ASD membership. See details against Mr. Serino in the following sections. Mr. Herbert was not allowed to go to the Regional Vice President or before an Ethics Committee in violation of State Law and Bylaws. Based on the Chapter resolving the complaints, the Board is required to reinstate Mr. Herbert's membership and retract the charges.

In this charge the charged Board members did not follow the Vermont law nor Bylaws. There was (1) no complaint filed by an ASD member with specific charges, (2) disciplinary action removing Mr. Herbert from the WFHF committee was done without any due process (3) the charges were required to be initially handled by the Chapter with an attempt to resolve them and no opportunity was given to do this. When Mr. Herbert asked the Chapter to help resolve the termination and charges the charged members of the Board removed the Danville Chapter President's membership. The Board has not reinstated Mr. Herbert's life membership as required, (4) the charges secondly were required to be handled by the Regional Vice President in an attempt to resolve them if the Chapter could not and this was not done, (5) the Executive Committee took disciplinary action without vote by the entire Board as required, (6) the Board did not provide an opportunity for due process allowing the charged member to provide evidence and be heard and did not respond to requests for information required by Law to be provided to members, (7) there was no 15 day prior notice of termination required by Vermont Law, (8) there was no communication of the vote and decision within 30 days, and (9) at least two 2016 audit members will testify that during the 2016 audit a large focused on Mr. Herbert and "getting him" and a long standing effort by charged board members against Mr. Herbert. This is in violation of the Vermont Nonprofit Corporations Law and Bylaws resulting in potential legal liability and significant harm to the individual both emotionally and financially.

#### **Charge 12: Michelle Hicks**

Michelle Hicks, Treasurer, WFHF

On August 4, 2016 Martin Lucas sent a form letter to Daniel Prater (who was noted as not an ASD member), Michelle Hicks, Steven Herbert, Jose Cueto (also noted as a non-member), Frankie Hutton, Jean McDonald, Jennifer Anderson, Amy Loomis (noted as an advisor), Dreama Brower (noted as an coordinator or advisor), Don Black (noted as a non-member, Susanne Dillon (noted as former Chair of Raffle) and Sandee Mac (also noted as a non-member) (Exhibit 4 ). The letter indicated ethics charges being brought based on their part of Water for Humanity Fund. It states that this notice will affect their ability to rejoin the ASD which is in violations of the Bylaws Chapter XV§(c)(5). The letter and attachment referring to the 2016 audit does not mention any specific charges against Ms. Hicks by name, therefore it cannot be determined nor can Ms. Hicks defend herself against unspecified actions.

As a member subject to discipline, the Board was required by the Bylaws (Chapter XV §2) to have the charges be resolved by the Chapter and then by the Regional Vice President first and provide an opportunity for Ms. Hicks to provide evidence - no opportunity to do this was provided.

We were unable to determine whether the Board sent Ms. Hicks a decision letter or whether her membership was revoked in a form letter sent to others. We request a copy of this documentation from the charged Board members.

In this charge the charged Board members did not follow the Vermont law nor Bylaws. There was (1) no complaint filed by an ASD member with specific charges, (2) no specific charges against Ms. Hicks were identified (3) the Board did not allow for Ms. Hicks to resolve her charges at the Chapter or Regional Vice President level, (4) the Board did not provide an opportunity for due process allowing the charged member to provide evidence and be heard by the Ethics Committee, (5) there was no 15 day prior notice of termination required by Vermont Law, (6) there was no communication of the vote and decision of the Board provided within 30 days based on the Ethics Committee's report. This is in violation of the Vermont Nonprofit Corporations Law and Bylaws resulting in potential legal liability and significant harm to the individual both emotionally and financially.

### **Charge 13: Jose Cueto**

Jose Cueto, WFHF Voting Member

On August 4, 2016 Martin Lucas sent a form letter to Daniel Prater (who was noted as not an ASD member), Michelle Hicks, Steven Herbert, Jose Cueto (also noted as a non-member), Frankie Hutton, Jean McDonald, Jennifer Anderson, Amy Loomis (noted as an advisor), Dreama Brower (noted as an coordinator or advisor), Don Black (noted as a non-member, Susanne Dillon (noted as former Chair of Raffle) and Sandee Mac (also noted as a non-member) (Exhibit 4 ). The letter indicated ethics charges being brought based on their part of Water for Humanity Fund. It states that this notice will affect their ability to rejoin the ASD which is in violations of the Bylaws Chapter XV§(c)(5). The letter and attachment referring to the 2016 audit does not mention any specific charges against Mr. Cueto by name, therefore it cannot be determined nor can Mr. Cueto defend himself against unspecified actions. The Board also lacks the authority to bring charges against non-members.



As a member subject to discipline, the Board was required by the Bylaws (Chapter XV §2) to have the charges be resolved by the Chapter and then by the Regional Vice President first and provide an opportunity for Mr. Cueto to provide evidence - no opportunity to do this was provided.

We are unaware of a decision letter being sent to Mr. Cueto as required. .

In this charge the charged Board members did not follow the Vermont law nor Bylaws. There was (1) no complaint filed by an ASD member with specific charges, (2) no specific charges against Mr. Cueto were identified (3) the Board did not allow for Mr. Cueto to resolve his charges at the Chapter or Regional Vice President level, (4) there was no 15 day prior notice of termination required by Vermont Law, (5) there was no communication of the vote and decision of the Board provided within 30 days based on the Ethics Committee's report, and (6) as Mr. Cueto was not a member of the organization at the time and therefore the charges were beyond the Board's jurisdiction. This is in violation of the Vermont Nonprofit Corporations Law and Bylaws resulting in potential legal liability and significant harm to the individual both emotionally and financially.

#### **Charge 14: Frankie Hutton**

Frankie Hutton, WFHF Voting Member

On August 4, 2016 Martin Lucas sent a form letter to Daniel Prater (who was noted as not an ASD member), Michelle Hicks, Steven Herbert, Jose Cueto (also noted as a non-member), Frankie Hutton, Jean McDonald, Jennifer Anderson, Amy Loomis (noted as an advisor), Dreama Brower (noted as a coordinator or advisor), Don Black (noted as a non-member, Susanne Dillon (noted as former Chair of Raffle) and Sandee Mac (also noted as a non-member) (Exhibit 4 ). The letter indicated ethics charges being brought based on their part of Water for Humanity Fund. It states that this notice will affect their ability to rejoin the ASD which is in violations of the Bylaws Chapter XV§(c)(5). The letter and attachment referring to the 2016 audit does not mention any specific charges against Ms. Hutton by name, therefore it cannot be determined nor can Ms. Hutton defend herself against unspecified actions. The Board lacks the authority to bring charges against non-members.

As a member subject to discipline, the Board was required by the Bylaws (Chapter XV §2) to have the charges be resolved by the Chapter and then by the Regional Vice President first and provide an opportunity for Ms. Hutton to provide evidence - no opportunity to do this was provided.

We were unable to determine whether the Board provided Ms. Hutton a decision letter or what action was taken against her as required by the Bylaw and Vermont Nonprofit Corporations requirements.

In this charge the charged Board members did not follow the Vermont law nor Bylaws. There was (1) no complaint filed by an ASD member with specific charges, (2) no specific charges against Ms. Hutton were identified, (3) the Board did not allow for Ms. Hutton to resolve her charges at the Chapter or Regional Vice President level, (4) the Board did not

provide an opportunity for due process allowing the charged member to provide evidence and be heard by the Ethics Committee if the complaint could not be resolved at the chapter or by the Regional Vice President, and (5) there was no communication of the vote and decision of the Board provided within 30 days. This is in violation of the Vermont Nonprofit Corporations Law and Bylaws resulting in potential legal liability and significant harm to the individual both emotionally and financially.

#### **Charge 15: Susanne Dillon**

Susanne Dillon, WFHF Fundraiser and Raffle Coordinator

On August 4, 2016 Martin Lucas sent a form letter to Daniel Prater (who was noted as not an ASD member), Michelle Hicks, Steven Herbert, Jose Cueto (also noted as a non-member), Frankie Hutton, Jean McDonald, Jennifer Anderson, Amy Loomis (noted as an advisor), Dreama Brower (noted as an coordinator or advisor), Don Black (noted as a non-member, Susanne Dillon (noted as former Chair of Raffle) and Sandee Mac (also noted as a non-member) (Exhibit 4). The letter indicated ethics charges being brought based on their part of Water for Humanity Fund. It states that this notice will affect their ability to rejoin the ASD which is in violations of the Bylaws Chapter XV§(c)(5). The letter and attachment referring to the 2016 audit does not mention any specific charges against Ms. Dillon by name, therefore it cannot be determined nor can Ms. Dillon defend herself against unspecified actions.

As a member subject to discipline, the Board was required by the Bylaws (Chapter XV §2) to have the charges be resolved by the Chapter and then by the Regional Vice President first and provide an opportunity for Ms. Dillon to provide evidence - no opportunity to do this was provided.

Although Ms. Dillon received ethics charges from the Board, she did not receive a membership termination letter. Therefore she contacted Martin Lucas, ASD President requesting documentation whether she was cleared of charges. Mr. Lucas responded by letter on February 28, 2017 (Exhibit 20) stating that he would see that the procedures would be updated to ensure that the accused that were found not guilty received notice. He noted that this type of issue has never been addressed by the society before (presumably before these board members began terminating memberships and taking disciplinary actions as detailed in this complaint). The Bylaws do require 30 day notification of the Board's decision to all parties within 30 days of a 2/3 vote by the Board after reviewing the Ethics Committee report. To date, Ms. Dillon has not received any notification on the results of the ethics charges.

In this charge the charged Board members did not follow the Vermont law nor Bylaws. There was (1) no complaint filed by an ASD member with specific charges, (2) the charges were required to be initially handled by the Chapter with an attempt to resolve them and no opportunity was given to do this, (3) the charges secondly were required to be handled by the Regional Vice President in an attempt to resolve them if the Chapter could not and this was not done, (4) the Board did not provide an opportunity for due process allowing the charged member to provide evidence and be heard, (5) there was no communication of the vote and decision within 30 days despite repeated requests by Ms. Dillon. This is in

violation of the Vermont Nonprofit Corporations Law and Bylaws resulting in potential legal liability and significant harm to the individual both emotionally and financially.

## **Other Volunteers to ASD**

### **Charge 16: Don Black**

Don Black – Chair Vision Committee, Chair Membership Committee, Northwest Regional Vice President (RVP), Consultation to WFHF

Mr. Black an attorney and longtime ASD member identified Board issues in ratification or failure to ratify ongoing processes that did not meet fiduciary standards of ethical corporate conduct which were pointed out after trying to work with the Office Manager to fix said processes. Mr. Black was a Regional Vice Present and worked on a Vision Project and consultant to WFHF. Mr. Black resigned as a Regional Vice President after continued conflicts with the Board. Mr. Black did not renew his membership and charges were brought against him when he was not a member.

On August 4, 2016 Martin Lucas sent a form letter to Daniel Prater (who was noted as not an ASD member), Michelle Hicks, Steven Herbert, Jose Cueto (also noted as a non-member), Frankie Hutton, Jean McDonald, Jennifer Anderson, Amy Loomis (noted as an advisor), Dreama Brower (noted as an coordinator or advisor), Don Black (noted as a non-member, Susanne Dillon (noted as former Chair of Raffle) and Sandee Mac (also noted as a non-member) (Exhibit 4 ). The letter indicated ethics charges being brought based on their part of Water for Humanity Fund. It states that this notice will affect their ability to rejoin the ASD which is in violations of the Bylaws Chapter XV§(c)(5). The letter and attachment referring to the 2016 audit does not mention any specific charges against Mr. Black by name, therefore it cannot be determined nor can Mr. Black defend himself against unspecified actions. The Board lacks the authority to bring charges against non-members.

As a member subject to discipline, the Board was required by the Bylaws (Chapter XV §2) to have the charges be resolved by the Chapter and then by the Regional Vice President first and provide an opportunity for Mr. Black to provide evidence - no opportunity to do this was provided.

There was (1) no complaint filed by an ASD member with specific charges, (2) no specific charges against Mr. Black were identified, (3) the Board did not allow for Mr. Black to resolve his charges at the Chapter or Regional Vice President level, (4) the Board did not provide an opportunity for due process allowing the charged member to provide evidence and be heard by the Ethics Committee, (5) there was no 15 day prior notice of termination required by Vermont Law, (6) there was no communication of the vote and decision of the Board provided within 30 days based on the Ethics Committee's report, and (7) as Mr. Black was not a member of the organization at the time and therefore the charges were beyond the Board's jurisdiction. This is in violation of the Vermont Nonprofit Corporations Law and Bylaws resulting in potential legal liability and significant harm to the individual both emotionally and financially.

## Charge 17: Amy Loomis

Amy Loomis – President, Idaho Society of Dowsers, ASD Science Committee, ASD Vision Committee, ASD Finance Committee, Grantwriting Advisor to ASD (2013- 2016), WFHF Grantmaking Advisor (2014-2016).

On January 4, 2016 Ms. Loomis resigned as WFHF grants manger effective 1/17/16 due to ASD's mismanagement. She provides specific concerns with the ASD PPM manual updates needed and the malicious and underhanded approach by the Board against Steve and the WFHF (Exhibit 20).

On August 4, 2016 Martin Lucas sent a form letter to Daniel Prater (who was noted as not an ASD member), Michelle Hicks, Steven Herbert, Jose Cueto (also noted as a non-member), Frankie Hutton, Jean McDonald, Jennifer Anderson, Amy Loomis (noted as an advisor), Dreama Brower (noted as an coordinator or advisor), Don Black (noted as a non-member, Susanne Dillon (noted as former Chair of Raffle) and Sandee Mac (also noted as a non-member) (Exhibit 4). The letter indicated ethics charges being brought based on their part of Water for Humanity Fund. It states that this notice will affect their ability to rejoin the ASD which is in violations of the Bylaws Chapter XV§(c)(5). The letter and attachment referring to the 2016 audit does not mention any specific charges against Ms. Loomis by name, therefore it cannot be determined nor can Ms. Loomis defend herself against unspecified actions.

Ms. Loomis twice wrote Mr. Lucas requesting information on the charges and there was no response. On August 25' 2016 (Exhibit 21) Ms. Loomis wrote a letter denying all allegations that might be asserted and requested a copy of the Bylaws and Policy and Procedures Manual. She requested a copy of Board Meeting minutes for the periods for which the Board was alleging misconduct as the ethics violations had no information on any charges or misconduct. She also requested a copy of the insurance policy believing as a member she should be covered and represented by the carrier. She clearly stated that the Board was not following the Bylaw procedures and invoked her right for the charge to be first taken up and decided by her local chapter as the Bylaws require.

As there was no response from Mr. Lucas or the Board, Ms. Loomis and others receiving ethics charges wrote the insurance carrier directly to request representation. The insurance carrier, (Matthew Rubin, assistant Vice President) responded in a letter dated September 30, 2016 Exhibit 22) that the accused were not covered under the policy and ASD's insurance policies did not provide such coverage.

Ms. Loomis again sent a letter to Mr. Lucas pointing out they had not followed the Bylaws and repeating her rights for her chapter to first decide her charges:

*"I hereby place you on notice that I believe the American Society of Dowsers has not followed proper procedures in regards to the subject notification of ethics charges as specified in Article XV, Section 2 of the Bylaws. And, I am invoking my rights for this charge to first be taken up and decided by my local chapter in accordance with these Bylaws."*

In a letter dated January 11, 2017 (Exhibit 23) from Mr. Martin Lucas to Ms. Loomis, Mr. Lucas stated that the Board met and decided to terminate Ms. Loomis's life membership. He indicated that Ms. Loomis did not provide evidence, therefore it was based on the charges and evidence in the audit.

There was (1) no complaint filed by an ASD member with specific charges, (2) no specific charges against Ms. Loomis were identified, (3) the Board did not allow for Ms. Loomis to resolve her charges at the Chapter or Regional Vice President level, (4) the Board did not provide an opportunity for due process allowing the charged member to provide evidence and be heard by the Ethics Committee if the matter could not be resolved by the Chapter or Regional Vice President, (5) there was no 15 day prior notice of termination required by Vermont Law, (6) there was no communication of the vote and decision of the Board provided within 30 days based on the Ethics Committee's report, and (7) no responses to repeated requests for documentation including board minutes. This is in violation of the Vermont Nonprofit Corporations Law and Bylaws resulting in potential legal liability and significant harm to the individual both emotionally and financially.

#### **Charge 18: Dreama Brower**

Dreama Brower – ASD Finance Committee, ASD Trust Fund, WFHF Facebook Advisor.

Ms. Brower resigned from the aforementioned committees on May 24, 2016 (Exhibit 24) stating:

"I believe actions of certain members of the Board of Trustees are detrimental to ASD and have created an atmosphere of paranoia, distrust, secrecy, and fear of retribution."

She also objects to the handling of the WFHF by the Board and issues with the lack of communication when she was on the Trust Fund and Finance Committees which were tasked with oversight. Further details on the Trust Fund are contained in other charges below.

On August 4, 2016 Martin Lucas sent a form letter to Daniel Prater (who was noted as not an ASD member), Michelle Hicks, Steven Herbert, Jose Cueto (also noted as a non-member), Frankie Hutton, Jean McDonald, Jennifer Anderson, Amy Loomis (noted as an advisor), Dreama Brower (noted as an coordinator or advisor), Don Black (noted as a non-member, Susanne Dillon (noted as former Chair of Raffle) and Sandee Mac (also noted as a non-member) (Exhibit 4). The letter indicated ethics charges being brought based on their part of Water for Humanity Fund. It states that this notice will affect their ability to rejoin the ASD which is in violations of the Bylaws Chapter XV§(c)(5). The letter and attachment referring to the 2016 audit does not mention any specific charges against Ms. Brower by name, therefore it cannot be determined nor can Ms. Brower defend herself against unspecified actions.

Ms. Brower responded on August 24, 2016 (Exhibit 25) denying the charges and requesting documents that could be used to prepare a defense including board minutes, the current bylaws and procedure manual. In addition, she requested any and all evidence regarding the charges. Finally, she advised the Board they had not followed required Bylaw procedures and invoked her right to have the charges decided by her Chapter President.

No response for Ms. Brower's request for documentation, request for the charges to be handled at the chapter level, or an opportunity to be heard were provided.

Ms. Brower received a letter dated January 13, 2017 (Exhibit 26) terminating her life membership and stating a failure to respond even though no specific charges were provided and Ms. Brower had requested evidence to support the charges from the Board.

On April 10, 2017 (Exhibit 27), Ms. Brower advised Martin Lucas that she could not accept their letter of resignation since she had responded within the appropriate timeframe and had no opportunity to provide a defense nor was she even provided requested documentation or the opportunity to have her chapter resolve the charges. She also advised that Mr. Lucas that she had not renewed her membership upon expiration and, therefore, her membership could not be terminated. She stated that the January 13, 2017 notice was invalid due to the ambiguity of charges, lack of procedural integrity, and improper conduct by the Board. She received no response from ASD.

In this charge the charged Board members did not follow the Vermont law nor Bylaws. There was (1) no complaint filed by an ASD member with specific charges, (2) the charge for resignation is not misconduct under the law or Bylaws, (3) the charges were required to be initially handled by the Chapter with an attempt to resolve them and no opportunity was given to do this, (4) the charges secondly were required to be handled by the Regional Vice President in an attempt to resolve them if the Chapter could not and this was not done, (5) the Board did not provide an opportunity for due process allowing the charged member to provide evidence and be heard, (6) the Board refused to provide documentation including board minutes as required by Vermont law, (7) there was no 15 day prior notice of termination required by Vermont Law, (8) there was no communication of the vote and decision within 30 days. This is in violation of the Vermont Nonprofit Corporations Law and Bylaws resulting in potential legal liability and significant harm to the individual both emotionally and financially.

#### **Charge 19: John Serino**

John Serino, President, Danville Dowsers Chapter

On March 9, 2017 Danville Chapter President John Serino notified ASD President, Martin Lucas, that they were hearing Steven Herbert's charges as Mr. Herbert was a member of the Danville Chapter as required by the Bylaws (Exhibit 28). In the letter he pointed out violations of the Bylaws and requested that the disciplinary process be restarted and done in accordance with the Bylaws. He pointed out actions by one of the audit team members for the 2016 annual audit (on which Mr. Herbert's charges are based) that he believed showed the member was unsuitable to be on the audit team (no names were mentioned as to whom he was referring to).

On March 22, 2017, President Martin Lucas sent a letter accusing Mr. Serino of bigotry and religious intolerance against Lee Ann Potter (chair of the audit team) and demanded a public apology. Mr. Lucas also states that charges go back to February 2016 and were based on harassment charges of an ASD employee. Mr. Lucas stated that Mr. Herbert did not respond to the charges, which is untrue as Mr. Herbert requested documentation from the Board and it was never provided. Mr. Lucas states that there were ethics charges however, but denies that these should be handled by the Chapter, although the Bylaws required this. Mr. Lucas also cites

Robert's Rules of Order as superseding the Bylaws which is legally false, the Rules of Order are guidance for managing meetings and such. He states that the Board decided not to turn over documents to State or federal authorities as it might trigger audits, though typically a nonprofit organization would welcome review of its records and would be transparent and would cooperate with enforcement and regulatory agencies. Finally Mr. Lucas stated that Life Memberships could be given by serving as President or by being purchased which is not permitted by the Bylaws (see Chapter III §3(d)). Mr. Martin Lucas ends by requesting Mr. Serino's resignation which is also improper.

The Board next responded by filing ethics charges against Mr. Serino in a letter dated March 24, 2017 from Annette Weis (Exhibit 30). Although the letter states that the charges are brought by Lee Ann Potter, one of the charged Board members, there is no signed complaint by Ms. Potter as required by the Bylaws. Ms. Weis indicated that a response must be sent to the board rather than providing Mr. Serino the opportunity for his charges to be resolved by his Chapter or Regional Vice President as required by the Bylaws. The attachment cites slander although Mr. Serino did not even name an individual in his 3/9/17 letter to the Board nor is an opinion regarding a person's character or suitability for a position slander under any laws. The charges also cite religious and civil rights violations although Mr. Serino made no mention of any audit team member's religion nor did he make discriminatory statements based on any legally protected status. He was further accused of doing this during an election and discrediting Ms. Potter, though again he made no mention of Ms. Potter in his original letter and his letter was to the Board, therefore it is unclear how this would influence an election outcome.

On April 18, 2017 (Exhibit 31) Mr. Serino and the Danville Chapter leadership and members gathered to review the ethics charges and permit Mr. Herbert to respond as required by The Bylaws. Based on that hearing the Chapter determined that he was found innocent of each count and requested that the Board restore Mr. Herbert's life membership.

Ms. Annette Weis, a member of the Board on April 23, 2017 sent a very negative letter to Mr. Serino attacking Mr. Serino and Mr. Herbert (Exhibit 32)<sup>8</sup>. In the letter she chastises Mr. Serino and the chapter for hearing Mr. Herbert's charges. She also disparages a group of members who brought up audit concerns at the 2016 annual meeting. She says that Mr. Herbert did not respond to the charges then mentions the letter he sent asking for information. Ms. Weis refers to charges against herself and the office manager as ridiculous and the attorneys are laughing, which also shows how the board has handled complaints and not taken them seriously. Ms. Weiss then indicates that the 2016 audit led by Lee Ann Potter was only to prepare for an external CPA audit although this was never stated as the purpose of the audit nor were team members informed of this being anything other than an audit of WFHF. Ms. Weiss also refers to Lee Ann Potter's emails that were never mentioned by Mr. Serino and attacks a former ASD president and speaker at Mr. Serino's chapter. She also refers to a crystal gate fiasco as a reason for Mr. Herbert being removed as secretary of the WFHF in 2015 although a noted in Mr. Herbert's charges, there was no disciplinary process followed for this removal. She also states that no one else has voiced concern despite the substantial letters of support and other evidence submitted. This letter is entirely inappropriate as Ms. Weis is a board member entrusted to ensure that the Bylaws and State laws are followed in regard to ethics charges and

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<sup>8</sup> Although Ms. Weis marked confidential on the letter there is no legal privilege for this, therefore we provide this as additional evidence

procedure. Personal attacks and negative letters for a member who is in the disciplinary process and voting for termination of memberships under State and Bylaw ethics requirements is very troubling and demonstrates the inability for a fair and impartial hearing as required and the hostility and bias towards Mr. Herbert and those with any association with the WFHF.

On April 26, 2017 (Exhibit 34) Mr. Serino notified the Board that the ethics charges against him would be brought to the Danville Chapter Vice President and membership on May 27, 2017 as the Bylaws require. He invited Lee Ann Potter (who in the Board's letter appeared to be the one filing charges, although no signed written complaint has been located from Ms. Potter bringing charges). Mr. Serino again requested that if the charges could not be resolved by both parties that they move to an unbiased ethics committee where Mr. Serino could address accusations. He reiterated that his 3/9/17 letter had no intent and in no way could be construed as religious bigotry. He did offer to provide additional documentation related to ability to lead an honest and unbiased audit.

On May 12, 2017 Marin Lucas responded that an ethics committee had met on May 2 and 11, 2017 and were giving Mr. Serino three days to respond. Mr. Serino was not informed of the meetings or was he provided an opportunity to be heard. Mr. Lucas demanded that to know whether the March 9, 2017 letter to the Board had been disseminated and to whom and wanted evidence to show that the 2016 audit was false or improper. No response to Mr. Serino's request for due process and a hearing were responded to.

Mr. Serino responded on May 18, 2017 (Exhibit 36) stating again that Ms. Potter's emails had been widely distributed in the ASD and were not addressed to Mr. Serino or sent to him and that the communications were an example of the nature and intent exhibited by Ms. Potter during the audit, there was no mention of religion. Mr. Serino offered to provide additional evidence regarding audit concerns including resignation letters and person letters that arose in response to the audit. He again requested that Mr. Herbert be reinstated as requested by the Chapter's resolution of the charges as required by the Bylaws.

In response on May 24, 2017 Mr. Serino received a letter from Martin Lucas stating that there was an Ethics Committee meeting on May 16, 2017. Mr. Serino was not invited to the meeting to present testimony or provide information. It is not clear if Lee Ann Potter was present or voted as part of the Board. Mr. Lucas states it was based on a March 24<sup>th</sup> letter by Ms. Potter. As noted previously, there were no written signed charges by Ms. Potter provided. Mr. Lucas terminated Mr. Serino's membership and removed him as a member of the Danville Chapter, and prohibited him from holding a Chapter Office. As noted in the other charges the Danville Chapter is a separate 501(c)(3), therefore it is beyond the scope of the ASD to remove him as a member from the Chapter or prohibit him from holding an office.

Throughout Mr. Serino's attempts to legally address Mr. Herbert's charges as required by Vermont Law and the Bylaws and then in his own charges, the disciplinary process required by Vermont State Law and Bylaws were not followed. The charges were not initially permitted to be handled by the Chapter. Mr. Serino has gone to his Chapter for assistance in resolving the charges as required by the Bylaws and at the May 2017 chapter meeting had by unanimous votes for support (there were also two blank votes in the ballot box). Based on this resolution Mr. Herbert's charges should have been rescinded and his life membership reinstated. There are no basis for removing Mr. Serino's membership. Spurious charges of religious discrimination



were cited by the Board with no legal basis for such claims. It appears the charges and discipline were in response to Mr. Serino's handling of Mr. Herbert's charges at the chapter level as required by the Bylaws.

In this charge the charged Board members did not follow the Vermont law or Bylaws requirements. There was (1) no complaint filed by an ASD member with specific charges and charges of religious discrimination and slander were legally invalid, (2) the charges were required to be initially handled by the Chapter with an attempt to resolve them and no opportunity was given to do this, (3) the charges secondly were required to be handled by the Regional Vice President in an attempt to resolve them if the Chapter could not and this was not done, (4) The Board did not establish an Ethics Committee with at least three impartial members, (5) the Board did not provide an opportunity for due process allowing the charged member to provide evidence and be heard, (6) there was no 15 day prior notice of termination required by Vermont Law, (7) Board members removed Mr. Serino as Danville Chapter president and prohibited him from holding a leadership position in the chapter which is outside their authority as it is a separate 501(c)(3) chapter not under the ASD, (8) the charged Board members removed Mr. Serino's membership when his chapter and he came forward to help resolve a chapter member's (Steven Herbert) ethics charges, (11) charged board member Annette Weis sent a hostile letter directly to Mr. Serino which was inappropriate and also showed that the Board was not impartial in its disciplinary actions against Mr. Serino as she was on the Ethics Committee which is required to be fair and impartial<sup>9</sup>, and (12) the Board refused to accept the Chapter's resolution of Mr. Herbert's charges as required by the Bylaws. This is in violation of the Vermont Nonprofit Corporations Law and Bylaws resulting in potential legal liability and significant harm to the individual both emotionally and financially.

**Others with Potential Evidence:** The Complainants also request that the Board speak with other Board Trustees who resigned from the Board who have other documentation and experiences that we believe will provide additional documentation of violations of laws and regulations and Bylaws and additional relevant evidence for the Ethics Committee required investigation on the charges brought in this document.

## **II. Termination of ASD Registration with the Vermont Department of State and Filing False Documents**

### **Charge 20: Poor governance practices that resulted in termination of the ASD registration with the Vermont Department of State.**

In 2016 the Vermont Department of State terminated ASD's registration to operate as a non-profit in the State of Vermont (dated 4/2/16) (Exhibit 38). At no time was the membership informed of the ASD's termination to operate as a non-profit organization or the reasons for the termination. It also is a violation of the Vermont State Nonprofit Corporations laws to operate without registration. Note: ASD's registration was later reinstated. The Board president and officers failed to file this legally required document resulting in termination of the ASD's registration and putting in jeopardy the organization's right to operate.

**Charge 21: Vermont Department of State required filings were not executed as required**

Documents filed with the Vermont Department of State for the biennial report required by V.S.A. These must be executed by the presiding officer of the board of directors, its president or other officers. (11B V.S.A. §1.02 (e)). The reinstatement document and former biennial reports were signed and submitted were submitted by a non-officer (i.e. the Office Manager) in violation of the Law. (Exhibit 39)

**Charge 22: Documentation with false information is filed with the Vermont Department of State**

11 V.S.A. §1.40(9) defines Directors as "Individuals, designated in the articles or bylaws or elected by the incorporators, and their successors and individual elected or appointed by any other name or title to act as members of the board. The term "trustees" may be used instead of "directors" and shall have the same meaning". Section §1.29 states that anyone signing a document that is false in any material respected is illegal and also subjects the person violating the provision to civil penalties.

The 2016 reinstatement (filing #0002164566) and biennial reports (e.g. 2014) improperly lists the ASD Office Manager, as a Director in the filing and as the authorizer signing the report in violation of the Vermont State Law. The Office Manager is not a Director/Trustee as listed and also as noted in the charge above, may not sign and submit this legal document. The charge members of the Board have failed to provide required oversight and have filed documents with falsified information in violation of the State Law. (Exhibit 39).

**III. Intellectual Property Violations**

**Charge 23: Intellectual Property Violations**

The Board has violated Marty Cain's copyright and intellectual property rights in violation of federal laws and regulation. The "First Edition of the ASD Beginning Dowsing Manual" created by the Board for courses and training, for which the ASD receives compensation, improperly used drawings and copyrighted material developed by Ms. Cain without permission or even attribution. In fact one of the charged Board Members, Sandra Isgro lists herself as an author. Ms. Cain's material was taken from manual she compiled as co-director of the Beginning Dowsing School as well as materials from her book "A Lady's Notes on Dowsing" which was created by and is sold by Ms. Cain.

Ms. Cain is going through her books and intellectual property and will be providing the Ethics Committee highlighted sections of her book(s) that were exactly copied as well as the drawings and art work she created that was used in violation of intellectual property right laws and regulations and without permission. This is in violation of numerous federal intellectual property laws and has created substantial emotional and financial harm to Ms. Cain.

#### IV. Improper Use of Restricted Funds and Donations

##### **Charge 24: Donations to the Water for Humanity Fund were used improperly for ASD Legal and other costs.**

The Vermont Statute 14A<sup>10</sup>, §3416, §§110(d), 405, 413 and 813 requires that a specific gift given for a specific purpose must be used for that purpose. This includes funds solicited for a specific purpose, or as represented in solicitation materials such as funds donated for a particular program. These are legally regulated as restricted gifts. A nonprofit is required to ensure that its development and accounting systems track restricted gifts and can demonstrate that the terms of a gift were honored when the funds were expended. If carrying out the donor's intent is not practicable or possible, the organization must take the appropriate steps, including contacting the donor and, when required, the Attorney General of the State of Vermont. The Attorney General has the authority to ensure that funds donated for a charitable purpose are used for such a purpose.<sup>11</sup>

The Internal Revenue Service prohibits the use of donations for a specific 501(c)(3) fund (e.g. Water for Humanity) being used for the general purposes of the organization creating it. See IRS Publication 557, Chapter 3.

Under the ASD Bylaws, Chapter VIII Board of Trustees and Executive Officers, Section 2(e) requires that the Treasurer ensure that Society funds be maintained separate from all other funds.

The charged Board members have consistently not accounted for donations given to the Water For Humanity Fund (WFHF) which is a restricted fund per State and federal laws. As noted in the audit charge sections there were repeated requests by the WFHF for accounting of donations which were handled by the ASD Office Manager and Treasurer. In many examples known donations were not put in WFHF until the WFHF treasurer asked about them and these are only for donors who mentioned their donations to WFHF committee members, it was unknown the extent of the accounting or potential misappropriation of funds as this was not investigated by the audit team as appropriate.

The ASD Board President Martin Lucas stated during the membership call before the 2016 Dowsing Convention and at the Convention during the Membership Meeting that Water For Humanity donations were being used for ASD Legal and other non-WFHF uses. This was questioned during the 2016 annual meeting and again the charged Board members indicated restricted funds were being used for legal fees of the board and other non-restricted fund uses. We can find no evidence that the Attorney General and donors were notified of these violations as required by State law.

We are aware of at least three donors, Janis Fallon and Lisa Pitkin, and Susanne Dillon who have requested that donations be accounted for or upon disbandment of the WFHF and freezing of

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<sup>10</sup> Also see litigation cases. E.g. *Wilbur v. University of Vermont*, 129 Vt. 33, 44 (1970); *President & fellows of Middlebury Coll. v. Cent. Power Corp. of Vt.*, 101 Vt. 325, 342 (1928)

<sup>11</sup> Also see the publication by the Vermont Attorney General's Office *Understanding Your Responsibilities: Guidance for Board Members of Charitable Nonprofit Organizations In Vermont*, dated 2015.

funds be turned over. (Exhibits 40-42) who donated over \$8,000 of her father's books to be sold by the Water for Humanity for its missions and donated \$250 to his memorial fund, requested from the Board an accounting of their donations. In Janis' case it was almost \$30,000. Mr. Lucas indicated the attorney would get back to Janis in early 2016, however, more than a year later there has been no response.

Ms. Pitkin requested that all assets related to the David Pitkin fund be turned over to Earthwater Alliance (the 301(c) started at Mr. Lucas' direction) or that all assets be returned. As of May 2017 the books continued to be listed for sale and the David Pitkin Fund listed on the ASD website apparently for the purpose of donations.

Ms. Susanne Dillon, also emailed the Board on May 23, 2016 to turn over her donation from December 2015 to Earth Water Alliance as the WFHF funds had been frozen by the Board and therefore could not be used as intended for the donor's purposes. She also provided this to the Vermont Attorney General's Office which as of this date has an open investigation of the ASD for that and other potential violations.

Even earlier the potential violations were brought up by a Board member who later had charges brought and was told that she could not resume her ASD membership for at least two years. Ms. Jean McDonald states that on May 26, 2016 in closed session the Board voted to use the WFHF funds to pay for their legal fees and she voted against using restricted funds for administrative costs by the organization instead of the purpose the donations were made for. She also raised concerns that this would increase administrative costs that were kept at 5% which the 2016 audit ends up citing as a violation without noting that the costs were exceeded by non-WFHF uses and bookkeeping which improperly included ASD organizational expenses in the WFHF accounting. (See other sections for audit issues and charges). She also objected to the Board wanting to continue raffles for the WFHF when the fund was frozen by the Board and the Board had announced its disbanding of the WFHF. (Exhibit 9)

Based on the President Martin Lucas' own admissions we believe Water for Humanity Funds have been used in violation of State laws and that required statutory notifications to the Vermont Attorney General and to donors were not made. Accounting issues were identified during the 2016 audit substantiating lack of proper accounting by the Treasurer of the restricted fund. As noted in other charges below and since budget information has not been presented to the membership we are unable to confirm the extent of other financial improprieties that may exist in accounting for and handling Water for Humanity Funds.

## **V. Failure to Comply with Audit Requirements**

### **Charge 25– Failure to Conduct an Annual Audit Requirements**

The ASD Bylaws Chapter X, General Membership Committees requires that an annual audit be conducted by three members elected at the annual meeting. If the membership fails to elect auditors, then the Trustees-At-Large must appoint an auditing committee of three members or hire a Certified Public Accountant.

Prior to 2016, we are unable to identify conduct of any required audits in almost a decade. In Board meeting minutes dated June 5, 2015 (Exhibit 43) it states that there has been no financial

audit since 2006. No audit reports were provided to members for the financial years ending in 2014 or 2015 meetings as required.

In 2015 the members were not asked to elect an auditing committee as required by the bylaws. Members of the audit team were not selected by a Trustee-At-Large nor was a CPA hired. In an email to the audit committee Martin Lucas indicated that he would find members (after two members left the Committee due to its focus to go after WFHF committee members). For 2016 an internal audit was conducted, as noted below it did not follow the ASD requirements including the scope of the audit, standard audit practices, and did not have anyone with financial expertise on the team. At the 2016 annual meeting, members reaffirmed the requirement and need for an independent audit and as noted below ASD's lawyer recommended that an audit be conducted by an outside certified public accountant.

The Board members cited have not complied with their fiduciary responsibilities and have failed to comply with the ASD Bylaws, leaving the organization open to misuse of funds, unaccountability in organizational finances, and a lack of checks and balances.

#### **Charge 26 – Improprieties in the 2016 Annual Audit**

The ASD Bylaws, Chapter X Section 1 require that an annual audit be completed by at least three members appointed by the Members at the annual meeting or if the membership failed to elect auditors then the Trustees-at-Large would appoint the members to the committee or hire a Certified Public Accountant be hired. Chapter X §1(c) requires that the audit examine the accounts of the Treasurer and determine their compliance with the procedures outline in Chapter VIII, Section 2 (Board of Trustees. Duties of Officers). The auditors must determine whether there is complete and accurate communication between the Offices of the President, Secretary and Treasurer in all matters relating to money and finance.

Martin Lucas in an email to the Board in March 4, 2016 also stated the audit requirements and indicated that neither the officers nor the Board of Trustees would interfere in any way with the work of the audit committee or their findings. (Exhibit 44). As noted above, the appointment requirements were not complied with.

In 2016 charged member Lee Ann Potter chaired an audit committee appointed by Martin Lucas. This audit is of particular relevance as it was used as the basis by the Board to terminate many memberships, including life memberships resulting in the hardships described. Therefore, the audit intent, scope and results are particularly important as these did not comply with Bylaws or accepted financial or audit practices. While we believe many of the charges were inaccurate, the focus of these charges are based on violations of State laws and Bylaw procedures. If desired by the Ethics Committee, the Complainants will provide further evidence to document the erroneous findings in the 2016 audit report.

- (1) Members were not appointed by the Membership or Trustees at Large in violation of the Bylaws (see the charge above).
- (2) The Audit did not include and examination of the accounts of the Treasurer to determine compliance nor did the audit review complete and accurate communication between the President, Secretary and Treasurer. The entire focus of the audit was the WFHF and its

members. To the best of our knowledge no budgets were even requested or examined except from the Water for Humanity Fund, therefore the audit did not comply with this Bylaw annual audit requirement.

Both Linda McCall and subsequently Janis Fallon participated on the audit team (led by Lee Ann Potter and one other member) and both resigned when it became evident that the audit's intent was to remove those associated with the Water for Humanity. Both Ms. Fallon and Ms. McCall will provide direct testimony and information to the Ethics Committee on their experience with the audit. Both recommended strongly and repeatedly that someone with financial expertise (a member or third party) be on the three person audit team as no member of the team had any financial or accounting background or expertise. Lee Ann Potter refused to consider these requests. Ms. Fallon also testifies that Lee Ann Potter told her that she was blind copying Martin Lucas, President on all audit communications. This would appear to be a violation of a fair and independent audit if at least one Board member was involved in the committee investigation.

Ms. Amy Loomis, one of the members whose life membership was removed by the Board had provided information to the 2016 audit team led by Lee Ann Potter – see her testimony below. Also additional details are contained in her letter of support for Steven Herbert dated April 15, 2017 that discusses concerns she specifically identified and brought to the Board's and audit team's attention that were not investigated in the 2016 audit or addressed and that were potentially serious ASD financial related issues that should have been included per the Bylaws (Exhibit 45):

“There was no mention of my written and oral communications with the ASD CPA, Kevin O’Brien, Diane Bull, and Lee Ann Potter. This withholding of information in the internal audit report skewed the information considerably. My testimony, if utilized, would have focused the problem on record keeping and accountability as ultimately resting with the Trustees’ mismanagement of headquarters and oversight of WFHF. One of the final conclusions of Lee Ann Potter was that there were problems with headquarters record keeping but she did not describe it in the audit or collect data accordingly. I was very clear with Lee Ann Potter when she started the internal audit, that any audit that did not include headquarters and their policies and procedures would be inappropriate. WFHF did not handle monies, except to receive funds from donors at the convention or other activities and immediately turn those dollars over to the ASD bookkeeper for deposit to the appropriate bank account. Additionally, Lee Ann Potter refused to interview volunteers as part of the audit, analyzing emails as the primary source of data.

The ASD attorney, Jennifer B. Black, stated to “Annette and Ms. Potter” in her cover letter published on the second page of the internal audit that “your status as a 501 c3 organization and as a Vermont nonprofit is in jeopardy due to poor recordkeeping and a lack of accountability.” This has been one of my expressed concerns over the last four years as I have attempted to write grant proposals, prepare program and financial reports for the Annenberg grant, and consult on grants management policies and procedures. The initial application to the Annenberg Foundation resulted in the identification of numerous errors in the IRS 990. I was aware that grant applications

would require close scrutiny of internal documents and IRS public documents. I endeavored to consult as a volunteer by advising course corrections to optimize the potential for successful grant applications. I followed the financial aspects of this Annenberg grant, initially with Nathan Platt and Blair Wolston and later with Kevin O'Brien and Lisa Lacoss. This grant was awarded to ASD and not to WFHF. Later when preparing the final report to Annenberg, I discovered numerous errors in the headquarters' documentation of data, recordkeeping and the assignment of grant funds to appropriate ASD cost centers.

I initially spoke with ASD's CPA, with Kevin O'Brien's encouragement, in order to assure that ASD grant applications would have the most reliable presentation for foundations reviewing the 990 and other relevant documents. I was surprised when the CPA said that this could not be done until the ASD headquarters software was reconfigured and that the bookkeeper could be trained accordingly. The CPA recommended using non-profit QuickBooks rather than for-profit QuickBooks, reconfiguring the cost centers to allow adequate bookkeeping for WFHF, the convention and the bookstore and then training the headquarters bookkeeper in this software. Thus the bookkeeper could track general donations and restricted funds in the software. She could also track letters to donors, pertinent tax information, etc. And then the CPA could appropriately fill out the 990. None of this was the responsibility of WFHF volunteers including Secretary Steve Herbert or the WFHF Treasurer who had no access to this software. I conveyed this information to Kevin O'Brien, Diane Bull (Finance Committee) and later to Lee Ann Potter. When Kevin left the Board of Trustees I later forwarded all pertinent documents to Tick Gaudreau so that the Treasurer was informed of my concerns. I believed that it was mandatory that headquarters' recordkeeping, management and procedures were reviewed in an internal audit. No one would listen. The expressed desire to get rid of Steve Herbert had already been decided and I believe they wanted this audit to justify that previous decision. I felt like a victim of a politically motivated vendetta as I advocated for objective analysis of data and its flow from headquarters to the WFHF Treasurer. Later I learned that two people quit the audit committee independent of each other and unknown to each other, each calling it a "witch-hunt." (Linda McCall and Janis Fallon, Esq.)

I also recounted to Audit Chair, Lee Ann Potter, my concern regarding requiring WFHF records at headquarters because the Acting Office Manager was not trained in grants management and adamantly refused to do the requisite work connected with that task. And it was not in her job description to do so. No job description at headquarters included any grants management tasks, which in my professional opinion was a major problem."

Ms. Michelle Hicks, WFHF Treasurer also provided financial information including numerous emails that indicated donations to the restricted fund were in ASD general accounts and had not been put in WFHF funds for donations where donors mentioned their donations. (Exhibit 46). It is not know the extent of the issue as her repeated requests for information on accounting and donations were not responded to by the Treasurer or Office Manager. In her response to Lee Ann Potter she asked why Steve (Herbert) was being targeted, why

donor money was being used for ASD legal costs, and lack of concern regarding donations put in ASD accounts not where donors specified. As noted in other charges this is serious as it violates Vermont Trusts and Nonprofit laws and opens the organization to civil and criminal liability.

The 2016 audit was reviewed by the ASD's attorney and this information was also presented at the Annual Membership Meeting. The attorney recommended that an outside audit be done asap. It is almost a year later and no results of any external audit or internal audit for 2017 have been provided to the membership. The ASD Office Manager indicated that auditors had not requested documentation yet from her (as the week prior to this filing).

If the Ethics Committee desires additional testimony or evidence addressing specific accusations in the 2016 audit or background, please let us know and we will provide more evidence (and charges). As noted, this document is based on procedural issues primarily, therefore we have not attempted to address every finding in the 2016 audit and its validity.

The 2016 audit did not comply with ASD's Bylaws and serious financial information provided to Board members and the audit chair were not investigated or included leading to potential liability and harm to the organization and its members.

## **VI. Financial Information**

Vermont Statutes 11B Nonprofit Corporations §16.01(b) requires that the appropriate accounting records be maintained.

### **Charge 27: Failure to Provide Financial Information to Membership**

Vermont Statutes 11B Nonprofit Corporations §7.01(d)(1) requires that the president and chief financial officer (e.g. Treasurer) report on the financial condition of the corporation. Under the ASD Bylaws, Chapter VIII Board of Trustees and Executive Officers, Section 2(e) requires that the Treasurer comply with financial and tax regulations and file necessary reports. A financial report must be given at Board Meetings and an annual report to the membership.

Budgets were provided to the ASD Treasurer by the Water for Humanity Fund, but to the best of our knowledge, no other committees were required to submit budgets.

In the May 31, 2016 Board meeting the Board stated that there was no Treasurer's report but that all is good.

No ASD budget report was provided to ASD members at least since the 2015 membership meeting as required by State Law. We are unable to find any budget information on the ASD website or that has been distributed. The Board has violated State Law and their fiduciary duties to the membership of the ASD.



## **VII. Annual Meeting Violations**

### **Charge 28: Failure to provide Required Notice Information for the Annual Meeting**

Vermont Statutes 11B Nonprofit Corporations §7.05 (a) & (c)(2) require that notices of meetings are be fair and reasonable. To be fair and reasonable the notice of the annual meeting must include a description of any matter or matters which must be approved by the members.

The charged members of the Board have failed to comply with this legal requirement and have not provided notices which identify those issues that require approval by the members. This is another example of poor governance and violation of State statutes.

## **VIII. Conflicts of Interest**

### **Charge 29: Board compensation for services rendered**

The Vermont Nonprofit Statute 11B §8.12 and 8.13 require that no more than 49% of board members may receive or have received any compensation directly or indirectly from the organization for services within the past 12 months. ASD Bylaws, Chapter VIII. Board of Trustees and Executive Officers, Sec.4 also prohibits any Official from receiving any compensation for services rendered to the society.

It is believed that some of the charged members of the Board have received compensation from the ASD for services including speaking and courses. At the May 31, 2016 Board meeting Martin Lucas indicated that he would receive compensation for his services for a class he would present although he also stated that the Board were all volunteers.

As noted in the charge above, we are unable to obtain budgetary information as required by State Law, therefore we request that the Ethics Committee investigate this charge. This is a very serious offense as it allows Board members to be sued individually as well as regulatory enforcement.

## **IX. Bad Faith Misrepresentations and Actions Related to the Earth Water Alliance**

### **Charge 30: Bad Faith Actions Related to Earth Water Alliance**

Much of the charges listed in this section are based on testimony from members of the Water for Humanity Fund who are included in the wrongful termination charges in the first section as well as attached documentation. The Ethics Committee is urged to contact these individuals directly for additional testimony or affidavits can be provided.

Ms. Jean McDonald, a Board Trustee who had her membership terminated as described in the initial section, confirmed that President Marty Lucas on March 9, 2016 urged the WFHF committee members to start a new non-profit which would receive the WFH funds and that this new non-profit was formed and registered as a 501(c)(3) (Exhibit 9) She documents that the Board held a closed session on April 26, 2016 and disbanded the WFHF and voted against transferring the funds.

Ms. Amy Loomis, an ASD member whose lifetime membership was terminated by the Board as described in the first section provided a detailed summary with attachments of the EWA Formation and timeline. (Exhibit 47). It documents President Martin Lucas's directions (apparently on behalf of the Board) to form a new non-profit that will receive the WFHF. In reliance on his direction this was done and after Mr. Lucas and the Board disbanding WFHF and removing its members and freezing the monies (although using the WFHF donations for ASD legal and other costs as detailed in other charges), the Board in closed session voted not to transfer the monies with Mr. Lucas making the tie breaking vote to deny the transfer. Later the Board indicated the WFHF would continue and would be led by one ASD member and raffles would continue. As described elsewhere the Board then took disciplinary actions against WFHF committee members including termination of life and other memberships as described in Section 1.

Earth Water Alliance only came about as a direct response to the offer by Martin Lucas and Kevin O'Brien on a lengthy phone conference in which there was a clear condition place on an unequivocal assertion that if there was a de jure nonprofit formed, ASD would transfer the WFHF funds. Relying on that offer Ms. Loomis and Ms. Bower qualified the Earth Water Alliance for the initial sole purpose of accepting this condition. Time and money went into creating the Earth Water Alliance to their detriment. As a matter of contract law, there was an offer, an acceptance, fulfillment of the condition creating a valid enforceable contract. The charged Board members then renegeing was a breach of contract.

Also see in subsequent sections where IRS regulations were also violated in regards to use of WFH Funds by the Board.

The Board exhibited poor corporate governance, misconduct and bad faith in its actions (other statutory and Bylaw violations are further described in other sections related to this as well). The steps targeted the WFHF committee members and Board liaisons and led to the Board filing Ethics Charges against them causing significant personal harm and financial damages, including costs to create a new 501(c)(3) as directed by Mr. Lucas and the Board.

## **X. Financial Issues and Improprieties**

### **Charge 31: ASD not accounting for Chapters and Finances as Required by Bylaws**

Chapter VII Chapters and/or Regional Subdivisions establish provisions for the formation of ASD chapters and requirements for annual reports. Internal Revenue Service Laws and Regulations (IRS) on the State and Federal level require that those chapters under the ASD that are using the ASD's tax identification number be included in ASD financial accounting and tax filings. Regional conventions are also using the ASD tax identification number.

Under the ASD Bylaws, Chapter VIII Board of Trustees and Executive Officers, Section 2(e) requires that the Treasurer comply with financial and tax regulations and file necessary reports. A financial report must be given at Board Meetings and an annual report to the membership.

During the 2016 audit it became clear that the ASD could not identify how many chapters there were using its tax identification number, was not requiring or receiving annual reports from

Chapters, or reporting income as required by laws. During one interview Janis Fallon was told that ASD's accountant at the time was losing sleep over this and the potential liability. Ms. Fallon did request to Lee Ann Potter (audit chair) to speak to accountants and others with potential information on this topic, however Ms. Potter directed that the focus was on a hostile response letter to Mr. Prater who was associated with Water for Humanity as documented in the charges and Water for Humanity members. Ms. Fallon would be happy to testify before the Ethics Committees and provide additional emails related to Lee Ann Potter's audit focus.

Due to this lack of basic financial accounting required by laws, the Board has placed the ASD in jeopardy for serious civil and potentially criminal liability.

### **Charge 32: Lack of Accounting for the American Society of Dowsers Trust Fund**

The ASD Bylaws Chapter XI established a trust fund called the American Society of Dowsers Trust Fund (Trust Fund). §3 requires that a Trust Fund Advisory Committee consisting of three ASD members who are financial advisors, accountants, or CPAs be established and annually review the performance of the fund and recommend if the funds be kept with the current investment trustee or be changed. The Bylaws (§3) also require that a new member be elected each year at the annual membership meeting and that reports be given at each annual meeting. Quarterly reporting is required by Investment Trustee, the Chairman of the ASDFT committee and the ASD Operations Manager (§7).

In the latter part of 2015, Ms. Dreama Brower was appointed as a member of the of the ASDFT committee (and as noted in the initial section of charges, one of the members which the Board improperly charged and terminated her membership). Ms. Brower requested information from the Treasurer and Board on the amount of money contained in the Trust Fund and it could not be provided. Funds were moved from one bank account to another without authorization or knowledge of the Trust Fund Committee preventing any oversight or fulfillment of the committee's responsibilities under the Bylaws. The Board has not provided reports on the Trust Fund at annual meetings as required. It is unclear whether the Trust Fund contains monies donated or if they have been handled improperly or misappropriated. In her resignation letter to the Board dated May 24, 2016 (Exhibit 24) Ms. Brower indicates the lack of communication from the Finance Committee with the Trust Fund committee members including unable to identify the amount of money that the committee was to manage, lack of authorization to move funds to a new bank account and concern over the management of the Trust Fund.

In 2015 Ms. Jean McDonald a Board member at the time also enquired into the Trust Funds amount that wasn't made available even to the full Board. (Exhibit ). In an unsigned letter to the membership by "The Executive Committee" (Exhibit ) dated May 18, 2016 it is stated around \$800 though no financial report or exact amount are presented.

## **XI. Election Violations**

### **Charge 33: Violation of election process**

The Board failed to follow the Bylaws, Chapter 1X Elections in the last election. At the annual meeting in 2016 an individual was named to lead a Nominating Committee to survey the entire membership to prepare a list of candidates for election. §1 requires that the Nominating

Committee have representation of each region plus one appointee by the president. The Nominating Committee did not meet the By-Law requirements.

**Charge 34: Election Ballots Improperly limited Write in Candidates to Former Trustees**

The ASD Bylaws Chapter IX Elections §2 require that the mail ballot provide a space for write-in candidates of the voter's choice.

The ballots sent to the membership for the last election added additional provisions that the write-in candidate must have been a trustee. This violates the Bylaws right for members to write in candidates of the voter's choice.

**Charge 35: Ballot Accounting Requirements were not Complied With or Reported as Required**

The ASD Bylaws Chapter IX Elections §6 requires that all ballots must be received by three inspectors who are members of the Auditing Committee. These inspectors must be sworn to perform their duties and report in writing the results of the ballot. This report must be published in the American Society of Dowsers Publication.

We do not believe this requirement was complied with. No report signed by the three sworn inspectors has been published in any ASD quarterly publication since the election.

In addition, in 2015 Ms. Jean McDonald a Board member at the time, requested results of the 2015 election for Bylaw changes and was told they were unanimous although she and others she knew had voted against them. She also notes results of elections not being reported as required noted in the charge above (Exhibit 9).

Bylaw requirements were violated by the charged Board members in regards to elections as detailed above.

**XII. Other Violations**

**Charge 36: Bylaws available to members have not been updated to reflect membership ratified amendments since 2006.**

The Board posts the Bylaws governing the organization on the ASD website and presumably these are the Bylaws that govern the Board and the governance of the ASD. These Bylaws note that they were last amended in December 2006. During elections since 2006 numerous bylaw changes were proposed. As noted in other charges, the results of elections and bylaws change results have not been overseen by three independent inspectors as required nor have the results been published in the Digest. Requests noted in charges for this information have not been provided.

In their response to Jean McDonald's resignation (Exhibit 10) an unsigned letter to membership by the "Executive Committee" states that in 2015 there were eight bylaw changes. It is presumed there are others in the period since 2006.

This is a violation of the Bylaws and an example of poor governance practices as members are unable to know what other Bylaw requirements are in place or comply with them if they have changed, including responding to Ethics Charges. It is not clear if the Board or this Executive Committee are operating under other rules and requirements than what is published as the organization's bylaws on the ASD website.

### **XIII. Violations of Duties of Care and Loyalty and Bylaws Code of Ethics**

#### **Charge 37: Board Member Meeting Minutes Not Available to all Members**

Vermont Nonprofit Corporation Law 11B §16.01 requires that a corporation keep permanent records of meetings of its board of directors, a record of all actions taken by the members or directors without a meeting, and a record of all actions taken by committees of the board of directors. Section 16.02 provides that these must be available to members upon written notice.

Board meeting recordings and minutes are not made available to members. These minutes are not posted on the website including on the members only portion. In notices of meetings sent to members no phone number is listed. Written requests by members whom have had their life and other memberships terminated as noted in the charges have not been responded to and these Board minutes that Vermont State Law requires be available to members has not been provided. This lack of accessibility and transparency is another example of violations of Vermont Statutes and poor governance practices by the charged members.

#### **Charge 38: Improper Decision Making Not Involving Entire Board**

The Board frequently has small Executive Committee meetings excluding the entire Board of Trustees. These are often inappropriately closed executive sessions and as noted in the charges above, decisions are often made for disciplinary action by this small group of charged members without the entire board involvement as required by the Bylaws. While Vermont laws does not address directly closed sessions for nonprofits, that we have been able to identify to date, minutes are still required to be taken as noted in the charge above and if involving disciplinary actions the Vermont Statutory and Bylaw requirements must be followed.

#### **Charge 39: Whistleblower Retaliation**

Actions related to individual charges made by this Board have not been kept confidential as well as not investigated as required as noted in charges above. In cases were others defended terminated members and attempted to use proper procedures be followed, then their memberships were terminated (e.g. Danville Chapter President in the last month). The Board has created an atmosphere of fear and retaliation for anyone who speaks up or points out legal and Bylaw violations. This has damaged individuals as well as the entire organization. Individuals are afraid to run for election or participate on the Board due to their actions against even fellow Board members who bring up issues or do not agree with the charged individuals on the Board, including those cited in this charge.

**Charge 40: Threats and actions designed to inhibit members from speaking up regarding wrongdoings**

In an unsigned letter to the membership from "The Executive Committee" it states that ASD was advised to consider individual or group civil actions against those who participate in such writings (presumably those supporting WFHF, in support of those charged, or explanations why Trustees resigned). This threat made to the entire membership is inappropriate and in violation of member's rights to speak including constitutionally guaranteed First Amendment Rights and as part of their rights to fight these Ethics Charges. This is a membership organization and the Board has a fiduciary duty to its members. This is an example of board misgovernance and violation of its duties.

**Charge 41: Violation of Donor Confidentiality**

Donor's names and addresses were included in exhibits to the 2016 audit that were handed out at the General Meeting in 2016. These exhibits were used to show that Steve Herbert had improperly sent a thank you letter to a donor who had contributed funds in appreciation for a well dowsed by member Bill Getz. Donor information and names, as well as contribution amounts were improperly distributed and were not maintained in confidentiality.

**Charge 42: Violations of Standards of Conduct for Officers**

Vermont Nonprofits Corporations Statute §8.42 requires that officers must discharge their duties in good faith, with care, in the best interests of the organization and its members. These Duties of Care and Loyalty create a fiduciary duty by the Board members to follow the law, follow the Bylaws, act with care and good faith, act in a reasonable manner. The Vermont Attorney General is responsible for ensuring these duties are fulfilled, as well as the Vermont Department of State. The charged members consistent failures and violations of these standard of conduct as detailed in these charges has caused not only significant harm to individuals, but the American Society of Dowsers organization and membership and opened up the potential for civil and criminal enforcement actions.

**XIV. Summary**

Based on the above charges, this Complaint is being filed in accordance with ASD Bylaws Chapter XV Code of Ethics, Section 2. Due to misconduct described that violate the Code of Ethics, the abuse and misuse of power, slanderous remarks against other members and violations of State and Federal Law the Complainants request that the charged Board Members be removed from office and suspended or otherwise reprimanded as determined by the non-charged Board members based on the independent Ethics Committee review and investigation. These actions have caused significant emotional, mental, financial harm to individuals and the organization and opened the ASD to further civil and criminal liability due to the actions of these Board members.



January 15, 2015

Ms. Sandee Mac  
[REDACTED]

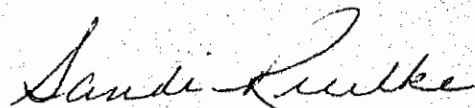
Dear Ms. Mac:

At a Board Meeting of the Trustees on September 16, 2014, you were given an additional 75 days to respond to ethical and misconduct charges that were leveled against you by other members of The American Society of Dowers. You have failed to respond to these charges, as a result, pursuant to Chapter XV, Section 2 of the American Society of Dowers, Inc. By-laws, the trustees have reviewed the information and voted to rescind your membership in the Society for two years as of December 17, 2014.

You are hereby directed to remove any reference to your association with ASD from any and all of your business materials, publications and websites.

You are free to reapply for membership in two years.

Yours truly,

  
Sandi Ruelke  
Secretary

c: Electronic Copy & Hard Copy  
Bucknam & Black, PC



American Society of Dowsers

**As National President of the American Society of Dowsers, I am sending this message out to the ASD Membership as my last formal action as your President. Please read this letter below.**

**- Sandee Mac**

**Letter of Resignation to the  
Members of the American Society of Dowsers  
and the Board of Trustees**

**October 31, 2014**

**We, as a group of five Trustees, are tending our resignations, effective immediately, for the American Society of Dowsers.**

**It is our conviction that because of irresolvable conflicts within the Board of Trustees for the past eighteen months, we have been unable to implement our goals of world service through dowsing. Our constructive energy has been drained. We can no longer tolerate the back-stabbing, undermining, negative emails, self-serving promotions, character assassinations, outright lies, and well-crafted sabotage of the organization that four members of the remaining Board are carrying out, basically blocking every attempt at moving ASD forward in a positive manner. We feel that our time can be better spent working as members in local ASD chapters or with other organizations that promote Light and Service to Humanity rather than concentrate on the continued activities, referenced above.**

**As a result of our departure, you, the members, may get a response from some of those remaining on the Board of Trustees and others in their network, perhaps portraying us in a negative way. If you want to see examples of the negative behavior that we have been experiencing, we will be happy to make them available.**



We believe it is for the highest and best good to resign from our board and committee positions. We regret leaving these leadership roles, but feel that another two plus years will prove to be too much of a burden for us to bear. The American Society of Dowzers was founded as a member-driven organization of service to Humanity. We ask you, and all of us, as members to work and dowse ways to bring our organization into alignment with the founders' original vision.

We wish you all well and hold you all in the Highest Light.

Respectfully,

**Sandee Mac**, ASD Board of Trustee, Executive President (member of all committees), formerly Vice President

**Lisa McCrory**, ASD Board of Trustee, Executive Co-Vice President, formerly Secretary, Finance committee, Water for Humanity Committee, PPM and By-laws Committee, OM Hiring Committee

**Kate Whitefield**, ASD Board of Trustee, Executive Secretary, PPM and By-laws Committee, International Outreach Committee

**Marty Cain**, ASD Board of Trustee, formerly Executive Co-Vice President, Convention committee, Education Committee, PPM and By-Laws Committee

**Bill Bonnell**, ASD Board of Trustee, formerly Executive Co-Vice President, PPM and By-laws Committee, Water for Humanity Committee, Buildings and Grounds Committee

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My notes regarding telephone conversations with ASD Trustee Keith Shaffer, on:

January 27<sup>th</sup> 2016

January 28<sup>th</sup> 2016

February 3<sup>rd</sup> 2016

and one voice mail February 2<sup>nd</sup>, 2016

Keith Shaffer called me, possibly in response to emails I had sent to the ASD Board of Trustees protesting the illegal, malicious, harmful and unnecessary firing of Steve Herbert. I knew who Keith Shaffer was, but had no interaction with him in the past. These calls to me came out of the blue.

He speaks here about:

Steve Herbert

Adhi Two Owls

Sandee Mac

I am putting Keith's words in BOLD and BLUE:

---

610-689-5164

Keith Shaffer has called me 3 times:

January 27, around 9:30 a.m.

January 28 around 9:30 a.m.

February 3 around 8 pm - am not totally certain of the time, that time is pretty close

Keith Shaffer's statements to me during those calls:

**Marty Lucas resigned as co Vice President  
Because of Adhi Two Owls**

**The Executive Committee meets tomorrow (Thursday) at 2 pm**

**I guarantee she will be thrown out by the next meeting**

**If she is still in I want her to resign**

**She puts it off and puts it off**

(He addressed her delaying and not handling Susan Spuhler's request to come back in and run for Trustee, that she won't deal with that because Susan is in her backyard. I said I thought she lived in North Carolina, he said she moved to Connecticut. And that the situation with Spuhler will upset her business.)

**I made a mistake about the money I told you Steve took. It wasn't \$1300. It was \$2400. Sandee Mac made the bookkeeper write him out a check for \$1000 with no specifics. To save her butt he got a 1099.**

**He is putting out brochures with 2 different amounts of money**

**Its all 2 owls fault for waiting until the last minute**

**But now she's on facebook trying to get the pagans to follow her**

**Because she's losing the ASD.**

**That's why all this shit is kicking off, because she's not doing her job**

**I got Sandee Mac out she'll be a lot easier**

**I had charges against her and they were not bogus**

**The executive committee meets tomor 2**

**guarantee she will be thrown out by the next meeting**

**if she is still in I want her to resign**

**she puts it off and puts it off**

**Sandee Mac made the bookkeeper write him out a thousand dollar check**

**with no specifics**

**to save her butt he got a 1099**

**They are putting out brochures w 2 different amounts of money**

**Its 2 owls fault for waiting till the last minute**

**now shes on fb trying to get the pagans to follow her**

**cause she's losing the asd**

**thats why all this shit is kicking off cause she's not doing her job she's not opening her out**

**I got Sandee Mac out she'll be a lot easier**

**I had charges against her and they were not bogus**

**This is the text of the voice mail message that Keith left for me on February 2<sup>nd</sup>, 2016:**

**Keith Shaffer. Hey Marilyn there ARE no charges against Steve Herbert.**

**They're retiring him.**

**And Brother Kimpton is the one that founded Water For Humanity and Steve took it over. So they're retiring him.**

**Submitted to: Janis Fallon, June 5<sup>th</sup>, 2017 by Marilyn Gang**

# The American Society of Dowsters

PO Box 24, Danville, Vermont 05828 (802)684-3417 Fax: (802)684-2565  
[www.dowers.org](http://www.dowers.org) [asd@dowers.org](mailto:asd@dowers.org)



Dated: August 4, 2016

p. 1 of 6 (includes attachment)

To: Daniel Prater non-member of ASD  
Michelle Hicks  
Steven G. Herbert  
Jose Cueto non-member of ASD  
Frankie Hutton  
Jean McDonald  
Jennifer Anderson  
Amy Loomis advisor  
Dreama Brower coordinator or advisor  
Don Black non-member of ASD  
Susanne Dillon former Chair of Raffle  
C: Sandee Mac non-member, former President

To All Listed Above:

This is to formally notify you that several ethical charges have come forth because of your written actions and behaviors as part of the Water for Humanity Fund working group as either voting committee members or advisors and/or coordinators where your participation has been documented in numerous emails, minutes, and telephone conferences. As most of you are well aware, the internal audit conducted recently validated the need to process these charges by members and the Board so everyone can move forward and put this behind us. For those of you who are not current members, your action and/or failure to act on this notice may influence your ability to re-join should you so decide to do so in the future. We all would like to close this unfortunate chapter in ASD's history and continue to expand the knowledge and use of dowsing.

There are three main areas in which the ethical complaints are centered and these are summarized in the attachment labeled, "*Summary of Ethical Charges Derived from the 2016 ASD Audit Report.*" In brief, these are the following:

- Charges against Steven G. Herbert.  
Falling into five categories -- 1) Conflicts of Interest; 2) Failure to provide documents for legal document retention; 3) Abuse and/or misuse of power and misconduct relating to tax deduction receipts; 4) Misconduct specifically applying for grants for the purpose of drawing a personal salary from ASD and non-performance; 5) Misconduct in repeatedly working against several Boards of Trustees in their effort to properly administer the WFH Fund.
- Charges against The Water for Humanity Fund Committee and working group.  
Misconduct, mismanagement, and failure to report ethics violations to the ASD Board of Trustees including formally filing complaints against Board Members and Staff that are unsubstantiated.

(over)

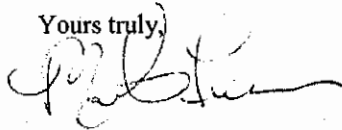
The WFHF Committee and advisors even failed to reply to requests for evidence and for the names of those responsible for the complaint. The By-Laws Chapter XV, Section 2 (c), (3), ratified by ballot in 2013, state that, "A written statement submitted to any person or group in this process shall be considered taken under oath. If it is found that a statement is false, the person or persons submitting the false statement will immediately lose their membership in ASD by a majority vote of the BOT."

- Charges against former President Sandee Mac. (This portion is only applicable should Ms. Mac reapply for membership. It will be added to the list of outstanding complaints against Ms. Mac presented to her during her term as president in 2014.) Abuse of authority in granting a Life Membership to Steven Herbert. The By-Laws state that Life Memberships may only be granted by the membership with the exception that past presidents may be granted life memberships if they conclude their membership in good standing. There is no record of Ms. Mac making any payment to cover the cost nor any paperwork indicating payment was made.

The BOT wants very much to bring these items to closure and if you have evidence that any statements made regarding your written materials and actions have not been recorded properly, please respond in writing no later than August 25, 2016 and mark your response to my attention.

Thank you, in advance, for your cooperation in helping us bring this to closure.

Yours truly,



Martin Lucas  
President

Enclosure: Summary of Ethics Charges Derived from ASD 2016 Internal Audit.

## Summary of Ethics Charges

Derived from the  
2016 ASD Audit Report

- 1) Steve Herbert:
  - a) Conflict of Interest, over many years. This charge related specifically to Chapter XV, Section 3 of the By Laws: "(3) Personal activities prejudicial to the best interests of the Society, including placing personal interests ahead of those of the Society". Rationale: Steve Herbert had, for years (certainly since at least 2007) used Advanced Graphic Communications of Littleton, NH, for his graphics design and printing needs. However, Advanced Graphic Communications is owned and operated by Gail Kimball, who is Steve Herbert's sister. There are receipts and payments for limited quantities of printed documents, which are repeated soon after, rather than to buy an initial quantity that would meet all anticipated needs. This resulted in a greater cost for ASD (WFHF), but the use of the company, as their sole supplier (with no competing bids) is a conflict of interest in that it directly benefits Steve Herbert's sister. During its October 2015 Committee meeting, the WFHF Committee acknowledged this "conflict of interest", but failed to notify the Board of Trustees of the ethics issue, as required by the ASD By Laws. Although it is impossible to determine if Steve personally benefited, it is certain that his immediate family did.
  - b) Failure to provide documents to ASD HQ for document retention, in accordance with ASD Document retention policies, IRS regulations, and Vermont State Law. This charge related specifically to Chapter XV, Section 3 of the By Laws: "(3) Personal activities prejudicial to the best interests of the Society..." PPM Section regarding Document Retention and Destruction, beginning on page 22 of the March 3, 2014 PPM. RATIONALE: Steve Herbert has, on several occasions, been directed by the ASD BOT, to turn over all documents that he has regarding any ASD work product, to include all files from the WFHF. During the previous year, Steve has delivered to ASD HQ a number of CD-ROMs and USB Thumb Drives containing documents; however, a bulk of the documents are not signed originals, but Microsoft Word documents. In either case, the ASD Policy and Procedures Manual, in addition to IRS regulations (See IRS Revenue Procedure 98-25; 1998-1 C.B. 689). Although documents in electronic format were found during the audit, it was clear that many documents were not available. Correspondence from Amy Loomis (see Audit Report Appendix D) states, "there are no originals because everything is done by electronics", yet several weeks after this statement Steve Herbert brought into ASD HQ 5 boxes full of hard copy records (after the audit cut off period), clearly indicating that hard copy files do exist. There has been no indication that additional files will be forthcoming, so we must assume that additional files exist. Extensive email

2) WFHF Committee:

- a. Misconduct, Mismanagement, failure to report ethics violations to the ASD BOT, and filing complaints that could not be substantiated. Specifically, their involvement in the development of the WFHF/ASD MOU; their failure to comply with the ASD Policy and Procedure Manual sections regarding Document Retention and Destruction; failure to provide oversight and compliance to ASD By Laws and PPM by the WFHF Committee Secretary. RATIONALE: In its October 2015 meeting minutes; they readily identify that a conflict of interest has existed due to the WFHF Secretary using a graphics firm owned by his sister for all of his work. Despite this knowledge, the WFHF Committee failed to bring this ethical lapse to the attention of the Board of Trustees. As noted in item 1e above, the WFHF Committee must have known that their Secretary had written a draft MOU that in effect would declare their autonomy, in violation of the ASD By Laws, PPM, and founding documents, to the detriment of the larger Society. Perhaps one of the more egregious ethical concerns is the complaint filed by the WFHF treasurer on behalf of the Committee (the complaint being filed against Annette Weis and Lisa Lacoss); in general, the complaint involved effort to try to gain additional information regarding the donation of a number of healing crystals. In their zealotry to file charges, the WFHF Committee made accusations that the Board of Trustees members "violated the confidentiality" of one of their donors (among other things), and violated the "Volunteer Protection Act"; in addition, the WFHF Committee made accusations that they were being slandered as a result of the communications that sought to clarify details about the donation. The audit found that none of the statements made in the complaint could be substantiated; in addition, it would certainly seem that the intent of the complaint was to deflect the Board of Trustees from performing the management functions that were their responsibility as Trustees of the Society. In yet another concern, the WFHF Committee made no efforts to ensure that their Committee was in compliance with the ASD Document Retention and Destruction requirements; there is no indication that they made any efforts to be in compliance with any ASD Policies and Procedures.

3) Sandee Mac:

- a. Abuse of authority, specifically, granting of a Life Membership to Steve Herbert. The By Laws are clear regarding the granting of a Life membership, it is only the membership who may grant this. There is one exception to this, and that is past Presidents are granted a life membership if they conclude their membership in good standing. In the case of Steve Herbert, there is no record or indication that any vote was taken regarding the granting of a life membership, an honorary membership, nor is there any indication that a vote was taken by the Board of Trustees.

August 25, 2016

Attn: Martin Lucas, President

The American Society of Dowsters

PO Box 24

Danville, VT 05828

Re: Formal Notification of Ethics Charges dated August 4, 2016

Mr. Lucas:

I hereby deny each and every allegation in your letter of August 4, 2016 that was mailed to me August 11, 2016 via USPS standard mail delivery. I further deny each and every previous allegation that you reference in this document as well as the unlawful "taking" of my life membership. This is also in reference to your allegations that I illegally gave Steve Herbert a Lifetime membership without approval.

I hereby request a copy of your errors and omissions insurance policies that covered me during this entire time as an elected ASD Board of Trustee. I request representation of all insurance carriers and copies of the notices requested of them.

I hereby place you on notice that I believe the American Society of Dowsters has not followed proper procedures in regards to these ethics charges as specified in Article XV, Section 2 of the ByLaws and, I thus am invoking my rights for this charge to first be taken up and decided by my local chapter head and RVP in accordance with these ByLaws.



Please provide me notice of who is designated to receive all service of process in all litigation involved in this matter.

**Sandee Mac**

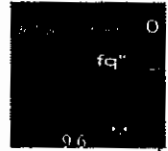
**Past President,**

**American Society of Dowsers**

# The American Society of Dowsers

PO Box 24, Danville, Vermont 05828 (802) 684-3417 fax: (802) 684-2565

c,ociE TY o



January 15, 2015

Ms. Kate Whitefield

Dear Ms. Whitefield:

On October 31, 2014, you resigned from your leadership positions and committees of The American Society of Dowsers. As a result of the manner in which you resigned, you have been charged with misconduct under Chapter XV of the ASD by-laws for the following reasons:

- (1) Making unsubstantiated and defamatory claims against other members of ASD in your resignation letter;
- (2) Improperly using ASD's social media sites to make your unsubstantiated claims;
- (3) Misusing ASD staff to distribute your resignation letter; and
- (4) Failing to return ASD documentation for which you were responsible, including meeting minutes.

The Board of Trustees has voted to allow you fourteen (14) days to submit a written response under oath to these charges. At that time, the Board of Trustees will review the charges and any response you choose to make and decide on a course of action. You will be expeditiously informed on the Board's decision.

Yours truly,

Sandi Ruelke  
Secretary

c: electronic copy & hard copy  
Bucknam & Black, PC

# The American Society of Dowsers

PO Box 24, Danville, Vermont 05828 (802) 684-3417 fax: (802) 684-2565



March 4, 2015

Lisa McCrory  
[REDACTED]

Dear Lisa:

We are in receipt of your letter dated January 27, 2015. The Board is exercising its authority under Chapter XV, Section 2(c)(1) and (3). The mass resignation of Trustees in the manner in which it was done is a crisis situation that has left the organization in jeopardy. You have failed to respond to the charges as set forth, so the Board of Directors has proceeded under Chapter XV, Section 2(c)(4) and (5) accordingly. The Board of Directors has voted to terminate your membership in the American Society of Dowsers. You may reapply for membership on March 5, 2017.

Yours Truly,

Sandi Ruelke  
Secretary

January 27, 2015

Mrs. Lisa Lacoss, Assistant Operations Manager  
American Society of Dowsers  
184 Brainerd St, PO Box 24  
Danville, VT 05828

Re: Response to Mrs. Ruelke's letter dated January 15, 2015

Dear Mrs. Ruelke, ASD Secretary,

This will acknowledge your letter of January 15, 2015.

Chapter XV of the Bylaws is precise as to the procedure required to be followed to confer authority upon the BOT in this context.

If it is the BOT's intention to assert a Grievance or Complaint against me, then I request that the BOT observe and follow the Bylaws, to the letter, which clearly set conditions which must be met before the BOT may have authority to act.

Upon receipt of a written Grievance or Complaint "taken" to the Chapter President (or the appropriate RVP), as set out in Section 2 of the Chapter, I will then exercise my best effort to resolve the matter. If no resolution, the additional resolution process to follow is clear. Then, and only then, may it go to the BOT.

Until these conditions are observed, I remind you that the BOT has no authority to act.

Indago Felix,

A handwritten signature in black ink, appearing to be 'Lisa McCrory', written over a horizontal line.

Lisa McCrory



May 18, 2016

Dear American Society of Dowsers' Board of Trustees/ Disbanded Water for Humanity Fund Committee/ and ASD General Membership:

In the past, I served my home county for 20 years as an elected County Commissioner. After that, I was appointed County Road Commissioner for 6 years. I served on dozens of committees and chaired many of them. Only once in those 26 years did I encounter a group of individuals so determined to micromanage and so obsessed with absolute control of information. Last year, I met another in the guise of the Board of Trustees' Executive Committee.

I had heard that there were issues within ASD when I was asked to run. Five Board of Trustee members had quit at the end of 2014. I came on the Board of Trustees (BOT) eager to help solve any problems. I truly believed that ASD and the WFHF were admirable groups dedicated to humanitarian service. We "Newbies" as Jennifer Anderson, Rebecca Gurland and myself were called, were told at our first meeting that there were 7 potential lawsuits pending and that our questions regarding the new By Laws would be answered at the evening's Membership Meeting. We were surprised and shocked when after a short question and answer period, someone called out, "Move to adjourn!" It was seconded, and the meeting ended.

At our next meeting the following morning, we were told that with the loss of the five trustees, everyone was overwhelmed with work that needed to be done. We were asked to support an expansion of the Executive Committee to include 2 vice presidents and 2 secretaries. Elected were: President: Adhi Moonien Two Owls, Vice Presidents: Marty Lucas and Sandra Isgro, Secretaries: Annette Weis and Sandi Ruelke, Treasurer: Kevin O'Brien.

Later, we would realize our mistake. Now these individuals had the majority of votes and could and did control the BOT. The Executive Committee did not share its agendas or action items. Committees were formed and comprised by as few as one person to rewrite By Laws, Nominations Committee Procedures, Personnel and Policies Manual (PPM), and Confidentiality and Harassment policies. These

changes were then sent on to the BOT for approval. As much as possible, changes in policy were put into the PPM, as those did not require membership approval. There were many calls for volunteering for ASD Committee membership but volunteers quickly learned that being on one of these committees did not mean that you would be notified and included in meetings or in the decision making process.

The vitriolic and punitive responses to my asking questions of the BOT, resulted in me being placed on 3 months probation. No hearing—nothing in writing. Just a vote by the Executive Committee and their decision of October 10, 2015 relayed to me by phone by President Adhi Two Owls. Even today, almost 7 months later, I still have not been given causal factors for this decision or notice of being removed from probation.

At the June Convention, President Adhi Two Owls named Jennie Anderson and myself as Liaisons to the Water for Humanity Fund Committee. We were pleased and eager to work with this group of such dedicated individuals. This committee worked very well together becoming more organized and using each of our differing areas of expertise. There were no complaints or suggestions from the BOT to us as Liaisons or to the Chair of WFHF, Dan Prater. We thought everything was going well.

In early December, Jennie and I had a phone conference call with President Adhi. She informed the two of us that the Executive Committee had met in late November and voted to remove Steve Herbert as Secretary to the Water for Humanity Fund (WFHF) and to retire him from WFHF at the June 2016 Convention. Both Jennie and I urged her to get the Executive Committee to reconsider its decision. We told her that WFHF had been working well together and were a much more cohesive group. We told her that removing Steve who was the heart and soul of WFHF was a huge mistake. Although Adhi agreed with us, she stated that she had been ordered by the Executive Committee to execute their vote and wishes. Further, she requested that the information given us was to remain confidential until she had time to speak to both Steve Herbert and Dan Prater. Dan and Steve were not told until after the New Year. As you can imagine, all hell broke loose. None of the rumored accusations towards Steve were felt to be discreet. In addition, WFHF's lack of information about the Executive Committee's reasons for this action hampered WFHF's ability to investigate and

respond to the issues now raised in rumors and innuendo. All of this caused much anger and lack of trust.

Shortly thereafter, Adhi Two Owls was forced to resign, and Marty Lucas became President of ASD. With the removal of Adhi, the new leadership became even more obsessed with control of information, threatening that any member who shared information outside the BOT meetings would also be removed from the BOT. As the appointed Liaison to WFHF, I needed to speak to both the BOT and the WFHF Committee about information and issues that came up. "Muzzling" me made it impossible for me to do my job as Liaison.

By now, 3 more BOT members were gone: Janet Windsor, Richard Benishai and Adhi Two Owls.

Soon, Marty installed a communications system for all BOT Members. We were given email addresses so that a server would keep track of our emails—ingoing and outgoing. It was stated that this was to enable the next Board to understand what this Board had done. Until just recently, I did not agree to do so. I still don't understand why a 1200(?) member non-profit organization needs to maintain such control and secrecy. I believe that we need transparency. We need people to ask questions and bring in new ideas. We have lost 8 BOT members in less than 2 years. When asked how many ASD members we'd lost over the last few years, information was "not available". What is going on?

On March 9, 2016, President Marty Lucas and Treasurer Kevin O'Brien urged the WFHF voting and non-voting Committee Members to transfer the Fund by either starting a new non-profit or finding another to join. Amy Loomis, Dreama Brower and Sue Trumpfheller began working and formed the Earth Water Alliance. They applied for and received their 501©3 non-profit corporation status. All the voting members of WFHF Committee sent letters to the BOT supporting the transfer of the Fund to this new group. As requested by Marty and Kevin, Earth Water Alliance (EWA) submitted their application to the BOT for the transfer of the WFH Fund. On April 26, 2016 in closed session, the BOT voted against the transfer of the Fund. Marty then disbanded the WFHF Committee and the Fund remained "frozen".

I am not one to give up and quit but on April 26, 2016 when the BOT went into Closed Session, they also tried to remove me from the BOT for paying my dues two weeks late. This was a surprise move and not on the agenda. On May 16, 2016, ASD had another closed meeting. The Board voted to use the WFH non-restricted funds to pay for ASD's attorney fees, (6 yes – 1 no), me being the one no. I have always been told that all donations to WFH are restricted and that WFH restricted funds cannot be used for administrative costs unrelated to the purpose for which they were donated. This action would also increase the traditional 5% administrative costs of the WFH Fund. Further, how could this even be considered when the Fund has been "frozen"? How can ASD have a convention raffle to take in monies for a fund that is "frozen"?

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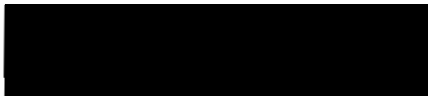


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Sadly, I leave...grateful for your confidence in electing me and grateful for the many letters and calls with your support. I have met so many wonderful dowers!!!

Thank you,

Jean McDonald



May 18, 2016

**To:** ASD BOT, Disbanded & Former Water for Humanity Fund Committee and Members of ASD  
**From:** The ASD Executive Committee  
**Date:** June 5, 2016

Dear Dowzers:

It is with **profound** regret that we must reply in public to Trustee Jean McDonald's resignation that has been distributed throughout segments of the membership. The Executive Committee can no longer be silent in tolerating the malicious and destructive information circulating around on the ASD rumor mills. Many members remember Jean as the woman who fumed and embarrassed herself at her first annual meeting in 2015 and this behavior has continued. It is indeed unfortunate that a few members within ASD and some no longer with organization have never learned to check for facts before contributing to the spread of unsubstantiated accusations and misinformation. Ms. McDonald's resignation is a perfect example of the rumors and lies that have been circulating without anyone taking the time to verify information. This type of misinformation has been a cancer that has eaten at the heart of our Society.

Taking a non-confrontational road has allowed these rumors to take on a life of their own. After the mass resignation of five trustees in late 2014, it became very apparent that ASD needed to take steps to become more accountable and bring its operations into the modern world. However, when any attempt to educate or inform was taken, it was met with great resistance and accusations of 'attacks.' Anyone, past or present, who attempted to look at the issues, bring them forward, and resolve them has been painted with 'negative energies.' This has been going on for too long. Records indicate that some of these problems, and specifically those with WFH, go back to the late 1990's and again around 2008. It is time for some light to enter ASD and its Water for Humanity project and have these issues resolved once and for all.

As a Board we have attempted to avoid this type of public, factual rebuttal. All the traditions teach that there reaches a point where truth and fact must be known to all. This latest letter mandates that we reply for the sake of the individuals who have become unknowingly embedded with these rumors as well as for the hundreds of other loyal members who support the purpose of ASD.

On-going conflicts with the Water for Humanity Fund Committee have caused a number of Trustees including a president to resign over the last 11 months. When the

May 18, 2016

accusations and misstatements presented by the WFHF Committee and its advisors were countered with facts, the leadership of the Committee resigned as well. Several members of the WFHF Committee members have also resigned. At no time have any of the Committee leaders, members, or their advisors ever retracted their erroneous charges or apologized to the Board, the individuals, or to the membership for the damage they caused. Quite the contrary, the pattern has continued.

To go through Ms. McDonald's letter line-for-line citing her errors in fact, judgment, and/or memory, i.e., "7 potential lawsuits?"; 6 being a majority of 13; one person committees; "changes in policy;" the "probation" that never happened and was never asked about until May 2016; not to mention the lack of information on meetings given regarding the removal of Steven Herbert from an administrative position with honors, would take us pages. We could even explain how WFHF is NOT an all volunteer committee and that its expenses continually exceed 10-20%, but we leave that for the audits.

It is important to remember that Ms. McDonald's letter is written from the perspective of Trustee with only 11 months on the Board where on numerous meetings she was either absent, walked out, or hung up. She was asked to take a leave to allow time to learn more about the Society because of making false accusations against her fellow Board members and disrupting Board meetings. When her email was hacked, she went without email communication for months. She refused to use alternative email options. In addition, she allowed her membership to lapse without renewal and it was two weeks after her membership was terminated that she was reinstated.

As the Executive Committee of the Board, we prefer to move everyone **forward** and answer the questions posed at the end of Ms. McDonald's resignation letter to shed some of the needed light:

1. The detailed ballot results for all eight of the 2015 By Laws changes were provided in written format to Jean McDonald on June 12, 2015 by Annette Weis with a follow-up email by Marty Lucas, then Chair of the By Laws Committee. This is the same committee Ms. McDonald said she wanted to be a member but never participated in the meetings even though notifications were sent.

2. No one ever asked for the numerical ballot results for the candidates they are still available and in a sealed carton signed by several ballot counters.

3. The Trust Fund was discussed at length during a recorded meeting and the amount given was around \$800. The idea that the amount had to be kept secret was

May 18, 2016

dispelled by Kevin O'Brien and several others. Ms. McDonald was the one who came up with \$20,000 but would not reveal from whom.

4. On October 15, 2015, Ms. McDonald appeared to have resigned from the Finance Committee but then reappeared. The answers to this question are found in the budget her committee created with no secret changes.

5. No amendments have been made to the 2016 Budget.

6. To date, the 2016 Convention has spent 15% of its budget.

7. A total of \$150 was spent on the attorney to review the WFHF Harassment Complaint against Annette and Lisa and accusatory resignation letter from Daniel Prater, former Chair of WFHF. It took the attorney very little time to render an opinion on both. These opinions were supported by an additional, non-ASD, attorney who also advised we consider individual or group civil actions against those who participated in such writings as a way of preventing similar trouble in the future.

ASD does use a CPA firm for our tax returns. No auditor has been 'hired.' Two members have volunteered and contributed hours and hours of time, energy and resources. Not even expenses have been reimbursed. The only 'volunteer' who has been paid both as an independent contractor and an employee with benefits and had expenses routinely reimbursed has been the former Secretary of the WFHF Committee.

8. One action item approved by the Exec. Committee on Nov. 29, 2015 was to have Steven G. Herbert step aside with honor for all his years of service from an administrative position on the WFHF Committee by June 2016. Ms. McDonald was a liaison with the committee and admits she was informed of this immediately. If she pleaded with Adhi Two Owls to have the Exec. Committee reconsider the decision, no such request ever came to any of us. We can only suggest it be worked out between the two of them. A second action item was to approve spending up to \$1,500 for converting the website to Word Press. This was reported at the next regularly scheduled BOT meeting.

Point of Information: According to our by-laws, all employees both paid and unpaid work for the Office Manager. When the Secretary of WFHF Committee charged our Office Manager with harassment, this became an employment issue and required immediate action to protect both parties. When the charges proved spurious, it was within the rights of ASD to IMMEDIATELY dismiss the Secretary of the WFHF and remove his membership. We did not do that.

9. Lifetime Membership can certainly be revoked - especially given the circumstances of the departures. But why doesn't anyone mention that all five of the Trustees were told they were welcome to re-apply in February 2017? After the notification of the two year removal of membership, there has not been one reply,

May 18, 2016

verbal or written, from any of the individuals involved. They did not contest the decision.

10. If they professed to be a legitimate chapter, you tell us and we'll do it.

11. Financial reports are submitted nearly every month by the Treasurer. What member has been denied financial information? Please, **for once**, give us some details so a problem can be solved instead of festering.

With Ms. McDonald's resignation accepted at the BOT meeting on May 31, 2016, we wish her well in her future endeavors and may she find peace.

Respectfully,

*The Executive Committee*

May 18, 2016

Dear American Society of Dowsers' Board of Trustees/ Disbanded Water for Humanity Fund Committee/ and ASD General Membership:

In the past, I served my home county for 20 years as an elected County Commissioner. After that, I was appointed County Road Commissioner for 6 years. I served on dozens of committees and chaired many of them. Only once in those 26 years did I encounter a group of individuals so determined to micromanage and so obsessed with absolute control of information. Last year, I met another in the guise of the Board of Trustees' Executive Committee.

I had heard that there were issues within ASD when I was asked to run. Five Board of Trustee members had quit at the end of 2014. I came on the Board of Trustees (BOT) eager to help solve any problems. I truly believed that ASD and the WFHF were admirable groups dedicated to humanitarian service. We "Newbies" as Jennifer Anderson, Rebecca Gurland and myself were called, were told at our first meeting that there were 7 potential lawsuits pending and that our questions regarding the new By Laws would be answered at the evening's Membership Meeting. We were surprised and shocked when after a short question and answer period, someone called out, "Move to adjourn!" It was seconded, and the meeting ended.

At our next meeting the following morning, we were told that with the loss of the five trustees, everyone was overwhelmed with work that needed to be done. We were asked to support an expansion of the Executive Committee to include 2 vice presidents and 2 secretaries. Elected were: President: Adhi Moonien Two Owls, Vice Presidents: Marty Lucas and Sandra Isgro, Secretaries: Annette Weis and Sandi Ruelke, Treasurer: Kevin O'Brien.

Later, we would realize our mistake. Now these individuals had the majority of votes and could and did control the BOT. The Executive Committee did not share its agendas or action items. Committees were formed and comprised by as few as one person to rewrite By Laws, Nominations Committee Procedures, Personnel and Policies Manual (PPM), and Confidentiality and Harassment policies. These

I am not one to give up and quit but on April 26, 2016 when the BOT went into Closed Session, they also tried to remove me from the BOT for paying my dues two weeks late. This was a surprise move and not on the agenda. On May 16, 2016, ASD had another closed meeting. The Board voted to use the WFH non-restricted funds to pay for ASD's attorney fees, (6 yes – 1 no), me being the one no. I have always been told that all donations to WFH are restricted and that WFH restricted funds cannot be used for administrative costs unrelated to the purpose for which they were donated. This action would also increase the traditional 5% administrative costs of the WFH Fund. Further, how could this even be considered when the Fund has been "frozen"? How can ASD have a convention raffle to take in monies for a fund that is "frozen"?

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Therefore, I hereby resign as a member of the ASD BOT, effective immediately.

Unlike all those who have left or been forced out and haven't shared their experiences, I wish to speak to those of you who elected me. Please, please ask some of the following questions of your present BOT.

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Sadly, I leave...grateful for your confidence in electing me and grateful for the many letters and calls with your support. I have met so many wonderful dowers!!!

Thank you,

Jean McDonald





# The American Society of Dowsers

PO Box 24, Danville, Vermont 05828 (802)684-3417 Fax: (802)684-2565  
[www.dowsers.org](http://www.dowsers.org) [asd@dowsers.org](mailto:asd@dowsers.org)



January 13, 2017

Dreama Brower  
[REDACTED]

Dear Ms. Brower,

On August 4, 2016, the President of ASD, Martin Lucas, provided you with a notice of ethical violations as set forth in an internal audit conducted by the organization. In the letter, you were granted a period of time to respond to those charges with evidence to the contrary. Since you have failed to provide the requisite evidence in the timeframe provided, the Board of Directors was obliged to evaluate the charges and evidence contained in the audit. The Board found that you violated the ASD Code of Ethics set forth in Chapter XV, Section 1 of the ASD by-laws. As a result, the Board of Directors voted in November 2016 to terminate your membership pursuant to Chapter XV, Section 2(c)(4) of the ASD by-laws..

You may re-apply for membership in two years.

Very truly yours,

A handwritten signature in black ink, appearing to read 'M. Lucas', written over a horizontal line.

Martin Lucas  
President

CC: Attorney

**From:** Lee Ann Potter <leeann@dowsers.org>  
**To:** Rebecca Gurland [REDACTED]  
**Cc:** Board of Trustees <bot@dowsers.org>; Manager Lisa Lacoss <lisa@dowsers.org>  
**Sent:** Friday, July 22, 2016 1:24 PM  
**Subject:** Re: resignation letter

Rebecca,

I find a number of your comments troubling.

First, in resigning, you very likely did not choose to resign for any of the same reasons that anybody else did; as a member who tends to watch the happenings of the Board very close, your participation in the activities of the Board appeared to be minimal. Even when one of your assigned duties was responding to internet queries regarding the convention, I wound up answering the majority of them, you either seemed to be unable to find the answers or did not know who to ask. Before you make such a comment, you should at least learn the reasons why others have left.

Second, you should not confuse anybody with ANY information regarding Steve Herbert. I, and MANY OTHERS, INCLUDING MEMBERS OF THIS BOARD, do recognize that valuable work that Steve has done over the years in his efforts to supply water resources to those in need. However, your comments reflect your apparent unwillingness to READ the Audit Report, which very clearly document the issues associated with Steve - issues that were not a one off, but systemic issues that have existed for a long time, and which nearly all ASD leaders and WFHF Committee leaders FAILED TO CORRECT. It was at the point that the ASD attorney believes that many of Steve's activities put ASD's VT Non-Profit status and 501(c)3 status in jeopardy. None of this was due to any action on the part of the current Board, this was all a direct result of Steve and his actions. You can certainly choose to support him, but please do not expect others to do so; what I found INCREDIBLY offensive at convention were the items worn by MANY people stating that "I SUPPORT STEVE HERBERT AND THE REAL WATER FOR HUMANITY". Here is why that offended me: The BOARD had made it very clear that Water for Humanity would remain, after some level of organization/reorganization, and Water for Humanity is in the situation that it is in very specifically because of Steve's actions. So they are truly stating that they want incompetent management, because their "friend" Steve is in charge of it. While I get the loyalty to Steve, I am not sure that I understand the desire to allow Steve to do whatever he feels he wants, to the detriment of ASD as a whole.

As for your statement regarding many long term members leaving because of this, I would have to say fine, those are probably NOT the people who I would want in the organization anyway. But again, you are factually incorrect; I, as well as Lisa and other members of the Board, have heard, repeatedly, that the Audit "needed to be done for some time now", members are renewing their memberships for longer, past members are now coming back, and some members are now becoming life members instead of doing an annual renewal. That's right, membership is actually picking up, in large part because there is a Board of Trustees in place that is actually

addressing many of the long term systemic problems of the organization, and making those hard business decisions that have needed to be made. And they are NOT using "passion" as their guiding light for any of this work, they are using sound business principles.

You should also not, in any way, confuse "Water for Humanity" with "Earth Water Alliance", they have no real similarity to each other. "Water for Humanity" is a committee founded under the auspices of the American Society of Dowsers; they have funded over \$300,000 in project to provide water to a variety of people throughout the world, but more importantly, they have emphasized the use of dowsing as the means to find that water (in many cases). The Committee ostensibly formed under democratic principles, and was accountable to a much larger membership of ASD. "Earth Water Alliance" is responsible and accountable to nobody; they have no foundation in democratic principles, and they are shamelessly using Steve to get money for efforts that they have yet to define. Amy Loomis told me herself that they had no intention of using Steve (other than as an occasional UNPAID consultant), as they have seen the problems that he has been responsible for. As an Idaho non-profit, one of their first actions was to file a complaint against ASD with the VT Attorney Generals Office, because of "ASD's unwillingness to provide funds from WFHF", something that ASD could not legally do. And I am negating any thought that their actions are very likely a breach of ASD's ethics; they formed their own non-profit, using information gained largely from WFHF efforts, and then tried to take advantage of that by extorting funds from ASD by filing a complaint with the VT Attorney General to fund their non-profit.

The Audit very clearly highlighted communications and "secrecy" issues surrounding the Board of Trustees, and as a group we are addressing all of those concerns. Many have not wanted to volunteer for the organization because of the incredible number of management issues that have existed, but it is our hope that with the increase in membership that is occurring, and the trust in the efforts of the current Board, that more members will want to be volunteers. Not because somebody has "passion", but because the organization is willing to make the hard management decisions needed to demonstrate that we believe the organization should survive, and grow.

I thank you for your service in the past, but it is now time to move on. You can choose to either live in the past, or move forward with the organization, but it is your decision.

Lee Ann Potter

On Thu, July 21, 2016 12:45 pm, Rebecca Gurland wrote:

- > American Society of Dowsers Board of Trustees and Membership
- > I have appreciated being elected and representing
- > you on the ASD board of trustees for the past year. This has given me the
- > opportunity to meet and get to know many members in this role- mostly
- > pleasant encounters, sometimes not so. In resigning from the trustee
- > position, I join more than 20 trustees and active, long-time members, as

> well as two ASD presidents, who found that they could not work with the  
> present executive committee. As a supporter of Steve Herbert and the Water  
> for Humanity Committee, (then later the Earth Water Alliance), I have  
> not agreed with the decisions or manner of dealing with people and  
> issues. I cannot accept the actions taken by this board. There has been  
> talk of wanting members to volunteer for committees, yet there's a  
> serious lack of communication, encouragement and welcoming of new ideas,  
> as I have discovered personally. I sincerely do hope to see the present  
> board move forward in openness and alliance with the highest good for all  
> of ASD. Rebecca Gurland

--

Lee Ann Potter  
Trustee

American Society of Dowrsers

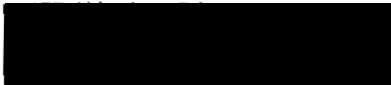
July, 20, 2016  
American Society of Dowsers Board of Trustees and Membership

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As a supporter of Steve Herbert and the Water for Humanity Committee, (then later the Earth Water Alliance), I have not agreed with the decisions or manner of dealing with people and issues. I cannot accept the actions taken by this board. There has been talk of wanting members to volunteer for committees, yet there's a serious lack of communication, encouragement and welcoming of new ideas, as I have discovered personally. I sincerely do hope to see the present board move forward in openness and alliance with the highest good for all of ASD.

Rebecca Gurland

4/17/2017  
Rebecca Gurland



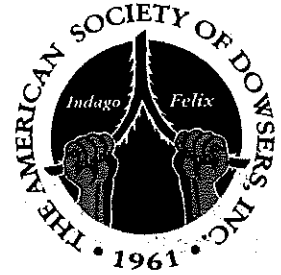
To whom it may concern,

I am writing this as a former trustee of ASD (2016-2017) and friend and co-worker of Steve Herbert. Knowing Steve to be one of the most ethical and conscientious people I've ever met, I attempted to understand the spiteful, emotionally charged negative feelings I heard toward him and Water for Humanity. From the first weeks of being on the board, I was told of the plan to re-do WFH; there was never any rationale that I could fathom for this. From closed board meetings to board emailings I was personally appalled by some on the executive committee's "nastiness", and not just to Steve. I recall that they spoke of how the Policy and Procedures Manual, with Ethics policy section, could be changed without member ratification. I am not surprised that there was not any "due process" followed by ASD executive committee.

Sincerely,  
Rebecca Gurland

# The American Society of Dowzers

PO Box 24, Danville, Vermont 05828 (802)684-3417 Fax: (802)684-2565  
[www.dowers.org](http://www.dowers.org) [asd@dowers.org](mailto:asd@dowers.org)



January 30, 2016

Dear Members,

The recent removal of Steve Herbert as Secretary of the Water for Humanity Fund Committee by the Board of Trustees Executive Committee deserves further explanation. The long standing issues and 2 yr. investigation led to this hard decision in Nov. 2015. Explanation of the facts were not possible during the recent Board of Trustees meeting due to confidentiality issues associated with the decision. The idea was to allow the committee sufficient time for proper transition of the secretarial duties as well as recognize Mr. Herbert for his contributions to the society without publicizing the significant ongoing deficiencies in administration of the committee. Sadly, that well intentioned idea only led to more misunderstanding.

It is the responsibility of the Board of Trustees to protect the reputation and integrity of not only the Society but its Water for Humanity Fund as well. In addition, the BOT is responsible to make sure that we comply with the wishes of our donors, properly account for their donations and comply with all applicable laws.

The Executive Committee took this action with great reluctance after diligently evaluating the issues and considering the possible and probable ramifications. The President is not only part of the Executive Committee but was tasked to convey the decision to the affected persons along with the reasons why the action was taken. It is now obvious that this communication was not optimal, since the Chairman of WFHF indicated that this action was taken without communicating with either he or the President of the ASD.

Unfortunately that cannot be undone; hence the reason for this letter.

Water for Humanity Fund is a long standing committee of ASD that has done a tremendous amount of good around the world. Steve Herbert has been an integral part of that good work. No one is questioning either his intentions or hard work. Without Steve Herbert, Water for Humanity Fund would not exist in its' current form.

The issue is a long standing pattern of administrative failures, mistakes, oversights, misstatements and lack of attention to detail. These issues expose our entire organization and our donors to legal and ethical issues. While the committee and its current members have worked diligently to make the projects successful the administrative failures have been left to the staff and Board of Trustees to solve.

Tax laws must be adhered to without exception or mistake. Donations must be accounted for properly and in accordance with the wishes of the donor. Official communications must be accurate, especially concerning the percentage of monies used for projects and the amounts spent on staff and overhead.

Repeated attempts to deal with these long standing issues have been met with resistance. The members and leaders of the committee have repeatedly chosen to defend their secretary without questioning, inquiring or seeking clarification.

In their defense, many committee members were lead to believe that successive boards of trustees have had vendettas against the secretary and that the very real administrative deficiencies were nothing more than personality conflicts. That could not be further from the truth.

Proper administration of a charity can be neither frivolous nor haphazard. Tax regulators and donors do not care how nice the people are that manage the charity. They care that it be done properly and in accordance with standard business practices. Water for Humanity Fund does not currently meet those stringent standards. It cannot continue to be affiliated with ASD unless it does.

The Executive Committee took the action to remove the Secretary of the Water for Humanity Fund; Steve Herbert in order to protect the society, correct the administrative deficiencies and make sure that the charity is operated in a manner consistent with all applicable laws, rules and regulations so it can grow beyond the level it has maintained for the last 10 years.

In apparent frustration Dan Prater, the WFHF Committee Chairman and President of Southeast Michigan Dowsers has reported his chapter has terminated its' affiliation with ASD; effective immediately. While we regret the decision of his chapter to leave, their decision will not change the decision of the Board or reinstate Mr. Herbert.

Even as this letter is being drafted, the President has been tasked with offering the Water for Humanity Committee Chairman three alternative courses for action for the committee. Water for Humanity Fund has done valuable work around the world and it is our hope that it is allowed to continue to do so. However the Executive Board of ASD will not allow administrative mismanagement of WFHF to jeopardize our society or our primary mission of promoting and teaching dowsing.

This has been a challenging year and this decision was one of the most difficult. Leaders are often asked to make difficult decisions where we are not at liberty to divulge all of the details as to why the decisions were made. That is the case here. You will not be given any details that will compromise the privacy of our members our donors or violate the ethics of our organization. That is just the way it is. If that doesn't set well with you, I ask that YOU put yourself forward, instead of criticizing those that did.



On a personal note: I accepted a leadership role in this organization without preconceptions or prejudice concerning any of the longstanding issues or conflicts. I was shocked and dismayed at the level of disorganization and bickering between those that were working to improve the organization and those that sat on the sidelines and complained. The issues the current board are dealing with should have been dealt with when they first became apparent. Ignoring these issues only exacerbates the problems and drives members away. I am sorry that it has come to this. Frankly, I wish I had turned away when I was asked to serve. But having accepted the position, I will continue to do what I can to protect ASD and provide our members with the kind of organization they expect and deserve.

Adhi Two Owls  
Marty Lucas  
Sandi Isgro  
Sandi Ruelke  
Annette Weis  
Kevin O'Brien

via Certified Mail

Steven G. Herbert

August 23, 2016

Attn: Martin Lucas, President  
The American Society of Dowsers  
PO Box 24  
Danville, VT 05828

Re: Formal notification of ethics charges dated August 4, 2016

Mr. Lucas:

I hereby deny each and every allegation in your letter of August 4, 2016 which was mailed August 11, 2016 via USPS standard mail delivery.

I hereby request a copy of the ByLaws and Policy and Procedures Manual, with any approved and adopted amendments to either, that were in effect during the periods for which the charges pertain including each and every year in which I was a member of ASD. I am requesting a copy of all Minutes of Board Meetings for the periods for which the charges pertain as well as all minutes for the periods in which I was a member, any and all evidence the Board believes can be used against me, and any and all exculpatory evidence that the Board is in possession of.

Additionally, I hereby request a copy of your errors and omissions insurance policy. As I believe I am covered under this policy, I am requesting representation by the insurance carrier.

I hereby place you on notice that I believe the American Society of Dowsers has not followed proper procedures in regards to the subject notification of ethics charges as specified in Article XV, Section 2 of the ByLaws. And, I am invoking my rights for this charge to first be taken up and decided by my local chapter head in accordance with these ByLaws.

Please provide me notice of who is designated to receive all service of process in all litigation involved in this matter.

Respectfully,



Steven G. Herbert

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Sent To **MARCY LUCAS / 46 AM, SOL. OF DOWSEAS**

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**P.O. BOX 29**

City, State, ZIP+4®  
**DANVILLE, VT 05828**

PS Form 3800, April 2015 PSN 7530-02-000-9047 See Reverse for Instructions

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# The American Society of Dowsers

PO Box 24, Danville, Vermont 05828 (802)684-3417 Fax: (802)684-2565  
[www.dowsers.org](http://www.dowsers.org) [asd@dowsers.org](mailto:asd@dowsers.org)



January 13, 2017

Steven Herbert  
[REDACTED]

Dear Mr. Herbert,

On August 4, 2016, the President of ASD, Martin Lucas, provided you with a notice of ethical violations as set forth in an internal audit conducted by the organization. In the letter, you were granted a period of time to respond to those charges with evidence to the contrary. Since you have failed to provide the requisite evidence in the timeframe provided, the Board of Directors was obliged to evaluate the charges and evidence contained in the audit. The Board found that you violated the ASD Code of Ethics set forth in Chapter XV, Section 1 of the ASD by-laws. As a result, the Board of Directors voted in November 2016 to terminate your membership pursuant to Chapter XV, Section 2(c)(4) of the ASD by-laws..

You may re-apply for membership in two years.

Very truly yours,

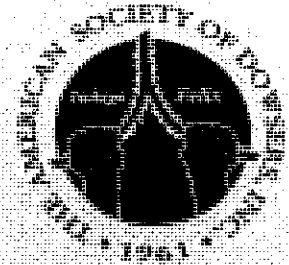
A handwritten signature in cursive script, appearing to read 'Martin Lucas', is written over the typed name.

Martin Lucas  
President

CC: Attorney

# The American Society of Dowsters

PO Box 24, Dummer, Vermont 05828 (802)684-3417 Fax: (802)684-2565  
[www.dowsters.org](http://www.dowsters.org) [asd@dowsters.org](mailto:asd@dowsters.org)



February 28, 2017

Suzanne Dillon  
[REDACTED]

Dear Ms Dillon,

Thank you for your letter and your concerns. I completely understand your feelings on this matter, but when ethics charges are brought by a member against another or in this case a group, they must be investigated and dealt with.

When you read the audit report and review the published documents concerning this matter, you will understand there were no other options. We needed to investigate the charges in full and determine who was involved and what the financial considerations were.

Our responsibilities lay out how we handle it when the charges are proven, but we need to provide those provisions to make sure the accused that were found not guilty receive notice as well. I will see that is taken care of.

I do not believe this type of issue has been addressed by our society before.

Thank you.

*Maria Lites*

Maria Lites

President

American Society of Dowsters

802-684-3417

**Subject: My resignation as WFHF grants management advisor effective January 17th**

**Date:** January 4, 2016 at 6:48:13 AM PST

**To:** Adhi Two Owls <adhitwoowls@dowers.org>

**Cc:** WFHFComChair Dan Prater <[REDACTED]>, Michelle Hicks <michellechicks@gmail.com>, WFHFCom Sec Steven Herbert <[REDACTED]>, JEAN MC DONALD

<[REDACTED]>, BOT Jennifer Anderson <[REDACTED]>, "WFHFCom Dr. Frankie Hutton" <[REDACTED]>, WFHFCom Jose Cueto <[REDACTED]>

To: Adhi Two Owls, President, ASD

I am weary of the fighting and my deep concern about ASD's mismanagement of WFHF. I will be resigning my volunteer role as grants management advisor to WFHF effective January 17th. I dowsed/meditated on this decision and the content of this email and thus am sending it to a rather "complex chain of command."

I have spent several days mulling over the complaint filed by Michelle and Dan as well as the profound disgust expressed with WFHF Committee by Marty in the last BOT meeting, now a matter of public record for the membership. Since he alluded to a policy agreement underway that you were to handle, I realized that this was not his singular opinion but that of other members of the Executive Committee. Further discussion with another Executive Committee Trustee revealed that this is due to "Steve's being a one-man show."

I am attaching the below email to hopefully clarify that this committee has not been a "one-man show." To Steve's credit, ASD has him to thank for keeping WFHF intact after Lisa McCrory and Bill Bonnell resigned. He took on many of their functions. For months the current WFHF committee has been restructuring and sharing more and more of the responsibilities.

My advisory work is almost completed. The Dropbox strategy discussed below is the best evidence of the fact that this group has the ability to restructure themselves and should be given the respect and regard for already doing so.

I am now recommending to you, as well as the BOT and the WFHF Committee, that the PPM needs to address this Dropbox strategy, other minor details, and the revision of the ASD headquarters responsibilities. Although the Annenberg grant paid headquarters to restructure their support to WFHF this never was corrected in the PPM. The PPM needs to include website technical support, computer access, shared responsibility for files, correspondence/newsletter support in addition to the already mentioned bookkeeping support as well as other paid duties to assure its best practices and accountability. Job descriptions at headquarters need to address all WFHF support from the bookkeeper, the clerical staff, the website support, etc. Currently headquarters job descriptions do not mention any WFHF responsibilities and thus no headquarters staff can be evaluated or held accountable.

Until you have a paid part-time position for the tasks identified in the PPM's Secretary position, I do not recommend that you substantially change these functions. The entire fund would likely be in serious jeopardy. Steve has done a remarkable job in a volunteer capacity and, in my opinion, does not deserve the malicious and underhanded approach currently underway to sabotage the committee's work. I suspect that there is ample material for an ethics grievance but I will leave this action to others.

I also recommend that the WFHF Executive Committee and the Trustee Liaisons meet with the ASD Executive Committee to address mutual concerns. There is a cancer festering here that must be addressed. The scandal could potentially destroy WFHF and possibly ASD. Many memberships would be lost. Currently this conflict is seriously affecting the ability of the WFHF Committee to conduct the business of grants management.

This is my view. I am not representing other members of the committee.

My Sincere Commitment to the Highest and Best Good,

Amelia "Amy" Loomis, MSW, CCHt  
[REDACTED]

Begin forwarded message:

**From:** Idaho Dowsers <IdahoDowsers@gmail.com>

**Subject:** Spreadsheet for Dropbox

**Date:** January 4, 2016 at 5:38:27 AM MST

**To:** Michelle Hicks <michellechicks@gmail.com>

**Cc:** WFHFCom Sec Steven Herbert, [REDACTED] Dreama Brower

[REDACTED], WFHFComChair Dan Prater [REDACTED] EAN MC DONALD

[REDACTED] BOT Jennifer Anderson <[REDACTED]> Don Black

[REDACTED] WFHFCom Dr. Frankie Hutton" <[REDACTED]> WFHFCom Jose Cueto

[REDACTED], Idaho Dowsers <IdahoDowsers@gmail.com>

Michelle,

Attached is the Draft Spreadsheet that Steve and I have been preparing to maintain on Dropbox so that all of the Committee can see the status of all grants and be better informed. Additional information on Dropbox will be the original proposals and final project reports.

It is not clear yet who will enter the data on some of the columns but since Lisa sends financial information directly to you, you may want to enter the check and debit information. Please review this document, discuss with Steve, and each of you get back to me with corrections, suggestions, etc including who will be responsible for each column.

I am hoping that the Committee can have this and other Dropbox content—including its concomitant grants management—on the agenda for our next meeting. Dreama is working with Steve to set up a workable Dropbox group access and I hope to have this on the next agenda as well. Once we have worked out the kinks on this group committee information, I hope everyone will be able to participate in a more informed and meaningful way in decision-making for grants management.

**Note, this is still a draft.** Steve is still working on some of the information in various columns. Since we each have different versions of Excel and free spreadsheet software we also have some glitches that Dreama needs to help Steve work out as he has hatch marks in some of the columns. (Dreama, would you talk to Steve about this and see what can be done? Thanks in advance!) I am copying all the committee in case others want to comment.

All, thanks for your time!!!

Amelia "Amy" Loomis, MSW, CCHt  
[REDACTED]

**From:** Idaho Dowsers <idahodowsers@gmail.com>

**Subject:** Fwd: My resignation as WFHF grants management advisor effective January 17th

**Date:** January 4, 2016 at 7:00:07 AM PST

**To:** Kevin [REDACTED]

Kevin, this is a heads up because of your oversight of financial matters for ASD. This is the spreadsheet I referred to but did not attach to the other email for confidentiality reasons. I do want your feedback on it. I think having all of this material on Dropbox will help immensely.

I have not yet decided about my future participation on the grant writing committee. Jean, Dreama and I are writing something for you to include in the PPM if you wish, and I will finish that before making a decision as to what else I can do. I look forward to discussing any of this with you. Dreama and Jean have a lot of skill for grant writing and I hope that they will carry on. Dreama has an idea for improvements to headquarters accessing sustainable green technologies.

Attachment WFHF Grants Management Draft Spreadsheet

via Certified Mail & Email

August 25, 2016

Attn: Martin Lucas, President  
The American Society of Dowsers  
PO Box 24  
Danville, VT 05828

Re: Formal Notification of Ethics Charges dated August 4, 2016

Mr. Lucas:

I, Amelia Beth Loomis, hereby deny each and every allegation that may be asserted either directly or tangentially toward me in your letter of August 4, 2016, which was mailed August 11, 2016 via USPS standard mail delivery from Des Moines, Iowa.

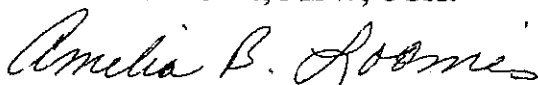
I hereby request a copy of the ByLaws and Policy and Procedures Manual, with any approved and adopted amendments to either, that were in effect during the periods for which the charges pertain including each and every year in which I was a member of ASD. I am requesting a copy of all Minutes of Board Meetings for the periods for which the charges pertain as well as all minutes for the periods in which I was a member, any and all evidence the Board believes can be used against me, and any and all exculpatory evidence that the Board is in possession of.

Additionally, I hereby request a copy of your errors and omissions insurance policy. As I believe I am covered under this policy, I am requesting representation by the insurance carrier.

I hereby place you on notice that I believe the American Society of Dowsers has not followed proper procedures in regards to the subject notification of ethics charges as specified in Article XV, Section 2 of the ByLaws. And, I am invoking my rights for this charge to first be taken up and decided by my local chapter in accordance with these ByLaws.

Please provide me notice of who is designated to receive all service of process in all litigation involved in this matter.

Amelia B. Loomis, MSW, CCHt

  
President, Idaho Society of Dowsers





UNITED STATES LIABILITY INSURANCE GROUP  
A BERKSHIRE HATHAWAY COMPANY

September 30, 2016

VIA EMAIL ONLY at [suedillon4546@gmail.com](mailto:suedillon4546@gmail.com), [waterdowser@hotmail.com](mailto:waterdowser@hotmail.com),  
[idahodowers@gmail.com](mailto:idahodowers@gmail.com), [sandeemac100@gmail.com](mailto:sandeemac100@gmail.com), and  
[dreama.brower@gmail.com](mailto:dreama.brower@gmail.com)

Dreama Brower                      Sandee Mac                      Amelia Loomis  
Steven Herbert                      Susanne Dillon

Re: Policyholder: American Society of Dowers  
Claimant(s): American Society of Dowers  
Reported: September 29, 2016  
Policy: NDO2005267N  
Effective: 6/4/2016 – 6/4/2017  
Our File: K104909

Dear Ms. Brower, Ms. Mac, Ms. Loomis, Mr. Herbert, and Ms. Dillon:

Mount Vernon Fire Insurance Company acknowledges receipt of correspondence on September 29, 2016, concerning your tender of defense of the ethics charges brought against each of you by American Society of Dowers. We also confirm issuing the above-referenced Non-Profit Professional Liability Policy ("the Policy") to American Society of Dowers. We regret to inform you there is no coverage, either defense or indemnification, under the Policy for the ethics charges filed against you.

While we have not been provided with copies of the ethics charges filed against each of you, those ethics charges have been brought against each of you by American Society of Dowers.

Looking first to "Coverage Part B. Employment Practices Liability", please refer to paragraph A of the Insuring Agreement section in Coverage Part B, which reads:

- A. The Company will pay on behalf of the Insured Loss excess of the Retention not exceeding the Limit of Liability for which this coverage applies that the Insured shall become legally obligated to pay because of Claims first made against the Insured during the Policy Period or during any Extension Period, if applicable, for Wrongful Employment Acts arising solely out of an Insured's duties on behalf of the Organization.

"Claim" is defined in the DEFINITIONS section of Coverage Part B., which reads:

- B. "Claim" means:

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United States Liability Insurance Company • Mount Vernon Fire Insurance Company • U.S. Underwriters Insurance Company

USLI.COM

- (1) any written notice received by any **Insured** that any person or entity intends to hold such **Insured** responsible for a **Wrongful Employment Act**, or
- (2) any judicial or administrative proceeding initiated against any **Insured** seeking to hold such **Insured** responsible for a **Wrongful Employment Act**, including any proceeding conducted by the Equal Employment Opportunity Commission or similar federal, state or local agency and any appeal therefrom;

A **Claim** shall be considered first made when the **Insured** or its legal representative or agent first receives notice of the **Claim**.

"Wrongful Employment Act", as modified in the Fair Labor Standards Act Sub-Limit Endorsement, is defined:

P. "**Wrongful Employment Act**" means any actual or alleged act of:

- (1) **Discrimination**; or
- (2) **Harassment**; or
- (3) **Retaliation**; or
- (4) **Wrongful Termination**; or
- (5) **Workplace Tort**; or
- (6) negligent violation of the Uniform Services Employment and Reemployment Rights Act; or
- (7) negligent violation of the Family and Medical Leave Act of 1993; or
- (8) negligent violation of state law having the same or substantially similar purpose as the Acts in (6) or (7) above; or
- (9) acts described in clauses (1) through (8) above arising from the use of the **Organization's** Internet, e-mail, telecommunication or similar systems, including the failure to provide and enforce adequate policies and procedures relating to such use of the **Organization's** Internet, e-mail, and telecommunication or similar systems;
- (10) violation of the federal Fair Labor Standards Act, any amendments thereto, or the provisions of any similar federal, state or local law regulating minimum wage, working hours, overtime, child labor, record keeping and other matters regulated under the federal Fair Labor Standards Act;

committed or allegedly committed by the **Organization** or by an **Individual Insured** acting solely within his/her capacity as such involving and brought by any **Employee**, former **Employee** or applicant for employment with the **Organization** against an **Individual Insured** because of his/her status as such.

"Wrongful Employment Act" shall also include any actual or alleged act of:

- (10) **Third Party Discrimination**
- (11) **Third Party Harassment**

It is further agreed that the same **Wrongful Employment Act**, an interrelated series of **Wrongful Employment Acts** or a series of similar or related **Wrongful Employment Acts** by one or more **Insureds** shall be deemed to be one **Wrongful Employment Act** and to have commenced at the time of the earliest **Wrongful Employment Act**.

"Workplace Tort" is defined:

- T. "**Workplace Tort**" means any actual or alleged employment-related:
- (1) misrepresentation;
  - (2) negligent supervision, training or evaluation;
  - (3) wrongful discipline;
  - (4) wrongful deprivation of career opportunity; or
  - (5) failure to enforce written policies and procedures relating to a **Wrongful Employment Act**.

Coverage Part B provides coverage to American Society of Dowers for claims brought against American Society of Dowers by its employees, former employees and/or applicants for employment and it also provides coverage to American Society of Dowers for claims brought by third parties alleging either third party discrimination or third party harassment. American Society of Dowers is the insured organization; it is not a third party. Moreover, American Society of Dowers is a corporate entity; it cannot be an employee or former employee of itself and it also cannot be an applicant for employment with itself. By definition, American Society of Dowers cannot assert a "Wrongful Employment Act" against any of you, and it therefore cannot bring a "Claim" against any of you, and there is therefore no possibility of coverage under Coverage Part B for the ethics charges brought against each of you by American Society of Dowers.

Looking to "Coverage Part A. Non Profit Directors and Officers Liability", please refer to the definition of "Insured" in the Definitions section of Coverage Part A. "Insured" is defined as follows:

- H. "**Insured(s)**" means the **Organization** and the **Individual Insureds**.

"Organization" is defined:

- I. "**Organization**" means :
- (1) the **Parent Organization** and
  - (2) any **Subsidiary** of the **Parent Organization**.

\*

\*

\*

"Parent Organization" is defined:

- J. **"Parent Organization"** means the entity named in Item 1. of the Policy Declarations.

American Society of Dowers is the Named Insured, the "Parent Organization", and it is thus the insured "Organization" as that term is defined in the Policy.

Bearing this in mind, please refer to Exclusion G of Coverage Part A of the Policy, which reads:

The Company shall not be liable to make payment for Loss or Defense Costs in connection with any Claim made against the Insured arising out of, directly or indirectly resulting from or in consequence of, or in any way involving:

- G. Any Claim by, at the behest, or on behalf of the Organization and/or any Individual Insured; provided this Exclusion shall not apply to:

(1) any derivative action on behalf of, or in the name or right of the Organization, if such action is brought and maintained totally independent of, and without the solicitation, assistance, participation or intervention of, any of the Insureds; or

(2) a Claim that is brought and maintained by or on behalf of any Individual Insured for contribution or indemnity which is part of or results directly from a Claim which is otherwise covered by the terms of this Policy;

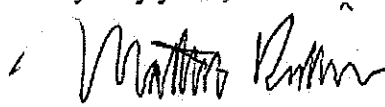
Exclusion G bars coverage for any claim brought by or on behalf of the "Organization" unless either of two exceptions applies. Based upon the letters we have been provided, American Society of Dowers is bringing these ethics charges against each of you of its own volition. There is no indication that anyone these ethics charges against each of you derivatively or that American Society of Dowers is not pursuing these charges on its own behalf. Exception (1) to Exclusion G is inapplicable. American Society of Dowers is the insured "Organization", not an "Individual Insured", and Exception (2) to Exclusion G also does not apply. While we do not mean to imply that the charges against each of you are true or correct, since neither exception applies, and since the charges brought against each of you have been brought by the insured "Organization", Exclusion G bars coverage under Coverage Part A for the ethics charges.

Since no coverage exists for the ethics charges brought against each of you under either coverage part of the Policy, this Company can neither defend nor indemnify any of you in these matters. This determination is based upon all information provided to us. If you have other information you would like us to consider, please send it to me as soon as possible. The contents of this letter should not be construed as a waiver of any other

rights or defenses that this Company has, or may have in the future, under this Policy with respect to this matter.

If you have any questions please feel free to call me at (610) 902-9515.

Very truly yours,

A handwritten signature in black ink, appearing to read "Matthew Rubin". The signature is written in a cursive style with a large initial "M".

Matthew Rubin  
Assistant Vice President  
Coverage Specialist

cc: Lisa Lacoss  
American Society of Dowers  
Via Email

New England Excess Exchange, Ltd.  
Attn: Aaron Young

Amanda Hamilton  
Sawyer & Ritchie Agency  
P.O. Box 196  
Danville, VT 05828

Attachment 1 - Letter from Martin Lucas dated January 13, 2017

## The American Society of Dowzers

P.O. Box 24, Danville, Vermont 05828 (802)664-3417 Fax (802)664-2585  
[www.dowzers.org](http://www.dowzers.org) [asd@dowzers.org](mailto:asd@dowzers.org)



January 13, 2017

Amelia Loomis

Dear Ms. Loomis,

On August 4, 2016, the President of ASD, Martin Lucas, provided you with a notice of ethical violations as set forth in an internal audit conducted by the organization. In the letter, you were granted a period of time to respond to those charges with evidence to the contrary. Since you have failed to provide the requisite evidence in the timeframe provided, the Board of Directors was obliged to evaluate the charges and evidence contained in the audit. The Board found that you violated the ASD Code of Ethics set forth in Chapter XV, Section 1 of the ASD by-laws. As a result, the Board of Directors voted in November 2016 to terminate your membership pursuant to Chapter XV, Section 2(c)(4) of the ASD by-laws..

You may re-apply for membership in two years.

Very truly yours,

A handwritten signature in black ink, appearing to read "Martin Lucas", is written over a white background.

Martin Lucas  
President

CC: Attorney

**Attachment #2 – Letter from Attorney, 2<sup>nd</sup> page of the Audit.**

**ATTORNEY REVIEW**

Dear Annette and Ms. Potter,

You have asked us to review your audit report before you have it published for the membership at the annual meeting. I have done so, and although it is evident that a great deal of hard work went into the report, unfortunately, I am not convinced that it will accomplish your goals to provide clarity and accountability to your members. I am also concerned, based upon your report, that your status as a 501(c)(3) organization and as a Vermont non-profit is in jeopardy due to poor record keeping and a lack of accountability. It is imperative that you have an independent auditor conduct a thorough audit of the overall organization including WFHF to determine what corrective measures need to be taken to maintain your status and to move forward with procedures for accountability and proper record keeping in place. Having an independent auditor will also mitigate members' claims of bias by certain members and trustees. I know you indicated in the report that hiring an outside CPA is cost prohibitive, but it will be well worth the expense and may in fact reduce attorneys' fees in the future. We would recommend either Corrette & Associates at <http://www.corrette.com/> or A.M. Peisch at <http://www.ampeisch.com/>

Please let us know if we can be of further assistance.

Best regards,

Jen



Jennifer B. Black, Esquire (licensed in Vermont and Massachusetts) Bucknam & Black, P.C. 1097 Main Street  
PO Box 310 St. Johnsbury, VT 05819

**From:** Dreama [REDACTED]

**To:** BOT <BOT@dowers.org>; asd <asd@dowers.org>

**Subject:** Resignation from ASD Committee positions and Convention Cancellation

**Date:** Tue, May 24, 2016 11:01 am

---

Board of Trustees, American Society of Dowers:

Due to recent Board of Trustee ("BOT") actions I am hereby tendering my resignation as an officially designated committee member for the Trust Fund, unofficial member of the Finance committee, and any other unofficial committees I may have been associated with either formally or informally. I believe actions of certain members of the Board of Trustees are detrimental to ASD and have created an atmosphere of paranoia, distrust, secrecy, and fear of retribution. As a result, ASD has experienced the loss of its President and at least six BOT members since the 2015 election as well as the support of many of its dedicated volunteers and members.

In my opinion, factions of this BOT have completely disregarded ASD's vision statement which states it shall "3. Sustain a loving and supportive community throughout the membership by promoting communication, cooperation, and interaction on local, regional, national, as well as international levels" and "5. Grow and evolve as a society in harmony with the changes of our country and our world."

ASD's Mission Statement states it "...shall be to support, encourage, and promote dowsing and dowers in a manner consistent with the highest standards of personal integrity and behavior...to promote and foster communication and fellowship among all persons in any way interested in dowsing..." The BOT appears to have dismissed this mission and is, instead, operating under a cloud of innuendo, secrecy, and top-down directives.

I will no longer support ASD's "humanitarian" fund now that the Water For Humanity Fund Committee activities have been suspended (i.e. donations will not be used to support additional water well and sanitation projects) and paid or unpaid employees have been "released." For several years, I have volunteered to help the Water for Humanity Fund ("WFHF") because of Steve Herbert's long-time volunteer services, concern for the grantees, and commitment to the fund. I do not understand how you can justify the treatment he has received. I have heard that there may have been some administrative issues the BOT thought should have been changed; however, at no time during my attendance at any of the WFHF Committee meetings did the BOT attempt to discuss any issues with the WFHF Committee.

In addition, I was asked to be a member of both the Trust Fund and the Finance Committees only to be cut off from any communication regarding the Finance Committee since February without any notice or explanation. Maybe I was never officially on the committee and was only being asked by Diane Bull to provide information to her for her benefit - who knows - I certainly don't know how that committee works or even, for that matter, who is on the committee. The Trust Fund committee was never able to tell me how much money was under management by that committee. However, I was finally advised on April 22 that the committee chair believed \$1,305.95 would be deposited with a new bank. I am uncertain who or when this action was authorized or why the amount of the trust is not known to the committee. I want to go on record stating that I have not been included in any matters concerning the Trust Fund or any actions taken by it to this date.

Finally, I am no longer planning to attend the 2016 convention and I hereby request that my registration fee be returned to me. I am still planning to attend Donna Eden's workshop on Monday, June 20, and authorize ASD to retain the \$115 I paid for her workshop.

Dreama Brower  
[REDACTED]



*Dreama Brower*

via Certified Mail

August 24, 2016

Attn: Martin Lucas, President  
The American Society of Dowsers  
PO Box 24  
Danville, VT 05828

Re: Formal notification of ethics charges dated August 4, 2016

Mr. Lucas:

I hereby deny each and every allegation in your letter of August 4, 2016 which was mailed August 11, 2016 via USPS standard mail delivery.

I hereby request a copy of the ByLaws and Policy and Procedures Manual, with any approved and adopted amendments to either, that were in effect during the periods for which the charges pertain including each and every year in which I was a member of ASD. I am requesting a copy of all Minutes of Board Meetings for the periods for which the charges pertain as well as all minutes for the years in which I was a member, any and all evidence the Board believes can be used against me, and any and all exculpatory evidence the Board is in possession of.

Additionally, I hereby request a copy of your errors and omissions insurance policy. As I believe I am covered under this policy, I am requesting representation by the insurance carrier.

I hereby place you on notice that I believe the American Society of Dowsers has not followed proper procedures in regards to the subject notification of ethics charges as specified in Article XV, Section 2 of the undated ByLaws published on its website. And, I am invoking my rights for this charge to first be taken up and decided by my Chapter President in accordance with these ByLaws.

Please provide me notice of who is designated to receive all service of process in all litigation involved in this matter.

Further, please note that my official address is at the top of this letter and any and all future communication will not be considered to have been properly served unless it is addressed accordingly.

Respectfully,

Dreama Brower

cc: ASD Board of Trustees

# The American Society of Dowsters

PO Box 24, Danville, Vermont 05828 (802)684-3417 Fax: (802)684-2565  
[www.dowers.org](http://www.dowers.org) [asd@dowers.org](mailto:asd@dowers.org)



January 13, 2017

Dreama Brower  
[REDACTED]

Dear Ms. Brower,

On August 4, 2016, the President of ASD, Martin Lucas, provided you with a notice of ethical violations as set forth in an internal audit conducted by the organization. In the letter, you were granted a period of time to respond to those charges with evidence to the contrary. Since you have failed to provide the requisite evidence in the timeframe provided, the Board of Directors was obliged to evaluate the charges and evidence contained in the audit. The Board found that you violated the ASD Code of Ethics set forth in Chapter XV, Section 1 of the ASD by-laws. As a result, the Board of Directors voted in November 2016 to terminate your membership pursuant to Chapter XV, Section 2(c)(4) of the ASD by-laws..

You may re-apply for membership in two years.

Very truly yours,

Martin Lucas  
President

CC: Attorney

Dreama Brower

April 10, 2017

Attn: Martin Lucas, President  
The American Society of Dowsers  
PO Box 24  
Danville, VT 05828

Mr. Lucas:

I am in receipt of your letter dated January 13, 2017 advising that ASD's Board of Directors voted to terminate my membership during a meeting in November 2016. In that letter, you state that I was granted a period of time to respond to charges of ethical violations by providing evidence to the contrary and that I'd failed to provide the requisite evidence in the timeframe provided. Since I mailed my response to your August 4, 2016 letter within the requisite time period, I cannot accept your letter of termination.

In the August 4<sup>th</sup> letter, you appeared to include me in the charges against the The Water for Humanity Fund Committee and working group who were charged with "misconduct, mismanagement, and failure to report ethics violations to the ASD Board of Trustees including formally filing complaints against Board Members and Staff..."

I denied these charges in my response on August 24, 2016 and requested copies of the ByLaws, Policies and Procedures Manual, Minutes of Board Meetings for the periods for which the charges pertain, any evidence the Board believed it could use against me, and any exculpatory evidence of which the Board was in possession.

In order for me to provide "evidence to the contrary" I needed to know exactly what I was being charged with and what evidence the Board of Trustees had to support the charges. I could not defend myself against ambiguous charges of misconduct when I had no details concerning the alleged misconduct. Since I was not a committee member nor in a position of managing the Water for Humanity Fund, I could not defend myself against charges associated with mismanagement. And, since I was not aware of any ethics violations, I could not be expected to have reported any. Accordingly, I requested that the Board of Directors provide me with "all evidence the Board believes can be used against me, and any and all exculpatory evidence the Board is in possession of."

In my letter of denial, I invoked my rights to have the matter brought to my Chapter President in accordance with Article XV, Section 2 of the ByLaws which states: "A grievance or complaint may be filed by either party to the action, or by a third party who has observed the action, and will be taken to their Chapter President. If no resolution can be found, it will then advance, in sequence of appeal, to their regional Vice President, the Executive VP and finally to the BOT, who will assemble as the Ethics Committee." Since I was not afforded the opportunity to resolve this matter in accordance with the ByLaws, I hereby contend that your notice of January 13, 2017 is invalid due to the ambiguity of the charges, lack of procedural integrity, and improper conduct on behalf of the current Board of Trustees.

Chapter VI, Section 1(b) of the ByLaws states: "The affairs of this Society shall be actively conducted by its duly elected Trustees. These Trustees shall be accountable to the Membership of the Society in all matters of Society business, and shall at all times conduct the business of the Society in accord with its Articles of Association, its By-Laws, including the Preamble, and with policy, authority, and instruction voted by the Members in a General Meeting. Amended: December 16, 2006; Ratified by Membership 4/1/2007." I hereby contend that the Board of Trustees who authorized these charges against me are in violation for failure to conduct the business in accordance with the published By-Laws and Policies voted by the Members in a General Meeting.

Finally, I chose not to renew my membership when it expired on December 31, 2016; therefore, your notice of termination on January 13, 2017 was invalid since I no longer had a membership to be terminated.

At this time, I respectfully request that you remove me from your mailing list as well as any email or other contact information you, the Board of Trustees, any employees, or any volunteers maintain.

Respectfully,

  
Dreama Brower

March 9, 2017

To: President Marty Lucas and Members of the ASD Board of Trustees;

I am John Serino, ASD Danville Chapter President. It has come to my attention that in August of 2016, the ASD-BOT lodged a number of grievances and ethics charges against Steven Herbert, a long-standing member of the Danville Chapter. The By-laws of the Society (Article XV, Section 2) mandate that the Chapter President shall initially receive notice of these charges along with the relevant evidence and commence to resolve any issues at hand.

I have been completely left out of this process – a violation of the By-laws. To further this kettle of non-compliance and confusing actions, the ASD-BOT went a step further and terminated the life membership of Steven Herbert in January of 2017.

This action was taken without Steven Herbert being given the chance to defend himself or address his accusers by proper protocol – if truth, justice and honor be the goal of such proceedings and inquiries, this is not in the spirit of ASD as I know it.

I am angered and truly weary of the supposed good and unbiased intentions of the BOT. These incidents of illegal actions and bullying of Steven Herbert have left me to suspect that the so-called charges and violations are likely trumped up, fictitious and will not hold up to any real scrutiny.

I demand that the process begin as from the beginning; that I receive a copy of all charges against Steven Herbert along with the accompanying evidence, and we be given an opportunity to respond to these charges.

The Danville Chapter requests that the BOT reconsider its past actions, review the By-laws, and if you wish to continue, you commence a new grievance procedure by initially notifying me as President of the Danville Chapter.

Your own attorney states the need for an independent and external audit. The fact that one of the auditors is someone who has twice claimed to have diverted demon spells cast at members of the BOT, and has done this publicly on the ASD Facebook page, shows the instability of the people in the situation. There are other documents available to attest to this instability, which shed doubt on the suitability of such a person in this position.

So here is your chance to do the right thing. You were going to give Steven Herbert a lifetime achievement award at the last convention for his years of wonderful service to ASD-WFHF. What happened? You dishonor ASD and yourselves with your petty, biased doings.

Recover your honor by acting honorably, or myself and my chapter may be forced to seek other forms of "Civil" satisfaction.

I expect this action to be taken promptly. Our patience and tolerance of you actions has been tested beyond understanding. Respond quickly and do your part to resolve this matter.

Sincerely,

**John Serino, Danville Chapter ASD President**

# The American Society of Dowsters

PO Box 24, Danville, Vermont 05828 (802)884-3417 Fax: (802)884-2565  
[www.dowsters.org](http://www.dowsters.org) [asd@dowsters.org](mailto:asd@dowsters.org)



March 22, 2017

John Serino  
[REDACTED]

Mr. Serino;

Your letter dated March 9, 2017 raises some significant issues. I will address them in order of importance.

Publishing private correspondence between a member and a chapter officer (from a different chapter) is suspect in and of itself. Whether the addressee is even a member of your chapter is not mentioned. Setting that aside, to question the stability of someone based upon their spiritual beliefs is pure religious bigotry and intolerance.

Bigotry and hypocrisy are common in some organizations, but I thought that the members of our Society were above that, especially those in leadership positions. Do you likewise question the stability of the sincere Christian that believes in the virgin birth and resurrection? Or the Hindu, the Muslim, or Jew? Do you also question the stability of the person who looks for water using only a dowsing rod, or the person who believes crystals have sentience?

***Spiritual intolerance is completely unacceptable in our Society.*** I would hope that you issue a public apology to Ms. Potter, copy all the members of your Chapter and others to whom you have distributed your letter, and then resign your leadership position-before you further discredit our Society. It is obvious you are uninformed as to the details of the audit report and supporting documentation. You may not like (or may disagree with) what is documented there, but that does not change that the documentation is factual; much of it written in the hand of Mr. Herbert, and reflects his own actions. Likewise, while you report to represent your chapter in this action; your letter was sent without all of your members being made aware or allowing them input.

That said, the audit is fully documented including the correspondence and legal opinions. A review of those documents would be in order before you decide whether our actions were appropriate or not. You will also find that, based upon that audit, an independent, external financial audit was ordered as documented in the Board of Trustee meeting minutes. That audit is in progress now.

As for the Board of Trustees preferring charges; AGAIN, please review the public documentation concerning the issue. The charges were initially brought by members. Since they involved harassment of our employee; it was completely unethical to include you or any other chapters in the actions. (see Robert's Rules of Order and Vermont employment law) The audit reveals a number of other outstanding issues that needed to be addressed as well.

Mr. Herbert received copies of the complaints and ethics charges. He is certainly free to forward them to you. The earliest goes back to February 2016. The only item of communication of any type concerning any of these issues received from Mr. Herbert was a copy of a form letter asking for coverage under ASD's Directors and Officers policy. It is important for you to understand that he made no effort to provide any support, justification, or additional information to any individual on the Board of Trustees, by any means.

At a meeting attended by ten members, including five individuals from the former WFHF Committee, Mr. Herbert verbally agreed (to all present) to provide written permission allowing us to release information pertaining to those items discussed at that meeting. He requested a written statement of those specific complaints and it was given to him within 48 hours. Mr. Herbert never provided a written release; instead Mr. Herbert immediately chose to go into negotiations.

Next, the issue of our actions concerning the member in question: In accordance with the precedent set by previous boards and Robert's Rules of Order (which takes precedence when our own by-laws are unclear), we took the actions needed to protect our Society and preserve our non-profit status. All of our actions were in accordance with the By Laws of the organization.

The Board of Trustees unanimously agreed not to turn the documents over to state or federal authorities because it would reflect negatively on our Society, endanger our non-profit status, and possibly trigger audits of not only the persons involved with the Water for Humanity, but our donors as well. Further action (verbal or written in any form) on this matter will give us no choice but to do so. I doubt if Mr. Herbert would like all the letters where he has written comments about members and past Trustees throughout the years circulated. You may wish to confer with Mr. Herbert before you take further action.

Last, and certainly least: Life Membership can be awarded by a vote of the membership, or by serving as President, or it can be purchased, in accordance with the organization By Laws. Mr. Herbert's Life Membership was never paid for, he was never President, nor did the members vote on it. The internal audit report clearly explained that Mr. Herbert never had a valid Life Membership to lose. No one offered to pay for his membership, nor has the membership been given the opportunity to grant him one either.

I look forward to hearing of your apology to Ms. Potter and to hearing you have resigned as well.

*Marty Lucas*  
Marty Lucas  
President ASD



# The American Society of Dowsers

PO Box 24, Danville, Vermont 05828 (802) 684-3417 fax: (802) 684-2665



March 24, 2017

Mr. John N. Serino  
[REDACTED]

Dear Mr. Serino:

On Sunday, March 19, 2017, ASD received the enclosed document referencing your letter to Mr. Lucas and the Board of Trustees of The American Society of Dowsers, Inc. that was dated March 9, 2017 and received by ASD on March 16.

The enclosed document contains formal ethics charges filed against you by Lee Ann Potter. Please review the charges carefully and provide your written reply dated no later than Wednesday, April 26, 2017. Your response to the charges may be either via email to [bot@dowsers.org](mailto:bot@dowsers.org) or may be addressed to ASD Headquarters, 184 Brainerd Street, PO Box 24, Danville, VT 05828.

Should you need additional copies of either the Internal Audit Report submitted to the membership back in June 2016 or the current ASD By-laws, both are available on the ASD website, [www.dowsers.org](http://www.dowsers.org). It is important to note that any form of retaliation is unacceptable and could be included as part of the investigation.

We anticipate your appropriate and timely response to the charges and hope that this matter can be brought to a conclusion quickly.

Yours truly,

Annette E. Weis  
Corresponding Secretary

encl: 1 - consisting of a total of two pages

cc: BOT

Formal Ethics Charges

Against

John Serino

Reference letter, dated 9 March 2017, from John Serino to Marty Lucas and the ASD BOT.

In his letter, Mr. Serino states the following:

"The fact that one of the auditors is someone who has twice claimed to have diverted demon spells cast at members of the BOT, and has done this publically on the ASD Facebook page, shows the instability of the people in the situation. There are other documents available to attest to this instability, which shed doubt on the suitability of such a person in this position."

Mr. Serino offers no evidence to support his claim other than a private correspondence from a chapter vice president (not from the Danville chapter) to another individual, which was also cc'ed to many members of the Board of Trustees.

In his actions, Mr. Serino violates the ethical standards of the Society by the following:

- 1) Chapter XV, Section 2, "Slanderous remarks against another member affecting their ability to carry out their duties".
- 2) The Society Policy and Procedures sections regarding "Equal Opportunity", which includes the ability to freely practice religion free from any form of discrimination.
- 3) U.S. Civil Rights Act of 1964, Section II.

Item 1: Mr. Serino's remarks clearly attack the religious and spiritual beliefs of Mrs. Potter, specifically by claiming that her beliefs "shows the instability of the people in the situation". Federal Civil Rights law prohibits any adverse conduct based of the religious or spiritual beliefs of the individual. Furthermore, Mr. Serino's allegations occur when the Society is currently involved in an election process, and clearly seems to be aimed at adversely influencing the outcome of the election process, against Mrs. Potter. Mr. Serino's handwritten comments, "a document currently

circulating around ASD members", seems to contribute to Mr. Serino's willingness to engage in this further slander, during a Society election.

Item 2, and 3: Federal Law, specifically the Federal Civil Rights Act of 1964, as well as ASD Policy and Procedures regarding religious discrimination, all clearly state that any form of discrimination, based on the religious beliefs of a person, is against the law, and the Policies and Procedures of the Society.

Mr. Serino's timing of these comments, and his apparent willingness to communicate this information during a current ASD Election of Trustees, demonstrates his contempt for a fair election process within the Society. He is clearly attempting to skew the election against Mrs. Potter, by discrediting her; his actions discredit him, his chapter (for which he says he speaks), and the Society at large. He indicates his use of social media (from which he claims to have received the "Karen letter", yet he offers no evidence indicating that Mrs. Potter has ever published any such documents on any social media platform, let alone an ASD Facebook page. This does bring into question Mr. Serino's motives, and his apparent willingness to further publish this document, with his derogatory analysis.

Mr. Serino's unwillingness to read through the ASD Audit Report, where all of the actions of Mr. Herbert are detailed and supported, would also appear to violate the Society Code of Ethics, Section 1, item (C): Members shall avoid and discourage sensationalism, exaggeration, undignified and unwarranted statements, or misleading advertisements. By simply reading the audit report, freely available to any member of the Society, many of Mr. Serino's concerns could be addressed.

This day the 18<sup>th</sup> of April, 2017, I, John Serino, President of the ASD Danville Chapter, along with "a jury of peers" among the membership of the Danville Chapter of ASD, have gathered to review the ethics charges filed against Steve Herbert and hear his responses. Today I assert my right according to the ASD By-laws, Chapter XV, Section 2, to conduct such a hearing and to seek to find resolution.

I assert also that the charges leveled against Steve are the result of a highly biased audit, conducted with an agenda, and that the charges are frivolous, contrived, full of distortions and untruths, prejudicial and baseless. These charges show subjective interpretation of actions that assume dishonest intent. Accusations were made of violations where policies don't even exist, and in the performance of duties for which guidance was not offered. Though Steve has often been in the position of taking up the slack when WFHF committee members resigned or in one case pulled off by the BOT, he was never in a position of being in charge. He always worked with committee approval. I declare that while he is human and not immune to mistakes, he is innocent of any wrong doing and that he has always acted with pure intent.

Steve has been a member of this society for 32 years. Over that time he has given selflessly of his time energy and expertise in teaching within the society and training abroad, writing numerous articles for the digest, and most notably, nearly 19 years of service as Secretary of the Water for Humanity Fund. In recognition of his contributions he was named Dowser of the Year in 2002. Thousands of lives around the world have been improved through these efforts, reflecting positively on the ASD. Steve has deservedly earned the trust and respect of a great many in the society. I submit that his accusers on the BOT have sought to tarnish his reputation unjustly and even maliciously.

I along with my chapter colleagues have heard Steve's verbal responses to the charges derived from the internal audit, and discerned the purity of his heart and intent. We conclude that it is the internal audit which should be declared null and void for its blatant bias and gross unprofessionalism. Regarding Steve himself, I and my colleagues declare to the BOT that he has been found innocent on every count. He has therefore been exonerated and the matter has been resolved. Therefore the BOT must now restore the lifetime membership that was taken from him without due process in this vindictive manner.

Respectfully,

John H. Serino  
Valya Richardson  
Richard O'Kelly  
Jim Burrows  
Doris Randall

Cherine Chagnon  
Susan M. Blackmore

---

**From:** Annette Weis [REDACTED]

**Sent:** Sunday, April 23, 2017 8:14 PM

**To:** [REDACTED]

**Cc:** Board of Trustees

**Subject:** Response to ASD letter

Attached is my personal response to your complaint letter received 3/16/17. It is not to be presented as from the Board. Your letter is the first and only comment received regarding the Board's decision on Steven G. Herbert and I believe you had good intentions when you wrote it.

To: John N. Serino:

4/23/17 P. 1 of 2

*This is my personal reply and does not reflect on anyone else on the ASD BOT. Your letter received March 16, 2017 gives so much misinformation that is difficult to decide which items to address.*

Your complaint letter implies that it was only in March of 2017 you became aware of some of the issues revolving around Steven Herbert. Your letter shows only concern for Mr. Herbert and no concern whatsoever for all the members involved for years especially those who resigned or chose not to renew membership in order to protect themselves. Remember it was the ASD BOT that was legally, financially, and ethically responsible for whatever Mr. Herbert did and did not do.

After all of the negotiations, emails, telephone conferences and meetings, you and the Danville Chapter are suddenly interested. Why? Mr. Herbert, who after 20+ years must have known the By-Laws, consciously chose not to involve you or anyone from the Danville Chapter. There isn't even one mention of the Danville Chapter in any of the prior records. Never once has Mr. Herbert considered his membership in the Chapter relevant.

Although he is no longer a Chapter member, the Board has absolutely no idea if Mr. Herbert was ever a paid member of your Chapter given that he did not pay for many of his memberships in ASD and often let his membership lapse. You may not be aware of the times when others, including me, paid for his memberships. This allowed him to maintain his role on a committee and protected both him and ASD. (I'm sure that the thoughts of protection and legal requirements never entered his mind.)

In Spring of 2016 it was established and published that a Lifetime Membership for Mr. Herbert had never been properly granted. No one, including Mr. Herbert, did anything about it. A very small group of disgruntled acquaintances of Mr. Herbert prevented this topic from being discussed at the 2016 Annual Meeting. You should take this membership grievance to those few members for their terrible timing at that meeting and not to the current Board.

Mr. Herbert had months to reply to the complaints of 2015 and then even more time than legally necessary to the charges before the Board took any action. The BOT has not heard one little 'peep' from Mr. Herbert. He did send a formatted letter asking for legal representation to our insurance company and, in the same letter, denied everything including documents that have his signatures. That action discredited him and made similar form letters from others appear foolish and infantile to our agents.

The pattern is always the same; someone is always called on to rescue him from Board after Board. Does Mr. Herbert ever speak for himself? The answer is obviously a resounding, "No." It is very sad when a grown person either will not or is not capable of speaking for himself. How to help him has been tackled by many well-intentioned members but ASD is not equipped nor should it be in the business of counseling.

Mr. Herbert's claims of bullying and harassment toward him are also repeated words and behaviors by Mr. Herbert. Reviewing prior Board records, the complaint against Lisa Lacoss and myself is yet another example of history repeating itself. The two separate attorneys are probably still laughing. They found the document so ridiculous that they originally didn't want to waste our money and couldn't believe we were serious on wanting it reviewed.

continued....

To: J. N. Serino, 4/23/17  
Response to Complaint Letter

p. 2 of 2

Where did you ever get the idea that Mr. Herbert was going to receive a "lifetime achievement award.....for years of wonderful service?" In December 2015 it was *suggested* that a certificate could be offered as a way for Mr. Herbert to save face by gracefully stepping aside from his secretarial duties, He could be recognized for his 20 years as a volunteer. That was it. FACT: ASD's 25 years of humanitarian efforts with the Third World Fund and WFH were to be celebrated-- not Mr. Herbert. It is the *members* who make the WFHF possible.

Mrs. Lee Ann Potter led an internal audit in preparation for an external CPA audit. After many years of no one auditing the books, I started the ball rolling for an internal audit back in 2015. The statements made in that report are all documented in the appendices. FACT: ASD's records are currently undergoing an independent audit by CPAs.

The statement about Rev. Potter's 2014 email relates to a former ASD president who resigned the first time because of perceived dark entities while crossing a desert. Using your logic, the former president is also not stable. Please think about your charge of instability when you consider a recent speaker presented to your Chapter. This illustrates a judgment call that some non-traditional belief systems are OK to be presented and discussed but others are to be criticized without any discussion.

On some level, you must have realized that the Board did not involve you and another member in the Crystal Gate fiasco. No one on the Board felt you were responsible for the incompetent handling of yet another donation. The crystals were never a part of the reasons given to Mr. Herbert to step down from his secretarial role back in 2015. No one on the Board knew about them until well after the decision was made. Later, when the Board learned about the fiasco, it assumed you were trying to do something good. When the crystals were illegally returned, the Board chose not to press charges against Mr. Herbert even though Board members had to correct and clean-up the botched return.

As I said in my opening, I think you are well intentioned and do not mean to cause Mr. Herbert any further grief. FACT: The Board is following the financial and the legal advice it received.

In conclusion, your letter never did say what you wanted. FACT: Except for your letter of March 16th, no one has voiced any concern over the Board's action including Mr. Herbert. The Board has moved on to positive and constructive projects and I hope you join us.

4/26/17

To Whom it may concern of ASD ,better known as the American Society of Drama

In response to the ethics charges filed by Mrs. Potter.

As a Chapter President I will bring these charges to be examined by the Danville Chapter Vice President Susan Blackstone.

These charges will be addressed at our May 27th meeting where our membership will be involved in judging my actions. I also invite Mrs. Potter to attend and address my chapter if she so desires ; hoping this matter can be resolved within the framework of the ASD By-Laws.I will also address Mrs.Potter's chapter if she so wishes.

The ethics charges brought against me by Mrs. Potter are ridiculous at best and clearly a desperate attempt to focus on a subject my words in no way intended or could be construed to as Religious bigotry. I have no prejudices concerning her religion or spiritual practices; she can worship the Easter Bunny for all I care. I do take offense at her use of the ASD Discussion page to shamelessly boast of her powers and promote herself on a page where only dowsing can be discussed (or so I am told by Marty Lucas). I also take offense and question her rationality and character when she stoops to using the guise of past lives history to defame someone and brag of her own spirituality. An incredibly spiritual being would have no need to say such things. And if the origin of such correspondence is in question ,it was given to me by Karen along with her response.

I have so many more documents and personal testimony to attest to her lack of of the integrity and stability needed to lead and conduct an honest and unbiased audit . I believe her own words on FB and actions concerning the "Witch Hunt" of Steven Herbert constitute just a few of the many ethics violations of Mrs.Potter.

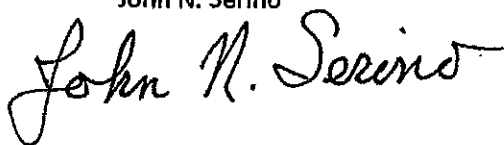
I welcome an opportunity to bring Mrs. Potter's transgressions into the light.It is my concern for ASD ;a society working to make dowsing a factual and reliable institution leaning toward science. It mocks ASD when talk of Demon spells are allowed to spread drama,fear,sensationalism on the societies FB page.

If these charges are not resolved to the satisfaction of both parties they must move to an unbiased ethics committee. I ask that no BOT members that were or are involved in this "Witch Hunt" be allowed to participate. I also demand that if such a situation arises I be allowed to face my accusers.

Think long and hard on this. I give Mrs. Potter this opportunity -NOW- to withdraw her charges. If so I will not release the Damning evidence I posses to the general membership and this matter can be dropped.

Danville Chapter President

John N. Serino

A handwritten signature in cursive script that reads "John N. Serino". The signature is written in black ink and is positioned below the typed name.



# The American Society of Dowsters

PO Box 24, Danville, Vermont 05828 (802) 684-3417 fax: (802) 684-2555



May 12, 2017

John Serino  
[REDACTED]

Dear Mr. Serino:

The Ethics Committee of the American Society of Dowsters convened on May 2 and May 11, 2017 to discuss the ethics charges against you by Lee Ann Potter. We, the Ethics Committee, have decided that we would like to give you an opportunity to defend the charges, but given that this opportunity was given to you previously, the Committee has voted to give you three days from the receipt of this letter to do the following:

1. We need to know some of the history of the dissemination of your March 9, 2017 letter to ASD. Specifically, was this shared with other members of your Chapter and ASD members in general? Did your communication with others involve you re-sending the "Karen" email affixed to your March 9 letter?

2. Do you have evidence and information to show that the 2016 Audit Report was in any way false or improper, and/or that the Audit Committee and Audit Report made errors because of the "instability" or the "doubt on the suitability" of Lee Ann Potter?

We gave you time in March and April to respond to the charges sent to you and unfortunately, your reply was primarily accusations and threats. Please understand that the accusations and threats in your reply to the charges are not proof. We give you this second opportunity to answer the charges against you and substantiate how the facts in the Audit Report reflect Mrs. Potter's beliefs. This matter is not to be handled by the Danville Chapter as set forth in the first and subsequent paragraphs of Chapter XV Section 2 of the By-Laws.

We are counting on your cooperation and look forward to concluding this matter.

Sincerely,

*Marty Lucas*

Marty Lucas  
President

5/18/2017

## Seeking Justice

John Serino

Thu 5/18/2017 10:56 PM

To: bot@dowsers.org <bot@dowsers.org>;

To whom it may concern of ASD

Concerning your question regarding the sharing of information or correspondence in my March 9th 2017 letter. Perhaps stating the obvious; the communications were neither addressed directly to myself nor sent directly to me; so clearly they have been shared within the Society prior to having been shared with me or by me. The real question is why would Mrs. Potter write such damning things that are clearly an ethics violation in themselves. Her FB comments were clearly a violation of spiritual boasting which the Society frowns upon.

Said communications were included in my correspondence not to call in question the religious beliefs of Mrs. Potter. These communications were included as an example of the malicious nature and malintent also exhibited by Mrs. Potter during the auditing process that subsequently resulted in the resignation of two highly respected professionals at two separate times.

In regards to the validity, authenticity, accuracy and fairness of the audit I would provide evidence in the form of resignations and personal letters that arose in response to Mrs. Potter's mishandling of the audit. They clearly state that said audit was a "Witch Hunt" whose sole purpose was to find evidence targeting Steven Herbert for removal from ASD.

I as well look forward to the resolution of these matters; both the reinstatement of Steven Herbert's membership in ASD and the far less important; the false charges brought against me by Mrs. Potter citing the inaccurate idea that my letter in any way was an attack on her religious beliefs.

It is my observation that these charges were brought about as an attempt to redirect the whole focus of this matter away from Steven Herbert in effort to hide her own mishandling of the auditing process.

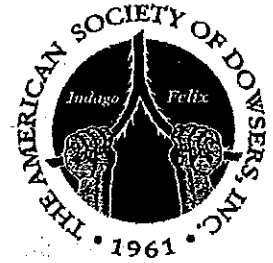
I have read the audit extensively and have written responses to all the charges. How Mrs. Potter could try and turn grant writing into a crime is beyond me. The audit made many accusations with no fact. To cite the use of Steve's sister when ASD used her themselves in November of 2016. Her work for the society was fair and competitive otherwise all are at fault.

It seems to me That Mrs. Potter is the one who should be brought up on ethics charges and Steven Herbert praised and reinstated.

John N. Serino  
President Danville Chapter

# The American Society of Dowsters

PO Box 24, Danville, Vermont 05828 (802)684-3417 Fax: (802)684-2565  
[www.dowers.org](http://www.dowers.org) [asd@dowers.org](mailto:asd@dowers.org)



May 24, 2017

Dear Mr. Serino:

The Board of Trustees assembled as the Ethics Committee as per Chapter XV Section 2 of the *By-Laws of the American Society of Dowsters, Inc.* on May 16, 2017 to review the Formal Ethics Charges made against you. These charges were contained in a letter dated March 24, 2017 by Lee Ann Potter and were based upon correspondence sent to the President and Board of Trustees (BOT), March 9, 2017.

In your letter you stated, without naming Lee Ann at first, that Lee Ann was unstable and you questioned her suitability as a member of the American Society of Dowsters (ASD) Audit Committee. You challenged the results of the Audit Committee solely upon your perception of her instability and unsuitability as a member of the Audit Committee. You offered no proof that the results of the 2016 Audit were in any way incorrect or improper and that the committee reached a wrong conclusion. As part of your evidence of Ms. Potter's shortcomings, you presented what appeared to be a well-circulated personal email sent to a person only identified as "Karen" from Ms. Potter. In fact, a hand-written note at the top of the page states, "a document currently circulating around ASD members."

You were sent a letter from Annette Weiss, Corresponding Secretary for ASD, containing the Formal Ethics Charges by Ms. Potter with a response deadline of Wednesday, April 26, 2017. In the Ethics Charges, Ms. Potter stated that she believed that you violated Chapter XV, Section 2, stating that "misconduct" includes, "(4) Slanderous remarks against

another member affecting their ability to carry out their duties.” You responded in a timely fashion on April 26, 2017. In your response, you again reiterated your claim of Ms. Potter’s unfitness to “conduct an honest and unbiased audit,” but failed to supply documents or any evidence that the audit was in any way affected by Ms. Potter’s religious beliefs and practices or how they affected the documents in the Audit Report and its ultimate conclusions. You did not apologize for your representation of Ms. Potter, and offered to, but did not provide, further documentation of her unfitness. The Ethics Committee sent you a letter on May 15, 2017 seeking clarification and providing you with a second opportunity to explain how Ms. Potter’s beliefs influenced the Audit Report. You responded in an email but failed to answer either of the two questions asked or to provide any further information that would relieve you of the ethics charges posed.

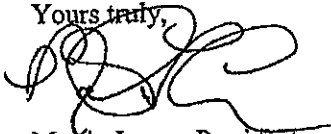
Chapter XV, Section 2 of the By-Laws (a copy is provided with this letter) provides for disciplinary process. In the first sentence, the following is stated:

“Any Member, Trustee or Officer, may be reprimanded, suspended, removed from office or lose their membership by a 2/3 vote of the full BOT is shown to be guilty of misconduct.”

Given two opportunities, you provided no proof of the unsuitability or instability of Ms. Potter’s beliefs having any possible effect on the 2016 Audit Report. As a result of no proof or evidence being provided, the Board of Trustees of the American Society of Dowsers voted on the ethics charges May 16, 2017. Ms. Potter was not present for any part of the discussion and vote. Regrettably, the Board of Trustees found that you were in violation of Chapter XV, Section 2(4) of the By-Laws. Because of the acerbic nature of your claims against Ms. Potter; your lack of a serious attempt at resolving this matter; your repeated threats; and the fact that

you are a Chapter President in a position that permits you to communicate and influence other ASD members, the Ethics Committee of the American Society of Dowsers voted to revoke your membership in ASD, immediately. You are no longer a member of a Chapter in ASD and you may not hold an office in a Chapter. You may reapply for membership into ASD two years from this date.

Yours truly,



Martin Lucas, President



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**Filing History**

<b>Business Name</b>		<b>Business ID</b>	
AMERICAN SOCIETY OF DOWSERS, INC., THE		0041083	
<b>Filing Number</b>	<b>Filing Date/Time</b>	<b>Effective Date</b>	<b>Filing Type</b>
0002164566	04/05/2016		<u>REINSTATEMENT</u>
0002162060	04/02/2016		STATUS CHANGED TO TERMINATED
0001899348	02/07/2014		<u>BIENNIAL REPORT (2014)</u>
0000980409	02/14/2012		BIENNIAL REPORT (2012)
0000960410	02/14/2012		PRINCIPAL CHANGE
0000960411	02/14/2012		PRINCIPAL CHANGE
0000960412	02/14/2012		PRINCIPAL CHANGE
0000960413	02/14/2012		AGENT ADDRESS CHANGE
0000960414	02/14/2012		AGENT CHANGE
0000960377	01/21/2010		BIENNIAL REPORT (2010)
0000960378	01/21/2010		PRINCIPAL CHANGE
0000960379	01/21/2010		PRINCIPAL CHANGE
0000960380	01/21/2010		PRINCIPAL CHANGE
0000960381	01/21/2010		PRINCIPAL CHANGE
0000960415	01/24/2008		AGENT CHANGE
0000960416	01/24/2008		BIENNIAL REPORT (2008)
0000960417	01/24/2008		PRINCIPAL CHANGE
0000960418	01/24/2008		PRINCIPAL CHANGE
0000960419	01/24/2008		PRINCIPAL CHANGE
0000960420	01/24/2008		PRINCIPAL CHANGE
0000960398	04/13/2006		BIENNIAL REPORT (2006)
0000960399	04/13/2006		MISCELLANEOUS
0000960400	04/13/2006		MISCELLANEOUS
0000960401	04/13/2006		MISCELLANEOUS
0000960402	04/13/2006		PRINCIPAL CHANGE

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**\*\*CHANGE\*\***



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Corporations Division**

MAILING ADDRESS: Vermont Secretary of State, 128 State Street, Montpelier, VT 05633-1104  
DELIVERY ADDRESS: Vermont Secretary of State, 128 State Street, Montpelier, VT 05633-1104  
PHONE: 802-828-2386 WEBSITE: [www.sec.state.vt.us](http://www.sec.state.vt.us)

FILING #0002164566  
FILED 04/05/2016 11:36 AM  
REINSTATEMENT

- 1. Client ID: 000103256
- 2. Business Name: AMERICAN SOCIETY OF DOWSERS, INC., THE
- 3. Business ID: 0041083
- 4. Citizenship: DOMESTIC
- 5. Fee: \$70.00
- 6. Do you have any paid employees, directors or officers? YES
- 7. Principal Office Business Address: 184 BRAINERD STREET, DANVILLE, VT, 05828, USA
- 8. Principal Office Mailing Address: PO Box 24, DANVILLE, VT, 05828, USA
- 9. AgentID: 000193372
- 10. Agent Name: Lisa Lacoss
- 11. Agent Email: [asd@dowers.org](mailto:asd@dowers.org)
- 12. Agent Business Address: 184 Brainerd St, Danville, VT, 05828, USA
- 13. Agent Mailing Address: 184 Brainerd St, Danville, VT, 05828, USA
- 14. Date: 4/5/2016

eSignature:

- 15. Authorizer Name: Lisa Lacoss
- 16. Authorizer Title: Manager





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Corporations Division**

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FILING #0002164566  
FILED 04/05/2016 11:36 AM  
REINSTATEMENT

Principal(s):

Full Legal Name:	Kevin O'Brien
Title(s):	Treasurer
Business Address:	184 BRAINERD STREET,DANVILLE,VT,05828,USA
Full Legal Name:	Lisa Lacoss
Title(s):	Director
Business Address:	184 Brainerd St,Danville,VT,05828,USA
Full Legal Name:	Martin Lucas
Title(s):	President
Business Address:	1320 46th St,Des Moines,IA,50311,USA
Full Legal Name:	Sandi Ruelke
Title(s):	Secretary
Business Address:	184 BRAINERD STREET,DANVILLE,VT,05828,USA

ASD Board of Trustees:

In late December 2015 my husband and I made a donation to the WFHF of \$2,200.

Let's face facts, our donation is part of the frozen money in the WFHF.

My request is that it be sent over to the newly formed nonprofit — Earth Water Alliance (EWA).

In the past I've requested money be restricted for travel for Steve Herbert, I would also like that money to be sent to EWA.

Thank You!

Only Love Prevails,

Susanne Dillon

**From:** <[REDACTED]>  
**Subject:** Pitkin books donated to Water for Humanity  
**Date:** May 16, 2016 at 7:17:04 PM EDT  
**To:** [bot@dowers.org](mailto:bot@dowers.org), John Pitkin <[REDACTED]>

To the Board of Trustees of the American Society of Dowers-

I am writing to ask for a full accounting of the assets donated by my family and others to the David Pitkin fund for Water For Humanity. I believe this to be approximately \$8,000 worth of books written by my father and about \$250 in donations to his memorial fund.

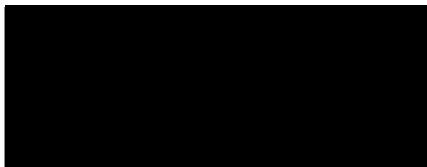
It has come to my attention that the ASD has removed the listing of these books for sale in the online bookstore and that the Water For Humanity website is no longer functional and cannot accept new donations.

The fund was specifically set up at the time of my father's death in Feb. 2013 for the purpose of creating wells in India. My father was a junior high school teacher who taught African and Asian studies. His two grandchildren are also of Indian descent. To date, two wells have been successfully created in his name in India.

Please explain why the donations to Water for Humanity are no longer being used for the purpose they were intended for. My brother and I would like all assets related to the David Pitkin fund turned over to the Earthwater Alliance, which was recently created to carry on the work of Water for Humanity. If that is not possible, please return all assets to me as executrix of my father's estate.

Sincerely,

Lisa C. Pitkin





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**Fwd: Quick question**

1 message

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**Janis Fallon** [redacted] Thu, May 19, 2016 at 11:40 AM  
To: William Getz [redacted] Idaho Dowsers <idahodowsers@gmail.com>

Sent from my iPhone

Begin forwarded message:

**From:** Janis Fallon [redacted]  
**Date:** May 19, 2016 at 11:34:23 AM EDT  
**To:** President <president@dowsers.org>  
**Subject:** Re: Quick question

Thank you. I also heard that donation money to WFH was going/ is being to be used for ASD legal fees which I strongly believe would be illegal and also open board members to personal criminal actions if they intentionally and knowingly take illegal actions. So this also heightens my concern for a full accounting and return of unused \$\$.

The only other thing I wanted to bring up was I heard that there will be people at the member meeting who have been asked by the board (?) to make motions and second them to adjoin the meeting to prevent comments, questions, responses, etc on reports and other old and new business. I am assuming Roberts Rules of Order are still used to govern meetings and members will be encouraged to participate to promote open, full dialogue to help heal the tremendous rifts that have and are occurring.

Thank you for your response - if the attorney wishes to speak to me directly they can do so.

Janis Fallon

Sent from my iPhone

On May 19, 2016, at 10:04 AM, President <president@dowsers.org> wrote:

Thank you for your concern about WFHF. It has not been eliminated, nor have we abandoned the WFHF mission. Whoever told you otherwise is incorrect.

We are happy to cooperate with the Vermont AG office and will cheerfully supply their office with any and all documentation they request.

Your letter has been referred to counsel so that we may answer it fully.

Thank you,

Marty Lucas

President, ASD

<mime-attachment>



BOT Annual Meeting 6-5  
55<sup>TH</sup> ANNUAL MEMBERSHIP MEETING JUNE 5, 2015

BOT Annual Meeting, June 5 2015

Trustees: Annette Weis-President, Sandi Isgro-Vice President, Sandi Ruelke-Secretary, Kevin O'Brien, Treasurer, Marty Lucas, Adhi Two Owls.

Absent due to health issue, Keith Schaffer. Absent due to car failure, Tick Gaudreau, Trustees

Elect: Jean McDonald, Jenni Anderson, Rebecca Gurland.

Absent Trustees Elect: Richard Benishai, Janet Windsor. Living out of the country.

Annette started the meeting reading a quote we used at the beginning of all BOT meetings with Annette as President.

Listen actively, encourage brevity, respect confidentiality, enquire and challenge with consideration and respect. We also have to remember that it is not necessary to agree all the time. That's ok. We allow for silence when it serves a purpose or we take a breather. We try to be open to new thoughts and possibilities. One of the other things we are trying to do is to bring some fun back into volunteering for ASD so we try to have fun, stay loose, be flexible and trust.

Sandi Ruelke: attendance of the current Board of Trustees, as noted above.

Minutes of the 2014 meeting are available. Motion to approved June 2014 minutes made by Marty Lucas, seconded by Lee Ann Potter. 1 abstained, approve by all others. Motion to approve minutes passed.

President's report highlights (full report available for membership):

The first two paragraphs go into problems and how we dealt with things. Annette will be glad to answer questions if anyone has any later on. Get on to positive. There was a mass resignation of 5 BOT members, the remaining 5 stayed and put out a call to the membership. The response was fantastic. We needed 3 additional BOT members to make full board. Over 20 volunteered to fill the positions or help, and many more volunteered to help in any way possible.

Membership is holding steady, either increase or decrease. Our aim is to increase.

We have not had a financial audit since 2006. We do have provisions to have an internal audit to prepare for a formal audit at some time. Preston Hull, Bob Kort have volunteered, we need one more. Our 990 tax form was done on time this year. It is available if anyone wants to see it. It will be available on Guidestar on the internet also. We are not wealthy, but we are healthy. Rumors that we couldn't pay our staff, wouldn't have a convention this year, are only rumors!

Areas we are working on: Review and update and implement changes in many of our PPM and by-laws. Some have not been updated since 1980 or 1990. Things have changed.

Most important. Nominations and elections process. We would like volunteers to help with the process.

Employment section: In serious need of revision.

Convention Committee: It has not changed since 2003. It also is a work in progress.

Digest: Great people, winging it because much guidance information is out of date. We need help. WFHF-

Much updating is needed to help WFHF grow.

Southwest Conference will be starting again in Los Cruces, NM in 2017, replacing the one in Flagstaff, AZ. July 2016 the West Coast conference is in Santa Cruz, CA. The Appalachian Chapter had a lovely conference in North Carolina, although it did not bring in new memberships.

The BOT is working on: what makes ASD membership valuable to you? What more can we do so that you are proud and pleased to be an ASD member, and get something from it beside the Digest. Let us know. . . what you like or don't like!

WFHF is preparing to grow, so be on the lookout for that. We encourage all to support WFHF and we give thanks to those who have been working on the committee for years of dedicated service.

Annette stated that "one of the great things about taking the interim Presidency was getting to know all of you. I've met wonderful people in getting to know the membership."

Financial Report – if you have questions or concerns let us know and contact the office.

Buildings and Grounds have been very active. We have put in two furnaces, new windows, a lot of paint, rearranging the bookstore, a new copier, and more to do.

Convention committee, Education committee, Digest Committee, Nominating Committee Report, end of year report for WFHF,

New Business: Convention in Saratoga Springs in 2016. Maybe we will alternate with Lyndon, we will see.

Question from member: Why do we have to be a member of ASD if we are a member of chapter. Membership in ASD supports the organization, membership in a chapter only supports the chapter. 50% of our memberships are affiliated with a chapter, 50% independents. We need to consider the needs of both. What is value of membership? Bookstore, conference discounts, digest, and what else?

John Wayne Blessingame. When are the staff going to get help? We have a lot of work to do on by-laws and ppm.

Introduction of the new trustees, Rebecca, Diane, Jean, Jenni, Richard and Janet were out of the country. We had a Transition meeting today, working on getting everyone on the same page.

Annette asked three time if there was any more business. A motion to adjourn. 3 opposed, motion to adjourn passed.

Post questions: Why Saratoga? ...to be more accessible by bus, train and air. ...greater variety of off campus lodging available. ...decided best overall location for now. It is an area revolving around water, reasonably level, larger classrooms, and a town that welcomes a metaphysical dowsing Expo.

Roxanne Louise: Chapter politics. Please reconsider requirements to be a chapter. Also, why was financial information requested from those using ASD's Tax ID number? We cannot have not access to the account, but need the info to accurately report the amount of money using our account number.

Where are the chapters...or groups, and let's revise requirements.

Submitted by,

Sandi Ruelke  
Recording Secretary  
ASD Board of Trustees

----- Forwarded Message -----

**From:** Kevin O'Brien [REDACTED]  
**To:** President <president@dowers.org>; Board of Trustees <BOT@dowers.org>  
**Sent:** Friday, March 4, 2016 9:23 AM  
**Subject:** Re: Constant Contact

*Minor suggested changes as shown below.....*

From the Desk of the President;

Our By-Laws require that we conduct an annual internal audit. The audit committee has been formed and will be reviewing our records. When the audit is complete, they will report their findings to the Board of Trustees. This is an excellent opportunity for us to review our business practices and see where we need to improve. Neither the officers nor the Board of Trustees will interfere in any way with the work of the audit committee or their findings.

With that in mind, any member that has documents, records or property that the audit committee should be aware of, is asked to contact the committee at [ASDAuditor@dowers.org](mailto:ASDAuditor@dowers.org).

Recently the Water for Humanity Fund Chairman resigned. In his resignation he accused the committee of being "unable to *fulfill* its fiduciary responsibilities". (In lieu of ) *Based upon* these serious charges, all Water for Humanity Funds have been frozen, until we can determine whether there have been improprieties or not. I have asked the audit committee to prioritize their work in order to clear the reputation of the committee so their work can resume. Rest assured, should the audit reveal that the former chairman's allegations are true, we will take the necessary remedial actions. Likewise, should they prove false.

The ASD Board of Trustees currently has NO evidence that there are fiduciary issues concerning how the committee handles funds. However, when the chairman of a committee makes allegations such as these we must take them at face value and investigate. With full cooperation from the committee and the membership, we expect the audit to be completed quickly with only a minimal interruption of the committee's work. Regular audits are a part of good business practices. We will use the report from this one to help make us a stronger and better organization.

***Please note that*** the celebration of the 25<sup>th</sup> anniversary of WFHF at convention will go on as planned,

Thank you,

Marty Lucas  
President, ASD

On Fri, Mar 4, 2016 at 9:08 AM, President <president@dowers.org> wrote:



Board;

This needs to go out yet this week. I am asking Lisa to send it at COB today. Please review it and send me your recommendations prior to that so I can update the message for her.

Thanks

Marty

Lisa,

The audit committee has been formed and has asked that we inform the membership of their work. That is an excellent idea, especially in light of recent developments with WFHF. Is the ASD auditor a good email for them?

From the Desk of the President;

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Regular audits are a part of good business practices. We will use the report from this one to help make us a stronger and better organization.

Thank you,

Marty Lucas  
President, ASD

4/15/17

Amelia "Amy" Loomis, MSW, ACSW, CCHt

To Whom It May Concern:

This letter is written to support Steven G. Herbert's appeal to dismiss the AMERICAN SOCIETY OF DOWSERS (ASD) Board of Trustees' ethics charges and restore his Life Membership. The ASD Board of Trustees and Mrs. Lee Ann Potter, Chair of the Audit Committee, published the internal audit June 2016 and distributed it at the ASD annual meeting in Saratoga Springs, NY. Mrs. Potter then summarized the ethics charges and President Lucas sent them on August 4, 2016 to twelve WATER FOR HUMANITY FUND (WFHF) Committee members and associates. Later the ASD Trustees revoked Steve's Life Membership postmarked January 19, 2017, all without following due process or procedures.

I was very clear with Mrs. Potter, President Lucas and Kevin O'Brien, ASD Treasurer that the internal audit needed to include headquarters' policies and procedures since they were a big part of the problem; that my past experience working with the WFHF Committee, Kevin O'Brien, and their CPA to streamline data within WFHF and at headquarters gave me an experienced view of the problems. Many functions needed to change, primarily at headquarters and with ASD policy. To target Steve and WFHF alone, without reviewing policies and procedures at headquarters was folly. Additionally, WFHF did not handle monies, except to receive funds from donors at the convention or other activities and immediately turn those dollars over to Lisa Lacoss, the bookkeeper, for deposit to the appropriate bank accounts. Lisa was the only one authorized to write checks and needed a signature from the ASD Treasurer if over \$600. Michelle Hicks, WFHF Treasurer, only reviewed data and tried her best to tract grants and expenses through headquarters.

Mrs. Potter said she refused to accept my rationale and proceeded with an internal audit that I believe had little, if any, merit. It is not objective; it is full of distortions, misleading and erroneous information, and projections without substantiation. She used as her sole source emails and other written documents, without doing any interviews with those she would later accuse. The net effect has been to damage the reputations of many including Dan Prater, Michelle Hicks, Steve G Herbert, Jose Cueto, Frankie Hutton, Susanne Dillon, Jean McDonald, Jennifer Anderson, Dreama Brower, Don Black and me. It has also provided a cover-up for the lack of appropriate ASD policies and management capabilities.

After speaking with Mrs. Potter and Marty Lucas, and seeing the audit report and Summary of Ethics Charges, I can understand why Janis Fallon Esq. and Linda McCall<sup>1</sup> each resigned from the audit committee. It was unprofessional, not following best practices for an internal audit, biased and severely punitive in its approach. The process was not confidential; apparently Mrs. Potter was blind copying all communications with the new ASD President, Marty Lucas. Mrs. Potter refused to let Janis, an experienced auditor, interview parties involved and insisted in biasing the entire process to achieve her goal to discredit the Michigan Dowsers, Steve, Dan, Michelle and other members and supporters of the WFHF Committee. It was biased - a witch hunt-- poorly conceived, too narrowly focused, and favored a few ASD Trustees and one staff who had personal vendettas against Steve.

On several occasions Mrs. Potter informed me of her expertise in fighting terrorism contracting with government intelligence agencies. It seemed to me that she treated the audit with similar tactics: the way she demanded information, the way she handled data and internet information, and the punitive and accusatory tone of the audit report. The Summary of Ethics Charges reflected the same approach.

The result has been defamation of character, the taking of lifetime memberships, revoking annual memberships,

and leading to many members not renewing. Many persons and chapters have lost confidence in ASD Trustees, --punitive misuse of the Ethics Bylaw, overreach of authority, flagrant disregard of due process as stated in the member's Bylaws, and other violations of non-profit best practices.

I was involved with ASD headquarters and WFHF in several ways. In 2014, I volunteered to write grant proposals for ASD. (Prior to retirement I had been a grants officer, grant writer and grant reader.) I met with Andy Bray, then ASD Treasurer, at the ASD Annual Convention and he welcomed my help "because income from memberships were on a steady decline from year-to-year" and he was "not sure how long ASD could survive without grant money."

During that period of time I worked with Steve Herbert, Nathan Platt, Blair Wolston, and several ASD Trustees. Several problems immediately surfaced. ASD did not have an infrastructure to properly handle grants or grant monies. They had no grants management software. QuickBooks was not properly configured to track income or expenses for the WFHF. Job descriptions did not address project management and ASD did not have qualified paid staff to direct projects. Project management was left to volunteers without adequate oversight or policies and procedures to guide them. The Office Manager (OM) job description did not address many of the functions that foundations and grant makers consider minimum requirements.

From May 31, 2015 to January 17, 2016<sup>iii</sup> I functioned as a grantmaking advisor to the Water for Humanity Fund Committee. I assisted them, not just Steve, in creating policies and procedures to track grant proposals and share appropriate data among the committee members. I strongly objected to maintaining files at headquarters rather than at Steve's home because Lisa told me that she would not manage any part of the files, she just wanted the "originals" at headquarters. She said she wouldn't copy any originals coming in snail mail; she wouldn't send electronic files to committee members or perform any other tasks related to grants management. To have files only at headquarters without staff oversight would have been a violation of best practices. The ASD Treasurer, Kevin O'Brien, approved a plan to utilize electronic files at headquarters and for Steve to continue managing hardcopy files at his home. (Foundation officers frequently keep files on their person, at home and during travel for site visits. Proper grantmaking requires that staff have files available. In my opinion Steve was quite capable of functioning in this capacity. This is an essential task of a philanthropic effort and he was the only one who was functioning in that capacity. The criticisms of Steve in these ethics charges had no relationship to his primary volunteer work. Instead, these charges most often reflect the lack of proper management and oversight at headquarters.

One example of ASD's lack of organizational infrastructure came to light in the Annenberg Foundation/Metabolic Studio's review of a grant proposal that they had requested. They were very excited about supporting WFHF and Steve's activities. The ASD Office Manager and Steve Herbert wrote a proposal requesting \$118,100 to expand projects abroad, primarily in East Africa, and improve ASD infrastructure for supporting WFHF. After Annenberg reviewed the proposal, checked online documents and tax records, and interviewed staff, they decided to only fund the office line item budget of \$8,400 that covered a percentage of time for Nathan Platt, Steve Herbert, Lisa Lacoss and Jax Willey to integrate WFHF functions into ASD headquarters activities including building a new website, improving the WFHF e-newsletter, purchasing a computer to support WFHF functions, and headquarters overhead, etc. Funding WFHF projects before strengthening headquarters would be a mistake. ASD switched their tax accountant after the inquiry from Annenberg. The grant was given to ASD, not to the WFHF. If progress at headquarters were positive they would consider another proposal. That never happened!

The ASD staff and trustees continued to oppose most actions of the WFHF Committee even though the committee had been working well as a team for months. The new President, Major Marty Lucas, conducted communications in an authoritarian manner, not customary for non-profit leadership. He froze the fund in February 2016, demanded an audit, and recommended Steve and the other members of the Committee find a

new non-profit for the fund. He encouraged Amy Loomis and Dreama Brower to proceed with developing a 501(c). After we did so, President Lucas refused to make plans to transfer the funds by voting "no," to break a tie when the Board of Trustees' voted. On April 27, 2017 Marty Lucas dismissed all WFHF committee members and suspended all activities of the fund.<sup>iv</sup> President Lucas defended his behavior over and over again with "fake news" to cover the truth. It was clear from February on that he wanted an outcome of the audit to justify his freezing of the funds in February. So he found an auditor to provide trumped up charges.

Over the time that I consulted staff at headquarters, many transitions occurred. Nathan left and I then helped the new Office Manager, Blair, set up headquarters policies to manage the Annenberg Grant. Then Blair left. Although Lisa Lacoss became the temporary Office Manager, she refused to act as the Annenberg Project Director as was intended for the Office Manager. When I asked her to perform various management and bookkeeping duties she told me that they were not in her job description. She was only entering data on some items of the Annenberg grant and blamed Blair for not properly training her. When I asked her to correct the data to adequately reflect Annenberg salary percentages and expenses she told others that I had asked her to "cook the books". Kevin O'Brien, ASD Treasurer, helped resolve this problem. It was challenging.

Additionally, when Blair left, I participated in a committee to hire a new office manager that was capable of functioning as a grants coordinator and a non-profit director. It was during this process that on October 31, 2014 five ASD Trustees gave their resignation to the remaining ASD Board. This included Lisa McCrory, Bill Bonnell (both liaisons to Water for Humanity), Kate Whitefield (now deceased), Sandee Mac, and Marty Cain. Bill Bonnell chaired one more WFHF Committee meeting February 17, 2015 as all five were given ethics charges and all memberships were revoked on March 4<sup>th</sup>, 2015. Three memberships were Life Memberships. Harassment, slander, hostility, and negativity would be more severe for some than others, but the pattern was the same.

Steve was not allowed to help change policies per the Annenberg grant to strengthen the infrastructure at headquarters. He and I participated in conference calls with Annette Weis and Kevin O'Brien. Jax resigned. I tried to advise, but the progress achieved during the Annenberg grant to support WFHF soon diminished. I continually faced a scapegoating phenomenon, blaming Steve, rather than changing policies at headquarters. Kevin O'Brien, the ASD Treasurer, referred me to the CPA in Burlington to discuss the 990. She advised that Lisa change procedures at headquarters and upgrade the QuickBooks. She was concerned with several issues that I conveyed to Kevin, none of which related to Steve Herbert or WFHF. She was satisfied with the data from WFHF Committee.

No new proposal was submitted to Annenberg although Steve wrote several drafts for new projects. To my knowledge neither WFHF nor ASD ever used the draft proposals to seek new funds. The gains from Annenberg eroded because headquarters never used the computer to manage grants or track donation and it is unclear how the computer is currently being used. The e-newsletter and the website were both discontinued and headquarters job descriptions were never revised to provide proper oversight for WFHF.

The core ASD Trustees have consistently utilized scapegoating as a way of sidestepping their own responsibilities, even when the newly elected trustees opposed their decisions. Over the last three years, as I have observed, the core ASD leadership has pushed out many talented volunteers, punitively filing ethics charges and taking away memberships. If this organization is going to survive and thrive it needs to look at the misuse of power, the punitive way the core is using ethics charges to manage day to day operations, and organize a nonprofit that has the membership as their service priority.

The above is my professional opinion. I echo Linda McCall's recommendations, "Pending the results of a professional audit, I recommend that ASD **VOID** all action taken that was based on the results of the Internal Audit Team's preconceived **FINDINGS**."

Amelia "Amy" Loomis, MSW, ACSW, CCHt

IdahoDowsers@gmail.com

<sup>i</sup> Article XV, Section 2 of the By-Laws

<sup>ii</sup> See letter from Linda McCall, April 14, 2017. Conversations with Janis Fallon Esq. and Linda McCall April 12 & 13, 2017. They each stated to me that they would be happy to share their experiences with the membership.

<sup>iii</sup> On Mon, January 4, 2016 9:48 am, Idaho Dowsers wrote:

To: Adhi Two Owls, President, ASD

Subject: My Resignation from WFHF as Grants management Advisor Effective January 17th

I am weary of the fighting and my deep concern about ASD's mismanagement of WFHF. I will be resigning my volunteer role as grants management advisor to WFHF effective January 17th. I dowsed/meditated on this decision and the content of this email and thus am sending it to a rather "complex chain of command." I have spent several days mulling over the complaint filed by Michelle and Dan as well as the profound disgust expressed with WFHF Committee by Marty in the last BOT meeting, now a matter of public record for the membership. Since he alluded to a policy agreement underway that you were to handle, I realized that this was not his singular opinion but that of other members of the Executive Committee. Further discussion with another Executive Committee Trustee revealed that this is due to "Steve's is being a one-man show."

I am attaching the below email to hopefully clarify that this committee has not been a "one-man show." To Steve's credit, ASD has him to thank for keeping WFHF intact after Lisa McCrory and Bill Bonnell resigned. He took on many of their functions. For months the current WFHF committee has been restructuring and sharing more and more of the responsibilities. My advisory work is almost completed. The Dropbox strategy discussed below is the best evidence of the fact that this group has the ability to restructure themselves and should be given the respect and regard for already doing so. I am now recommending to you, as well as the BOT and the WFHF Committee, that the PPM needs to address this Dropbox strategy, other minor details, and the revision of the ASD headquarters responsibilities. Although the Annenberg grant paid headquarters to restructure their support to WFHF this never was corrected in the PPM. The PPM needs to include website technical support, computer access, shared responsibility for files, correspondence/newsletter support in addition to the already mentioned bookkeeping support as well as other paid duties to assure its best practices and accountability. Job descriptions at headquarters need to address all WFHF support from the bookkeeper, the clerical staff, the website support, etc. Currently headquarters job descriptions do not mention any WFHF responsibilities and thus no headquarters staff can be evaluated or held accountable. Until you have a paid part-time position for the tasks identified in the PPM's Secretary position, I do not recommend that you substantially change these functions. The entire fund would likely be in serious jeopardy. Steve has done a remarkable job in a volunteer capacity and, in my opinion, does not deserve the malicious and underhanded approach currently underway to sabotage the committee's work. I suspect that there is ample material for an ethics grievance but I will leave this action to others. I also recommend that the WFHF Executive Committee and the Trustee Liaisons meet with the ASD Executive Committee to address mutual concerns.

There is a cancer festering here that must be addressed. The scandal could potentially destroy WFHF and possibly ASD. Many memberships would be lost. Currently this conflict is seriously affecting the ability of the WFHF Committee to conduct the business of grants management. This is my view. I am not representing other members of the committee.

My Sincere Commitment to the Highest and Best Good,  
Amelia "Amy" Loomis, MSW, CCHt

On Jan 4, 2016, at 11:19 AM, Adhi two Owls <adhitwoowls@dowsers.org> wrote:

Amy, This is to acknowledge receiving your email of resignation. I'm sorry you feel the need to resign....I wish you well. Kindest regards, Adhi

On Jan 5, 2016, at 9:48 AM, Idaho Dowsers <IdahoDowsers@gmail.com> wrote:

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Adhi,

Thank you for your response. This decision and its timing was driven by my guidance. I began to realize that this role should never have been solely for WFHF. ASD is responsible for the policies that govern this committee, not the committee. The committee is responsible for following the policies. My advisory or consultancy role for the charitable structure needs to be with the whole organization, or not at all.

The flow chart and its narrative made this crystal clear to me. I have been trying to work from the inside out, and not the outside in.

For a long time I was able to maintain objectivity, but recently I've become subjective in my reactions. Once that happened I compromised my effectiveness and created new problems for the charitable arm. I am now part of the problem, not the solution. There are several ways that I can help if you sense that any of them would serve the organization.

Above all, this organization and its committees must develop consensus methods of decision-making, following a commitment to the highest and best good. As Dowsers we have the ability to connect and get guidance. Other organizations are moving ahead of us as they employ methods of organizational decision-making through intuitive frameworks. To name just a few, the 12 step programs have been doing it for close to 80 years, Calling the Circle is providing organizational assistance in this arena, and most recently there is a growing movement for Evolutionary Consciousness for making organizational decisions. I believe if this organization is going to provide leadership in the Dowsing and intuitive realm that it will need to embrace some form of consensus Dowsing in making organizational decisions.

From: Idaho Dowsers <IdahoDowsers@gmail.com>  
Subject: Spreadsheet for Dropbox  
Date: January 4, 2016 at 5:38:27 AM MST

Attached is the Draft Spreadsheet that Steve and I have been preparing to maintain on Dropbox so that all of the Committee can see the status of all grants and be better informed. Additional information on Dropbox will be the original proposals and final project reports.

It is not clear yet who will enter the data on some of the columns but since Lisa sends financial information directly to you, you may want to enter the check and debit information. Please review this document, discuss with Steve, and each of you get back to me with corrections, suggestions, etc. including who will be responsible for each column.

I am hoping that the Committee can have this and other Dropbox content—including its concomitant grants management—on the agenda for our next meeting. Dreama is working with Steve to set up a workable Dropbox group access and I hope to have this on the next agenda as well. Once we have worked out the kinks on this group committee information, I hope everyone will be able to participate in a more informed and meaningful way in decision-making for grants management.

Note, this is still a draft. Steve is still working on some of the information in various columns. Since we each have different versions of Excel and free spreadsheet software we also have some glitches that Dreama needs to help Steve work out as he has hatch marks in some of the columns. (Dreama, would you talk to Steve about this and see what can be done? Thanks in advance!) I am copying all the committee in case others want to comment.

All, thanks for your time!!! Note: Attachment not included because of grantee confidential information.

Amelia "Amy" Loomis, MSW, CCH

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iv April 27th, 2016. Steve's records show: "President Marty Lucas disbands the WFHF Committee with the words "...the current WFHF Committee is disbanded and its members released..." in one letter, and in another "...all (WFHF) Committee activities are hereby suspended and all paid and unpaid employees are released..."".





Janis Fallon <[REDACTED]>

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**Fwd: Two other donations not deposited into WFH checking account.**

1 message

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llmccall@comcast.net <[REDACTED]>

Fri, Mar 11, 2016 at 8:20 PM

To: "Fallon, Janis" <[REDACTED]>

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**From:** "Michelle Hicks" <michellechicks@gmail.com>

**To:** "Lee Ann Potter" <[REDACTED]>, "Anderson BOT Jennifer"

<[REDACTED]>, "McDonald BOT Jean" <[REDACTED]>

"Steven Herbert" <[REDACTED]>

**Cc:** "asdauditor" <asdauditor@dowers.org>

**Sent:** Thursday, March 10, 2016 8:15:46 PM

**Subject:** Re: Two other donations not deposited into WFH checking account.

What information have you learned is not available, that you would have expected to be available that is pertinent to an audit?

Can you elaborate on the beliefs that the auditors are aware that WFHF has regarding what has been happening? Beliefs... ASD is a scientific and educational organization. I'm at a bit of a loss here... I have a background as an analyst. I deal in facts, legislation, policies, procedures and numbers.

I can't speak to or speculate about what Steve may or may not have in his possession. I can assure you that if there are letters to/from ASD lawyers, that ASD lawyers were required to send the documentation to ASD and ASD was required to retain it for duration of the retention period indicated in the PPM.

Hypothetically speaking, if Steve was sent papers from a lawyer from ASD, he doesn't have to give it to you, that's his. (These are the kinds of things that blow my mind about this organization.)

If you are asking me about Steve, but haven't even contacted him yet, that's not really appropriate behavior, but I don't need to tell you that since you are the Chair of the Audit Committee and already know that.

I've found it hard to understand why ASD would waste donors money on lawyers, for matters that could easily be mediated by ASD members who are lawyers and would gladly donate their time. It's a hard enough expense for a legitimate business to justify let alone a non-profit organization. If each party wanted, I'm sure they could easily each have a lawyer who is a member represent their individual interests. Most legitimate nonprofits have a lawyer who sits on the board as a member and offers their time. Even

as a student, the nonprofit I managed at that time, had a lawyer and an accountant on our Board. WFHF does and we use them.

ASD was required to retain copies of founding documentation for WFH, have you noticed that you are painting Steve with the stuff of myths, a legend? He's just a regular guy.

If ASD as an organization is having an audit, why would you ask me about Steve specifically? I am confused. I thought audits and auditors were supposed to be objective and unbiased (the ones I have worked with are). You seem to have one person in your crosshairs. I'm confused by this. No one else from an organization with hundreds (maybe thousands) of members was singled out. It's a bit odd, it's not consistent with any auditing practice I am familiar with. If it's because the audit is focused on WFHF, WFHF is a Committee of people and always has been.

Earlier in the day, I sent you emails about three deposits, which ended up commingled in other accounts, and not where the donors specified and you didn't ask me anything about the individuals involved in those transactions. Those would have been reasonable and unbiased questions to ask.

I'm not going to tell you how I think you should do your audit. (I'm used to having had auditors rely on me to interpret legislation for them, doing site visits or educational visits with them, sending them out on enforcement issues and looking over samples with them). I'd suggest you might want to start with the PPM and then talk to Ingrid (that way you can stay relevant and efficient). You probably also want to have a good idea of who is actually legally responsible for what (that way you can stay relevant and efficient).

I've copied in our two BOT Liaisons (one who is our Chair). As a practice I copy the Chair in on my official correspondence. (You may have noticed in my earlier emails). I've also copied Steve in, as I have no intention of perpetuating any rumors about him, he should know he is being discussed by the Audit Committee, it's only fair.

As well, our two BOT members are always included in our meetings and votes, so WFHF always has a BOT presence and interest, it's required. WFHF does not have any signing authority or direct access to any of its accounts. These are handled by HQ. Nothing goes in or out of our account without HQ's knowledge. I'm not sure if you knew this or not.

If you are ever in doubt about how to proceed, I'd direct you to the State authority or the IRS. They can be most helpful.

**Principles of auditing • Ethical conduct • Fair presentation • Professional care • Independence • Objectivity • Impartiality • Evaluations based on evidence • Competence • Cooperation • Trust.**

*Yours in Health and Wellness,*

**Michelle C. Hicks**

**Owner of Michelle C. Hicks Healing Arts**, Treasurer and Member-at Large, Water for Humanity Committee, the American Society of Dowsers Inc., Member of the Atlantic Society of Dowsers, Member of the American Society of Dowsers Inc., Member of the International Society of Dowsers and Research Association, Quantum Healing Hypnosis Therapy, and Vibrational Energy Therapy

Telephone: [REDACTED]  
Business Email: Michelle@MichelleCHicks.com

Facebook, LinkedIn, Twitter, Website: www.MichelleCHicks.com

On Thu, Mar 10, 2016 at 5:32 PM, Lee Ann Potter <lee77p@gmail.com> wrote:  
Michelle,

Thank you for the input.

The audit committee will be looking at this type of activity as part of our audit, but our plan is to go back approximately 7 years, the time we believe the last audit was. We do want to make sure that funding has been allocated properly, and we will be making suggestions regarding how to eliminate this as a problem area in the future.

If you have, or know of, any additional information that would assist us, please let us know; if there is too much information to email (or if it is hardcopy), we can provide you with a mail address; we would scan it as PDFs and return the information.

Our understanding is that Steve possesses much information at his residence, information that may be critical to our doing an accurate and complete audit. This would include letters to/from ASD lawyers, contribution information, meeting minutes, WFH/WFHF source/founding documents, etc.

There is no part of this audit that has been pre-determined; we have an idea of what information is available, and are starting to learn what is not available. We do not know what any of this information will show, but whatever we can get, it will be used. Our goal, simply, is to determine facts, and document what we find. We do anticipate that our audit will result in changes to procedures and policies; our findings will be reported to the executive committee, but they will also be reported to the membership at the annual meeting at convention this year. We are aware that WFHF does have beliefs regarding what has been happening, and we are very interested in know what you know; and if we can document impropriety, we certainly will.

Lee Ann Potter  
Chair, ASD Audit Committee

On Thu, Mar 10, 2016 at 10:52 AM, Michelle Hicks <michellechicks@gmail.com> wrote:

I am attaching two other donations that have not been deposited into the WFH checking account.

As you can see they are date stamped December 18, 2015 by HQ.

I have no way of knowing how frequently errors such as this occur within the organization.

*Yours in Health and Wellness,*

**Michelle C. Hicks**

**Owner of Michelle C. Hicks Healing Arts, Treasurer and Member-at Large, Water for Humanity Committee, the American Society of Dowsers Inc., Member of the Atlantic Society of Dowsers, Member of the American Society of Dowsers Inc., Member of the International Society of Dowsers and Research Association, Quantum Healing Hypnosis Therapy, and Vibrational Energy Therapy**

Telephone: [REDACTED]

Business Email: [Michelle@MichelleCHicks.com](mailto:Michelle@MichelleCHicks.com)

Facebook, LinkedIn, Twitter, Website: [www.MichelleCHicks.com](http://www.MichelleCHicks.com)

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Lee Ann Potter

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## EWA Formation and WFHF Proposal Index

No Attachment - March 9, 2016: During a conference call, ASD's President, Marty Lucas, and Treasurer, Kevin O'Brien, made a clear Offer to the WFHF Committee to form their own non-profit or find one to which ASD would transfer the fund; Marty and Kevin represented that they had the support of most of the Board. Their offer was to transfer everything over to a 501(c)(3) non-profit. This meeting was recorded and a transcript will disclose the clear terms of the proposal. When Marty and Kevin contacted what was then the WFHF Committee, it seemed to be a continuation of Annette's earlier suggestion (see mid-2015) and Marty's later comments to various ASD members.

No Attachment - Between March 10-12, 2016: Amy Loomis called Marty Lucas and informed him that several supporters of WFHF were accepting his offer and were forming a 501(c)(3) non profit in Idaho. She asked him what he needed to perform the transfer and he said, "keep it simple"—"just the incorporation documents and proof of 501(c)(3)".

Attachment 1 - March 13, 2016: Friends of Water for WFHF met and determined the name of the new non-profit through a collaborative dowsing process. They then advised the two ASD Board Liaisons to the WFHF Committee that a non-profit was being formed.

No Attachment - March 15, 2016: Earth Water Alliance, Inc. (EWA) registers non-profit articles of incorporation in Idaho. Although the initial directors of EWA are members of ASD (two are lifetime members), the organization is completely independent of ASD.

Attachment 2 - March 29, 2016: EWA submits notice to ASD Board that it has responded to an invitation from the ASD President and Treasurer to form an unassociated non-profit organization for the purpose of transferring the WFHF assets. It requested a meeting of the full Board to vote on the matter as a show of Board support for the transfer upon completion of certain precedents including receipt of 501(c)(3) status by the IRS. EWA provided copies of incorporation documents as requested by the President of ASD.

Attachment 3 - April 15, 2016: EWA submitted a written proposal for the transfer of the WFHF Fund and advised it would assume all of the functions of the WFHF including current and future projects. It offered to participate in the 26<sup>th</sup> annual celebration of WFHF at the June Convention. A copy of the Articles of Incorporation were included with the email and a copy of the Bylaws were submitted separately on April 18, 2016. EWA requested that the Board provide a vote of support for the transfer at an upcoming meeting with EWA on April 19, 2016.

Attachments 4, 5, 6, 7, 8 - April 16-18, 2016: As requested by the Board, WFHF Committee members and volunteers Susanne Dillon, Jose Cueto, Steve Herbert, Dan Prater, and Jean McDonald each submitted a letter of support for the transfer.

Attachment 9 - April 18, 2016: email from ASD President advising the BOT is looking forward to "hearing your plan." He requested documents, acknowledged letters of support, and expressed support. Requested By-Laws were subsequently sent the same day and BOT advised that 501(c)(3) application was being submitted to the I.R.S.

No attachment - April 19, 2016: Earth Water Alliance, Inc. submitted an application for 501(c)(3) status with the I.R.S. which was approved on April 26 with retro-active effect.

No Attachment - April 19, 2016: The ASD Board met with EWA Board of Directors (Amy Loomis,

Dreama Brower, and Sue Trumpfheller) to take the proposal under submission. The EWA Board members advised that the 501(c)(3) application had been filed and approval was expected shortly and that EWA understood that a transfer would not occur until the 501(c)(3) status was approved. EWA then responded to any additional questions from the ASD Board. The ASD Board advised they were not prepared to vote on the matter and would take it up at the regularly scheduled Board meeting on April 26, 2016. Conference call was recorded by ASD President Marty Lucas on his conference line.

Attachment 10 - April 22, 2016: ASD President email to EWA requesting mission statement and that we vet one of their India projects to show them how our vetting process works.

April 23, 2016: ASD President advised "simply referencing the work already done" (presumably by the WFHF Committee) would show we know what is required to vet an organization.

April 26, 2016: EWA responded to the ASD President stating that we were 1) responding to ASD's request and not asking for a grant from ASD, 2) our mission statement was dependent upon whether the WFHF would be transferred, 3) vetting process would include many of same procedures used by WFHF plus additional oversight and EWA could not vet an India organization on behalf of ASD, 4) EWA is committed to collaborative downsizing, and 5) EWA would not agree to require its officers to be ASD members since it planned to reach out to world experts in various fields.

April 26, 2016: The ASD Board met and went into Executive Session to discuss and vote on the proposal from EWA. No questions were asked of EWA prior to removing to Executive Session. Conference call was recorded by ASD President on the BOT conference line.

Attachment 11 - April 27, 2016: ASD advises EWA that the Board has rejected its proposal to assume the WFHF stating: "No time was given to the ASD BOT ... to get a proper legal review of the proposal," and that "EWA does not have a 501(c)(3), so funds cannot be transferred until it has one." They further advised that the BOT was not satisfied with the content of business plan, or that EWA's Bylaws did not mention its "mission, water, or funding water projects". It should be noted that EWA had previously advised the Board that additional documents including the mission statement and plan would be finalized and provided upon receipt of a vote of support from the ASD Board. The Board further stated that any further discussion regarding a transfer would be put on hold until after December 31, 2016.

Attachment 12 - April 28, 2016: ASD advises the WFHF Committee members as well as EWA that the Audit Committee (headed by Lee Ann Potter) determined the complaint against the office manager and a Board member were "baseless" (the WFHF Committee reports that the Audit Committee never interviewed anyone on the WFHF Committee). ASD also advised it has suspended the WFHF Committee and released all paid and unpaid employees.

Attachment 13 - May 16, 2016: EWA acknowledges BOT decision and responds to assertions made in their April 28 letter.

**ASD Board of Trustees:**

**In late December 2015 my husband and I made a donation to the WFHF of \$2,200.**

**Let's face facts, our donation is part of the frozen money in the WFHF.**

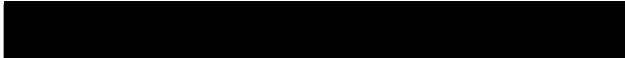
**My request is that it be sent over to the newly formed nonprofit — Earth Water Alliance (EWA).**

**In the past I've requested money be restricted for travel for Steve Herbert, I would also like that money to be sent to EWA.**

**Thank You!**

**Only Love Prevails,**

**Susanne Dillon**



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## Earth Water Alliance

1 message

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Idaho Dowersers <idahodowersers@gmail.com>

Sun, Mar 13, 2016 at 2:00 PM

To: BOT Jennifer Anderson [REDACTED]

Cc: Dreama Brower [REDACTED] / Sue D Trumpfheller California Dowersers <[REDACTED]> Idaho Dowersers <IdahoDowersers@gmail.com>

Jean and Jenni

The Friends of Water for Humanity Fund met today to make decisions related to our new 501(c)(3). It was an awesome process and I love the outcome: Earth Water Alliance! After a lengthy process of Dowsing on names, phrases, looking up URLs and the tradename List, we finally got 100% Dowsing agreement to go with our new name. When the BOT transfers the water for humanity fund registered name it will work ~~we~~.

We will shortly have more information. Our new directors, Dreama, Sue T, and me would like to set up a phone call with you in the next few days to plan a smooth transition for proposing our new organization for the BOT vote.

Highest and best  
AT



2. The first part of the document is a letter from the author to the editor, dated 10/10/1978. The letter discusses the author's interest in the subject of the journal and the author's previous work in the field.

The author states that the article is a preliminary report on the results of a study conducted over a period of six months. The study was designed to investigate the effects of a new treatment on a specific condition. The author notes that the results are promising and that the study is ongoing. The author also mentions that the study was conducted in a laboratory setting and that the results are preliminary.

The author concludes the letter by expressing the author's hope that the journal will accept the article for publication. The author also mentions that the author is available for further information and that the author can be contacted at the address listed below.

The second part of the document is a letter from the editor to the author, dated 11/10/1978. The editor thanks the author for the letter and the article. The editor notes that the article is of interest and that the journal will consider it for publication. The editor also mentions that the journal will contact the author if the article is accepted for publication.

The third part of the document is a letter from the author to the editor, dated 12/10/1978. The author thanks the editor for the letter and the journal's interest in the article. The author notes that the article is being revised and that the author will submit a final version to the journal in the near future.

The fourth part of the document is a letter from the editor to the author, dated 1/11/1979. The editor thanks the author for the letter and the revised article. The editor notes that the article is of interest and that the journal will consider it for publication. The editor also mentions that the journal will contact the author if the article is accepted for publication.



**RE: Earth Water Alliance's Response to President's Request to Form a Nonprofit**

1 message

**President** <president@dowers.org> Mon, Apr 18, 2016 at 9:11 AM  
**To:** Idaho Dowers <idahodowers@gmail.com>, ASD Board of Trustees <bot@dowers.org>  
**Cc:** California Dowers EWA Susan Ann Trumpfheller [REDACTED] /A Dreama Brower Nevada & Vermont Dowers [REDACTED]

The meeting tomorrow is at 8:00 PM Eastern Time. We will use the 605-562-3140 824865#

This is not a public meeting. This will be for WFHF committee members, trustees and Earth Water Alliance.

Thank you.

Marty

----- Forwarded message -----

**From:** Idaho Dowers <idahodowers@gmail.com>  
**To:** ASD Board of Trustees <bot@dowers.org>  
**Cc:** California Dowers EWA Susan Ann Trumpfheller [REDACTED] EWA Dreama Brower Nevada & Vermont Dowers [REDACTED], Idaho Dowers <IdahoDowers@gmail.com>  
**Date:** Fri, 15 Apr 2016 12:18:01 -0500  
**Subject:** Earth Water Alliance's Response to President's Request to Form a Nonprofit

Members of the ASD Board of Trustees

In response to ASD's President Marty Lucas and Treasurer, Kevin O'Brien's invitation, in a meeting on March 9<sup>th</sup>, to form an independent nonprofit in which ASD transfers the Water for Humanity Fund, we are enclosing copies of Articles of Incorporation filed by Earth Water Alliance, Inc. on March 15, 2016 with the Idaho Secretary of State (see attached). Earth Water Alliance, Inc. is ready, willing, and able to assume all the functions of the Fund. Upon the transfer of all the property of the Fund and the assignment by ASD of all rights, future responsibilities and expectancies including all trademarks and working records, Earth Water Alliance, Inc. will assume all current and future projects.

Earth Water Alliance, Inc. shall also participate in the 26<sup>th</sup> annual celebration recognizing the contribution ASD has bestowed upon humanity and celebrating its achievements.

In accepting your offer we are demonstrating our good faith in your invitation and our intention for the highest and best good. We are requesting your advice on how this may be accomplished in the earliest possible time. We believe that it is imperative that the Water For Humanity Funds are transferred in a timely manner to allow the Directors of the Earth Water Alliance to meet the obligations of the Fund to its grant recipients and honor the intentions of its donors.

We look forward to discussing this response and our proposal with you on April 19, 2016. Please email [REDACTED]

Board of Directors, Earth Water Alliance, Inc.

Amelia B. "Amy" Loomis, MSW, ACSW, CCHt, President ( [REDACTED] )

Dreama L. Brower, MSA, CPA, Treasurer ( [REDACTED] )

Susan A Trumpfheller, BS, Secretary ( [REDACTED] )

Attachment: Articles of Incorporation. Earth Water Alliance. Inc.

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**3 attachments**

 **EWAArticlesInc.pdf**  
1244K

 **Untitled attachment 00378.htm**  
1K

 **noame.eml**  
1731K

April 16, 2016

*This email is being written to express my support of the transfer of the Water for Humanity Fund to Earth Water Alliance, Inc and to assure leadership that I plan to continue my activities of running the raffle if this transfer is approved.*

*Water for Humanity has meant for me, a 'Charity' that helps people 'Worldwide' both for 'Water' and 'Latrines'. If we understand that we are ALL (meaning all people in the universe) connected, then whomever we help in any area of the world, we are helping ourselves.*

*WFH touched my 'heart' when I found out that everyone is a 'volunteer'. Dowser(s) travel to foreign lands on their own time, and many times on their own dime. When I found out they received no money for travel, that's when I started including a portion of my donation for travel, especially when Steve was planning a trip to Africa.*

*For me running the raffle for WFH has been a labor of love. To know I'm helping do my part to make this world a better place, speaks to me on a very special level. I plan on continuing running the raffle as long as the proceeds are used as I've mentioned above. Earth Water Alliance has been birthed to continue this work and I expect the funds remaining in Water for Humanity's treasury be transferred to Earth Water Alliance. Over the years I have been a major contributor to the WFHF and I expect that money, as I'm sure others who have contributed feel the same, be used around the world helping those in need.*

*Only Love Prevails,*

*Susanne E. Dillon*

Apr 17, 2016

To Members of the ASD Trustees.

I'm the newest WFHF Committee member. Never in my wildest dreams did I imagine waking up in a more wild reality ride of derailed harmony and energy.

My humble action was that of joining ASD, to learn more about dowsing and to serve the community. I thought reviewing and recommending proposals was something I could do, particularly in countries that I have been in and familiar with their daily hardships and struggles. I was happy to be part of that effort. I could see their smiles upon first looking at good water. You have no idea how much American generosity and compassion make a lasting, positive effect on people. It is the best ambassadors this country can have. And, yes, it makes the job of politicians and military easier. Direct people to people interaction and cooperation are the imperative action toward peace.

Water for Humanity and other organizations with similar goals are hoping to comfort the 648 million without running water or sanitation facilities. While you all have been investing energy in each other over little issues that could have been resolved openly and amicably among yourselves, 1,000+ children DIE, daily, because of lack of water and sanitation. I'm sorry to say, and with my apologies, dear fellow Americans, trustees, and committee members, I don't think you have seen with your own eyes what misery, and dying really looks

ASD should not feel threatened if any new or existing organizations compete with them, unlike a for-profit organization. If anything, ASD should feel proud to be a pioneer; -- your leadership has influenced so many groups to provide service. You could create a yearly award to the most outstanding dowsing organization or group. ASD can step up to the pillar of leadership, be a beacon

Regarding your request for an apology, the issue of apology is so complex that scientists have come up with recent guidelines. According to researchers six things increase the effectiveness of an apology: an expression of regret, an explanation of what went wrong, an acknowledgement of responsibility, a declaration of repentance, an offer of repair and a request for forgiveness; these are the six elements. Roy Lewicki, the lead author of the study and a professor emeritus of management and human resources at the Ohio University says there is nothing on this Earth without a solution. If each party accepts each

other's apologies it is always a good start, leading to cooperation in solving problems and moving forward. If we can do it with loves ones, we can do it with colleagues, and friends. We can also do it among mature adults at ASD and WFHF Committee and move ahead with reconciliation in our hearts.

I want to remain proud to be part of this good-hearted group. To that end I recommend that ASD transfer Water for Humanity Fund to Earth Water Alliance, Inc., in the spirit of fraternity and trust. I'm sure you all mean well and will resolve this and put it in the past. We can end with stronger than ever relations and celebrate at the convention, --who knows maybe a little party.

Thank You for Serving. May the Divine Continue to Bless Us, and Our Great Nation.

Jose Cueto  


April 17, 2016

Dear members of the ASD Board of Trustees,

The intention of this letter is to state clearly and unequivocally my opinion as a voting member of the Water for Humanity Fund Committee, that the best option for the Water for Humanity Fund at this point, is to take advantage of the opportunity to move it under the auspices of the newly formed Earth Water Alliance, Inc.

As you know, Earth Water Alliance was formed to fill a condition for just such a move. It was to be a downsing-based organization, not competing with ASD, and be set up with a board that had the integrity, competence and motivation to handle all the responsibilities of both itself and the Fund. I believe the three founding trustees of the Earth Water Alliance, Inc. more than aptly fulfill these conditions, and I can vouch for all three. Sue Trumpfheller, Amy Loomis and Dreama Brower.

Sue Trumpfheller and I joined ASD in the same year of 1985, and became acquainted at that first convention. Each having been members of ASD for over 30 years, I know Sue carries the institutional memory of those years, including the birth of the Water for Humanity Fund. Over the years, despite living on opposite sides of the country, we have collaborated on projects such as a radio show and a feature article for the WFHF E-Newsletter. I am completely confident in her integrity, capability and dedication.

Amy Loomis has been offering her advisory assistance to me for three years now. In performing my Secretarial duties for WFHF, in regards to fund-raising and grant-writing this has been invaluable. A successful Indiegogo campaign and three draft proposals produced for India and East Africa are just two examples. Having seen her resume when she was applying to be an adviser for WFHF, I can say her experience in the grant-making world and administration in general is nothing less than stellar. She has a keen intellect that pays attention to every detail, which would assure the smooth operation of both EWA and WFHF.

I know Dreama Brower as a long-time contributor to and supporter of the WFHF. Only in the last year, however, did her proficiency with internet technology come to light, when she accepted the invitation to become Facebook Coordinator for the WFHF. She has done a fabulous job, being proactive in adding content, and creating a good presentation. However, it came to light that she is also an accountant of 23 years experience, with great proficiency in her field. Her advice and council in this regard has also been invaluable.

I am completely confident that these three initial founding trustees have the capability and sincere motivation for the task ahead of them. I believe they will fulfill their fiduciary and administrative responsibilities to provide exemplary oversight of the Fund. I am convinced beyond a doubt that the WFHF would be in very good hands under Earth Water Alliance and feel it is a God-given opportunity that is in the best and highest good of all involved and that all should welcome.

Sincerely,

Steven G. Herbert, Secretary  
Water for Humanity Fund





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**Letter of support to transfer**

1 message

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**Dan P. (dp)** <cardowser@gmail.com>

Sun Apr 17 2016 at 10:45 AM

To: ASD Board Of Trustees <bot@adowers.org>

Cc: Amy Loomis <idahodowers@gmail.com>, Steve Herbert [REDACTED] Dreama Brower

[REDACTED] Sue Trumpfheller [REDACTED] Jean McDonald [REDACTED]

Jennifer Anderson [REDACTED] Jose Cueto [REDACTED] Sue Dillon

[REDACTED]

Board of trustees, as a current voting member of the Water For Humanity Fund, I support the earnest efforts of the Earth Water Alliance and the transfer of the Fund.

Sincerely,  
Dan Prater

Sent from my iPad

April 18, 2016

Dear ASD BOT:

This is to request that the WFHF Assets be transferred to the Earth Water Alliance. Ever since Marty and Kevin encouraged the WFHF Committee to detach from ASD, we the Committee have worked hard to find a way to achieve independence, yet continue to have a positive connection with ASD. Amy Loomis, Dreama Brower, and Sue Trumpfheller have worked hard to achieve this. They are extremely accomplished women--very intelligent, concerned for the highest good, and well-spoken leaders. They have discussed their plan with us for a new organization that will continue the work of WFHF and continue to support ASD and its convention. I believe this is in the best interests of all.

Jean McDonald



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**Fwd: Tuesday's Meeting**

1 message

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**Idaho Dowers** <idahodowers@gmail.com>

Mon, Apr 18, 2016 at 5:02 PM

To: EWA Dreama Brower Nevada & Vermont Dowers  
California Dowers" 

WA Susan Ann Trumpfeller,

Sent from my iPhone

Begin forwarded message:

**From:** "Martin Lucas" <president@dowers.org>  
**Date:** April 18, 2016 at 2:22:29 PM MDT  
**To:** idahodowers@gmail.com  
**Subject:** Tuesday's Meeting

Amy,

We are looking forward to hearing your plan tomorrow night. I am sure there will be questions. If you have a copy of the plan, by-laws and your 501(c3), I am sure it will go a long way towards getting this completed.

Let's be thinking about how we satisfy the members that are concerned we are 'giving away' WFHF. We have received the letters of support from several of the existing WFHF members, so that is good.

I appreciate the work you are doing. i know it cannot be easy, but when it is done properly, we all will benefit.

Thanks,

Marty



## Re: Vetting and related matters

1 message

Idaho Dowsers <idahodowsers@gmail.com>

Tue, Apr 26, 2016 at 1:42 PM

To: Annette Weis

Cc: Martin Lucas <[REDACTED]> ASD Board of Trustees <bot@dowsers.org>, California Dowsers EWA  
Susan Ann Trumpfheller <[REDACTED]>, EWA Dreama Brower Nevada & Vermont Dowsers  
<[REDACTED]>

Annette, it's related to the recap and follow up questions that Marty had. Nothing new.

Sent from my iPhone

On Apr 26, 2016, at 11:24 AM, Annette Weis <aweis6@gmail.com> wrote:

Hi Amy, Is the proposal you are referencing in your latest email to Marty still the one that you did the in "Recap of 4/19/16 Conference Call..." or are you talking about a new one? The "Now we are proposing ..." is what makes my question rise.

On Tue, Apr 26, 2016 at 10:45 AM, Idaho Dowsers <idahodowsers@gmail.com> wrote:

Marty,

This email addresses several issues that you have raised, see below.

**1. – The purpose of our proposed plan.** Now we are proposing a transition plan for the fund in response to your stipulation that WFHF Committee find a new home,— a 501(c)(3). We are responding to your request. We are not asking for a grant at this time. Once our organization gets further down the road and we determine more specific objectives in our organizational plan, then it might be advisable to seek grants from a number of sources. We certainly will discuss with you the feasibility of this option.

**2. – Mission statement.** Until we finalize the plan to transfer the fund, we will not finalize our mission statement. If we transfer the fund, then Water for Humanity Fund<sup>®</sup> mission be our primary objective, maintaining and growing the fund and preserving its original intent.

**3. – Vetting of Grant Applicants and Their Proposals** - Our vetting process will include many of the current WFHF Committee's processes as well as oversight by our EWA Treasurer who has vetted organizations internationally. Additionally, my experience as a grant reviewer for the federal government as well as private foundations will allow me to bring a breadth of experience including application of logic models to evaluate the viability of the organization and their

proposed projects. We plan to apply our professional oversight to all aspects of a vetting process.

Originally you asked us to vet RPDS as a demonstration of our vetting capabilities, not "reference what had been done" by ASD as you later indicated below. We want to be careful to avoid the perception that EWA is providing the Due Diligence for ASD to rely on our representation. EWA cannot get involved other than to point out the PR issue this raises by ASD holding funds that are needed for a project that cannot continue even though they were promised the funds by ASD. Our board did not believe it was appropriate (legally advisable) to insert ourselves in your vetting process. We do not have a contract with you to do such work, and we do not have WFHF files.

**4. – EWA is committed to collaborative Dowsing and Intuition as a productive tool toward effective deliberation.** By maintaining the respective integrity of each governing body, each organization may be free to follow best practices, as each respective organization carries out their well reasoned and intuited policies.

**5. – Bylaws to incorporate requirement for EWA officers to be ASD members.** We plan on reaching around the world for experts in various fields and an ASD membership will not be a requirement. There are other national organizations in other countries that may be in leadership positions. It is essential that EWA avoid any potential possibility of confusion arising from overlapping memberships. We are a separate and autonomous nonprofit corporation.

Regards,  
Amy

Sent from my iPhone

On Apr 23, 2016, at 6:42 AM, Martin Lucas <president@dowsers.org> wrote:

I asked to see your vetting process and this was a good opportunity to show that one exists. So you are saying you don't have one?

Simply referencing the work already done would show us that you knew what is required. If you feel it is inappropriate to prove to us that you are willing to and able to vet your clients, then so be it....

Marty

On Fri, April 22, 2016 7:12 pm, Idaho Dowsers wrote:

Marty,

To be clear, you are not asking the WFHF Committee for information, the Committee that already vetted this project in India - you are asking a separate organization, Earth Water Alliance (EWA), to "vet" it again?

We are of the opinion that this is not appropriate, that you should ask your WFHF committee members to provide whatever information you need. And you should do so directly. Thus I am copying this email to them in case you do not have their email addresses. Please communicate further with them. ASD has already promised this project a grant and time is of the essence.

I will respond in a separate email to your EWA issues.

Amelia "Amy" Loomis, MSW, CCHt

On Apr 22, 2016, at 10:30 AM, President <president@dowers.org> wrote:

<image001.jpg>

Amy,  
Great initial meeting! I think we are on the same path. We want a credible and competent organization to carry on with the mission of WFHF and you want to do that mission. The Board will be discussing our call in depth and will no-doubt have additional questions.

In the meantime, there is no mention of your mission in any of your founding documents. (that we have seen). It would be comforting to see a mission statement in your By-Laws.

In addition, this is a good opportunity to see how your vetting process will work. The India organization only has a small blurb on the internet and Lisa can not lay her hands on the documents used to prove they are 'for real'. Since this is a long-time client I am sure that Steve has all of those records and can send you copies.

One of the reasons I would like to see how your vetting process works, is the addresses we have for the group are not the ones on the internet. There is also no other information concerning wells or how much money they collect or how much goes to their projects. This should be an easy issue since it is already approved....

In essence we are considering issuing EWA a major grant of the assets of WFHF. I want to make sure the records show we have done our due diligence.

Marty

(if putting together vetting packet is not possible, that is OK, this is certainly NOT a requirement, but it would be a nice to know.....\_

The audit committee has determined that the charges made by the former chairman of WFHF committee are baseless and without merit. Therefore the BOT has released the check that had been approved for distribution but held pending the investigation.

Legal counsel also found the formal charges made by the committee against our office manager and a Trustee were likewise baseless. These charges are an indication of the complete breakdown of leadership, management, and advisors within the WFHF committee. They have cost us enormous time, energy and money and have distracted both the committee and the BOT from our primary work.

In light of these on-going dysfunctions, the BOT has been working on measures that will permanently correct these problems. One option was to dissolve the committee and disperse the fund. Another option was to reorganize the committee under standard business practices. A third option was to form a separate charitable entity that would assume the mission and assets of WFHF.

A small group of dedicated and talented volunteers chose to see if they could make the 3<sup>rd</sup> option work. These people formed the Earth Water Alliance (EWA) and had the support of the BOT and members of the current WFHF committee.

You are no doubt aware of the on-going negotiations with EWA concerning a possible transfer of property, funds and mission. The second deadline set by EWA of April 27<sup>th</sup> for these negotiations has been rejected.

I expect that negotiations will continue, but no further action is contemplated in the near future. Pending these negotiations or the reorganization of the WFHF committee, all committee activities are hereby suspended and all paid and unpaid employees are released.

Please forward all correspondence concerning WFHF directly to headquarters where it will be addressed. All property, records and correspondence belonging to ASD's WFHF needs to be turned into the headquarters no later than May 15, 2016. Please coordinate with Lisa.

In any case, Vermont law requires that many of these records be retained permanently at headquarters anyway, so this will just bring us into compliance. These records include all donor information, donations and records of all receipts that have been issued.

Marty Lucas

President

Thank you for your efforts to help us continue with the Water for Humanity Fund Mission. Your current proposal and deadline have been declined for the following reasons:

- No time was given to the ASD BOT prior to the deadline to get a proper legal review of the proposal.
- EWA does not have a 501(c)(3)., so funds cannot be transferred until it has one.
- EWA did not provide a business plan or any written details as to how funds will be dispersed or as to how our donors' wishes would be honored.
- The EWA By-Laws make no mention of the EWA mission, or water, or funding water projects.

It is still the desire of several BOT members to move forward with this project, but these issues must be resolved in detail. Setting deadlines and making demands has not proven productive. In addition, the BOT has other pending issues that demand our time and energy.

Therefore, no further action will be taken by the BOT concerning the transfer of assets or mission until after December 31, 2016. Should BOT members and representatives of EWA wish to continue to work on crafting a viable plan; the ASD BOT will consider it then.

In the meantime, the current WFHF Committee is suspended and its' members released until either an agreement can be forged or the committee is reorganized.

Thank you,

Marty Lucas



May 16, 2016

To: Board of Trustees, American Society of Dowsers

It is with regret that we acknowledge receipt of your April 28<sup>th</sup>, 2016 decision to reject our proposal to transfer the Water for Humanity Fund<sup>®</sup> (the Fund) that we submitted in response to an invitation by the President and Treasurer of the American Society of Dowsers (ASD).

First, we would like to point out that our proposal was submitted to the ASD Board of Trustees in response to an invitation extended on March 9<sup>th</sup>, 2016 by Marty Lucas, ASD President, and Kevin O'Brien, ASD Treasurer. They made a clear Offer to the Water for Humanity Committee to form their own nonprofit or find one to transfer the fund; Marty and Kevin represented that they had the support of most of the Board. Their offer was to transfer everything over to a new group provided a nonprofit was formed and it became a 501(c)(3). This meeting was recorded and a transcript will disclose the clear terms of the proposal.

We understood this to be a verbal contract and in response to this offer we acted in good faith and developed an Idaho nonprofit corporation and a 501(c)(3) public charity on March 15<sup>th</sup> called the Earth Water Alliance, Inc. (EWA)

We submitted a time-limited proposal to transfer the Fund for several reasons:

- You wanted a 25<sup>th</sup> Anniversary Celebration for the Water for Humanity Fund<sup>®</sup> and Steven Herbert's leadership as well as a raffle for the Fund at the ASD June convention in New York. We needed time to prepare appropriately for this event including addressing the New York laws for raffles.
- You had frozen the Fund on March 4 and many of the grantees were being negatively impacted by these disruptions. Additionally, the Debley Foundation matching grant needed to be finalized. We believed that it was imperative that the Fund be transferred in a timely manner to allow the Directors of the Earth Water Alliance to meet the obligations of the Fund to its grant recipients and honor the intentions of its donors.
- We were informed that the President and some BOT members were making negative comments about their invitation. Although we acted in good faith we were beginning to question ASD's intentions. We believed it was necessary to receive an indication of support by the BOT before developing a contract specifying the particular assurances and prior to spending additional time and resources on this transfer.

As a result, we requested a BOT vote on our proposal to transfer the Fund at the special meeting scheduled by the BOT on April 19<sup>th</sup>, 2016. At that meeting, we were advised the BOT was not prepared to vote on the proposal and we subsequently extended the deadline for a vote of support to April 27<sup>th</sup>, one day after the next regularly scheduled BOT meeting.

On April 28<sup>th</sup> the EWA Board of Directors received a letter from the ASD President that "no further action will be taken concerning the transfer until after December 31, 2016" and, at the same time the membership received a letter stating that negotiations were expected to continue. We were confused and disappointed since we were responding to an invitation by ASD to form an independent nonprofit organization to assume responsibility for the Fund. We were working to meet several deadlines including preparation for the 25<sup>th</sup> Anniversary Celebration of Water for Humanity at the upcoming convention in June and, more importantly, the imperative need for an organization to manage the obligations of the Fund to its donors and grantees.

Second, we would like to share the following response to each of your stated reasons for declining our proposal to transfer the funds:

1. ASD did not have time to get legal review: Between the BOT's invitation on March 9 and the vote on April 26, the BOT had ample time to consult legal counsel. On March 29<sup>th</sup> at the open monthly Trustee meeting, Jean McDonald, Liaison to the Fund Committee, formally advised the BOT and members of ASD that Earth Water Alliance, Inc. had accepted the invitation to form an unassociated nonprofit organization, for the purpose of transferring the Fund. On April 15<sup>th</sup> and 16<sup>th</sup>, EWA submitted a proposal with supporting documents (Articles of Incorporation, support letters from Fund Committee members, and the Bylaws) with a request for a vote of support by the BOT. Since this proposal was an acceptance of ASD's offer to transfer the Fund to EWA with expectation of a future contract and a Memorandum of Understanding, the BOT would have had additional time to consult legal counsel.
2. EWA does not have a 501(c)(3): The EWA Board informed the BOT that it had submitted the short form application for the 501(c)(3) tax-exempt status and expected an expedited determination. At our April 19<sup>th</sup> presentation we acknowledged that the transfer of the Fund was subject to receipt of tax-exempt status, which could have been confirmed later at the time of contract. For the record, EWA received 501(c)(3) tax-exempt status effective as of the date of incorporation in Idaho.
3. EWA did not provide a business plan or written details for handing the funds: The EWA Board consistently represented that the obligations of the Fund would be carried out by EWA, transferred funds would be properly applied, and ASD would be recognized and honored. Prior to the rejection letter, no request for a business plan or written details had been received from the BOT. On March 14<sup>th</sup>, Amy Loomis called Marty Lucas and accepted his offer to form a 501(c)(3) nonprofit corporation. She asked him what he needed to perform the transfer and he said, "keep it simple—just the Idaho Corporation document and proof of a 501(c)(3)". We did supply Articles of Incorporation and follow-up correspondence regarding our intent.
4. EWA Bylaws make no mention of its mission or funding water projects: The Bylaws state that EWA's purpose includes charity as defined by the I.R.S. There is no requirement for Bylaws to include a Mission Statement or details about the types of charity an organization intends to provide. EWA advised the BOT that its Mission Statement had not been finalized because it was dependent on whether the transfer of the Fund would be included.

Again we wish to emphasize that we are distressed that the BOT has disbanded the Water for Humanity Fund<sup>®</sup> Committee and suspended all activities associated with it. We remain concerned that ASD may not be prepared to fulfill its obligations to its donors and, just as importantly, its grantees that are depending upon assertions made by the Fund Committee when it accepted their grant proposals and started funding projects. Any delay in providing the funds donated by your members and other caring individuals and organizations will result in continued and unnecessary hardship to the Fund's portfolio of grantees in India and elsewhere who are in severe need of assistance. For example, 330 million people have been affected by drought in India alone: (<http://www.bbc.com/news/world-asia-india-36299778>). Make no mistake, lives are at stake. We lament that the Fund has been placed on hold.

Out of adversity comes a new opportunity to enhance dowsing worldwide; network with concerned organizations and individual dowsers; and optimize the delivery of potable water, water management, and sanitation systems as well as introducing a new dimension in raising awareness of the importance that Water has to a living Planet.

EWA was formed to carry on the spirit and activities of the Fund; with that now denied as a possibility, EWA embraces a new perspective. We are proceeding to define our mission without the obligation of incorporating the needs of the Fund and are realizing a tremendous need for dowsers to address earth

ASD Board of Trustees meeting, 27 March 2018, Minutes

Meeting called to order by the President, Tick Gadreau, at 7:33PM, recording turned on.

Roll taken by acting Secretary, Tick, Present: Annette Weis, Marty Lucas, Sandi Isgro, Lee Ann Potter, Tick, Keith Schaeffer, Sandi Ruelke.

February 2018 meeting minutes unavailable for approval, they were never presented by Matt, and Tick will ask him for them. Annette asked about December 2018 meeting minutes Tick has, but they are not yet transcribed (he will do).

Treasurers report presented by Tick; Attorney fees are included under HQs, (question from Annette). Discussion about last year's annual report, for 2016, discrepancy of -\$28,000 (obtained from the report from the annual meeting), later showing as -\$4,700; Tick did not remember, Tick will research and get back to Annette. Question from Lee Ann regarding valuation of the ASD Trademark; Lisa states that the value is the fee due for the trademark every few years. The trademark is renewed every 8 years. \$3897 is the present value. Tick does not know how the trademark value was determined. Per Roberts, the treasurers report was adopted (without vote) pending review through an audit.

Convention: 106 people signed up, we are now able to book rooms and board. We are about \$3,000 behind sign ups for last year at this time, despite our late start. Suzanne is not yet back from vacation.

Advertising, Spirit of Change offered to continually update our web ad on their website; workshops will be included, with a short description about the classes. New Paltz Chamber of Commerce is now putting convention as a featured ad on their website. We are hoping to get into their local Ulster papers, Sandi is trying to reach the advertising manager, to try to get into their newspapers. Mo Schwartz is contacting the local stores to ask if they can promote convention in their local stores, through postcards near their checkout register. As compensation, the plan is to give the store owner a coupon for a ½ day convention. Ads are more targeted than in the past, through the use local demographics.

Digest committee was expecting to go to print on the first of April, and they are working with the WCC to generate articles, as well as articles from presenters at the New Paltz convention.

Tick asked about the HQ basement being wet, she reports it is not. Lisa is getting an estimate for new carpet in the bookstore, she should have next week.

New Business.

Matt Minor resignation: He has resigned from the Board (by phone call to Tick), due to health, and from the Ethics Committee. Tick asked him to send out an email to the rest of the Board. We are now at 6 Trustees and one advisor. Lee Ann will be Secretary Pro Tem, until we find a suitable (and willing) replacement, and Tick will be acting Treasurer. Sandi Ruelke recommended making a motion that we formally accept Matt's resignation, so as to include it in the minutes. Motion made by Sandi Isgro, that the Secretary Pro Tem send Matt a letter, accepting his resignation, wishing him well, and thanking him for his service; motion seconded by Annette. The Secretary would sign for the Board. Lee Ann should let Suzanne know that Matt has resigned, and that he is no longer the vendor coordinator. Vote is unanimous in favor.

Lisa indicated that Leroy Bull is no longer on the distribution list for Water for Humanity, and no reports have been received or filed.

Annette, for the WCC, is somebody going to be in contact with them to explain the changes in the insurance, regarding the payment of \$2 per participant, and a list of who attended. The WCC (and all regional conferences) is included as a rider on our chapter insurance, and there was a complaint that the WCC has to pay the credit card fees. The member who wrote regarding not having an annual meeting in Vermont; Lisa sent the email to the Board. Tick will sign, after being written by Annette. Lisa does not have December or January meeting minutes (of the Board) to post on line.

Lisa needs people to put the members packets together for convention. There are also no meeting minutes (for Lisa) to put up on the website. Tick will provide the minutes to Lisa for the January meeting.

Member and Leaders calls, Discover Dowsing, and Quarterly membership meetings: Quarterly and Members and leaders call were on the same night. 15 people were on

the last membership meeting. Discover Dowsing on the third Tuesday evening of the month. How does the Members and Leaders call differ from the Quarterly meeting; some differences, but not many. Members said that we should not make any changes. Sandi Isgro says that the chapters are not really supporting the National organization. Annette says that we should push for one big quarterly meeting. For the monthly meetings, there is little attendance. Motion to stop (for now) the Members and Leaders meeting on the 1<sup>st</sup> Tues of the month, and have a quarterly meeting on the 1<sup>st</sup> Tuesday of every 3<sup>rd</sup> Month, with the next meeting being June 5<sup>th</sup>. Motion made by Marty, then Lee Ann (later) to cease having the members and leaders meetings on the 1<sup>st</sup> Tues of the month, and have the quarterly meeting every 3<sup>rd</sup> month on that same night (1<sup>st</sup> Tuesday, beginning June 5<sup>th</sup>. Seconded by Sandi Isgro. No further discussion, vote unanimous in favor. Motion carries.

Mastermind groups. We have Mastermind groups, Discover Dowsing, Panel discussions, and Focus groups. Mastermind groups are on their own, not under ASD. Mastermind and Focus groups falls under an ambiguous umbrella, with no one person in charge (or responsible). The Roxanne Panel groups are moderated, with a topic defined. There is no single person responsible for setting up and running the Mastermind and focus groups. Discussion regarding the creation of a special class of membership, an Electronic Membership. The Board needs to have further discussions; issues are the memberships cost, international postage, etc. For the Facebook groups, the groups should be moderated. Posting as advertising can post once a month for members, for events that are paid for (personal promotion). We should post the phone number and access code for the Focus groups, but for the Mastermind groups they should be restricted to members. Discover Dowsing and Panel discussions are open during the call, but recordings should be for members. Sandi believes that these groups should have restrictions. Mastermind groups should have restrictions. The members only section of the website should be the only place that people can get the phone number and access code. This should be done to encourage membership. Members only for Discover Dowsing and the Discover dowsing panel; Masterminds, also. The Focus groups (water and Feng Shui) should be open, but the Masterminds should be closed. Facebook groups are open, including for the Mastermind FB groups. More discussions are required, Lee Ann will prepare a synopsis of this and send out to the Board for review.

Advertising on our facebook groups should be done once per month, and the admins should be placed on the groups by the admins. For events that are paid for, NOT FREE.

Digest. Format, etc. Robert Callan recommended changing the format of the digest and changing it to 2 issues per year. Life members are a concern, as their number of digests would go down, and they may object. We need to have somebody review the wording for the life members and report back. Lee Ann will check with the editors and get input back from them. We are looking at a magazine type of format. Committee members will be Sandi Isgro, Marty Lucas, Lee Ann, and Robert Callan. We should also investigate a monthly newsletter, to fill in the slack. We need a communications master plan. The group will work on this master plan. There is a concern regarding cutting the digest to 2, because of what may have been stated to the life members. This needs to be reviewed.

Discussion regarding using video calls (Skype, etc) for teaching dowsing and calls. For virtual chapters, video calls will be a requirement.

Paid speakers at the conference. There are some Board members that are getting paid for the workshops they are teaching. Board members doing a workshop are Sandi Isgro, Lee Ann, Tick, and Marty. Lee Ann will be donate any funds due her to the ASD for new carpet for the Bookstore. Lee Ann is also not concerned with getting a donation receipt, so she is volunteering her time. Wording will be that no member will be compensated at a rate different than any other workshop leader. Tick needs to research; VT state law is that no more than 49% of a Board can receive compensation. We do not know if it is compensation to the Board, or compensation to teach a class, under the same terms as other workshop speakers.

Lisa was given permission by the Personnel Committee, and approved by the Board, to hire Emma LaCoss in a per diem position.

Annette asked about the status of the ethics committee. Tick states that the ethics committee has not yet met and taken any action regarding the allegations made against the Board of Trustees. They have been reviewing the information, but have yet to meet officially as an Ethics Committee.

The committee has the materials and have reviewed them as well, but they have not yet done anything. Marty, stating that there has been a material error in the charges, and moves that the charges be dismissed [REDACTED]. Motion seconded by [REDACTED]. Call for discussion. [REDACTED] has indicated a year and a half and several thousand dollars have been spent, [REDACTED]. Tick states that [REDACTED] statement that the charges are false is "conclusory", and require that the charges be adjudicated. Second, because [REDACTED] is one of those charged, [REDACTED] is

not allowed to make that motion, in accordance with the by laws. Tick states that it is not a valid motion, and he is ruling that the motion is out of order. Discussion between Tick and the members of the Board. [REDACTED] the pool for potential people for the Ethics Committee is tainted, because of the threat of litigation, and the various members of this group taking this matter outside those that have complained, including outside the membership. Question also arises that because the EC members are NOT Board members, [REDACTED]. [REDACTED] believes the answer is no. Tick states that the members of the ethics committee are not subject to liability (but he does not state how); Lee Ann cites her work on the Audit Committee, and how she has been targeted because of that work. Tick states that that is "wrongful", but only an ethics committee can adjudicate that. [REDACTED] brought up that the Board has a responsibility to do "due diligence" to make sure that these are indeed "ethics charges"; Tick states the need to be careful, because ethics charges are one section of our by laws, but under section 2 (sic), any actions prejudicial to the interest of the society, etc, may all be combined as charges. He states that the Ethics committee has not been handled well, and he will be taking it on as a task. He believes that we would be taking on liability for not following the ethics rules. Tick acknowledges that an email exchange with Janis Fallon within the last 2 weeks, and has not heard a thing from any of the co-signers, except Amy Loomis, who asked about her membership status. We do not know if Janis Fallon has been told that she is the only "signer" of the complaint; she has not been told that Matt has resigned from the Board. There is still a belief that most of those who signed on the complaint have not read the charges. [REDACTED]

[REDACTED] The lawyer has stated that VT state law says that only 2 people are required on an ethics committee. Tick has offered to work with the Ethics Committee, to try to get them to make a determination within 6 weeks. Tick has yet to speak to them.

The Board should look over the By Laws to determine what can be done (according to Tick). Tick will not allow a vote on the motion, as he believes it is contrary to the By Laws. Motion, and second, is still on the table. According to [REDACTED], Tick has ruled the motion out of order. [REDACTED] has asked that the Ethics Committee resolve this issue within 3-4 weeks. Tick was reminded that the Board had voted that any call Tick made to the attorney, Tick should have somebody else on the call, in order to protect Tick. As an alternative, [REDACTED] indicates that the call can be recorded. Tick will talk with them and ask what is possible. Tick will get back to the Board by Friday with an answer, regarding the Attorney, and the Ethics Committee status. Tick also stated that the attorney will provide, in writing, an opinion that only two people are required on the ethics committee, per VT state Law. Tick will give them 6 weeks to work this, talking to one of the members of the EC.

Meeting terminated at 10:27PM.



Special Scheduled Board Meeting  
of  
The American Society of Dowsers, Inc.

June 14, 2018

The scheduled Board Meeting prior to the Annual Membership Meeting was called to order by Lee Ann Potter, President, at 5:05 PM, Thursday, June 14, 2018 in the Student Union Building of the State University of New York at New Paltz, NY. In addition to Lee Ann, those present were Sandi Isgro, Marty Lucas, Annette Weis with Keith Schaffer present via telephone. Sandi Ruelke, advisor, was also present and guests were Tom Ruelke and Christ Weis. Absent: Tick Gaudreau.

The purpose of the meeting was to discuss and clarify the order of the agenda items for the evening. Lee Ann will highlight some of the events and activities this past year and then will introduce Marty for the explanation and discussion of the ethics complaint. Marty will describe the process to be used for the Ethics Committee formation. It is expected that Tick will be available for a financial report.

Lee Ann confirmed that the next meeting will be at 9:00 AM on Friday morning, June 15, 2018 for the purpose of feedback from the Annual Meeting and making plans to move ASD forward.

The meeting was adjourned at 5:25 PM.

Respectfully submitted,  
*Annette Weis*  
Secretary Pro Temp

The American Society of Dowsers, Inc.

Special Scheduled Board Meeting

June 15, 2018

The scheduled Post Annual Meeting of the Board of Trustees was called to order at 9:10 AM on Friday, June 15, 2018. Lee Ann Potter, President, presided with the following Trustees present: Sandi Isgro, Marty Lucas, Annette Weis, with Keith Schaffer available via telephone. Absent: Tick Gaudreau.

The purpose of the meeting was to assess how the Annual Meeting went and to exchange feedback and discussion points for helping to move ASD forward. Overwhelmingly the Board felt that there was much support for the Board and the comments from members after the meeting were very encouraging and positive in outlook.

The correspondence to the other potential or actual co-signers needs to be done immediately followed by correspondence to Ms. Fallon. Lee Ann will be working on this and will forward some drafts prior to submission to an attorney. Lee Ann will be contacting the former ASD attorney to see if available to help us with the current situation.

Several members have been tapped to consider a Trustee position and among them is Leedra Yablonsky, Roxanne Louise, Sharry Hope, Robert Callan, Mark Hurwitz, and Dan Arseneau. The upcoming West Coast Conference was also discussed as an excellent place to find potential trustees.

Many of us have already received comments about the accessibility of the campus locations and the lack of signs even within the Student Union Building. A post-convention meeting will be arranged so feedback can be provided to all.

Some additional discussion pertained to the positions of Regional Coordinators and their role in the organization and this will be continued post convention. Other topics to be continued are the venue for 2019, chair or co-chairs for 2019, potential keynote speakers and keynote dowsers, advanced publicity, and better communications in general.

continued...

p. 2 of 2  
ASD Board Meeting  
June 15, 2018

Lee Ann announced that Robert Callan would like to make a presentation to the Board for improving The Digest and it was set for 1:00 PM, Saturday, June 16, 2018.

The meeting was adjourned at 9:50 AM.

Respectfully submitted,  
*Annette Weis*  
Secretary Pro Temp

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](http://www.irs.gov/form990)

OMB No 1545-0047  
**2015**  
**Open to Public Inspection**

**A For the 2015 calendar year, or tax year beginning 01-01-2015, and ending 12-31-2015**

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

**C** Name of organization: AMERICAN SOCIETY OF DOWSERS INC  
 Doing business as:  
 Number and street (or P O box if mail is not delivered to street address) Room/suite: 184 BRAINERD STREET PO BOX 24  
 City or town, state or province, country, and ZIP or foreign postal code: DANVILLE, VT 05828

**D** Employer identification number: 03-6010613  
**E** Telephone number: (802) 684-3417  
**G** Gross receipts \$ 268,153

**F** Name and address of principal officer: ALDEN GAUDREAU, 184 BRAINERD STREET PO BOX 24, DANVILLE, VT 05828

**H(a)** Is this a group return for subordinates?  Yes  No  
**H(b)** Are all subordinates included?  Yes  No  
 If "No," attach a list (see instructions)  
**H(c)** Group exemption number ▶

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

**J** Website: WWW DOWSERS ORG

**K** Form of organization:  Corporation  Trust  Association  Other ▶  
**L** Year of formation: 1961  
**M** State of legal domicile: VT

**Part I Summary**

**1** Briefly describe the organization's mission or most significant activities:  
 TO SUPPORT, ENCOURAGE AND PROMOTE DOWSING AND DOWSERS, TO PROVIDE EDUCATION AND TRAINING, FOSTER COMMUNICATION REGARDING DOWSING, BUILD A RESPONSIBLE BODY OF THOSE DEVOTED TO DOWSING

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

<b>3</b> Number of voting members of the governing body (Part VI, line 1a)	<b>3</b>	10
<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)	<b>4</b>	10
<b>5</b> Total number of individuals employed in calendar year 2015 (Part V, line 2a)	<b>5</b>	4
<b>6</b> Total number of volunteers (estimate if necessary)	<b>6</b>	0
<b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12	<b>7a</b>	0
<b>b</b> Net unrelated business taxable income from Form 990-T, line 34	<b>7b</b>	0

	Prior Year	Current Year
<b>8</b> Contributions and grants (Part VIII, line 1h)	137,576	94,230
<b>9</b> Program service revenue (Part VIII, line 2g)	106,373	98,427
<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)	87	74
<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	38,971	39,269
<b>12</b> Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	283,007	232,000
<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1–3)	30,511	37,993
<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)	0	0
<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	100,148	81,019
<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)	0	0
<b>b</b> Total fundraising expenses (Part IX, column (D), line 25) ▶ <sup>0</sup>		
<b>17</b> Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	177,154	141,177
<b>18</b> Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	307,813	260,189
<b>19</b> Revenue less expenses Subtract line 18 from line 12	-24,806	-28,189

	Beginning of Current Year	End of Year
<b>20</b> Total assets (Part X, line 16)	197,577	166,345
<b>21</b> Total liabilities (Part X, line 26)	6,711	3,668
<b>22</b> Net assets or fund balances Subtract line 21 from line 20		

**Part II Signature Block**

Under penalties of perjury, I declare that I have examined this return, including my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than the taxpayer) is based on all information of which preparer has any knowledge

**Sign Here**  
 Signature of officer: \*\*\*\*\*  
 ALDEN GAUDREAU TREASURER  
 Type or print name and title

**Paid Preparer Use Only**  
 Print/Type preparer's name: INGRID H PELS CPA  
 Preparer's signature: INGRID H PELS CPA  
 Firm's name: GALLAGHER FLYNN & COMPANY LLP  
 Firm's address: 55 COMMUNITY DRIVE SUITE 401, SOUTH BURLINGTON, VT 05403

**Part III Statement of Program Service Accomplishments**

Check if Schedule O contains a response or note to any line in this Part III  Yes  No

**1** Briefly describe the organization's mission

THE AMERICAN SOCIETY OF DOWSERS IS AN EDUCATIONAL SOCIETY ESTABLISHED TO PROMOTE AND INVESTIGATE THE FACETS OF DOWSING THROUGH RESEARCH AND EDUCATION

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

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

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

If "Yes," describe these changes on Schedule O

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

**4a** (Code ) (Expenses \$ 20,070 including grants of \$ ) (Revenue \$ 60,840 )

AN ANNUAL NATIONAL CONVENTION HELD TO TRAIN MEMBERS, WORKSHOPS HELD AROUND CONVENTION TO UPDATE SKILLS, WATER FOR HUMANITY'S ONGOING PROJECT TO BRING GOOD WATER TO THOSE IN NEED

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

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

See Additional Data

**4d** Other program services (Describe in Schedule O )  
(Expenses \$ 150,184 including grants of \$ 37,993 ) (Revenue \$ 76,856 )

**4e** Total program service expenses 170,254

**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> <input checked="" type="checkbox"/>	Yes	
<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>		No
<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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>	Yes	
<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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>	Yes	
<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)? <i>If "Yes," complete Schedule D, Part X</i> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>	Yes	
<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> <input checked="" type="checkbox"/>	Yes	
<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> <input checked="" type="checkbox"/>		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?		

**Part IV Checklist of Required Schedules** *(continued)*

<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>	<b>21</b>		No
<b>22</b>	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III . . . . .</i>	<b>22</b>		No
<b>23</b>	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J . . . . .</i>	<b>23</b>		No
<b>24a</b>	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a . . . . .</i>	<b>24a</b>		No
<b>b</b>	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? . . . . .	<b>24b</b>		
<b>c</b>	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? . . . . .	<b>24c</b>		
<b>d</b>	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? . . . . .	<b>24d</b>		
<b>25a</b>	<b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I . . . . .</i>	<b>25a</b>		No
<b>b</b>	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I . . . . .</i>	<b>25b</b>		No
<b>26</b>	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II . . . . .</i>	<b>26</b>		No
<b>27</b>	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III . . . . .</i>	<b>27</b>		No
<b>28</b>	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)			
<b>a</b>	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>	<b>28a</b>		No
<b>b</b>	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>	<b>28b</b>		No
<b>c</b>	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? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>	<b>28c</b>		No
<b>29</b>	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M . . . . .</i>	<b>29</b>		No
<b>30</b>	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M . . . . .</i>	<b>30</b>		No
<b>31</b>	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I . . . . .</i>	<b>31</b>		No
<b>32</b>	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II . . . . .</i>	<b>32</b>		No
<b>33</b>	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I . . . . .</i>	<b>33</b>		No
<b>34</b>	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 . . . . .</i>	<b>34</b>		No
<b>35a</b>	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	<b>35a</b>		No
<b>b</b>	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2 . . . . .</i>	<b>35b</b>		
<b>36</b>	<b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2 . . . . .</i>	<b>36</b>		No
<b>37</b>	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI . . . . .</i>	<b>37</b>		No
<b>38</b>	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O . . . . .	<b>38</b>	Yes	

**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
<b>1a</b>	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.		
<b>1b</b>	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.		
<b>1c</b>	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	Yes	
<b>2a</b>	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.		
<b>2b</b>	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <b>Note.</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).	Yes	
<b>3a</b>	Did the organization have unrelated business gross income of \$1,000 or more during the year?		No
<b>3b</b>	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O.		
<b>4a</b>	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)?		No
<b>b</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).		
<b>5a</b>	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		No
<b>5b</b>	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		No
<b>5c</b>	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		
<b>6a</b>	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?		No
<b>6b</b>	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
<b>7</b>	<b>Organizations that may receive deductible contributions under section 170(c).</b>		
<b>7a</b>	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?		No
<b>7b</b>	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
<b>7c</b>	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		No
<b>7d</b>	If "Yes," indicate the number of Forms 8282 filed during the year.		
<b>7e</b>	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		No
<b>7f</b>	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		No
<b>7g</b>	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
<b>7h</b>	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
<b>8</b>	<b>Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		
<b>9a</b>	Did the sponsoring organization make any taxable distributions under section 4966?		
<b>9b</b>	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
<b>10</b>	<b>Section 501(c)(7) organizations.</b> Enter		
<b>10a</b>	Initiation fees and capital contributions included on Part VIII, line 12.		
<b>10b</b>	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.		
<b>11</b>	<b>Section 501(c)(12) organizations.</b> Enter		
<b>11a</b>	Gross income from members or shareholders.		
<b>11b</b>	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them).		
<b>12a</b>	<b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?		
<b>12b</b>	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.		
<b>13</b>	<b>Section 501(c)(29) qualified nonprofit health insurance issuers.</b>		
<b>13a</b>	Is the organization licensed to issue qualified health plans in more than one state? <b>Note.</b> See the instructions for additional information the organization must report on Schedule O.		
<b>13b</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.		
<b>13c</b>	Enter the amount of reserves on hand.		
<b>14a</b>	Did the organization receive any payments for indoor tanning services during the tax year?		No
<b>14b</b>	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in 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 columns for line number, description, and Yes/No checkboxes. Includes lines 1a-1b, 2-9.

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

Table with columns for line number, description, and Yes/No checkboxes. Includes lines 10a-16b.

Section C. Disclosure

- 17 List the States with which a copy of this Form 990 is required to be filed
18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c) (3)s only) available for public inspection
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

**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.

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)						(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) MARTY LUCAS PRESIDENT	10 00	X		X				0	0	0
(2) SANDRA ISGRO VICE PRESIDENT	5 00	X		X				0	0	0
(3) SANDI RUELKE RECORDING SECRETARY	5 00	X		X				0	0	0
(4) ANNETTE WEIS CORRESPONDING SECRETARY	5 00	X						0	0	0
(5) KEVIN O'BRIEN TREASURER	10 00	X		X				0	0	0
(6) JENNIFER ANDERSON TRUSTEE	5 00	X						0	0	0
(7) DIANE BULL TRUSTEE	5 00	X						0	0	0
(8) REBECCA GURLAND TRUSTEE	5 00	X						0	0	0
(9) JEAN MCDONALD TRUSTEE	5 00	X						0	0	0
(10) KEITH SCHAFFER TRUSTEE	5 00	X						0	0	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>	66,103					
	<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>	28,127					
	<b>g</b> Noncash contributions included in lines 1a-1f \$						
	<b>h Total.</b> Add lines 1a-1f . . . . .		94,230				
<b>Program Service Revenue</b>		Business Code					
	<b>2a</b> CONVENTION	900099	60,840	60,840			
	<b>b</b> SCHOOL & WORKSHOP	900099	36,186	36,186			
	<b>c</b> SPONSORSHIP INCOME	900099	1,401	1,401			
	<b>d</b>						
	<b>e</b>						
	<b>f</b> All other program service revenue						
	<b>g Total.</b> Add lines 2a-2f . . . . .		98,427				
<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts) . . . . .		74			74	
	<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>b</b> Less rental expenses					
		<b>c</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>b</b> Less cost or other basis and sales expenses					
		<b>c</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>a</b>					
		<b>b</b> Less direct expenses . . . . . <b>b</b>					
		<b>c</b> Net income or (loss) from fundraising events . . . . .					
	<b>9a</b> Gross income from gaming activities See Part IV, line 19 . . . . .	<b>a</b>					
		<b>b</b> Less direct expenses . . . . . <b>b</b>					
<b>c</b> Net income or (loss) from gaming activities . . . . .							
<b>10a</b> Gross sales of inventory, less returns and allowances . . . . .	<b>a</b>	67,041					
	<b>b</b> Less cost of goods sold . . . . . <b>b</b>	36,153					
	<b>c</b> Net income or (loss) from sales of inventory . . . . .		30,888	30,888			
Miscellaneous Revenue	Business Code						
<b>11a</b> MISCELLANEOUS	900099	8,381	8,381				
<b>b</b>							
<b>c</b>							
<b>d</b> All other revenue . . . . .							
<b>e Total.</b> Add lines 11a-11d . . . . .		8,381					
<b>12 Total revenue.</b> See Instructions . . . . .		232,000	137,696	0	74		

**Part IX Statement of Functional Expenses**

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A)

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
<b>1</b>	Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21 . . . . .	4,253	4,253		
<b>2</b>	Grants and other assistance to domestic individuals See Part IV, line 22 . . . . .				
<b>3</b>	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals See Part IV, lines 15 and 16 . . . . .	33,740	33,740		
<b>4</b>	Benefits paid to or for members . . . . .				
<b>5</b>	Compensation of current officers, directors, trustees, and key employees . . . . .				
<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 . . . . .	75,262	48,555	26,707	
<b>8</b>	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) . . . . .				
<b>9</b>	Other employee benefits . . . . .				
<b>10</b>	Payroll taxes . . . . .	5,757	3,714	2,043	
<b>11</b>	Fees for services (non-employees)				
<b>a</b>	Management . . . . .	960	309	651	
<b>b</b>	Legal . . . . .	1,279		1,279	
<b>c</b>	Accounting . . . . .	1,698	598	1,100	
<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) . . . . .	525		525	
<b>12</b>	Advertising and promotion . . . . .	3,001	1,727	1,274	
<b>13</b>	Office expenses . . . . .	33,411	2,461	30,950	
<b>14</b>	Information technology . . . . .				
<b>15</b>	Royalties . . . . .				
<b>16</b>	Occupancy . . . . .	13,367	8,659	4,708	
<b>17</b>	Travel . . . . .	1,052		1,052	
<b>18</b>	Payments of travel or entertainment expenses for any federal, state, or local public officials . . . . .				
<b>19</b>	Conferences, conventions, and meetings . . . . .				
<b>20</b>	Interest . . . . .				
<b>21</b>	Payments to affiliates . . . . .				
<b>22</b>	Depreciation, depletion, and amortization . . . . .	9,947	9,947		
<b>23</b>	Insurance . . . . .	15,655	3,445	12,210	
<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>	BOOKSTORE ADMINISTRATIV	27,855	27,855		
<b>b</b>	CONVENTION & SCHOOL EXP	20,070	20,070		
<b>c</b>	REPAIRS & MAINTENANCE	6,877	1,902	4,975	
<b>d</b>	WFH EXPENSES	3,019	3,019		
<b>e</b>	All other expenses	2,461		2,461	
<b>25</b>	<b>Total functional expenses.</b> Add lines 1 through 24e	260,189	170,254	89,935	0
<b>26</b>	<b>Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

**Part X Balance Sheet**

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

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash—non-interest-bearing . . . . .	160	<b>1</b>	3,582
	<b>2</b> Savings and temporary cash investments . . . . .	137,395	<b>2</b>	118,930
	<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 receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L . . . . .		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L . . . . .		<b>6</b>	
	<b>7</b> Notes and loans receivable, net . . . . .		<b>7</b>	
	<b>8</b> Inventories for sale or use . . . . .	35,141	<b>8</b>	29,667
	<b>9</b> Prepaid expenses and deferred charges . . . . .	3,075	<b>9</b>	2,307
	<b>10a</b> Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	<b>10a</b> 280,470		
	<b>b</b> Less accumulated depreciation . . . . .	<b>10b</b> 269,658	20,609	<b>10c</b> 10,812
	<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 . . . . .	1,197	<b>14</b>	1,047
	<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) . . . . .	197,577	<b>16</b>	166,345	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .	3,122	<b>17</b>	1,291
	<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 current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L . . . . .		<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 . . . . .	3,589	<b>25</b>	2,377
	<b>26 Total liabilities.</b> Add lines 17 through 25 . . . . .	6,711	<b>26</b>	3,668
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.</b>			
	<b>27</b> Unrestricted net assets . . . . .	190,866	<b>27</b>	162,677
	<b>28</b> Temporarily restricted net assets . . . . .		<b>28</b>	
	<b>29</b> Permanently restricted net assets . . . . .		<b>29</b>	
	<b>Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.</b>			
	<b>30</b> Capital stock or trust principal, or current funds . . . . .		<b>30</b>	
	<b>31</b> Paid-in or capital surplus, or land, building or equipment fund . . . . .		<b>31</b>	
	<b>32</b> Retained earnings, endowment, accumulated income, or other funds . . . . .		<b>32</b>	
<b>33</b> Total net assets or fund balances . . . . .	190,866	<b>33</b>	162,677	
<b>34</b> Total liabilities and net assets/fund balances . . . . .	197,577	<b>34</b>	166,345	

**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>	232,000
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	260,189
<b>3</b>	Revenue less expenses Subtract line 2 from line 1	<b>3</b>	-28,189
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	<b>4</b>	190,866
<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>	
<b>9</b>	Other changes in net assets or fund balances (explain in Schedule O)	<b>9</b>	0
<b>10</b>	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	<b>10</b>	162,677

**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 type="checkbox"/> Cash <input checked="" 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

**Software ID:**

**Software Version:**

**EIN:** 03-6010613

**Name:** AMERICAN SOCIETY OF DOWSERS INC

### Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code	) (Expenses \$	150,184	including grants of \$	37,993 ) (Revenue \$	76,856 )
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**SCHEDULE A**  
(Form 990 or 990EZ)

**Public Charity Status and Public Support**

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

Attach to Form 990 or Form 990-EZ.

Information about Schedule A (Form 990 or 990-EZ) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

**2015**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

**Name of the organization**  
AMERICAN SOCIETY OF DOWSERS INC

**Employer identification number**  
03-6010613

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

The organization is not a private foundation because it is (For lines 1 through 11, check only one box )

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

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
<b>Total</b>						

**Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**  
 (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a)2011	(b)2012	(c)2013	(d)2014	(e)2015	(f)Total
<b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any unusual grants.)						
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>4 Total.</b> Add lines 1 through 3						
<b>5</b> The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
<b>6 Public support.</b> Subtract line 5 from line 4						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a)2011	(b)2012	(c)2013	(d)2014	(e)2015	(f)Total
<b>7</b> Amounts from line 4						
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on						
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
<b>11 Total support.</b> Add lines 7 through 10						
<b>12</b> Gross receipts from related activities, etc. (see instructions)					<b>12</b>	
<b>13 First five years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> . . . . . <input checked="" type="checkbox"/>						

**Section C. Computation of Public Support Percentage**

<b>14</b> Public support percentage for 2015 (line 6, column (f) divided by line 11, column (f))	<b>14</b>	
<b>15</b> Public support percentage for 2014 Schedule A, Part II, line 14	<b>15</b>	
<b>16a 33 1/3% support test—2015.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization <span style="float: right;">▶ <input type="checkbox"/></span>		
<b>b 33 1/3% support test—2014.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization <span style="float: right;">▶ <input type="checkbox"/></span>		
<b>17a 10%-facts-and-circumstances test—2015.</b> If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization <span style="float: right;">▶ <input type="checkbox"/></span>		
<b>b 10%-facts-and-circumstances test—2014.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization <span style="float: right;">▶ <input type="checkbox"/></span>		
<b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions <span style="float: right;">▶ <input type="checkbox"/></span>		

**Part III Support Schedule for Organizations Described in Section 509(a)(2)**

(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a)2011	(b)2012	(c)2013	(d)2014	(e)2015	(f)Total
<b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	223,460	105,012	126,057	137,576	94,230	686,335
<b>2</b> Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	106,799	99,216	213,362	199,057	165,468	783,902
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>6 Total.</b> Add lines 1 through 5	330,259	204,228	339,419	336,633	259,698	1,470,237
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons						0
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						0
<b>c</b> Add lines 7a and 7b						0
<b>8 Public support.</b> (Subtract line 7c from line 6.)						1,470,237

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a)2011	(b)2012	(c)2013	(d)2014	(e)2015	(f)Total
<b>9</b> Amounts from line 6	330,259	204,228	339,419	336,633	259,698	1,470,237
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	129	126	91	87	74	507
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
<b>c</b> Add lines 10a and 10b	129	126	91	87	74	507
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	1,489		6,232	4,301	8,381	20,403
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.)	331,877	204,354	345,742	341,021	268,153	1,491,147
<b>14 First five years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> <input type="checkbox"/>						

**Section C. Computation of Public Support Percentage**

<b>15</b> Public support percentage for 2015 (line 8, column (f) divided by line 13, column (f))	<b>15</b>	98.600 %
<b>16</b> Public support percentage from 2014 Schedule A, Part III, line 15	<b>16</b>	98.660 %

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for 2015 (line 10c, column (f) divided by line 13, column (f))	<b>17</b>	0.030 %
<b>18</b> Investment income percentage from 2014 Schedule A, Part III, line 17	<b>18</b>	0.040 %

**19a 33 1/3% support tests—2015.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

**b 33 1/3% support tests—2014.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

**20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

**Part IV Supporting Organizations**

(Complete only if you checked a box on line 11 of Part I. If you checked 11a of Part I, complete Sections A and B. If you checked 11b of Part I, complete Sections A and C. If you checked 11c of Part I, complete Sections A, D, and E. If you checked 11d of Part I, complete Sections A and D, and complete Part V.)

**Section A. All Supporting Organizations**

	Yes	No
<b>1</b> Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in <b>Part VI</b> how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
<b>2</b> Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in <b>Part VI</b> how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
<b>3a</b> Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.		
<b>b</b> Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in <b>Part VI</b> when and how the organization made the determination.		
<b>c</b> Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in <b>Part VI</b> what controls the organization put in place to ensure such use.		
<b>4a</b> Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you checked 11a or 11b in Part I, answer (b) and (c) below.		
<b>b</b> Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
<b>c</b> Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.		
<b>5a</b> Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document).		
<b>b Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
<b>c Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
<b>6</b> Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (a) its supported organizations, (b) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (c) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in <b>Part VI</b> .		
<b>7</b> Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in IRC 4958(c)(3)(C)), a family member of a substantial contributor, or a 35-percent controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990).		
<b>8</b> Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part II of Schedule L (Form 990).		
<b>9a</b> Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in <b>Part VI</b> .		
<b>b</b> Did one or more disqualified persons (as defined in line 9(a)) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in <b>Part VI</b> .		
<b>c</b> Did a disqualified person (as defined in line 9(a)) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in <b>Part VI</b> .		
<b>10a</b> Was the organization subject to the excess business holdings rules of IRC 4943 because of IRC 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer b below.		
<b>b</b> Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).		
<b>11</b> Has the organization accepted a gift or contribution from any of the following persons?		
<b>a</b> A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
<b>b</b> A family member of a person described in (a) above?		
<b>c</b> A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.		

**Part IV Supporting Organizations** (continued)**Section B. Type I Supporting Organizations**

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

	Yes	No
<b>1</b>		
<b>2</b>		

**Section C. Type II Supporting Organizations**

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

	Yes	No
<b>1</b>		

**Section D. All Type III Supporting Organizations**

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

	Yes	No
<b>1</b>		
<b>2</b>		
<b>3</b>		

**Section E. Type III Functionally-Integrated Supporting Organizations**

- 1** Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (**see instructions**)
- a**  The organization satisfied the Activities Test. Complete **line 2** below
- b**  The organization is the parent of each of its supported organizations. Complete **line 3** below
- c**  The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions)
- 2** Activities Test **Answer (a) and (b) below.**

- a** Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in **Part VI** identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*
- b** Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in **Part VI** the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.*
- 3** Parent of Supported Organizations **Answer (a) and (b) below.**
- a** Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? *Provide details in Part VI.*
- b** Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? *If "Yes," describe in Part VI the role played by the organization in this regard.*

	Yes	No
<b>2a</b>		
<b>2b</b>		
<b>3a</b>		
<b>3b</b>		

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

**1** Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov 20, 1970 **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E

**Section A - Adjusted Net Income**

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

	(A) Prior Year	(B) Current Year (optional)
<b>1</b>		
<b>2</b>		
<b>3</b>		
<b>4</b>		
<b>5</b>		
<b>6</b>		
<b>7</b>		
<b>8</b>		

**Section B - Minimum Asset Amount**

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

	(A) Prior Year	(B) Current Year (optional)
<b>1</b>		
<b>1a</b>		
<b>1b</b>		
<b>1c</b>		
<b>1d</b>		
<b>2</b>		
<b>3</b>		
<b>4</b>		
<b>5</b>		
<b>6</b>		
<b>7</b>		
<b>8</b>		

**Section C - Distributable Amount**

- 1** Adjusted net income for prior year (from Section A, line 8, Column A)
- 2** Enter 85% of line 1
- 3** Minimum asset amount for prior year (from Section B, line 8, Column A)
- 4** Enter greater of line 2 or line 3
- 5** Income tax imposed in prior year
- 6** **Distributable Amount.** Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)
- 7** Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)

		Current Year
<b>1</b>		
<b>2</b>		
<b>3</b>		
<b>4</b>		
<b>5</b>		
<b>6</b>		

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

<b>Section D - Distributions</b>	<b>Current Year</b>
<b>1</b> Amounts paid to supported organizations to accomplish exempt purposes	
<b>2</b> Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
<b>3</b> Administrative expenses paid to accomplish exempt purposes of supported organizations	
<b>4</b> Amounts paid to acquire exempt-use assets	
<b>5</b> Qualified set-aside amounts (prior IRS approval required)	
<b>6</b> Other distributions (describe in Part VI) See instructions	
<b>7 Total annual distributions.</b> Add lines 1 through 6	
<b>8</b> Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
<b>9</b> Distributable amount for 2015 from Section C, line 6	
<b>10</b> Line 8 amount divided by Line 9 amount	

<b>Section E - Distribution Allocations (see instructions)</b>	<b>(i) Excess Distributions</b>	<b>(ii) Underdistributions Pre-2015</b>	<b>(iii) Distributable Amount for 2015</b>
<b>1</b> Distributable amount for 2015 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2015 (reasonable cause required--see instructions)			
<b>3</b> Excess distributions carryover, if any, to 2015			
<b>d</b> From 2013. . . . .			
<b>e</b> From 2014. . . . .			
<b>f Total</b> of lines 3a through e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2015 distributable amount			
<b>i</b> Carryover from 2010 not applied (see instructions)			
<b>j</b> Remainder Subtract lines 3g, 3h, and 3i from 3f			
<b>4</b> Distributions for 2015 from Section D, line 7 \$ _____			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2015 distributable amount			
<b>c</b> Remainder Subtract lines 4a and 4b from 4			
<b>5</b> Remaining underdistributions for years prior to 2015, if any Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions)			
<b>6</b> Remaining underdistributions for 2015 Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions)			
<b>7 Excess distributions carryover to 2016.</b> Add lines 3j and 4c			
<b>8</b> Breakdown of line 7			
<b>c</b> Excess from 2013. . . . .			
<b>d</b> From 2014. . . . .			
<b>e</b> From 2015. . . . .			

**Part VI Supplemental Information.**

Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions).

<b>Facts And Circumstances Test</b>

Return Reference	Explanation



SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No 1545-0047

2015

Open to Public Inspection

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.

Department of the Treasury Internal Revenue Service

Name of the organization AMERICAN SOCIETY OF DOWSERS INC

Employer identification number 03-6010613

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows 1-4: Total number at end of year, Aggregate value of contributions to (during year), Aggregate value of grants from (during year), Aggregate value at end of year.

- 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?

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

- 1 Purpose(s) of conservation easements held by the organization (check all that apply)
2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

Table with 2 columns: Held at the End of the Year. Rows 2a-2d: Total number of conservation easements, Total acreage restricted by conservation easements, Number of conservation easements on a certified historic structure included in (a), Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register.

- 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year
4 Number of states where property subject to conservation easement is located
5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?
6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year
7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year
8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?
9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

- 1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items
b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items
(i) Revenue included on Form 990, Part VIII, line 1
(ii) Assets included in Form 990, Part X
2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items
a Revenue included on Form 990, Part VIII, line 1
b Assets included in Form 990, Part X

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

- 3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)
a Public exhibition
b Scholarly research
c Preservation for future generations
d Loan or exchange programs
e Other
4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII
5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?

Part IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

Table with columns for Amount and rows for 1c Beginning balance, 1d Additions during the year, 1e Distributions during the year, 1f Ending balance.

- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?

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

Part V Endowment Funds. Complete if the organization answered "Yes" to Form 990, Part IV, line 10.

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

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

- a Board designated or quasi-endowment
b Permanent endowment
c Temporarily restricted endowment
The percentages on lines 2a, 2b, and 2c should equal 100%

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

Table with columns Yes, No and rows 3a(i) unrelated organizations, 3a(ii) related organizations, 3b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?

- b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?
4 Describe in Part XIII the intended uses of the organization's endowment funds

Part VI Land, Buildings, and Equipment.

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

Table with columns (a) Cost or other basis (investment), (b) Cost or other basis (other), (c) Accumulated depreciation, (d) Book value and rows for 1a Land, 1b Buildings, 1c Leasehold improvements, 1d Equipment, 1e Other, Total.

**Part VII Investments—Other Securities.** Complete if the organization answered 'Yes' on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
<b>Total.</b> (Column (b) must equal Form 990, Part X, col (B) line 12 )		

**Part VIII Investments—Program Related.** Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation Cost or end-of-year market value
<b>Total.</b> (Column (b) must equal Form 990, Part X, col (B) line 13 )		

**Part IX Other Assets.** Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15

(a) Description	(b) Book value
<b>Total.</b> (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
Federal income taxes	
PAYROLL LIABILITIES AND OTHER ACCRUED EXPENSES	2,377
<b>Total.</b> (Column (b) must equal Form 990, Part X, col (B) line 25 )	2,377

**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

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

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

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

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

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

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

**Part XIII Supplemental Information**

Provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b Also complete this part to provide any additional information

Return Reference	Explanation



SCHEDULE F (Form 990)

Statement of Activities Outside the United States

OMB No 1545-0047

2015

Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16. Attach to Form 990.

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

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Name of the organization AMERICAN SOCIETY OF DOWSERS INC

Employer identification number 03-6010613

Part I General Information on Activities Outside the United States.

Complete if the organization answered "Yes" to Form 990, Part IV, line 14b.

- 1 For grantmakers. Does the organization maintain records to substantiate the amount of its grants and other assistance...
2 For grantmakers. Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.
3 Activities per Region (The following Part I, line 3 table can be duplicated if additional space is needed )

Table with 6 columns: (a) Region, (b) Number of offices in the region, (c) Number of employees, agents, and independent contractors in region, (d) Activities conducted in region (by type), (e) If activity listed in (d) is a program service, describe specific type of service(s) in region, (f) Total expenditures for and investments in region. Rows include Central America and the Caribbean, South Asia, Sub-Saharan Africa, and a sub-total.

**Part II Grants and Other Assistance to Organizations or Entities Outside the United States.**

Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

<b>1 (a)</b> Name of organization	<b>(b)</b> IRS code section and EIN (if applicable)	<b>(c)</b> Region	<b>(d)</b> Purpose of grant	<b>(e)</b> Amount of cash grant	<b>(f)</b> Manner of cash disbursement	<b>(g)</b> Amount of non-cash assistance	<b>(h)</b> Description of non-cash assistance	<b>(i)</b> Method of valuation (book, FMV, appraisal, other)
( 1 )		SUB-SAHARAN AFRICA	COMPOSTING LATRINE	7,342	ELECTRONIC FUNDS TRANSFER		N/A	N/A
( 2 )								
( 3 )								
( 4 )								

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . . . 1

3 Enter total number of other organizations or entities . . . . .

**Part III** **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 16.  
 Part III can be duplicated if additional space is needed.

<b>(a)</b> Type of grant or assistance	<b>(b)</b> Region	<b>(c)</b> Number of recipients	<b>(d)</b> Amount of cash grant	<b>(e)</b> Manner of cash disbursement	<b>(f)</b> Amount of non-cash assistance	<b>(g)</b> Description of non-cash assistance	<b>(h)</b> Method of valuation (book, FMV, appraisal, other)
( 1 )							
( 2 )							
( 3 )							
( 4 )							
( 5 )							
( 6 )							
( 7 )							
( 8 )							
( 9 )							
( 10 )							
( 11 )							
( 12 )							
( 13 )							
( 14 )							
( 15 )							
( 16 )							
( 17 )							
( 18 )							



**Part IV Foreign Forms**

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)*  Yes  No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; do not file with Form 990)*  Yes  No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with Respect to Certain Foreign Corporations. (see Instructions for Form 5471)*  Yes  No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)*  Yes  No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with Respect to Certain Foreign Partnerships. (see Instructions for Form 8865)*  Yes  No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to file Form 5713, International Boycott Report (see Instructions for Form 5713; do not file with Form 990)*  Yes  No

**Part V Supplemental Information**

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information (see instructions).

**990 Schedule F, Supplemental Information**

Return Reference	Explanation
PART I, LINE 2	MANAGEMENT HAS ONGOING INTERACTION WITH GRANTEEES AND REVIEWS GRANTEE PERFORMANCE AT MINIMUM ON AN ANNUAL BASIS

**SCHEDULE O**  
(Form 990 or 990-EZ)

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990 or 990-EZ**

OMB No 1545-0047

**2015**

**Open to Public Inspection**

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.

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

Name of the organization  
AMERICAN SOCIETY OF DOWSERS INC

Employer identification number

03-6010613

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	THE ORGANIZATION HAS MORE THAN 1,900 MEMBERS
FORM 990, PART VI, SECTION A, LINE 7A	THE MEMBERS OF THE ORGANIZATION VOTE TO ELECT THE BOARD
FORM 990, PART VI, SECTION A, LINE 7B	THE MEMBERS VOTE ON MAJOR GOVERNANCE DECISIONS
FORM 990, PART VI, SECTION A, LINE 8B	COMMITTEES OF THE ORGANIZATION CANNOT ACT WITHOUT APPROVAL BY THE BOARD
FORM 990, PART VI, SECTION B, LINE 11	THE ORGANIZATION'S PRESIDENT, VICE PRESIDENT, TREASURER AND SECRETARY REVIEW THE FORM 990 ON BEHALF OF THE FULL BOARD OF DIRECTORS ANY QUESTIONS ARE RESOLVED BEFORE THE RETURN IS FINALIZED AND FILED
FORM 990, PART VI, SECTION B, LINE 12C	THE ORGANIZATION'S ETHICS COMMITTEE MONITORS BOARD AND OTHER MEETINGS FOR CONFLICTS OF INTEREST
FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS AVAILABLE TO THE PUBLIC AT THE ORGANIZATION'S OFFICE AND UPON WRITTEN REQUEST

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](http://www.irs.gov/form990)

OMB No 1545-0047  
2016  
**Open to Public Inspection**

**A For the 2016 calendar year, or tax year beginning 01-01-2016, and ending 12-31-2016**

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

**C** Name of organization  
 AMERICAN SOCIETY OF DOWSERS INC

---

Doing business as

---

Number and street (or P O box if mail is not delivered to street address) Room/suite  
 184 BRAINERD STREET PO BOX 24

---

City or town, state or province, country, and ZIP or foreign postal code  
 DANVILLE, VT 05828

**D** Employer identification number  
 03-6010613

**E** Telephone number  
 (802) 684-3417

**G** Gross receipts \$ 249,169

**F** Name and address of principal officer  
 ALDEN GAUDREAU  
 184 BRAINERD STREET PO BOX 24  
 DANVILLE, VT 05828

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

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

**H(c)** Group exemption number ▶

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

**J** Website: ▶ WWW.DOWSERS.ORG

**K** Form of organization  Corporation  Trust  Association  Other ▶

**L** Year of formation 1961

**M** State of legal domicile VT

**Part I Summary**

**1** Briefly describe the organization's mission or most significant activities TO SUPPORT, ENCOURAGE AND PROMOTE DOWSING AND DOWSERS, TO PROVIDE EDUCATION AND TRAINING, FOSTER COMMUNICATION REGARDING DOWSING, BUILD A RESPONSIBLE BODY OF THOSE DEVOTED TO DOWSING

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

<b>3</b> Number of voting members of the governing body (Part VI, line 1a)	<b>3</b>	10
<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)	<b>4</b>	10
<b>5</b> Total number of individuals employed in calendar year 2016 (Part V, line 2a)	<b>5</b>	4
<b>6</b> Total number of volunteers (estimate if necessary)	<b>6</b>	0
<b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12	<b>7a</b>	0
<b>b</b> Net unrelated business taxable income from Form 990-T, line 34	<b>7b</b>	0

	Prior Year	Current Year
<b>8</b> Contributions and grants (Part VIII, line 1h)	94,230	89,004
<b>9</b> Program service revenue (Part VIII, line 2g)	98,427	98,069
<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)	74	103
<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	39,269	19,736
<b>12</b> Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	232,000	206,912
<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1–3)	37,993	7,244
<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)	0	0
<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	81,019	69,977
<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)	0	0
<b>b</b> Total fundraising expenses (Part IX, column (D), line 25) ▶ 0		
<b>17</b> Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	141,177	142,890
<b>18</b> Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	260,189	220,111
<b>19</b> Revenue less expenses Subtract line 18 from line 12	-28,189	-13,199
	Beginning of Current Year	End of Year
<b>20</b> Total assets (Part X, line 16)	166,345	164,942
<b>21</b> Total liabilities (Part X, line 26)	3,668	15,276
<b>22</b> Net assets or fund balances Subtract line 21 from line 20	162,677	149,666

**Part II Signature Block**

Under penalties of perjury, I declare that I have examined this return, including attachments and all schedules, 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

---

ALDEN GAUDREAU TREASURER  
 Type or print name and title

**Paid Preparer Use Only**

Print/Type preparer's name PHILIP A LAPP CPA      Preparer's signature PHILIP A LAPP CPA

---

Firm's name ▶ GALLAGHER FLYNN & COMPANY LLP

---

Firm's address ▶ 55 COMMUNITY DRIVE SUITE 401  
 SOUTH BURLINGTON, VT 05403

**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 AMERICAN SOCIETY OF DOWSERS IS AN EDUCATIONAL SOCIETY ESTABLISHED TO PROMOTE AND INVESTIGATE THE FACETS OF DOWSING THROUGH RESEARCH AND EDUCATION

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

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

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

If "Yes," describe these changes on Schedule O

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

**4a** (Code ) (Expenses \$ 21,455 including grants of \$ ) (Revenue \$ 54,800 )  
See Additional Data

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






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

(Code ) (Expenses \$ 104,592 including grants of \$ 7,244 ) (Revenue \$ 59,070 )

**4d** Other program services (Describe in Schedule O )  
(Expenses \$ 104,592 including grants of \$ 7,244 ) (Revenue \$ 59,070 )

**4e** Total program service expenses ▶ 126,047

**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)? If "Yes," complete Schedule A 	Yes	
<b>2</b> Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? 	Yes	
<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? If "Yes," complete Schedule C, Part I		No
<b>4 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? If "Yes," complete Schedule C, Part II		No
<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? If "Yes," complete Schedule C, Part III		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? If "Yes," complete Schedule D, Part 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? If "Yes," complete Schedule D, Part II 		No
<b>8</b> Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 		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? If "Yes," complete Schedule D, Part IV 		No
<b>10</b> 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 		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? If "Yes," complete Schedule D, Part VI 	Yes	
<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? If "Yes," complete Schedule D, Part VII 		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? If "Yes," complete Schedule D, Part VIII 		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? If "Yes," complete Schedule D, Part IX 		No
<b>e</b> Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 	Yes	
<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)? If "Yes," complete Schedule D, Part X 		No
<b>12a</b> Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII 		No
<b>b</b> Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional 		No
<b>13</b> Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		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? If "Yes," complete Schedule F, Parts I and IV		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? If "Yes," complete Schedule F, Parts II and IV		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? If "Yes," complete Schedule F, Parts III and IV		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? If "Yes," complete Schedule G, Part 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? If "Yes," complete Schedule G, Part II		No
<b>19</b> 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		No

**Part IV Checklist of Required Schedules** (continued)

	Yes	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>		No
<b>22</b> Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III . . . . .</i>		No
<b>23</b> Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J . . . . .</i>		No
<b>24a</b> Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a . . . . .</i>		No
<b>b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? . . . . .		
<b>c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? . . . . .		
<b>d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? . . . . .		
<b>25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I . . . . .</i>		No
<b>b</b> Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I . . . . .</i>		No
<b>26</b> Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II . . . . .</i>		No
<b>27</b> Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III . . . . .</i>		No
<b>28</b> 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)		
<b>a</b> A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>		No
<b>b</b> A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>		No
<b>c</b> 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? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>		No
<b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M . . . . .</i>		No
<b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M . . . . .</i>		No
<b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I . . . . .</i>		No
<b>32</b> Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II . . . . .</i>		No
<b>33</b> Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I . . . . .</i>		No
<b>34</b> Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 . . . . .</i>		No
<b>35a</b> Did the organization have a controlled entity within the meaning of section 512(b)(13)?		No
<b>b</b> If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2 . . . . .</i>		
<b>36 Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2 . . . . .</i>		No
<b>37</b> Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI . . . . .</i>		No
<b>38</b> Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O . . . . .	Yes	

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 columns for question ID, question text, and Yes/No response boxes. Includes sections for backup withholding, employee reporting, foreign accounts, prohibited tax shelter transactions, deductible contributions, and 501(c)(7), (12), and (29) organizations.



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 [X]

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a (10), 1b (10), 2, 3, 4, 5, 6, 7a, 7b, 8a, 8b, 9.

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, 10b, 11a, 11b, 12a, 12b, 12c, 13, 14, 15a, 15b, 16a, 16b.

Section C. Disclosure

- 17 List the States with which a copy of this Form 990 is required to be filed
18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection
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





**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>	58,197				
	<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>	30,807				
	<b>g</b> Noncash contributions included in lines 1a-1f \$ _____						
	<b>h Total.</b> Add lines 1a-1f . . . . .			89,004			
<b>Program Service Revenue</b>		Business Code					
	<b>2a</b> CONVENTION	900099	54,800	54,800			
	<b>b</b> SCHOOL & WORKSHOP	900099	40,162	40,162			
	<b>c</b> SPONSORSHIP INCOME	900099	3,107	3,107			
	<b>d</b> _____						
	<b>e</b> _____						
	<b>f</b> All other program service revenue . . . . .						
<b>g Total.</b> Add lines 2a-2f . . . . .			98,069				
<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts) . . . . .		103			103	
	<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>b</b> Less rental expenses					
		<b>c</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>b</b> Less cost or other basis and sales expenses					
		<b>c</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>a</b>					
		<b>b</b> Less direct expenses . . . . .	<b>b</b>				
		<b>c</b> Net income or (loss) from fundraising events . . . . .					
	<b>9a</b> Gross income from gaming activities See Part IV, line 19 . . . . .	<b>a</b>					
<b>b</b> Less direct expenses . . . . .		<b>b</b>					
<b>c</b> Net income or (loss) from gaming activities . . . . .							
<b>10a</b> Gross sales of inventory, less returns and allowances . . . . .	<b>a</b>						
	<b>b</b> Less cost of goods sold . . . . .	<b>b</b>	55,324				
	<b>c</b> Net income or (loss) from sales of inventory . . . . .			13,067	13,067		
Miscellaneous Revenue	Business Code						
<b>11a</b> MISCELLANEOUS	900099		6,669	6,669			
<b>b</b> _____							
<b>c</b> _____							
<b>d</b> All other revenue . . . . .							
<b>e Total.</b> Add lines 11a-11d . . . . .			6,669				
<b>12 Total revenue.</b> See Instructions . . . . .			206,912	117,805	0	103	

**Part IX Statement of Functional Expenses**

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
<b>1</b> Grants and other assistance to domestic organizations and domestic governments See Part IV, line 21	1,000	1,000		
<b>2</b> Grants and other assistance to domestic individuals See Part IV, line 22				
<b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals See Part IV, line 15 and 16	6,244	6,244		
<b>4</b> Benefits paid to or for members				
<b>5</b> Compensation of current officers, directors, trustees, and key employees				
<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	65,030	35,324	29,706	
<b>8</b> Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)				
<b>9</b> Other employee benefits				
<b>10</b> Payroll taxes	4,947	2,688	2,259	
<b>11</b> Fees for services (non-employees)				
<b>a</b> Management	2,646	408	2,238	
<b>b</b> Legal	2,079		2,079	
<b>c</b> Accounting	1,692	1,062	630	
<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	2,398	1,756	642	
<b>13</b> Office expenses	35,451	3,920	31,531	
<b>14</b> Information technology				
<b>15</b> Royalties				
<b>16</b> Occupancy	13,207	8,317	4,890	
<b>17</b> Travel	2,636	203	2,433	
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials				
<b>19</b> Conferences, conventions, and meetings				
<b>20</b> Interest				
<b>21</b> Payments to affiliates				
<b>22</b> Depreciation, depletion, and amortization	4,389	4,389		
<b>23</b> Insurance	18,462	5,078	13,384	
<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> BOOKSTORE ADMINISTRATIV	32,405	32,405		
<b>b</b> CONVENTION & SCHOOL EXP	21,455	21,455		
<b>c</b> REPAIRS & MAINTENANCE	4,438	1,322	3,116	
<b>d</b> MISC	1,156		1,156	
<b>e</b> All other expenses	476	476		
<b>25</b> Total functional expenses. Add lines 1 through 24e	220,111	126,047	94,064	0
<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 . . . . .	3,582	<b>1</b>	696
	<b>2</b> Savings and temporary cash investments . . . . .	118,930	<b>2</b>	120,470
	<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 receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L		<b>6</b>	
	<b>7</b> Notes and loans receivable, net . . . . .		<b>7</b>	
	<b>8</b> Inventories for sale or use . . . . .	29,667	<b>8</b>	32,253
	<b>9</b> Prepaid expenses and deferred charges . . . . .	2,307	<b>9</b>	1,203
	<b>10a</b> Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	<b>10a</b> 283,320		
	<b>b</b> Less accumulated depreciation	<b>10b</b> 273,897	10,812	<b>10c</b> 9,423
	<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 . . . . .	1,047	<b>14</b>	897
	<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) . . . . .	166,345	<b>16</b>	164,942	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .	1,291	<b>17</b>	2,934
	<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 current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L . . . . .		<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	2,377	<b>25</b>	12,342
	<b>26 Total liabilities.</b> Add lines 17 through 25 . . . . .	3,668	<b>26</b>	15,276
<b>Net Assets or Fund Balances</b>	<b>27 Organizations that follow SFAS 117 (ASC 958), check here</b> <input type="checkbox"/> <b>and complete lines 27 through 29, and lines 33 and 34.</b> Unrestricted net assets		<b>27</b>	
	<b>28</b> Temporarily restricted net assets . . . . .		<b>28</b>	
	<b>29</b> Permanently restricted net assets		<b>29</b>	
	<b>30 Organizations that do not follow SFAS 117 (ASC 958), check here</b> <input checked="" type="checkbox"/> <b>and complete lines 30 through 34.</b> Capital stock or trust principal, or current funds . . . . .	0	<b>30</b>	0
	<b>31</b> Paid-in or capital surplus, or land, building or equipment fund . . . . .	0	<b>31</b>	0
	<b>32</b> Retained earnings, endowment, accumulated income, or other funds	162,677	<b>32</b>	149,666
	<b>33 Total net assets or fund balances . . . . .</b>	162,677	<b>33</b>	149,666
	<b>34 Total liabilities and net assets/fund balances . . . . .</b>	166,345	<b>34</b>	164,942

**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>	206,912
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25) . . . . .	<b>2</b>	220,111
<b>3</b>	Revenue less expenses Subtract line 2 from line 1 . . . . .	<b>3</b>	-13,199
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) . . . . .	<b>4</b>	162,677
<b>5</b>	Net unrealized gains (losses) on investments . . . . .	<b>5</b>	125
<b>6</b>	Donated services and use of facilities . . . . .	<b>6</b>	63
<b>7</b>	Investment expenses . . . . .	<b>7</b>	
<b>8</b>	Prior period adjustments . . . . .	<b>8</b>	
<b>9</b>	Other changes in net assets or fund balances (explain in Schedule O) . . . . .	<b>9</b>	0
<b>10</b>	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	<b>10</b>	149,666

**Part XII Financial Statements and Reporting**

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

	Yes	No
<p><b>1</b> Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____</p> <p>If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O</p>		
<p><b>2a</b> Were the organization's financial statements compiled or reviewed by an independent accountant?</p> <p>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</p> <p><input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis</p>	<b>2a</b>	No
<p><b>b</b> Were the organization's financial statements audited by an independent accountant?</p> <p>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</p> <p><input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis</p>	<b>2b</b>	No
<p><b>c</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?</p> <p>If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O</p>	<b>2c</b>	
<p><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?</p>	<b>3a</b>	No
<p><b>b</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</p>	<b>3b</b>	

## Additional Data

**Software ID:**

**Software Version:**

**EIN:** 03-6010613

**Name:** AMERICAN SOCIETY OF DOWSERS INC

Form 990 (2016)

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**Form 990, Part III, Line 4a:**

AN ANNUAL NATIONAL CONVENTION HELD TO TRAIN MEMBERS, INCLUDING WORKSHOPS HELD TO UPDATE SKILLS AND WATER FOR HUMANITY'S ONGOING PROJECT TO BRING GOOD WATER TO THOSE IN NEED

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**SCHEDULE A**  
(Form 990 or 990EZ)

**Public Charity Status and Public Support**

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

▶ Attach to Form 990 or Form 990-EZ.

▶ Information about Schedule A (Form 990 or 990-EZ) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

**2016**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

Name of the organization

AMERICAN SOCIETY OF DOWSERS INC

Employer identification number

03-6010613

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

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

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

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

**Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**

(Complete only if you checked the box on line 5, 7, 8, or 9 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶		(a)2012	(b)2013	(c)2014	(d)2015	(e)2016	(f)Total
<b>1</b>	Gifts, grants, contributions, and membership fees received (Do not include any "unusual grant.")						
<b>2</b>	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>3</b>	The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>4</b>	<b>Total.</b> Add lines 1 through 3						
<b>5</b>	The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
<b>6</b>	<b>Public support.</b> Subtract line 5 from line 4						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶		(a)2012	(b)2013	(c)2014	(d)2015	(e)2016	(f)Total
<b>7</b>	Amounts from line 4						
<b>8</b>	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
<b>9</b>	Net income from unrelated business activities, whether or not the business is regularly carried on						
<b>10</b>	Other income (Do not include gain or loss from the sale of capital assets (Explain in Part VI))						
<b>11</b>	<b>Total support.</b> Add lines 7 through 10						
<b>12</b>	Gross receipts from related activities, etc. (see instructions)					<b>12</b>	
<b>13</b>	<b>First five years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> . . . . . ▶ <input type="checkbox"/>						

**Section C. Computation of Public Support Percentage**

<b>14</b>	Public support percentage for 2016 (line 6, column (f) divided by line 11, column (f))	<b>14</b>	
<b>15</b>	Public support percentage for 2015 Schedule A, Part II, line 14	<b>15</b>	
<b>16a</b>	<b>33 1/3% support test—2016.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>		
<b>b</b>	<b>33 1/3% support test—2015.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>		
<b>17a</b>	<b>10%-facts-and-circumstances test—2016.</b> If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>		
<b>b</b>	<b>10%-facts-and-circumstances test—2015.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>		
<b>18</b>	<b>Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ▶ <input type="checkbox"/>		

**Part III Support Schedule for Organizations Described in Section 509(a)(2)**

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a)2012	(b)2013	(c)2014	(d)2015	(e)2016	(f)Total
<b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	105,012	126,057	137,576	94,230	89,004	551,879
<b>2</b> Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	99,216	213,362	199,057	165,468	153,393	830,496
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>6 Total.</b> Add lines 1 through 5	204,228	339,419	336,633	259,698	242,397	1,382,375
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons						0
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						0
<b>c</b> Add lines 7a and 7b						0
<b>8 Public support.</b> (Subtract line 7c from line 6.)						1,382,375

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a)2012	(b)2013	(c)2014	(d)2015	(e)2016	(f)Total
<b>9</b> Amounts from line 6	204,228	339,419	336,633	259,698	242,397	1,382,375
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	126	91	87	74	103	481
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
<b>c</b> Add lines 10a and 10b	126	91	87	74	103	481
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
<b>12</b> Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI.)		6,232	4,301	8,381	6,669	25,583
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.)	204,354	345,742	341,021	268,153	249,169	1,408,439

**14 First five years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

**Section C. Computation of Public Support Percentage**

<b>15</b> Public support percentage for 2016 (line 8, column (f) divided by line 13, column (f))	<b>15</b>	98.150 %
<b>16</b> Public support percentage from 2015 Schedule A, Part III, line 15	<b>16</b>	98.600 %

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for <b>2016</b> (line 10c, column (f) divided by line 13, column (f))	<b>17</b>	0.030 %
<b>18</b> Investment income percentage from <b>2015</b> Schedule A, Part III, line 17	<b>18</b>	0.030 %

**19a 33 1/3% support tests—2016.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

**b 33 1/3% support tests—2015.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

**20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

**Part IV Supporting Organizations**

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

**Section A. All Supporting Organizations**

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

**Part IV Supporting Organizations** (continued)

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

**Section B. Type I Supporting Organizations**

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

**Section C. Type II Supporting Organizations**

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

**Section D. All Type III Supporting Organizations**

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

**Section E. Type III Functionally-Integrated Supporting Organizations**

<b>1</b>	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions)		
<b>a</b>	<input type="checkbox"/> The organization satisfied the Activities Test. Complete <b>line 2</b> below.		
<b>b</b>	<input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete <b>line 3</b> below.		
<b>c</b>	<input type="checkbox"/> The organization supported a governmental entity. Describe in <b>Part VI</b> how you supported a government entity (see instructions).		
<b>2</b>	Activities Test <b>Answer (a) and (b) below.</b>		
<b>a</b>	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>		
		<b>2a</b>	
<b>b</b>	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
		<b>2b</b>	
<b>3</b>	Parent of Supported Organizations <b>Answer (a) and (b) below.</b>		
<b>a</b>	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>Provide details in Part VI.</i>		
		<b>3a</b>	
<b>b</b>	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		
		<b>3b</b>	

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

- Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov 20, 1970. **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

**Section A - Adjusted Net Income**

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

**Section B - Minimum Asset Amount**

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

**Section C - Distributable Amount**

		Current Year
<b>1</b> Adjusted net income for prior year (from Section A, line 8, Column A)	<b>1</b>	
<b>2</b> Enter 85% of line 1	<b>2</b>	
<b>3</b> Minimum asset amount for prior year (from Section B, line 8, Column A)	<b>3</b>	
<b>4</b> Enter greater of line 2 or line 3	<b>4</b>	
<b>5</b> Income tax imposed in prior year	<b>5</b>	
<b>6 Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	<b>6</b>	
<b>7</b> <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)		

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

<b>Section D - Distributions</b>	<b>Current Year</b>
<b>1</b> Amounts paid to supported organizations to accomplish exempt purposes	
<b>2</b> Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
<b>3</b> Administrative expenses paid to accomplish exempt purposes of supported organizations	
<b>4</b> Amounts paid to acquire exempt-use assets	
<b>5</b> Qualified set-aside amounts (prior IRS approval required)	
<b>6</b> Other distributions (describe in Part VI) See instructions	
<b>7 Total annual distributions.</b> Add lines 1 through 6	
<b>8</b> Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
<b>9</b> Distributable amount for 2016 from Section C, line 6	
<b>10</b> Line 8 amount divided by Line 9 amount	

<b>Section E - Distribution Allocations (see instructions)</b>	<b>(i) Excess Distributions</b>	<b>(ii) Underdistributions Pre-2016</b>	<b>(iii) Distributable Amount for 2016</b>
<b>1</b> Distributable amount for 2016 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2016 (reasonable cause required--see instructions)			
<b>3</b> Excess distributions carryover, if any, to 2016			
<b>a</b>			
<b>b</b>			
<b>c</b> From 2013. . . . .			
<b>d</b> From 2014. . . . .			
<b>e</b> From 2015. . . . .			
<b>f Total</b> of lines 3a through e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2016 distributable amount			
<b>i</b> Carryover from 2011 not applied (see instructions)			
<b>j</b> Remainder Subtract lines 3g, 3h, and 3i from 3f			
<b>4</b> Distributions for 2016 from Section D, line 7			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2016 distributable amount			
<b>c</b> Remainder Subtract lines 4a and 4b from 4			
<b>5</b> Remaining underdistributions for years prior to 2016, if any Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions)			
<b>6</b> Remaining underdistributions for 2016 Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions)			
<b>7 Excess distributions carryover to 2017.</b> Add lines 3j and 4c			
<b>8</b> Breakdown of line 7			
<b>a</b>			
<b>b</b> Excess from 2013. . . . .			
<b>c</b> Excess from 2014. . . . .			
<b>d</b> Excess from 2015. . . . .			
<b>e</b> Excess from 2016. . . . .			

**Part VI Supplemental Information.**

Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions).

**Facts And Circumstances Test**



**SCHEDULE D**  
(Form 990)

**Supplemental Financial Statements**

OMB No 1545-0047  
**2016**  
**Open to Public Inspection**

▶ 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](http://www.irs.gov/form990).

Department of the Treasury  
Internal Revenue Service

**Name of the organization**  
AMERICAN SOCIETY OF DOWSERS INC

**Employer identification number**  
03-6010613

**Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.**  
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
<b>1</b> Total number at end of year		
<b>2</b> Aggregate value of contributions to (during year)		
<b>3</b> Aggregate value of grants from (during year)		
<b>4</b> Aggregate value at end of year		

**5** Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?  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 impermissible private benefit?  Yes  No

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

**1** Purpose(s) of conservation easements held by the organization (check all that apply)

Preservation of land for public use (e g , recreation or education)  Preservation of an historically important land area

Protection of natural habitat  Preservation of a certified historic structure

Preservation of open space

**2** Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

	Held at the End of the Year
<b>a</b> Total number of conservation easements	<b>2a</b>
<b>b</b> Total acreage restricted by conservation easements	<b>2b</b>
<b>c</b> Number of conservation easements on a certified historic structure included in (a)	<b>2c</b>
<b>d</b> Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	<b>2d</b>

**3** Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ \_\_\_\_\_

**4** Number of states where property subject to conservation easement is located ▶ \_\_\_\_\_

**5** Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?  Yes  No

**6** Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \_\_\_\_\_

**7** Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ \_\_\_\_\_

**8** Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?  Yes  No

**9** In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.**  
Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

**1a** If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items

**b** If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenue included on Form 990, Part VIII, line 1 ▶ \$ \_\_\_\_\_

(ii) Assets included in Form 990, Part X ▶ \$ \_\_\_\_\_

**2** If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items

**a** Revenue included on Form 990, Part VIII, line 1 ▶ \$ \_\_\_\_\_

**b** Assets included in Form 990, Part X ▶ \$ \_\_\_\_\_

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

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)
- a**  Public exhibition
  - b**  Scholarly research
  - c**  Preservation for future generations
  - d**  Loan or exchange programs
  - e**  Other
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII
- 5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?  Yes  No

**Part IV Escrow and Custodial Arrangements.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?  Yes  No
- b** If "Yes," explain the arrangement in Part XIII and complete the following table
- |  | Amount |
|--|--------|
| <b>c</b> Beginning balance             |        |
| <b>d</b> Additions during the year     |        |
| <b>e</b> Distributions during the year |        |
| <b>f</b> Ending balance                |        |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?  Yes  No
- b** If "Yes," explain the arrangement in Part XIII Check here if the explanation has been provided in Part XIII . . . . .

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

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

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as
- a** Board designated or quasi-endowment ▶
  - b** Permanent endowment ▶
  - c** Temporarily restricted endowment ▶
- The percentages on lines 2a, 2b, and 2c should equal 100%
- 3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by
- |  |               |    |
|--|---------------|----|
|  | Yes           | No |
| <b>(i)</b> unrelated organizations . . . . .   | <b>3a(i)</b>  |    |
| <b>(ii)</b> related organizations . . . . .  | <b>3a(ii)</b> |    |
| <b>b</b> If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? . . . . . | <b>3b</b>     |    |
- 4** Describe in Part XIII the intended uses of the organization's endowment funds

**Part VI Land, Buildings, and Equipment.**

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
<b>1a</b> Land . . . . .		3,500		3,500
<b>b</b> Buildings		170,462	164,866	5,596
<b>c</b> Leasehold improvements				
<b>d</b> Equipment . . . . .		41,172	40,845	327
<b>e</b> Other . . . . .		68,186	68,186	0
<b>Total.</b> Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) . . . ▶				9,423

**Part VII Investments—Other Securities.** Complete if the organization answered 'Yes' on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

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

**Part VIII Investments—Program Related.** Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

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

**Part IX Other Assets.** Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d See Form 990, Part X, line 15

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (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	
PAYROLL LIABILITIES AND OTHER ACCRUED EXPENSES	2,442
SALES TAX PAYABLE	9,900
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col (B) line 25 )	12,342

**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

<b>Part XI</b>		<b>Reconciliation of Revenue per Audited Financial Statements With Revenue per Return</b>	
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.			
<b>1</b>	Total revenue, gains, and other support per audited financial statements . . . . .	<b>1</b>	
<b>2</b>	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
<b>a</b>	Net unrealized gains (losses) on investments . . . . .	<b>2a</b>	
<b>b</b>	Donated services and use of facilities . . . . .	<b>2b</b>	
<b>c</b>	Recoveries of prior year grants . . . . .	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIII) . . . . .	<b>2d</b>	
<b>e</b>	Add lines <b>2a</b> through <b>2d</b> . . . . .	<b>2e</b>	
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b> . . . . .	<b>3</b>	
<b>4</b>	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b>	
<b>b</b>	Other (Describe in Part XIII) . . . . .	<b>4b</b>	
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> . . . . .	<b>4c</b>	
<b>5</b>	Total revenue Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 12) . . . . .	<b>5</b>	

<b>Part XII</b>		<b>Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.</b>	
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.			
<b>1</b>	Total expenses and losses per audited financial statements . . . . .	<b>1</b>	
<b>2</b>	Amounts included on line 1 but not on Form 990, Part IX, line 25		
<b>a</b>	Donated services and use of facilities . . . . .	<b>2a</b>	
<b>b</b>	Prior year adjustments . . . . .	<b>2b</b>	
<b>c</b>	Other losses . . . . .	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIII) . . . . .	<b>2d</b>	
<b>e</b>	Add lines <b>2a</b> through <b>2d</b> . . . . .	<b>2e</b>	
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b> . . . . .	<b>3</b>	
<b>4</b>	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b . . . . .	<b>4a</b>	
<b>b</b>	Other (Describe in Part XIII) . . . . .	<b>4b</b>	
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> . . . . .	<b>4c</b>	
<b>5</b>	Total expenses Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 18) . . . . .	<b>5</b>	

<b>Part XIII</b> Supplemental Information		
Provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b Also complete this part to provide any additional information		
Return Reference	Explanation	

**Part XIII** **Supplemental Information (continued)**

Return Reference	Explanation
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**SCHEDULE O**  
(Form 990 or 990-EZ)

**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.

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

OMB No 1545-0047

**2016**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

Name of the organization  
AMERICAN SOCIETY OF DOWSERS INC

Employer identification number

03-6010613

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	THE ORGANIZATION HAS MORE THAN 1,900 MEMBERS

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PART VI, SECTION A, LINE 7A	THE MEMBERS OF THE ORGANIZATION VOTE TO ELECT THE BOARD

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PART VI, SECTION A, LINE 7B	THE MEMBERS VOTE ON MAJOR GOVERNANCE DECISIONS



**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PART VI, SECTION A, LINE 8B	COMMITTEES OF THE ORGANIZATION CANNOT ACT WITHOUT APPROVAL BY THE BOARD

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PART VI, SECTION B, LINE 11B	THE ORGANIZATION'S PRESIDENT, VICE PRESIDENT, TREASURER AND SECRETARY REVIEW THE FORM 990 ON BEHALF OF THE FULL BOARD OF DIRECTORS ANY QUESTIONS ARE RESOLVED BEFORE THE RETURN IS FINALIZED AND FILED

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PART VI, SECTION B, LINE 12C	THE ORGANIZATION'S ETHICS COMMITTEE MONITORS BOARD AND OTHER MEETINGS FOR CONFLICTS OF INTEREST

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS AVAILABLE TO THE PUBLIC AT THE ORGANIZATION'S OFFICE AND UPON WRITTEN REQUEST

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](http://www.irs.gov/form990)

OMB No 1545-0047

**2014**

**Open to Public Inspection**

**A For the 2014 calendar year, or tax year beginning 01-01-2014, and ending 12-31-2014**

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

**C** Name of organization  
 AMERICAN SOCIETY OF DOWSERS INC

Doing business as

Number and street (or P O box if mail is not delivered to street address) Room/suite  
 184 BRAINERD STREET PO BOX 24

City or town, state or province, country, and ZIP or foreign postal code  
 DANVILLE, VT 05828

**D** Employer identification number  
 03-6010613

**E** Telephone number  
 (802) 684-3417

**G** Gross receipts \$ 341,021

**F** Name and address of principal officer  
 KEVIN O'BRIEN  
 PO BOX 2217  
 LAKESIDE, AZ 85929

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

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

**H(c)** Group exemption number ▶

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

**J** Website: ▶ WWW.DOWSERS.ORG

**K** Form of organization  Corporation  Trust  Association  Other ▶

**L** Year of formation 1961 **M** State of legal domicile VT

**Part I Summary**

<b>Activities &amp; Governance</b>	<b>1</b> Briefly describe the organization's mission or most significant activities TO SUPPORT, ENCOURAGE AND PROMOTE DOWSING AND DOWSERS, TO PROVIDE EDUCATION AND TRAINING, FOSTER COMMUNICATION REGARDING DOWSING, BUILD A RESPONSIBLE BODY OF THOSE DEVOTED TO DOWSING		
	<b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets		
<b>Activities &amp; Governance</b>	<b>3</b> Number of voting members of the governing body (Part VI, line 1a)	<b>3</b>	8
	<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)	<b>4</b>	8
	<b>5</b> Total number of individuals employed in calendar year 2014 (Part V, line 2a)	<b>5</b>	3
	<b>6</b> Total number of volunteers (estimate if necessary)	<b>6</b>	0
	<b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12	<b>7a</b>	0
	<b>b</b> Net unrelated business taxable income from Form 990-T, line 34	<b>7b</b>	0
<b>Revenue</b>	<b>8</b> Contributions and grants (Part VIII, line 1h)	<b>Prior Year</b>	<b>Current Year</b>
	<b>9</b> Program service revenue (Part VIII, line 2g)	126,057	137,576
	<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)	91	87
	<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	48,107	38,971
	<b>12</b> Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	298,873	283,007
	<b>Expenses</b>	<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1–3)	6,842
<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)		0	0
<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)		107,507	100,148
<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)		0	0
<b>b</b> Total fundraising expenses (Part IX, column (D), line 25) ▶ 0			
<b>17</b> Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)		171,878	177,154
<b>18</b> Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	286,227	307,813	
<b>19</b> Revenue less expenses Subtract line 18 from line 12	12,646	-24,806	
<b>Net Assets or Fund Balances</b>	<b>20</b> Total assets (Part X, line 16)	<b>Beginning of Current Year</b>	<b>End of Year</b>
	<b>21</b> Total liabilities (Part X, line 26)	226,931	197,577
	<b>22</b> Net assets or fund balances Subtract line 21 from line 20	11,259	6,711
		215,672	190,866

**Part II Signature Block**

Under penalties of perjury, I declare that I have examined this return, including 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 O'BRIEN TREASURER  
 Type or print name and title

**Paid Preparer Use Only**

Print/Type preparer's name Preparer's signature  
 INGRID PELS INGRID PELS

Firm's name ▶ GALLAGHER FLYNN & COMPANY LLP

Firm's address ▶ 55 COMMUNITY DRIVE SUITE 401  
 SOUTH BURLINGTON, VT 05403

May the IRS discuss this return with the preparer shown above? (see instructions)

**For Paperwork Reduction Act Notice, see the separate instructions.**

**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 AMERICAN SOCIETY OF DOWSERS IS AN EDUCATIONAL SOCIETY ESTABLISHED TO PROMOTE AND INVESTIGATE THE FACETS OF DOWSING THROUGH RESEARCH AND EDUCATION

**2** Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?  Yes  No  
If "Yes," describe these new services on Schedule O

**3** Did the organization cease conducting, or make significant changes in how it conducts, any program services?  Yes  No  
If "Yes," describe these changes on Schedule O

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

**4a** (Code ) (Expenses \$ 15,272 including grants of \$ ) (Revenue \$ 62,838 )  
AN ANNUAL NATIONAL CONVENTION HELD TO TRAIN MEMBERS, WORKSHOPS HELD AROUND CONVENTION TO UPDATE SKILLS, WATER FOR HUMANITY'S ONGOING PROJECT TO BRING GOOD WATER TO THOSE IN NEED

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

**4c** (Code ) (Expenses \$ including grants of \$ ) (Revenue \$ )  
See Additional Data

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**4d** Other program services (Describe in Schedule O )  
(Expenses \$ 163,236 including grants of \$ 30,511 ) (Revenue \$ 82,506 )

**4e Total program service expenses** 178,508

**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> <input checked="" type="checkbox"/>	Yes	
<b>2</b> Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> (see instructions)? <input checked="" type="checkbox"/>	Yes	
<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>		No
<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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>	Yes	
<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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>	Yes	
<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)? <i>If "Yes," complete Schedule D, Part X</i> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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> <input checked="" type="checkbox"/>		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?		

**Part IV Checklist of Required Schedules** *(continued)*

<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>	<b>21</b>		No
<b>22</b>	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III . . . . .</i>	<b>22</b>		No
<b>23</b>	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J . . . . .</i>	<b>23</b>		No
<b>24a</b>	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a . . . . .</i>	<b>24a</b>		No
<b>b</b>	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? . . . .	<b>24b</b>		
<b>c</b>	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? . . . . .	<b>24c</b>		
<b>d</b>	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? . . . .	<b>24d</b>		
<b>25a</b>	<b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I . . . . .</i>	<b>25a</b>		No
<b>b</b>	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I . . . . .</i>	<b>25b</b>		No
<b>26</b>	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II . . . . .</i>	<b>26</b>		No
<b>27</b>	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III . . . . .</i>	<b>27</b>		No
<b>28</b>	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)			
<b>a</b>	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>	<b>28a</b>		No
<b>b</b>	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>	<b>28b</b>		No
<b>c</b>	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? <i>If "Yes," complete Schedule L, Part IV . . . . .</i>	<b>28c</b>		No
<b>29</b>	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M . . . . .</i>	<b>29</b>		No
<b>30</b>	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M . . . . .</i>	<b>30</b>		No
<b>31</b>	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I . . . . .</i>	<b>31</b>		No
<b>32</b>	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II . . . . .</i>	<b>32</b>		No
<b>33</b>	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I . . . . .</i>	<b>33</b>		No
<b>34</b>	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 . . . . .</i>	<b>34</b>		No
<b>35a</b>	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	<b>35a</b>		No
<b>b</b>	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2 . . . . .</i>	<b>35b</b>		
<b>36</b>	<b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2 . . . . .</i>	<b>36</b>		No
<b>37</b>	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI . . . . .</i>	<b>37</b>		No
<b>38</b>	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O . . . . .	<b>38</b>	Yes	



**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
<b>1a</b>	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.		
<b>1b</b>	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.		
<b>1c</b>	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	Yes	
<b>2a</b>	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.		
<b>2b</b>	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <b>Note.</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).	Yes	
<b>3a</b>	Did the organization have unrelated business gross income of \$1,000 or more during the year?		No
<b>3b</b>	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O.		
<b>4a</b>	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)?		No
<b>b</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).		
<b>5a</b>	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		No
<b>5b</b>	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		No
<b>5c</b>	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		
<b>6a</b>	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?		No
<b>6b</b>	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
<b>7</b>	<b>Organizations that may receive deductible contributions under section 170(c).</b>		
<b>a</b>	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?		No
<b>7b</b>	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
<b>7c</b>	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		No
<b>7d</b>	If "Yes," indicate the number of Forms 8282 filed during the year.		
<b>7e</b>	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		No
<b>7f</b>	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		No
<b>7g</b>	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
<b>7h</b>	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
<b>8</b>	<b>Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		
<b>9a</b>	Did the sponsoring organization make any taxable distributions under section 4966?		
<b>9b</b>	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
<b>10</b>	<b>Section 501(c)(7) organizations.</b> Enter		
<b>10a</b>	Initiation fees and capital contributions included on Part VIII, line 12.		
<b>10b</b>	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.		
<b>11</b>	<b>Section 501(c)(12) organizations.</b> Enter		
<b>11a</b>	Gross income from members or shareholders.		
<b>11b</b>	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them).		
<b>12a</b>	<b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?		
<b>12b</b>	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.		
<b>13</b>	<b>Section 501(c)(29) qualified nonprofit health insurance issuers.</b>		
<b>13a</b>	Is the organization licensed to issue qualified health plans in more than one state? <b>Note.</b> See the instructions for additional information the organization must report on Schedule O.		
<b>13b</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.		
<b>13c</b>	Enter the amount of reserves on hand.		
<b>14a</b>	Did the organization receive any payments for indoor tanning services during the tax year?		No
<b>14b</b>	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in 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**

		Yes	No
<b>1a</b>	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 body delegated broad authority to an executive committee or similar committee, explain in Schedule O		
<b>1b</b>	Enter the number of voting members included in line 1a, above, who are independent . . . . .		
<b>2</b>	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? . . . . .		No
<b>3</b>	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? . . . . .		No
<b>4</b>	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? . . . . .		No
<b>5</b>	Did the organization become aware during the year of a significant diversion of the organization's assets? . . . . .		No
<b>6</b>	Did the organization have members or stockholders? . . . . .	Yes	
<b>7a</b>	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? . . . . .	Yes	
<b>7b</b>	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? . . . . .	Yes	
<b>8</b>	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following		
<b>8a</b>	a The governing body? . . . . .	Yes	
<b>8b</b>	b Each committee with authority to act on behalf of the governing body? . . . . .		No
<b>9</b>	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 . . . . .		No

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

		Yes	No
<b>10a</b>	Did the organization have local chapters, branches, or affiliates? . . . . .	Yes	
<b>10b</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? . . . . .	Yes	
<b>11a</b>	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? . . . . .		No
	b Describe in Schedule O the process, if any, used by the organization to review this Form 990 . . . . .		
<b>12a</b>	Did the organization have a written conflict of interest policy? If "No," go to line 13 . . . . .	Yes	
<b>12b</b>	b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? . . . . .	Yes	
<b>12c</b>	c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done . . . . .	Yes	
<b>13</b>	Did the organization have a written whistleblower policy? . . . . .	Yes	
<b>14</b>	Did the organization have a written document retention and destruction policy? . . . . .	Yes	
<b>15</b>	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?		
<b>15a</b>	a The organization's CEO, Executive Director, or top management official . . . . .		No
<b>15b</b>	b Other officers or key employees of the organization . . . . .		No
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)		
<b>16a</b>	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? . . . . .		No
<b>16b</b>	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? . . . . .		

**Section C. Disclosure**

<b>17</b>	List the States with which a copy of this Form 990 is required to be filed <input type="checkbox"/> _____
<b>18</b>	Section 6104 requires an organization to make its Form 1023 (or 1024 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. <input type="checkbox"/> Own website <input type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request <input type="checkbox"/> Other (explain in Schedule O)
<b>19</b>	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
<b>20</b>	State the name, address, and telephone number of the person who possesses the organization's books and records LISA LACOSS BRAINARD STREET PO BOX 24 DANVILLE, VT 05828 (802) 684-3417

**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

List them 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)						(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) ANNETTE WEIS PRESIDENT	10 00	X		X			0	0	0	
(2) SANDRA ISGRO VICE PRESIDENT	5 00	X		X			0	0	0	
(3) SANDI RUELKE SECRETARY	5 00	X		X			0	0	0	
(4) KEVIN O'BRIEN TREASURER	10 00	X		X			0	0	0	
(5) KEITH SCHAFFER TRUSTEE	5 00	X					0	0	0	
(6) TICK GAUDREAU TRUSTEE	5 00	X					0	0	0	
(7) ADHI TWO OWLS TRUSTEE	5 00	X					0	0	0	
(8) MARTY LUCAS TRUSTEE	5 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			

<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>	0	0	0

**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>	77,384				
	<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>	60,192				
	<b>g</b> Noncash contributions included in lines 1a-1f \$					
	<b>h Total.</b> Add lines 1a-1f . . . . .		137,576			
<b>Program Service Revenue</b>	<b>2a</b> CONVENTION					
	Business Code					
	900099		62,838	62,838		
	<b>b</b> SCHOOL & WORKSHOP					
	900099		39,765	39,765		
	<b>c</b> SPONSORSHIP INCOME					
	900099		3,770	3,770		
<b>d</b>						
<b>e</b>						
<b>f</b> All other program service revenue						
<b>g Total.</b> Add lines 2a-2f . . . . .		106,373				
<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts) . . . . .		87		87	
	<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>b</b> Less rental expenses				
		<b>c</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>b</b> Less cost or other basis and sales expenses				
		<b>c</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>a</b>				
		<b>b</b> Less direct expenses . . . . . <b>b</b>				
<b>c</b> Net income or (loss) from fundraising events . . . . .						
<b>9a</b> Gross income from gaming activities See Part IV, line 19 . . . . .	<b>a</b>					
	<b>b</b> Less direct expenses . . . . . <b>b</b>					
	<b>c</b> Net income or (loss) from gaming activities . . . . .					
<b>10a</b> Gross sales of inventory, less returns and allowances . . . . .	<b>a</b>	92,684				
	<b>b</b> Less cost of goods sold . . . . . <b>b</b>	58,014				
	<b>c</b> Net income or (loss) from sales of inventory . . . . .		34,670	34,670		
Miscellaneous Revenue		Business Code				
<b>11a</b> MISCELLANEOUS	900099	4,301	4,301			
<b>b</b>						
<b>c</b>						
<b>d</b> All other revenue . . . . .						
<b>e Total.</b> Add lines 11a-11d . . . . .		4,301				
<b>12 Total revenue.</b> See Instructions . . . . .		283,007	145,344	0	87	

**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 . . . . .				
<b>2</b>	Grants and other assistance to domestic individuals. See Part IV, line 22 . . . . .				
<b>3</b>	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 . . . . .	30,511	30,511		
<b>4</b>	Benefits paid to or for members . . . . .				
<b>5</b>	Compensation of current officers, directors, trustees, and key employees . . . . .				
<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 . . . . .	93,042	52,716	40,326	
<b>8</b>	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) . . . . .				
<b>9</b>	Other employee benefits . . . . .				
<b>10</b>	Payroll taxes . . . . .	7,106	3,960	3,146	
<b>11</b>	Fees for services (non-employees)				
<b>a</b>	Management . . . . .	4,187	2,046	2,141	
<b>b</b>	Legal . . . . .	1,332	480	852	
<b>c</b>	Accounting . . . . .	1,850	875	975	
<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) . . . . .	915	260	655	
<b>12</b>	Advertising and promotion . . . . .	5,550	3,622	1,928	
<b>13</b>	Office expenses . . . . .	39,956	2,178	37,778	
<b>14</b>	Information technology . . . . .				
<b>15</b>	Royalties . . . . .				
<b>16</b>	Occupancy . . . . .	15,493	5,365	10,128	
<b>17</b>	Travel . . . . .	2,452	59	2,393	
<b>18</b>	Payments of travel or entertainment expenses for any federal, state, or local public officials . . . . .				
<b>19</b>	Conferences, conventions, and meetings . . . . .				
<b>20</b>	Interest . . . . .				
<b>21</b>	Payments to affiliates . . . . .				
<b>22</b>	Depreciation, depletion, and amortization . . . . .	10,049	10,049		
<b>23</b>	Insurance . . . . .	14,536	2,318	12,218	
<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>	BOOKSTORE ADMINISTRATIV	35,356	35,356		
<b>b</b>	REPAIRS & MAINTENANCE	23,213	10,445	12,768	
<b>c</b>	CONVENTION & SCHOOL EXP	15,272	15,272		
<b>d</b>	MISC	3,997		3,997	
<b>e</b>	All other expenses	2,996	2,996		
<b>25</b>	<b>Total functional expenses.</b> Add lines 1 through 24e	307,813	178,508	129,305	0
<b>26</b>	<b>Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

**Part X Balance Sheet**

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

		(A)		(B)
		Beginning of year		End of year
<b>Assets</b>	<b>1</b> Cash—non-interest-bearing . . . . .	5,319	<b>1</b>	160
	<b>2</b> Savings and temporary cash investments . . . . .	146,927	<b>2</b>	137,395
	<b>3</b> Pledges and grants receivable, net . . . . .		<b>3</b>	
	<b>4</b> Accounts receivable, net . . . . .	4,360	<b>4</b>	
	<b>5</b> Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L . . . . .		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L . . . . .		<b>6</b>	
	<b>7</b> Notes and loans receivable, net . . . . .		<b>7</b>	
	<b>8</b> Inventories for sale or use . . . . .	38,147	<b>8</b>	35,141
	<b>9</b> Prepaid expenses and deferred charges . . . . .	323	<b>9</b>	3,075
	<b>10a</b> Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D . . . . .	<b>10a</b> 280,470		
	<b>b</b> Less accumulated depreciation . . . . .	<b>10b</b> 259,861	30,508	<b>10c</b> 20,609
	<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 . . . . .	1,347	<b>14</b>	1,197
	<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) . . . . .	226,931	<b>16</b>	197,577	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .	6,770	<b>17</b>	3,122
	<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 current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L . . . . .		<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 . . . . .	4,489	<b>25</b>	3,589
	<b>26 Total liabilities.</b> Add lines 17 through 25 . . . . .	11,259	<b>26</b>	6,711
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.</b>			
	<b>27</b> Unrestricted net assets . . . . .	215,672	<b>27</b>	190,866
	<b>28</b> Temporarily restricted net assets . . . . .		<b>28</b>	
	<b>29</b> Permanently restricted net assets . . . . .		<b>29</b>	
	<b>Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.</b>			
	<b>30</b> Capital stock or trust principal, or current funds . . . . .		<b>30</b>	
	<b>31</b> Paid-in or capital surplus, or land, building or equipment fund . . . . .		<b>31</b>	
	<b>32</b> Retained earnings, endowment, accumulated income, or other funds . . . . .		<b>32</b>	
<b>33</b> Total net assets or fund balances . . . . .	215,672	<b>33</b>	190,866	
<b>34</b> Total liabilities and net assets/fund balances . . . . .	226,931	<b>34</b>	197,577	

**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>	283,007
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	307,813
<b>3</b>	Revenue less expenses Subtract line 2 from line 1	<b>3</b>	-24,806
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	<b>4</b>	215,672
<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>	
<b>9</b>	Other changes in net assets or fund balances (explain in Schedule O)	<b>9</b>	0
<b>10</b>	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	<b>10</b>	190,866

**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 type="checkbox"/> Cash <input checked="" 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

**Software ID:**

**Software Version:**

**EIN:** 03-6010613

**Name:** AMERICAN SOCIETY OF DOWSERS INC

### Form 990, Part III - Line 4c: Program Service Accomplishments (See the Instructions)

(Code	) (Expenses \$	163,236	including grants of \$	30,511 ) (Revenue \$	82,506 )
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**SCHEDULE A**  
(Form 990 or 990EZ)

**Public Charity Status and Public Support**

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

▶ Attach to Form 990 or Form 990-EZ.

▶ Information about Schedule A (Form 990 or 990-EZ) and its instructions is at [www.irs.gov/form990](http://www.irs.gov/form990).

**2014**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

**Name of the organization**  
AMERICAN SOCIETY OF DOWSERS INC

**Employer identification number**  
03-6010613

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

The organization is not a private foundation because it is (For lines 1 through 11, check only one box )

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

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above or IRC section (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
<b>Total</b>						

**Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**  
 (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>4 Total.</b> Add lines 1 through 3						
<b>5</b> The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
<b>6 Public support.</b> Subtract line 5 from line 4						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) Total
<b>7</b> Amounts from line 4						
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on						
<b>10</b> Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI )						
<b>11 Total support</b> Add lines 7 through 10						
<b>12</b> Gross receipts from related activities, etc (see instructions)					<b>12</b>	
<b>13 First five years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> . . . . . <input type="checkbox"/>						

**Section C. Computation of Public Support Percentage**

<b>14</b> Public support percentage for 2014 (line 6, column (f) divided by line 11, column (f))	<b>14</b>	
<b>15</b> Public support percentage for 2013 Schedule A, Part II, line 14	<b>15</b>	
<b>16a 33 1/3% support test—2014.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization <input type="checkbox"/>		
<b>b 33 1/3% support test—2013.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization <input type="checkbox"/>		
<b>17a 10%-facts-and-circumstances test—2014.</b> If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization <input type="checkbox"/>		
<b>b 10%-facts-and-circumstances test—2013.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization <input type="checkbox"/>		
<b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions <input type="checkbox"/>		

**Part III Support Schedule for Organizations Described in Section 509(a)(2)**

(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	154,451	223,460	105,012	126,057	137,576	746,556
<b>2</b> Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	83,883	106,799	99,216	213,362	199,057	702,317
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>6 Total.</b> Add lines 1 through 5	238,334	330,259	204,228	339,419	336,633	1,448,873
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons						0
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						0
<b>c</b> Add lines 7a and 7b						0
<b>8 Public support</b> (Subtract line 7c from line 6)						1,448,873

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2010	(b) 2011	(c) 2012	(d) 2013	(e) 2014	(f) Total
<b>9</b> Amounts from line 6	238,334	330,259	204,228	339,419	336,633	1,448,873
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	124	129	126	91	87	557
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
<b>c</b> Add lines 10a and 10b	124	129	126	91	87	557
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	7,162	1,489		6,232	4,301	19,184
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.)	245,620	331,877	204,354	345,742	341,021	1,468,614
<b>14 First five years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> ▶						

**Section C. Computation of Public Support Percentage**

<b>15</b> Public support percentage for 2014 (line 8, column (f) divided by line 13, column (f))	<b>15</b>	98.660 %
<b>16</b> Public support percentage from 2013 Schedule A, Part III, line 15	<b>16</b>	98.890 %

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for <b>2014</b> (line 10c, column (f) divided by line 13, column (f))	<b>17</b>	0.040 %
<b>18</b> Investment income percentage from <b>2013</b> Schedule A, Part III, line 17	<b>18</b>	0.050 %

**19a 33 1/3% support tests—2014.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization.

**b 33 1/3% support tests—2013.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization.

**20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions.

**Part IV Supporting Organizations**

(Complete only if you checked a box on line 11 of Part I. If you checked 11a of Part I, complete Sections A and B. If you checked 11b of Part I, complete Sections A and C. If you checked 11c of Part I, complete Sections A, D, and E. If you checked 11d of Part I, complete Sections A and D, and complete Part V.)

**Section A. All Supporting Organizations**

	Yes	No
<b>1</b> Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in <b>Part VI</b> how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
<b>2</b> Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in <b>Part VI</b> how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
<b>3a</b> Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.		
<b>b</b> Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in <b>Part VI</b> when and how the organization made the determination.		
<b>c</b> Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in <b>Part VI</b> what controls the organization put in place to ensure such use.		
<b>4a</b> Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you checked 11a or 11b in Part I, answer (b) and (c) below.		
<b>b</b> Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in <b>Part VI</b> how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
<b>c</b> Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in <b>Part VI</b> what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.		
<b>5a</b> Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in <b>Part VI</b> , including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document).		
<b>b Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
<b>c Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
<b>6</b> Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (a) its supported organizations, (b) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (c) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in <b>Part VI</b> .		
<b>7</b> Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in IRC 4958(c)(3)(C)), a family member of a substantial contributor, or a 35-percent controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990).		
<b>8</b> Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part II of Schedule L (Form 990).		
<b>9a</b> Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in <b>Part VI</b> .		
<b>b</b> Did one or more disqualified persons (as defined in line 9(a)) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in <b>Part VI</b> .		
<b>c</b> Did a disqualified person (as defined in line 9(a)) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in <b>Part VI</b> .		
<b>10a</b> Was the organization subject to the excess business holdings rules of IRC 4943 because of IRC 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer b below.		
<b>b</b> Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).		
<b>11</b> Has the organization accepted a gift or contribution from any of the following persons?		
<b>a</b> A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
<b>b</b> A family member of a person described in (a) above?		
<b>c</b> A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in <b>Part VI</b> .		

**Part IV Supporting Organizations** (continued)**Section B. Type I Supporting Organizations**

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

	Yes	No
<b>1</b>		
<b>2</b>		

**Section C. Type II Supporting Organizations**

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

	Yes	No
<b>1</b>		

**Section D. All Type III Supporting Organizations**

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

	Yes	No
<b>1</b>		
<b>2</b>		
<b>3</b>		

**Section E. Type III Functionally-Integrated Supporting Organizations**

- 1** Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (**see instructions**)
- a**  The organization satisfied the Activities Test. Complete **line 2** below.
- b**  The organization is the parent of each of its supported organizations. Complete **line 3** below.
- c**  The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).

**2** Activities Test **Answer (a) and (b) below.**

- a** Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*
- b** Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.*

**3** Parent of Supported Organizations **Answer (a) and (b) below.**

- a** Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? *Provide details in Part VI.*
- b** Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? *If "Yes," describe in Part VI the role played by the organization in this regard.*

	Yes	No
<b>2a</b>		
<b>2b</b>		
<b>3a</b>		
<b>3b</b>		

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

Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov 20, 1970. **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

**Section A - Adjusted Net Income**

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

**Section B - Minimum Asset Amount**

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

**Section C - Distributable Amount**

		Current Year
<b>1</b> Adjusted net income for prior year (from Section A, line 8, Column A)	<b>1</b>	
<b>2</b> Enter 85% of line 1	<b>2</b>	
<b>3</b> Minimum asset amount for prior year (from Section B, line 8, Column A)	<b>3</b>	
<b>4</b> Enter greater of line 2 or line 3	<b>4</b>	
<b>5</b> Income tax imposed in prior year	<b>5</b>	
<b>6</b> <b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	<b>6</b>	
<b>7</b> <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)		

<b>Section D - Distributions</b>	<b>Current Year</b>
<b>1</b> Amounts paid to supported organizations to accomplish exempt purposes	
<b>2</b> Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
<b>3</b> Administrative expenses paid to accomplish exempt purposes of supported organizations	
<b>4</b> Amounts paid to acquire exempt-use assets	
<b>5</b> Qualified set-aside amounts (prior IRS approval required)	
<b>6</b> Other distributions (describe in Part VI) See instructions	
<b>7 Total annual distributions.</b> Add lines 1 through 6	
<b>8</b> Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
<b>9</b> Distributable amount for 2014 from Section C, line 6	
<b>10</b> Line 8 amount divided by Line 9 amount	

<b>Section E - Distribution Allocations (see instructions)</b>	<b>(i) Excess Distributions</b>	<b>(ii) Underdistributions Pre-2014</b>	<b>(iii) Distributable Amount for 2014</b>
<b>1</b> Distributable amount for 2014 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2014 (reasonable cause required--see instructions)			
<b>3</b> Excess distributions carryover, if any, to 2014			
<b>a</b> From 2009. . . . . _____			
<b>b</b> From 2010. . . . . _____			
<b>c</b> From 2011. . . . . _____			
<b>d</b> From 2012. . . . . _____			
<b>e</b> From 2013. . . . . _____			
<b>f Total</b> of lines 3a through e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2014 distributable amount			
<b>i</b> Carryover from 2009 not applied (see instructions)			
<b>j</b> Remainder Subtract lines 3g, 3h, and 3i from 3f			
<b>4</b> Distributions for 2014 from Section D, line 7 \$ _____			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2014 distributable amount			
<b>c</b> Remainder Subtract lines 4a and 4b from 4			
<b>5</b> Remaining underdistributions for years prior to 2014, if any Subtract lines 3g and 4a from line 2 (if amount greater than zero, see instructions)			
<b>6</b> Remaining underdistributions for 2014 Subtract lines 3h and 4b from line 1 (if amount greater than zero, see instructions)			
<b>7 Excess distributions carryover to 2015.</b> Add lines 3j and 4c			
<b>8</b> Breakdown of line 7			
<b>a</b> From 2010. . . . . _____			
<b>b</b> From 2011. . . . . _____			
<b>c</b> From 2012. . . . . _____			
<b>d</b> From 2013. . . . . _____			
<b>e</b> From 2014. . . . . _____			



**Part VI Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions).

<b>Facts And Circumstances Test</b>

Return Reference	Explanation

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No 1545-0047

2014

Open to Public Inspection

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

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

Department of the Treasury Internal Revenue Service

Name of the organization AMERICAN SOCIETY OF DOWSERS INC

Employer identification number

03-6010613

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include: 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...?, 6 Did the organization inform all grantees...?

Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

Table with 2 columns: Description, Held at the End of the Year. Rows include: 1 Purpose(s) of conservation easements, 2 Complete lines 2a through 2d if the organization held a qualified conservation contribution..., 3 Number of conservation easements modified..., 4 Number of states where property subject to conservation easement is located..., 5 Does the organization have a written policy..., 6 Staff and volunteer hours..., 7 Amount of expenses incurred..., 8 Does each conservation easement..., 9 In Part XIII, describe how the organization reports...

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

Table with 2 columns: Description, Amount. Rows include: 1a If the organization elected, as permitted under SFAS 116..., 1b If the organization elected, as permitted under SFAS 116..., 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain...

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

**3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)

- a**  Public exhibition
- b**  Scholarly research
- c**  Preservation for future generations
- d**  Loan or exchange programs
- e**  Other

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

**5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?  Yes  No

**Part IV Escrow and Custodial Arrangements.** Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

**1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?  Yes  No

**b** If "Yes," explain the arrangement in Part XIII and complete the following table

	Amount
<b>1c</b>	
<b>1d</b>	
<b>1e</b>	
<b>1f</b>	

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

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

**Part V Endowment Funds.** Complete if the organization answered "Yes" to Form 990, Part IV, line 10.

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

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

- a** Board designated or quasi-endowment ▶
  - b** Permanent endowment ▶
  - c** Temporarily restricted endowment ▶
- The percentages in lines 2a, 2b, and 2c should equal 100%

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

	Yes	No
<b>(i)</b> unrelated organizations . . . . .	<b>3a(i)</b>	
<b>(ii)</b> related organizations . . . . .	<b>3a(ii)</b>	
<b>b</b> If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R? . . . . .	<b>3b</b>	

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

**Part VI Land, Buildings, and Equipment.** Complete if the organization answered 'Yes' to Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
<b>1a</b> Land . . . . .		3,500		3,500
<b>b</b> Buildings . . . . .		167,612	157,192	10,420
<b>c</b> Leasehold improvements . . . . .				
<b>d</b> Equipment . . . . .		41,172	40,071	1,101
<b>e</b> Other . . . . .		68,186	62,598	5,588
<b>Total.</b> Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . . .				20,609



**Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return** Complete if the organization answered 'Yes' to Form 990, Part IV, line 12a.

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

**Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.** Complete if the organization answered 'Yes' to Form 990, Part IV, line 12a.

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

**Part XIII Supplemental Information**

Provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b Also complete this part to provide any additional information

Return Reference	Explanation



**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.

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

**2014**

**Open to Public  
Inspection**

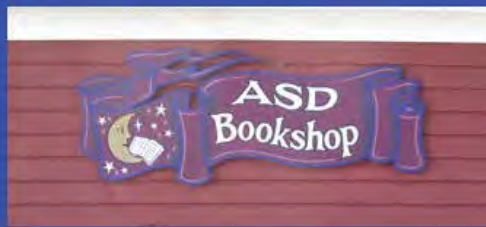
Name of the organization  
AMERICAN SOCIETY OF DOWSERS INC

Employer identification number

03-6010613

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 6	THE ORGANIZATION HAS MORE THAN 1,900 MEMBERS
FORM 990, PART VI, SECTION A, LINE 7A	THE MEMBERS OF THE ORGANIZATION VOTE TO ELECT THE BOARD
FORM 990, PART VI, SECTION A, LINE 7B	THE MEMBERS VOTE ON MAJOR GOVERNANCE DECISIONS
FORM 990, PART VI, SECTION A, LINE 8B	COMMITTEES OF THE ORGANIZATION CANNOT ACT WITHOUT APPROVAL BY THE BOARD
FORM 990, PART VI, SECTION B, LINE 11	THE ORGANIZATION'S PRESIDENT, VICE PRESIDENT, TREASURER AND SECRETARY REVIEW THE FORM 990 ON BEHALF OF THE FULL BOARD OF DIRECTORS ANY QUESTIONS ARE RESOLVED BEFORE THE RETURN IS FINALIZED AND FILED
FORM 990, PART VI, SECTION B, LINE 12C	THE ORGANIZATION'S ETHICS COMMITTEE MONITORS BOARD AND OTHER MEETINGS FOR CONFLICTS OF INTEREST
FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS AVAILABLE TO THE PUBLIC AT THE ORGANIZATION'S OFFICE AND UPON WRITTEN REQUEST



- [HOME](#)
- [INFO](#)
- [DONATE TO ASD](#)
- [LOOKING FOR A DOWSER](#)
- [MEMBERSHIP](#)
- [SHOP](#)
- [CONTACT US](#)
- [FULL CONVENTION PAGE](#)
- [PRESS KIT](#)
- [CHAPTERS](#)



## End of Year Chapter Update

Each division, Chapter, branch or subdivision of this Society shall by January 31st, submit a Statement of Condition for the previous Calendar Year to the President and Treasurer of this Society showing its current President, Vice President, Treasurer, Secretary, contact numbers, meeting place, number of members, guests and any other pertinent information. Optional information-income, expenditures, assets and liabilities and cash on hand.

### Chapter Name

Name of Chapter

### Contact Person

First

Last

### Contact Person's Phone Number

### Contact Person's Email

### Chapter President

First

Last

### Chapter Vice President

First

Last

### Chapter Treasurer

First

Last

### Chapter Secretary



First

Last

### **Chapter Meeting Place**

Street Address

Address Line 2

City

State / Province / Region

ZIP / Postal Code

Country

If meeting place changes regularly, please make note

### **Approximate number of ASD Members**

### **Approximate number of Guests**

### **Chapter Website**

Does your chapter have a website or facebook page?

## **Chapter Annual Financial Report**

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### **Current Monies on Hand**

### **Other Assest & Their Values**

### **Does your chapter use a bank?**

Yes

No

### **Does your chapter use ASD's Tax-exempt Employer ID Number**

Yes

No

## If you have any questions about this report, please contact ASD Headquarters

American Society of Dowsers, Inc PO Box 24 Danville, VT 05828 802-684-3417 [asd@dowsers.org](mailto:asd@dowsers.org)

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### Contact Us

[asd@dowsers.org](mailto:asd@dowsers.org)

802.684.3417

184 Brainerd St. PO Box 24

Danville, VT 05828

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# WATER FOR HUMANITY FUND® OBLIGATIONS TO GRANTEES

updated 5/15/2016

**Note: see key on last page**

## **Section 1 - Organizations with current projects we are expecting completion reports from:**

Rural People's Development Society (RPDS) - Thandrampet - Tamil Nadu, India  
Past history – 4 wells in three projects. Current project - constructing last 3 of 4 wells on the 2/21/2014 proposal (one of which is a memorial well for Rene Lincoln); project anticipated to take 6 to 8 months to complete. **LP** due to time needed to complete project, report and assess a new proposal

Buddha Outcast Social Society (BOSS) – Tamil Nadu, India  
Past history – 5 wells in 2 projects. Current project - first 3 of 5 wells on 5/21/2015 proposal (all memorial wells for Frank Hoenig); project anticipated to take 4 to 6 months to complete. **MP** due to time need to complete construction and receive report before funding remaining 2 wells.

Riamogire Energy and Technology Center (RETEC) – western Kenya  
Past history – 2 dug wells and 4 composting latrines from 9/20/2013 proposal requesting 10 dug wells and 8/22/2013 proposal requesting 50 composting latrines Current project - for 3 more dug wells and 6 more composting latrines, leaving balance of 5 and 40, respectively; current project completed and waiting for report. **Remainder of funding MP** due to time needed to receive & critique report

Rita Marley Foundation (RMF) in partnership with the community Konkonuru – Ghana, West Africa  
Past history – 1 well constructed of 3 requested on first proposal. Current project - remaining two wells funded in second grant; first of these 2 wells completed and reported, and second about to begin. Proposal will be complete with construction of this last well and required report.

Tamil Nadu Tribal Development Society (TNTDS) – Tamil Nadu, India  
Past history – grant awarded for 2 wells and an orientation meeting to form Society of India Dowers which was fully funded, and grant for second SID convention. Current project - two composting latrines for a schoolout of four composting latrines requested for two schools on 4/25/2015 proposal; project completed and waiting for report. **Remainder of funding HP** final grant payment in order to finish composting latrines for second school

Society of Weavers Education and Appropriate Technology (SWEAT) – Tamil Nadu, India

Past history - first 2 wells of 6 requested on 5/8/2015 proposal. Current project for third well . Remainder of funding **LP** currently under construction & report required.

Aid Tanzania (AT) – northern Tanzania, Africa

Past history - grant for 50 household ceramic water filters for distribution in one quarter (3 month period) of four quarters requested on 3/24/2015 proposal .

**Remainder of funding HP** due to need to fund 2<sup>nd</sup> quarter (matching funds for second quarter sought from Debley Foundation)

United Church of Christ of Zimbabwe – Zimbabwe, southern Africa, administered and supervised by First Congregational Church of Wakefield, NH

First project of one bore well project and two well renovations still in progress

**NFF** due to no expectation of a follow up request; report is required

## **Section 2 - Organizations voted funding and waiting for release:**

Dan Baker (UVM professor) / Partners of the Americas Program – for a water filter distribution project in Honduras: on hold due to political instability in the country and danger in travel there. **LP**

JASMINE Society, Tamil Nadu, India

Past history – 10 household rainwater harvesting systems installed in two projects out of 30 requested in 6/6/2008 proposal. Current project approved 6/7/2015 for 5 additional systems out of 10 proposed on 5/24/2011 update to the original proposal, but on hold pending investigation into matter of status of annual filings. **Remainder of funding HP** due to need to resolve and if positive proceed with project

## **Section 3 - Organizations expecting further funding upon review of project completion report for an earlier phase (see spreadsheet for details)**

Society for Women Education and Economic Trust (SWEET)

Society for Community Organization and Rural Educational (SCORE)

Social Improvement Voluntary Association (SIVA)

Society for Rural Health and Development Project (SRHDP)

Village Development Center (VDC)

GUARD Society

#### **Section 4 - Organizations receiving annual grants on an on-going basis:**

Salvadoran Association for Rural Health (ASAPROSAR) – El Salvador  
History – Current ongoing project of distribution of ceramic water filters received first funding in 2006 and funded seven times since, always in January. **MP** due to need to anticipate funding in January 2017

St. Bonaventure Indian Mission & School – New Mexico, USA  
History – First grant awarded in 2008 for two week's worth of water delivery on the Eastern Navajo Reservation, and funded every year since, always awarded at convention meeting of the committee. **HP** due to **need to approve funds in June, 2016**

#### **Section 5 - Restricted Funds:**

Frank Hoenig Memorial Fund - \$48.24 received for plaques to be mounted on BOSS wells.

David Pitkin Memorial Fund - \$850 balance for a well in India (to be determined and approved by Mohawk-Hudson chapter).

Indiegogo / Health Education and Development Society (HEADS) – Tamil Nadu, India  
Balance of \$4,011.36 for a composting latrine and water filters for HEADS to complete program as proposed in Indiegogo campaign.

Society of Indian Dowrsers (SID) – based in Tamil Nadu, India – initial donation of \$25 for program or convention support. It was anticipated that additional donors might contribute to this reserve fund.

Volunteer Travel & Project Fund - \$2,530.63 undesignated, \$2,550 designated for Steve Herbert

### **KEY**

**URG** - Urgent; disaster relief or due to unforeseen circumstances

**HP** - High Priority; expect to disperse funds within next two months

**MP** - Medium Priority, expect to disperse funds within 2 to 10 months

**LP** - Low Priority; expect to disperse funds within 10 to 18 months

**NFF** - No Future Funding; due to end of association, or due to poor performance



Voted	Organization	project	prop rec'd	prop frwd	pcr rec'd	pcr frwd	pcr published	testimonials	test published
1/17/2014	ASAPROSAR	filter dist 6	ongoing	NA	5/20/2014	6/4/2014	Enews 6/14		
1/28/2014	SHERDP	WWD'14	1/19/2014	1/24/2014	3/25/2014		Enews 4/14		
3/5/2014	Eau Sans Frts	LS100drill			prj aborted				
3/5/2014	KCUPS	complat 1	1/13/2014	1/14/2014	12/1/1014	12/5/2014		N Faridah N Margret N Proscovia N Veronica	
3/5/2014	RPDS(B)	1 well AB	12/30/2005	1/15/2012	12/18/2014	12/21/2014		Bhavani Lakshmi	Enews 2/15
3/5/2014	IRWED	2 dr wells	9/12/2013	2/28/2014	9/24/2014	10/2/2014		Kumudha Kaliammal	
3/5/2014	VEPERDA	2 dr wells	9/5/2012	3/1/2014					
3/5/2014	Children Watch	1 dr well	10/2/2013	3/3/2014	7/15/2014	7/28/2014	Enews 10/14	Saratha Senthamarai	Enews 12/14 Enews 10/14
6/19/2014	Bro K / RTU	well dev	ongoing						
6/19/2014	StBonaventure	water del	ongoing						
6/19/2014	FCCW / UCCZ	1 dr well	5/26/2014	5/31/2014					
9/11/2014	Rita Marley Fd	1 dr well	8/19/2014	8/21/2014	1/23/2015				
9/11/2014	TMSSS	1 dr well	5/15/2009	not yet	e11/26/2015			Manimegalai Motchamary	
9/11/2014	BOSS	3 dr wells	9/17/2013	11/9/2013	r 3/23/2015 e4/05/2015				
9/11/2014	Children Watch	1 well	10/2/2013	3/3/2014	e2/23/2015 r 3/24/2015			Laxmi Valarmthi	
9/11/2014	SHERDP	2 wells	5/25/2014	not sent?	e5/19/2015				
10/22/2014	TNTDS	2nd conv.	9/22/2014	not sent?	4/14/2015				

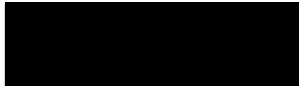
Voted	Organization	project	prop rec'd	prop frwd	pcr rec'd	pcr frwd	pcr published	testimonials	test published
1/18/2013	GR Uganda	drilled well	e 11/14/12	12/27/2013	e 8/19/13	8/21/2013	Enews 10/13	various short	Enews 10/13
	KODI	dug well	e 3/11/13	3/11/2013	e 11/30/13	12/14/2013	AD Spg '14	Joseph Olum Mzee Honga Consol Njoga	Enews 8/13 Enews 8/13 Enews 8/13
	ASAPROSAR	filter distr. Ph. 5	ongoing	NA	e 5/2/13	5/31/2013	E-News 8/13 7/31/2013		
	SHERDP	WWtrDay	e 1/09/13	1/10/2013	e 3/28/13	3/30/2013	AD Sum '13		
	VDC	3 dr wells	r 2/7/11 e 1/1/13	1/2/2013	e 10/06/13 h 12/24/13	1/5/2014		Pathimakani Jeevitha Nirmala	Enews 2/14
	RPDS (B)	2 dr wells	e 1/15/12	1/15/2012	e 9/15/13	9/15/2013		Kalavathi	AD W'13-'14 & Enews 4/14
	SUCCESS Tr	1 dr well	r 11/7/11 e 1/9/12	1/10/2012	r 6/20/13	9/15/2013		Reverthi Chandradevi Pachiammal Amuthavalli	Enews 12/13 Enews 6/14 AD Fall '13
	GUARD Soc.	3 dr wells	r 4/14/12 e 4/20/12	5/8/2012	e 7/19/13	7/21/2013	Enews 2/14	Kalavathi Saraswathi Esakkiammal	AD Fall '13 Enews 10/13 AD W'13-'14
3/11/2013	TMSSS	3rd of 4 w	r 5/15/09 e 7/3/12		e 8/14/13	8/21/2013	Enews 12/13	Rani Maria Claret	AD Fall '13 Enews 10/13 AD W'13-'14
3/25/2013	KODI	50 cer w f 2 sm c lat			e 8/04/14 e 11/27/13	8/5/2014 12/14/2013	AD W'13-'14		
6/9/2013	Bro K / RTU	well dev	ongoing						
	StBonaventure	water del	ongoing						
	SPHEED	2 dr wells	e 10/19/10	6/4/2012	e 4/17/14	4/19/2014		Mrs. N Selvam Mr. R. Mani	five brief
	SWEAT	2 dr wells	r 5/11/11 e 2/23/13	6/5/2013	e 1/18/2015 h 2/4/2015				
8/16/2013	StBonaventure	tankrepair							
10/3/2013	REEDS	2 dr wells	e 9/13/13	10/13/2013	e 1/23/14	4/21/2014			
11/11/2013	KODI / HF	pump repl							
	SWNSWCEA	factorysup filter distr	9/29/2013	11/9/2013	e 8/05/14	8/5/2014	Enews 12/14		Enews 12/14
	RETEC	2dug wells 4 comlats	9/20/2013 8/22/2013		e 5/27/14	6/26/2014	Enews 8/14	Linet Onchari	Enews 8/14
	BOSS	2 dr wells	9/17/2013	11/9/2013	e 2/26/14	2/27/2014	Enews 4/14	Thamilzhini Senthil Saraja Natarajan	AD Fall '14 AD Fall '14 AD Fall '14 AD Fall '14
	POWER	2 dr wells	9/18/2013	11/10/2013	e 9/28/14	10/2/2014		Kanagammal Dhanalakshmi	





Voted	Organization	project	prop rec'd	prop frwd	pcr rec'd	pcr frwd	pcr published	testimonials	test published
1/24/2011	SHERDP	1st 2 wells	e 9/11/07		r 9/26/11 r 12/10/11		Enews 2/12 AD Sum '13	Rajeswari	Enews 2/12
	WORD	3w of 4rem	e 12/28/07		r 10/11/11 e 11/29/11			Manimegalai	AD S/S '12
	SCDP	1st well	r 8/11/06		e 7/5/11		Enews 8/11	Geetha Premalath Jaya	Enews 8/11 Enews 8/11 Enews 8/11
	KODI	boys c.lat	e 6/23/10		e 3/26/12		Enews 4/12		
	HWP	1 well							
6/12/2011	Bro K / RTU	well devel	ongoing						
	StBonaventure	water del	ongoing						
	Eau Sans Frts	wtr re dev	ongoing						
	HWP	same well							
	FORD	1 well	e 5/14/08		e 11/28/12	12/24/2012		thanks only	
	TMSSS	1 well	r 5/15/09 e 7/3/12		e 6/25/12		Enews 8/12	Anjela Sebasthiammal	Enews 2/13 Enews 8/12

Voted	Organization	project	prop rec'd	prop frwd	pcr rec'd	pcr frwd	pcr published	testimonials	test published
3/24/2010	Art Paix Int'l	wtr res dev							
	ARD	2 more w	e 10/23/03		e 3/8/11			Karuppayee Eswari Pitchaiyammal Sundarapandian Kamatchi	
	DEEPAM	2 more w							
	SLT	1st well							
	PEAS	1st 2 wells	e 9/26/06		e10/22/10				
	TMSSS	1st well	e 5/15/09		e 11/11/10 r 10/27/10		Enews 12/10	Savariyammal Ezhilarasi Francis Mary	Enews 12/10 & AD Sum'13 Enews 12/10 Enews 4/12 & Enews12/10
6/13/2010	Bro K / RTU	well dev							
	ASAPROSAR	filter dist 3					AD S/S '12		
	StBonaventure	water del							
	KODI / HF	cer filt dist	e 6/12/10		e 5/20/11		Enews 6/11		
9/23/2010	KODI	hosp well	e 6/23/10		e 9/7/11		Enews 10/11		
12/6/2010	WFW	1 well GSC	1/20/2010		e 7/4/11		AD Fall '11		
12/24/2010	WORD	1 well	e 12/28/07		r 9/26/11 e 11/29/11		Enews 12/11	Janakiammal	Enews 12/11

  
October 30, 2017

Alden (Tick) Gaudreau, President  
American Society of Dowsers  
184 Brainerd St.  
Danville, VT 05828

RE: Request for Financial and Other Information  
*Sent via U.S. Mail, Certified Return Receipt #70111570000188312007*

Dear President Gaudreau:

Per Title 11B Vermont Nonprofit Corporations §16.02 a member is entitled to a copy of accounting records of the corporation. On its October 24, 2017 Board meeting recording the Board stated that they would not make financial information available to the membership, however, it would be provided if requested. Therefore, we the charge complainants are requesting the documentation containing financial information listed below.

**ASD**

1. Board recording for August 2017 meeting.
2. 2017 ASD annual meeting convention minutes and handouts.
3. 2016 and 2017 to date ASD monthly and annual financial statements including balance sheets, statements of operations and any associated public accountant reports which show all income and expenses.
4. Copy of the 2016/2017 annual audit conducted by a third party, the letter to management, and the scope of work and contract issued by ASD for the audit.
5. Copy of the 2015/2016 annual audit – we believe this was done by a CPA firm but was not presented to the membership at the 2017 annual meeting.
6. Current membership list.
7. List of all ASD chapters.
8. ASD Chapter financial reports for 2016 and 2017 (when available).
9. 2016 and 2017 Convention income and expenses, including regional conventions and the annual ASD national convention.
10. ASD's 990 filings for 2015, 2016 and 2017 (when available).
11. Status of Ethics Committee formation to hear charges filed on June 14, 2016. Numerous names were provided to ASD and to date those who clearly said they would be on the Committee indicated that they have not been called.

**WFHF**

1. Annual reports for 2016 and 2017
2. List of donations (excluding confidential donor information) and other income for 2015 through 2017 to date including identification of restricted donations.
3. Copies of checks from donors for WFH for 5 years 2012-2017 to date (with confidential accounts and donor contact information blacked out).
4. Grant proposals received by WFHF for 2016 and 2017.

5. Accounting of grants funded and charitable giving including amounts, name of grantee, payment dates, and which payments were for restricted purposes identified by the donors,
6. Accounting of the Indiegogo campaign running from 3/27/14 through 5/12/14 for well drilling, water purification, and sanitation at an Old Age Home in India including amounts raised and disbursed to the organization (dates and amounts).
7. Names of WFHF committee members, positions, and dates started on the committee since March 2016.
8. WFH minutes for 2016 and 2017.
9. WFH financial reports for 2016 and 2017.

If the requested information cannot be emailed or sent via hardcopy or electronically, we then may designate agent(s) to copy the materials per 11B V.S.A. §16.03. Please indicate within seven days when financial material will be sent or when it may be inspected by agents and copied.

We understand that if a corporation does not allow a member to inspect and copy any records required to be available for inspection, then we may apply to the Superior Court to summarily order inspection and copying at the ASD's expense.

Based on the lack of response to the membership list request (dated August 16, 2017 including five subsequent requests for the information), donation accounting request dated October 20, 2017 (which was the third request for the information since the original May 19, 2016), we will assume that a lack of response by November 23, 2017 indicates an affirmative denial of these requests by the ASD.

Signed on behalf of the June 14, 2017 Ethics Charges complainants and those harmed by the Board's actions including terminated members (life and regular members), those with charges brought against them and others harmed,



Janis Fallon  
ASD Lifetime Member  
WFH Major Donor

## ASD Board of Trustee meeting minutes: Tuesday, January 30, 2018

Present: Tick Gaudreau, Lee Ann Potter, Marty Lucas, Keith Schaffer, Matt Minor. Late arrivals: Sandy Isgro, Annette Weis, Sandy Ruelke, Lisa Lacoss

Tick Gaudreau opened the meeting at 7:00. Matt Minor read the roll.

Approval of BOT December, 2017 minutes: Keith moved that the December BOT minutes be accepted. Lee Ann seconded. There was no discussion. Vote: Aye: all, Nay: 0, Abstentions: 0.

Approval of 2017 Treasurer's report: A motion was made to approve the 2017 Treasurer's report. Matt seconded. There was no discussion. Voted: Aye: all, Nay: 0, Abstentions: 0.

2018 Budget: Tick asked for estimates for improving ASD Headquarters' insulation, roof, and siding. Lee Ann questioned why there were two propane accounts at Headquarters. Lisa responded there were two furnaces (bookstore and house) with separate tanks holding differing amounts. Keith noted that at furnace installation time, it was felt the Bookstore could help pay for its share of propane. Grounds maintenance was also mentioned.

Members and Leaders Topics and Hosts: Tick noted there are usually ten or fewer participants participating in these meetings, and asked if the meeting was still viable.

The question was raised if these participants were all ASD members, or some combination of members and guests. This prompted a discussion of non-ASD members professing chapter affiliation, and did they understand chapter affiliation was separate from ASD membership? There is also currently no timeline for how long a guest can attend chapter meetings without ASD membership. The question was posed "Should chapter members *especially officers* be required to hold current ASD membership?" It was mentioned chapter affiliation without ASD membership has historically been an item of discussion. It was suggested that the relationship between the national organization, and chapter membership be reviewed. Lastly, it was noted ASD insurance does not cover non-members. More discussion of possible By-Laws changes to follow...

Discover Dowsing and Hosts: Positive comments noted. Roxanne Louise's next panel discussion will be Tuesday, February 3. February, April and May slots will be scheduled for Dr. Robert Gilbert, Alicja Aratyn and Brian Besco alert listeners to their appearances at convention.

By-Law Revisions: Tick asked for a by-Laws or policy change for future monies donated to Water for Humanity. Lee Ann suggested a committee be formed to make any needed changes to by-laws or policy. She suggested we partner with established agencies with more manpower when there is an opportunity for donations. This was the start of future ongoing discussions.

Lee Ann suggested that changes be made so we audit financial reports periodically rather than yearly. She also asked that officers be residents of North America (Canada, US). Annette suggested a by-law should be formed stating that the language of English is the business language of ASD. More to follow...

Memberships: Tick noted that complimentary year of membership to ASD might be offered to the Lead, and Coordinating Editor of our Digest as a gesture of thanks. A motion calling for the award of a complimentary year of membership to ASD offered to the Lead, and Coordinating Editors of our Digest

was made by Sandi Isgro and seconded. Vote: Aye: all, Nay: 0, Abstentions: 0. Matt to provide letter of award to both editors.

Estate Donations: Lee Ann will contact the donor's niece to determine where she wants these monies to go. It was noted they might fund the complimentary year of ASD membership to the Lead, and Coordinating Editors. More to follow.

Guidelines for Focus Groups and Member Calls: Great success noted with Madis Senner's call...90 participants! Tick then asked how Mastermind groups were going, and if they could draw in more potential ASD members. The question was raised how a Master Mind group and a general topic group differ. It was the feeling that Master Mind groups be affiliated ASD members. However, a general topic group, i.e., water dowsing need not be. This could have a more fluid membership. Board members might be available to monitor general topic groups. Lee Ann agreed to work with non-Facebook members.

Inez Lindsey will be offering a Feng Shui group. Shari Hope will be heading up a Water Dowsing group.

Other:

Indian Society of Dowsing and Geomancy: Leann reported on contacts made with the Indian Society of Dowsing and Geomancy, and their training techniques based on a science perspective. She noted that a monetary contribution might be considered for them at a future date.

Convention Update: Suzanne Schwartz reported on our 2018 convention at New Paltz. Dr. Robert Gilbert will be the keynote speaker, and his contract information has been forwarded from Headquarters'. Alicja Aratyn will be the keynote dowser. She has graciously asked to host a reception. Suzanne noted that cooperation with New Paltz was intermittent due to their lack of manpower; however, this should be remedied shortly. Lee Ann and Suzanne are arranging an onsite visit for February 15th or 16th. Time is running short.

Sandi Isgro has contacted "Spirit of Change" for an advertising banner with any necessary changes included.

Matt will co-host Vendors again this year with Lee Ann.

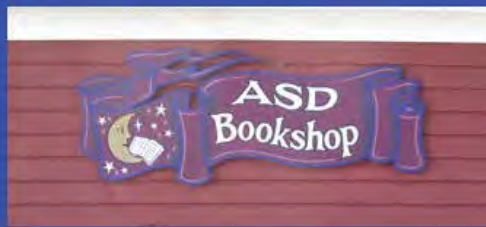
Meeting adjourned at 9:35PM.

Respectfully submitted,

Matt Minor

ASD Recording Secretary and Treasurer

Accepted 2/27/18



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### Online Auction to Benefit the Water For Humanity Fund

In 1991, Joe Ann Van Gelder, inspired by a reading of Brother Kimpton's dowsing work for the poor in India, held the first Third World Water Fund Raffle at the annual convention of The American Society of Dowzers. At the 1994 Board of Trustee's meeting in Dallas, TX, it was suggested that the name be changed to The Water for Humanity Fund, to better reflect our concern as well to help anyone in need, regardless of geography, for example, as in a case of natural disaster. A telephone vote, conducted by Joe Ann Van Gelder obtained approval for the new name.

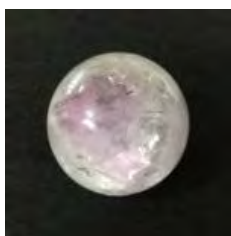
Joe Ann Van Gelder has donated a selection of Crystals from her personal collection to be auctioned with all proceeds to benefit the continuing work of the Water for Humanity Fund.



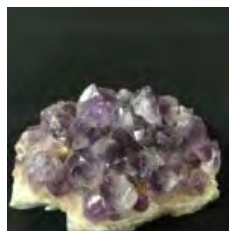
These would make a great Birthday or Christmas present for someone you know!

Please note that some of these crystals do have a reserve.

Please keep checking back for more information, pictures and auction form. Tell your friends and family. This is a limited time auction, don't miss out on this great opportunity.



The Crystals are available for viewing if you are in the area, we encourage to stop by.



#### Contact Us

[asd@dowsers.org](mailto:asd@dowsers.org)  
802.684.3417  
184 Brainerd St. PO Box 24  
Danville, VT 05828

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#### Welcome Janis Fallon



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With 23 years of experience in providing reasonable access to adequate quantities of potable water, along with proper sanitation worldwide, the ASD Water for Humanity Fund proposes a project in southern India to provide a bore well and hand pump, and introduce composting latrine and filtration technology.

See more at: <http://dowsers.org/wfh-indiegogo-campaign>

CLOSED

## Water for Humanity

Dowsing, drilling, catching and purifying water, and providing sanitation for an Old Age Home in India.



America Society of Dowsers  
Danville, United States  
[About](#)

Verified Nonprofit

**\$4,040** USD raised by 48 backers

101% of \$4,000 [flexible goal](#)



PERKS

**\$25** USD

### Thank you

A Thank You on the sponsors page on our Water for Humanity site.

[claim](#)

October 20, 2017

Alden (Tick) Gaudreau, President  
American Society of Dowsers  
184 Brainerd St.  
Danville, VT 05828

RE: Request for Donation Accounting third request  
*Sent via U.S. Mail, Certified Return Receipt #7011157000188314582*

Dear President Gaudreau:

On May 12, 2016 I emailed then President Marty Lucas requesting accounting for the almost \$30,000 I had donated to the Water for Humanity Fund (WFH). This was following the freezing of the WFH and charges and terminations of memberships of the WFH Committee members. I reiterated the request May 19, 2016. To date I have had no response except for then President Lucas indicated that I would receive a full accounting from an attorney and this has never occurred more than a year later.

In listening to the September ASD Board call I was dismayed to learn that the Board decided to donate money to hurricane relief efforts by two large non-profits and/or the National Guard. The Board recording refers to an August Board meeting and donations for hurricane relief that the Board was making, though the recording of this meeting is not posted and has not been made available to members.

I strongly state that this is not the purpose for which I donated money to WFH. WFH's mission (that still appears on the ASD website, in its emailed newsletters, presented at booths at conventions, WFH annual reports, etc.) all state that monies will be used for dug and drilled wells, water resource development, purification, protection and conservation and secondly to demonstrate dowsing. I would never have donated money to be used for the National Guard or hurricane relief nor was that my intent as a donor. Monies have never in the past been given for hurricane relief nor was it ever stated that it would be done or that it was part of WFH's intent to do so. I feel that the current actions by the Board are not the mission of WFH and definitely I would never have donated to WFH for what the Board is spending my donations on.

I also feel that the Board is not appropriately handling donations. In the ASD's Procedure Manual (PPM) posted on the ASD website states that WFH will have a committee consisting of at least six members, two trustees, etc. and will present an annual financial report at the convention. After listening to Board recordings from July and September it is clear that there is no WFH committee – only one person (Leroy Bull) appeared to be the WFH committee. On the July call no one on the Board appeared to have heard from Mr. Bull or knew if WFH was doing anything. On the September Board call the Board determined (and referred to doing so in August) the Board determined and voted to give funds to hurricane relief agencies and the National Guard.

The PPM further states that WFH will request grant proposals from those seeking funds. Based on the Board meeting recording in September, it appears there were no grant requests, only the Board members determined to give away the WFH funds to relief agencies or the National Guard.

I was present at the 2016 convention and believe that no WFH report was given as the PPM states will be done. On Board calls all budget and financial information is passed out ahead of time to Board members and voted to pass by Board members and the financial information is not made available to members.

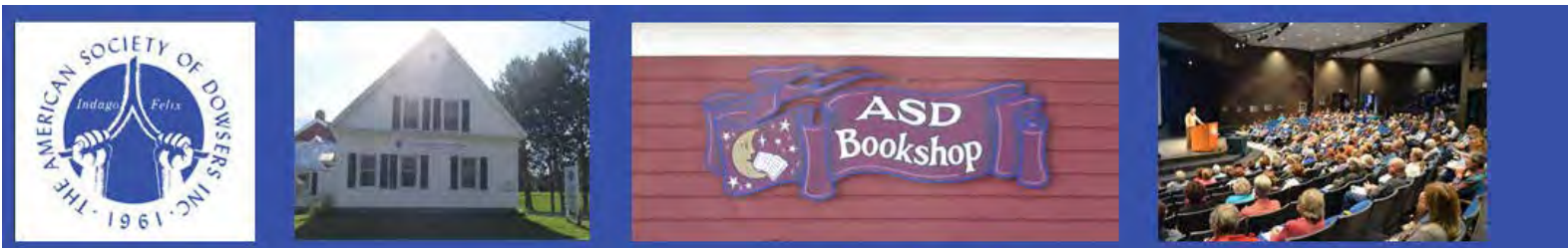
Finally, the bylaws specifically state that charged Board members may not make decisions related to any of the charges. Since many of the charges filed in June against eight current and former Board members are related to WFH and improper use of funds, lack of accounting, lack of response to donors requesting accountings, etc., I am dismayed that charged Board members are voting and deciding on how to use WFH monies. This would appear to be a direct violation of the bylaws.

I do not feel that ASD is using my donations for the purposes for which I intended and request a full accounting of my donations to WFH. I wish to have returned to me any monies that cannot be accounted for or that were not used for the purposes for which I intended as described in the paragraph 3 above. Please respond to this request within the next 14 days.

Sincerely,

A handwritten signature in black ink that reads "Janis Fallon". The signature is written in a cursive, flowing style.

Janis Fallon  
ASD Lifetime Member  
WFH Major Donor



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The American Society of Dowsters is a nonprofit corporation founded in Vermont in 1961 to disseminate knowledge of dowsing (water witching, discovery of lost articles or persons, and related para-psychological phenomena), development of its skills, and recognition for its achievements.

One purpose of ASD is to assemble all manner of dowsing theories, ideas, techniques, applications, instrumentation, experiences, etc. for study and evaluation. The society issues the quarterly journal the American Dowser, which present a representative cross-section of this highly diverse material.

The American Society of Dowsters holds an annual convention as well as regional conferences and local chapter events throughout the year.

#### Mission Statement:

The American Society of Dowsters, Inc. is a scientific and educational non-profit organization whose mission is “to support, encourage and promote dowsing and dowsters in a manner consistent with the highest standards of personal integrity and behavior; to provide dowsing education and training to dowsters and non-dowsters alike to bring them to a level of proficiency they are comfortable with; to promote and foster communication and fellowship among all persons in any way interested in dowsing.”

[By-Laws](#)  
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Headquarters is located in Danville, VT

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Specialty List

The Dowsters Specialty List is a carefully maintained group of professional dowsters who have demonstrated their dowsing proficiency by providing references from past clients for whom they have dowsed.

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### American Dowser Quarterly Publication Information

YOUR ASD EDITORS ARE EAGER TO RECEIVE YOUR MANUSCRIPT! ~ About Submissions To The American Dowser ~ The following guidelines will help you in having your submissions accepted by the editors for publication. The ASD...

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### Videos

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Members of the American Society of Dowsers make up the largest organized body of dowsers in the world, with over 2,000 active members across the United States and worldwide. Our members range from the most experienced to the most eager...

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### Dowsing History

Dowsing: Ancient HistoryWritten by Lloyd Youngblood The Ancient art of dowsing has been practiced throughout millennia, although the names used to identify it may have changed in different cultures and eras, the techniques have not. In this vein, in 1949,...

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### Contact Us

[asd@dowsers.org](mailto:asd@dowsers.org)  
802.684.3417  
184 Brainerd St. PO Box 24  
Danville, VT 05828

### Follow Us



### Welcome Janis Fallon

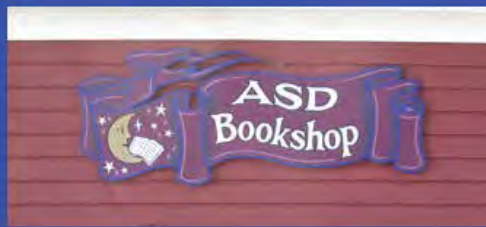


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A charitable endeavor of The American Society of Dowsers, Inc.

Since 1991, the Water for Humanity Fund via the American Society of Dowsers, has provided funding for water resources development, purification, protection and conservation worldwide in areas of critical need.

The goal in each case is to increase water resources in terms of quality, quantity and accessibility. Its second purpose is to demonstrate the practical and humanitarian application of dowsing as an art and science.

In over 23 years of operation, projects to provide water are funded in over a dozen countries, spanning North, Central and South America, the Caribbean, Africa and Asia, including projects in the United States on Native American reservations and disaster relief zones.

[DONATE NOW!](#)

ONLINE AUCTION to fund a well in India – [Click Here](#)

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802.684.3417  
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## What is the Water For Humanity Fund?



In 1991, the Water for Humanity (WFH) Fund was established within the American Society of Dowsers to provide funding for the development of dug or drilled wells and other aspects of water resources and recovery worldwide in areas of critical need. The second purpose of WFH is to demonstrate the use and practical applications of dowsing, and to establish credibility of the dowser's theory of primary or "live" water. The members of the WFH Committee judge and vote on each individual grant request. An average grant is in the range of US \$500 to \$5000. General funds go directly toward actual water resources development, purification, protection or conservation. It is expected that the beneficiary communities will provide local materials, security, transportation and unskilled labor, as well as some percentage of the overall construction costs. In the case of wells, the donee organization must provide training of individuals in well and pump maintenance, as well as establish a pump repair fund in order to insure the sustainability of the project. Each project must be environmentally sustainable, technologically appropriate, and culturally sensitive and respectful.

## PAST & ONGOING PROJECTS

**India** Brother Kimpton, of Reaching The Unreached, has received funding for several years running. Bon Temple, a Tibetan religious organization, was enabled to develop a well. Several other organizations in the southern state of Tamil Nadu have received funding to install borewells and hand pumps in needy villages. A few organizations received funding to restore water resources to Tsunami-affected villages. Still others constructed rainwater harvesting systems.

**Senegal** A hand-dug well was funded for a gardening and forestry project in the village of Daru Ndiaye.

**Honduras** A drilled well was provided for hurricane victims in the community of Eden. Portable drilling equipment donated by WHF is being managed by the Centers for Teaching & Learning, and ceramic water filters were distributed to households. A composting latrine was built on the Mosquito Coast.

**Mexico** Spring captation and piping to the village of Tlamecazapa was a project managed by Caminamos Juntos para Salud y Desarrollo.

**Tibet** Water resource development for ethnic Tibetans was conducted in collaboration with NYEMA Projects, Inc.

**Haiti** Drilling projects have been initiated on Ile-a-Vache, and in many other locations in collaboration with Les Artisans de Paix Internationale and Eau Sans Frontières. A bio-sand filter project was initiated following the Jan. '10 earthquake.

**Ecuador** A shamanic healing center at Lunahuasi in Puerto Quito was provided with a hand dug well. Composting latrines were built for an eco-tourism project.

**Indonesia** One well supplied an irrigation system for an agro-forestry project involving the cultivation of drought-resistant food crop trees.



PHOTO: STEVEN HERBERT

**El Salvador** Portable drilling equipment donated by Heifer Project International and WHF is being managed by the Salvadoran Association for Rural Health. Manos Amigas supervised the construction of a composting latrine. Ceramic water filters are being distributed to select households of certain target villages.

**Nepal** Pumps were installed on hand-dug and hand-bored wells in several villages in collaboration with Sustainable Peace Here (SPHere). Educate the Children built a community slow-sand water filter.

**Native American** Drilled well and water delivery projects have been initiated on reservations in Arizona and New Mexico.

**Bolivia** The organization Jarana has received assistance in purchasing drilling equipment to allow them to dig and drill their own wells. A second phase funded development of a drilled well, rainwater collection and provided bio-sand filters.

**Kenya** A dug well and two composting latrines for a school, the distribution of ceramic water filters, a dug well for a hospital, and well renovations are projects funded in collaboration with Konditi Development Initiative International (KODI) in the Kisumu region. Through the organization Expanding Opportunities, a rainwater catchment system and holding tank was funded for a school and surrounding community in the Mangu area of central Kenya.

**Tanzania** In a project supervised by Carina Water Wells, a large-scale rainwater harvesting system was constructed for Isukamahela Primary School and surrounding community in the Tabora area.

**The ASD Water for Humanity Committee** is set up to consist of two trustees, one convention committee member, and six ASD members-at-large. The current nine committee members and two advisors are listed on the website.



Fallon, Janis

---

Subject: FW: Water for Humanity News April 2015

----- Forwarded message -----

From: American Society of Dowsers <[asd@dowers.org](mailto:asd@dowers.org)>

Date: Tue, May 5, 2015 at 3:06 PM

Subject: Water for Humanity News April 2015

To: [REDACTED]



American Society of Dowsers, Inc.

## Water For Humanity E-Newsletter

Submitted by WFH Secretary Steve Herbert

April 2015

Volume 7 Number 2

**Welcome to the Water for Humanity E-Newsletter, created to keep you the membership and our supporters better informed of the activities of the WFH Fund, in supplement to our regular postings in the American Dowser.**

[Click Here to be redirected directly to the full WFH Newsletter >](#)

### RECENT NEWS ITEMS:

**Completion reports:** During the period February and March, five project completion reports were received.

**Committee meeting votes:** In a meeting conducted amongst the WFH Committee on February 17th, funding was approved for six wells in India, one well in Kenya and a composting latrine in Uganda.

**Brother Kimpton health status:** Since last report there has been slight improvement.

**The India Society of Dowsers:** Sponsorship by WFH Fund enabled the new India Society of Dowsers to meet for its second conference. A video clip is provided.



**The Water for Humanity Fund has a new website:**

Newly constructed and made live. Please view it by going to  
[www.waterforhumanityfund.org](http://www.waterforhumanityfund.org).

**SPECIAL FEATURES:**

**Call for Raffle donations and volunteers, and Silent Auction bids:** Convention is just weeks away. We appreciate your donation of items for the Raffle table and for the assistance of volunteers. Get a sneak preview of two quilts for the Silent Auction!



Quilt for upcoming Silent Auction

**WORD World Water Day Awareness Campaign:**

An event covering nine villages was conducted over a three-day period to bring awareness to many issues related to water on and around March 22nd, World Water Day.

**2014 Year End Report:** Now released for the fourth year, our full color, four page report.

**Convention 2015 Annual Report:** The unabridged version of what you will see and hear at the 2015 Convention in June.

**REGULAR FEATURES:**

**Testimonial:** Mrs. R. Laxmi tells how the well constructed by CHILDREN WATCH and sponsored by WFH Fund has saved her several miles of walking per day and much time and energy. This was the second well constructed as a memorial to Andy Bray.

**Profile:** Mr. T. Raji, Secretary and Director of CHILDREN WATCH in southern India, shares with us the story of his life, and how he came from a low caste to defend the rights of children and free those trapped in slavery conditions.

**Volunteer Travels and Projects:** Steve Herbert, Secretary of the ASD Water for Humanity Fund, shares with us the story of his experiences on an overland journey through Guatemala and El Salvador in 2000 on a bus with several fellow sustainably-minded people.

**Appropriate Technology Feature:** The India Mark II, first developed in southern India, has become the most popular hand pump in the world. This is the story of that development and proliferation beyond the Indian subcontinent.

**Project Completion Report:** In their second project in collaboration with the WFH Fund, the organization Buddha Outcast Social Society (BOSS), based in the southern Indian state of Tamil Nadu, report on the construction of a three wells, two of which created a fitting memorial to ASD Trustee and former WFH Committee member Rene Lincoln.



A plaque beside a well to memorialize Rene Lincoln.

[Click Here to Read the Full WFH April 2015 E-Newsletter>](#)

## Donate to Water for Humanity



**Click picture to donate to Water for Humanity**

Your donation will be used to help people gain access to adequate supplies of safe water.

You may send donations to: Water for Humanity, American Society of Dowsers, PO Box 24, Danville, VT 05828, or click on the picture to the left to go to the donation page of our website. Be sure to specify that you are donating to Water for Humanity.

American Society of Dowsers

Water For Humanity

PO Box 24

Danville, VT 05828

[wfh@dowsers.org](mailto:wfh@dowsers.org)

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## Trademark/Service Mark Application, Principal Register

### TEAS Plus Application

Serial Number: 86151100

Filing Date: 12/23/2013

*NOTE: Data fields with the \* are mandatory under TEAS Plus. The wording "(if applicable)" appears where the field is only mandatory under the facts of the particular application.*

The table below presents the data as entered.

Input Field	Entered
<b>TEAS Plus</b>	<b>YES</b>
<b>MARK INFORMATION</b>	
*MARK	<a href="#">Water For Humanity Fund</a>
*STANDARD CHARACTERS	YES
USPTO-GENERATED IMAGE	YES
LITERAL ELEMENT	Water For Humanity Fund
*MARK STATEMENT	The mark consists of standard characters, without claim to any particular font, style, size, or color.
<b>REGISTER</b>	Principal
<b>APPLICANT INFORMATION</b>	
*OWNER OF MARK	The American Society of Dowsers, Inc.
*STREET	184 Brainerd Street
*CITY	Danville
*STATE (Required for U.S. applicants)	Vermont
*COUNTRY	United States
*ZIP/POSTAL CODE (Required for U.S. applicants only)	05828
EMAIL ADDRESS	uspto@trademarks411.com
AUTHORIZED TO COMMUNICATE VIA EMAIL	Yes
<b>LEGAL ENTITY INFORMATION</b>	
*TYPE	non-profit corporation
* STATE/COUNTRY WHERE LEGALLY ORGANIZED	Vermont
NAME OF ALL GENERAL PARTNERS, ACTIVE MEMBERS, INDIVIDUAL, TRUSTEES, OR EXECUTORS, AND CITIZENSHIP/ INCORPORATION	Sandee Mac, a citizen of the United States
<b>GOODS AND/OR SERVICES AND BASIS INFORMATION</b>	
*INTERNATIONAL CLASS	036
	Charitable fundraising services by means of <b>funding for</b>

<b>*IDENTIFICATION</b>	<b>water resources development, purification, protection and conservation worldwide in areas of critical need</b> ; Charitable fundraising to support <b>funding for water resources development, purification, protection and conservation worldwide in areas of critical need</b>
<b>*FILING BASIS</b>	SECTION 1(a)
<b>FIRST USE ANYWHERE DATE</b>	At least as early as 03/16/1994
<b>FIRST USE IN COMMERCE DATE</b>	At least as early as 03/20/1994
<b>SPECIMEN FILE NAME(S)</b>	<a href="#">\\TICRS\EXPORT16\IMAGEOUT16\861\511\86151100\xml1\ FTK0003.JPG</a>
	<a href="#">\\TICRS\EXPORT16\IMAGEOUT16\861\511\86151100\xml1\ FTK0004.JPG</a>
<b>SPECIMEN DESCRIPTION</b>	web page, and a digitally scanned photograph of marketing material
<b>ADDITIONAL STATEMENTS INFORMATION</b>	
<b>*TRANSLATION</b> (if applicable)	
<b>*TRANSLITERATION</b> (if applicable)	
<b>*CLAIMED PRIOR REGISTRATION</b> (if applicable)	
<b>*CONSENT (NAME/LIKENESS)</b> (if applicable)	
<b>*CONCURRENT USE CLAIM</b> (if applicable)	
<b>CORRESPONDENCE INFORMATION</b>	
<b>*NAME</b>	The American Society of Dowsers, Inc.
<b>*STREET</b>	184 Brainerd Street
<b>*CITY</b>	Danville
<b>*STATE</b> (Required for U.S. applicants)	Vermont
<b>*COUNTRY</b>	United States
<b>*ZIP/POSTAL CODE</b>	05828
<b>*EMAIL ADDRESS</b>	uspto@trademarks411.com
<b>*AUTHORIZED TO COMMUNICATE VIA EMAIL</b>	Yes
<b>FEE INFORMATION</b>	
<b>NUMBER OF CLASSES</b>	1
<b>FEE PER CLASS</b>	275
<b>*TOTAL FEE PAID</b>	275
<b>SIGNATURE INFORMATION</b>	
<b>* SIGNATURE</b>	/Santee Mac/
<b>* SIGNATORY'S NAME</b>	Santee Mac
<b>* SIGNATORY'S POSITION</b>	President
<b>SIGNATORY'S PHONE NUMBER</b>	802-684-3417

**\* DATE SIGNED**

12/23/2013

---

## Trademark/Service Mark Application, Principal Register

### TEAS Plus Application

Serial Number: 86151100

Filing Date: 12/23/2013

#### To the Commissioner for Trademarks:

**MARK:** Water For Humanity Fund (Standard Characters, see [mark](#))

The literal element of the mark consists of Water For Humanity Fund.

The mark consists of standard characters, without claim to any particular font, style, size, or color.

The applicant, The American Society of Dowsers, Inc., a non-profit corporation legally organized under the laws of Vermont, comprising of Sandee Mac, a citizen of the United States, having an address of

184 Brainerd Street  
Danville, Vermont 05828  
United States

requests registration of the trademark/service mark identified above in the United States Patent and Trademark Office on the Principal Register established by the Act of July 5, 1946 (15 U.S.C. Section 1051 et seq.), as amended, for the following:

#### For specific filing basis information for each item, you must view the display within the Input Table.

International Class 036: Charitable fundraising services by means of funding for water resources development, purification, protection and conservation worldwide in areas of critical need; Charitable fundraising to support funding for water resources development, purification, protection and conservation worldwide in areas of critical need

In International Class 036, the mark was first used by the applicant or the applicant's related company or licensee predecessor in interest at least as early as 03/16/1994, and first used in commerce at least as early as 03/20/1994, and is now in use in such commerce. The applicant is submitting one(or more) specimen(s) showing the mark as used in commerce on or in connection with any item in the class of listed goods and/or services, consisting of a(n) web page, and a digitally scanned photograph of marketing material.

[Specimen File1](#)

[Specimen File2](#)

The applicant's current Correspondence Information:

The American Society of Dowsers, Inc.  
184 Brainerd Street  
Danville, Vermont 05828  
uspto@trademarks411.com (authorized)

A fee payment in the amount of \$275 has been submitted with the application, representing payment for 1 class(es).

#### Declaration

The undersigned, being hereby warned that willful false statements and the like so made are punishable by fine or imprisonment, or both, under 18 U.S.C. Section 1001, and that such willful false statements, and the like, may jeopardize the validity of the application or any resulting registration, declares that he/she is properly authorized to execute this application on behalf of the applicant; he/she believes the applicant to be the owner of the trademark/service mark sought to be registered, or, if the application is being filed under 15 U.S.C. Section 1051(b), he/she believes applicant to be entitled to use such mark in commerce; to the best of his/her knowledge and belief no other person, firm, corporation, or association has the right to use the mark in commerce, either in the identical form thereof or in such near resemblance thereto as to be likely, when used on or in connection with the goods/services of such other person, to cause confusion, or to cause mistake, or to deceive; and that all statements made of his/her own knowledge are true; and that all statements made on information and belief are believed to be true.



Signature: /Sandee Mac/ Date Signed: 12/23/2013  
Signatory's Name: Sandee Mac  
Signatory's Position: President

RAM Sale Number: 86151100  
RAM Accounting Date: 12/24/2013

Serial Number: 86151100  
Internet Transmission Date: Mon Dec 23 14:35:53 EST 2013  
TEAS Stamp: USPTO/FTK-XXX.XXX.XXX.XXX-20131223143553  
246989-86151100-500acd93f7d9fa6a78d13289  
b4cfeb9e045d712ff44644d43ccd84f2460f0f0f  
478-CC-1086-20131218143502161926

# Water For Humanity Fund

## Water for Humanity

A charitable endeavor of The American Society of Dowers

- Portfolio
  - Projects
  - Testimonials
  - Technology
  - Articles
  - Committee
  - E-News
- F.A.Q.

## Water for Humanity

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### Welcome To the Water for Humanity Fund



In 1991, the Water for Humanity (WFH) Fund was established within the American Society of Dowers to provide funding for water resources development, purification, protection and conservation worldwide in areas of critical need. The goal in each case is to increase water resources in terms of quality, quantity and accessibility. Its second purpose is to demonstrate the practical and humanitarian application of dowsing and to establish credibility for the art.

A nine-member, all-volunteer committee collectively examines each funding request and selects those most worthy. They are guided in part by the philosophy that all projects must be environmentally sustainable, technologically appropriate and sensitive and respectful of the culture. This committee also examines projects with an eye to for most people benefited per donation dollar, and toward the sustainability of the project design. The latter is typically characterized by village management committees with fair participation by women and youth, designated individuals trained in maintenance and repair, and a fund established to purchase parts. The local organizations with which we partner present village-wide seminars on water conservation, protection and hygiene. Beneficiaries themselves contribute their labor, and other in-kind materials and services.

Projects range from dug or drilled wells on dowsed well sites, rainwater harvesting systems, or spring capitation; training in operation and maintenance of portable drilling equipment; appropriate pumping technology; distribution of water filtration devices; and the construction of composting latrines. Since inception, the WFH Fund has funded projects in fifteen countries to date, spanning North, Central and South America, the Caribbean, Africa and Asia, including projects in the United States on Native American reservations and disaster relief zones. In some cases, volunteers travel on behalf of WFH to overlook projects, consult with partnering organizations and give trainings. We are proud of the tremendous good which is accomplished with wise and efficient use of your donation dollars.

DONATIONS...

To make a donation to the Water for Humanity Fund, [click here](#)

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## Saving America's Favorite Places

For nearly 30 years, The Conservation Fund has been saving special places across America. We have protected 7 million acres of land and water in all 50 states, from the park down the street to historic battlefields, wild areas and favorite destinations of all kinds. Working with community, government and business partners, we strive to balance economic and environmental goals. The Conservation Fund ranks among the top 1% of charities nationwide.

CONSERVATION EFFORTS

# United States of America

United States Patent and Trademark Office

## Water For Humanity Fund

**Reg. No. 4,662,190**

**Registered Dec. 30, 2014**

**Int. Cl.: 36**

**SERVICE MARK**

**PRINCIPAL REGISTER**

THE AMERICAN SOCIETY OF DOWSERS, INC. (VERMONT NON-PROFIT CORPORATION)  
184 BRAINERD STREET  
DANVILLE, VT 05828

FOR: CHARITABLE FUNDRAISING SERVICES BY MEANS OF OUR NATIONAL AND REGIONAL CONFERENCES HELD WITHIN THE UNITED STATES AS WELL AS SOME ELECTRONIC FUNDRAISING AND FUNDRAISING THROUGH THE MAIL TO PROVIDE FUNDING FOR WATER RESOURCES DEVELOPMENT, PURIFICATION, PROTECTION AND CONSERVATION WORLDWIDE IN AREAS OF CRITICAL NEED, IN CLASS 36 (U.S. CLS. 100, 101 AND 102).

FIRST USE 3-16-1994; IN COMMERCE 3-20-1994.

THE MARK CONSISTS OF STANDARD CHARACTERS WITHOUT CLAIM TO ANY PARTICULAR FONT, STYLE, SIZE, OR COLOR.

NO CLAIM IS MADE TO THE EXCLUSIVE RIGHT TO USE "FUND", APART FROM THE MARK AS SHOWN.

SER. NO. 86-151,100, FILED 12-23-2013.

LYNDSEY KUYKENDALL, EXAMINING ATTORNEY



*Michelle K. Lee*

Deputy Director of the United States  
Patent and Trademark Office

**REQUIREMENTS TO MAINTAIN YOUR FEDERAL  
TRADEMARK REGISTRATION**

**WARNING: YOUR REGISTRATION WILL BE CANCELLED IF YOU DO NOT FILE THE  
DOCUMENTS BELOW DURING THE SPECIFIED TIME PERIODS.**

**Requirements in the First Ten Years\***

**What and When to File:**

***First Filing Deadline:*** You must file a Declaration of Use (or Excusable Nonuse) between the 5th and 6th years after the registration date. See 15 U.S.C. §§1058, 1141k. If the declaration is accepted, the registration will continue in force for the remainder of the ten-year period, calculated from the registration date, unless cancelled by an order of the Commissioner for Trademarks or a federal court.

***Second Filing Deadline:*** You must file a Declaration of Use (or Excusable Nonuse) **and** an Application for Renewal between the 9th and 10th years after the registration date.\* See 15 U.S.C. §1059.

**Requirements in Successive Ten-Year Periods\***

**What and When to File:**

You must file a Declaration of Use (or Excusable Nonuse) **and** an Application for Renewal between every 9th and 10th-year period, calculated from the registration date.\*

**Grace Period Filings\***

The above documents will be accepted as timely if filed within six months after the deadlines listed above with the payment of an additional fee.

**The United States Patent and Trademark Office (USPTO) will NOT send you any future notice or  
reminder of these filing requirements.**

**\*ATTENTION MADRID PROTOCOL REGISTRANTS:** The holder of an international registration with an extension of protection to the United States under the Madrid Protocol must timely file the Declarations of Use (or Excusable Nonuse) referenced above directly with the USPTO. The time periods for filing are based on the U.S. registration date (not the international registration date). The deadlines and grace periods for the Declarations of Use (or Excusable Nonuse) are identical to those for nationally issued registrations. See 15 U.S.C. §§1058, 1141k. However, owners of international registrations do not file renewal applications at the USPTO. Instead, the holder must file a renewal of the underlying international registration at the International Bureau of the World Intellectual Property Organization, under Article 7 of the Madrid Protocol, before the expiration of each ten-year term of protection, calculated from the date of the international registration. See 15 U.S.C. §1141j. For more information and renewal forms for the international registration, see <http://www.wipo.int/madrid/en/>.

**NOTE: Fees and requirements for maintaining registrations are subject to change. Please check the USPTO website for further information. With the exception of renewal applications for registered extensions of protection, you can file the registration maintenance documents referenced above online at <http://www.uspto.gov>.**

## PREFACE

A professional society is organized to accomplish certain definite purposes for its members. In order to do so the organization must be governed in its work by established policies and procedures. POLICIES are guiding principles and PROCEDURES are the working methods by which the Policy is executed.

1. In the formulation of policy the following fundamental facts must be considered.
  - a. The Members are the Society and the Society belongs to them.
  - b. The Board of Trustees, elected by the Membership and acting on their behalf, administers the affairs of the Society.
  - c. The Board of Trustees, in response to the desires and wishes of the Membership, establishes the overall policies of the Society and keeps the policies adjusted to meet the changing conditions.
  - d. Once policy is established, it is the duty of the Executive Officers of the Society to carry out that Policy.
  - e. It is not the duty or responsibility of any one member, trustee or officer to formulate overall policy for the Society by him or herself.
2. The Society's Articles of Incorporation and By-Laws form the foundation of many policies and many procedures which govern and proscribe the Society in its day to day operation. While these documents offer general guidance, they do not cover many points which are desirable for the Policy Statement to include. It is well that a Policy Statement be written out so that policy may be known to all in terms that will be understood and applicable to the situation at hand. Writing out a Statement of Policy has several advantages. In the first place, the sheer exercise of expressing the statement in writing can invoke greater care and precision in its exposition. Also, the written word permits careful study, increasing the probability that, in its final form, the statement accurately reflects the thinking of those who established the Policy.
3. Policy-making is a dynamic, ongoing process. Policies are made as the Society considers all factors and influences and may or may not endure as conditions change. As circumstances change and policies become obsolete they should be restudied by the appropriate committee, board, and staff in light of adjustment to new conditions and new precedents. Policy thus becomes a living body of guidelines, evolving as the needs and circumstances of the Society evolve.
4. Policy provides continuity, applying the wisdom and experience of the past to the present and future problems, avoiding a trial and error approach to each incident. Policy contributes to consistency of behavior which makes for a true team effort. It permits the Board of Trustees and Officers to delegate with the knowledge that the Operations Manager can apply the plan of action to specific cases in approximately the way that the executives would act under similar circumstances. When a plan of action is applied repeatedly, the quality of decision making is improved up and down the line, leaving the President and/or Board of Trustees free to cope with the truly exceptional situations. Policy helps support morale and motivation when each person knows what is expected of him or her. It also supports individuals when they know that their actions are being supported by Policy.

## EMPLOYMENT POLICY

### PREFACE

Any Employment Policy, Job Description, or Personnel Handbook is considered to be a legally binding contract by the State of Vermont.

1. The American Society of Dowsers, Inc. (ASD) is an "equal opportunity" employer.
2. All employees who, in the pursuit of their duties as employees of ASD, have significant contact with the Members of ASD, prospective Members and/or the general public, shall be persons who enjoy contact with people and are warm, friendly, tolerant, cooperative, and outgoing ready communicators.
3. Also, all ASD employees, who as aforesaid, have significant contact with the ASD Membership, prospective ASD Members and/or the general public, shall be highly motivated in regard to dowsing and have a strong, positive attitude in respect thereto. This is not to be construed as meaning that such employees must be dowsers, but they must have a sincere belief in the reality of dowsing as a fact of life and project this attitude without equivocation. It would seem to be essential that ASD have employees who believe in what they are hired to promote.
4. ASD highly values creativity in its employees. Much job unhappiness is caused by failure of an employee to do more than is required. An employee who is only concerned with what ASD can do for him or her, not what he or she can do for ASD is undesirable. A person who generates enthusiasm soon finds plenty to be enthusiastic about. It is the Policy of ASD to reward the employee who focuses attention on the positive aspects of the job and contributes as much as he or she is capable of contributing. ASD tries to make its employees feel a vital part of ASD not mere servants or hired help working for a meal ticket.
5. An underlying attitude of primary importance is trust between employers and employees. Neither should be the exploiters nor the exploited. Both should work toward the mutual trust that their common goal is quality. This is truly basic ASD Policy.

### GENERAL POLICY

1. The President of ASD, as of course, acting for the Trustees and the ASD Membership, has primary jurisdiction over all ASD's Headquarters Staff, both paid and unpaid.
2. All employees and staff, paid and unpaid, report to and are under the immediate jurisdiction of the Operations Manager.
3. The Operations Manager in collaboration with the President shall work up detailed "Job Descriptions", as needed, of the day to day work of all employees, including the Operations Manager.
4. Within the ASD Headquarters and staff personnel, any problems, complaints or suggestions by the staff shall be made to the Operations Manager initially.



- a. If the staff member is dissatisfied with the results of that meeting, then the staff member is to communicate with the Personnel Committee for a review of the situation.
- b. Once contacted, the members of the Personnel Committee shall examine the facts and discuss the issues. They shall render their recommendation, within no more than ten (10) business days after having been contacted, to the President.
- c. The President shall then have the ultimate decision. This decision shall be communicated promptly to the staff member bringing the problem, complaint or suggestion to the attention of these individuals.

5. A monthly contribution by the Society, not to exceed Seventy five dollars (\$75.00) per permanent employee, toward group medical insurance coverage, has been approved if the employee so elects to have the coverage. Any premium balance over Seventy-five dollars (\$75.00) will be withheld from the employee's salary or wages and the total premium paid by ASD.

6. When on ASD business, employee owned vehicles will be reimbursed at the current IRS Rate for business miles.

7. All members of the staff shall be available to work during the Annual Convention time, without exception.

8. All members of the staff are to assist with answering the telephone.

9. Contract Employees, Temporary Employees, and Volunteer Workers will not be granted sick leave or annual leave.

## WHAT THE EMPLOYEE CAN EXPECT FROM ASD

ASD will:

1. Operate an economically successful non-profit organization and business so that a consistent level of steady work is available.
2. Select people on the basis of skill, training, ability, attitude, and character without discrimination in regard to sex, color, race, creed, national origin, religious persuasion, marital status, political belief, or disability that does not prohibit performance of essential job functions.
3. Provide paid vacations and holidays to all eligible employees.
4. Pay all employees according to their effort and contribution to the growth and success of ASD.
5. Develop competent people who understand and meet our objectives, and who accept with open minds the ideas, suggestions and constructive criticisms of fellow employees.
6. Assure employees, after talking with the Operations Manager, an opportunity to discuss any problem with the Personnel Committee or Officers of ASD.
7. Make prompt and fair adjustments of any complaints which may arise in everyday conduct of our business, to the extent that it is practicable.
8. Respect individual rights and treat all employees with courtesy and consideration.
9. Maintain mutual respect in our working relationship.
10. Provide buildings and offices that are attractive, comfortable, orderly and safe.
11. Promote employees on the basis of their ability and merit.
12. Make promotions or fill vacancies from within ASD whenever possible.
13. Keep all employees informed of the progress of ASD as well as the Society's overall aims and objectives.

## PERMANENT EMPLOYEES INFORMATION

1. Permanent Employees who have been in the employ of ASD for more than three (3) months, receive an average day's pay for legal holidays. Legal Holidays are:

New Years Day	January
Martin Luther King's Birthday	January
Presidents' Day	February
Memorial Day	May
Independence Day	July
Labor Day	September
Columbus Day	October
Veterans Day	November

Thanksgiving  
Christmas

November  
December

2. When a legal holiday falls on a Saturday, the holiday will be taken on Friday. If a legal holiday falls on a Sunday it will be taken on Monday.
3. All permanent employees shall be allowed one (1) day per month for illness, not to exceed a cumulative of twenty-four (24) days. Sick leave is only for the purpose of illness of the employee or their immediate family.
4. One (1) day per year with pay is allowed as a Personal Day.
5. After hiring, a permanent employee shall consider the first three (3) months a probationary period.
6. The first review of performance, duties, and wages will be made after the probationary period and annually thereafter by the Operations Manager or President who will notify the Personnel Committee.
7. Paid vacation may be taken after one (1) year of employment, not to exceed one (1) week for the first year. In subsequent years the permanent employee may take up to two (2) weeks paid vacation after three (3) years employment, three (3) weeks paid vacation after five (5) years employment, and four (4) weeks paid vacation after ten (10) years employment.
  - a. An employee may not accrue more than two (2) months vacation.
  - b. Vacation time will be prorated through the year.
  - c. Regular vacations should be requested two (2) weeks in advance.
  - d. Vacations will be taken with the approval of the Operations Manager after consideration of annual workload.
8. The hourly wage or salary of permanent employees is to be established within the limit imposed by the budget approved by the Board of Trustees, by the Operations Manager and the Personnel Committee. Overtime pay will be set as required by Vermont State and/or Federal Laws.
9. A permanent employee is allowed two (2) days Bereavement Pay for the death of immediate family.
- \*10. ASD shall offer a 403(b) Plan to all employees who have completed the three month probationary period. This plan is described by the following provisions and American Century's booklet, "Information About Our Tax-Deferred Retirement Plan".
  - a. ASD will offer this plan through American Century. Voluntary contributions may be made into an established account. These contributions are pre-tax contributions and will be withheld from the individuals paycheck upon completion of a 403(b) Salary Reduction Agreement. If the 403(b) option is selected, ASD will match the employee's voluntary contribution up to and including 2% of the individuals gross paycheck. The employer contribution shall be placed in a separate account. Monthly payments will be made to the two accounts (employee/employer) by ASD. The employee may choose from the funds offered by American Century. Each employee may have no more than two funds for voluntary contribution accounts established through this plan.

b. An ASD employee must be in the employ of ASD no less than five years from the date that the first payroll deduction is made to be eligible to receive the employer contribution portion of the plan. After five years have lapsed, the employee is considered “vested”. If the employee leaves ASD before being vested, the employer account for this individual will be transferred to ASD’s own organizational Mutual Fund account with American Century. If the employee dies before five years have lapsed, the entire employer contribution will be transferred to the employee’s account. Employer approval will be required before any exemptions or transfers can be made from these accounts by the employee.

c. ASD shall provide each employee taking advantage of this plan with a copy of the American Century booklet “Information About Our Tax-Deferred Retirement Plan” of which pages 26-36 constitute the “Plan Document”. ASD shall also provide each interested employee with a Plan Application and a 403(b) Salary Reduction Agreement. Fund prospectus information will be provided to each employee to assist with fund selection.

\* Approved by Personnel Committee 1/20/98

11. Termination of permanent employment is at the discretion of either party. A minimum of two (2) weeks notice is requested upon a permanent employee's decision to leave the employment of ASD and two (2) weeks pay will be given upon termination by ASD.

12. Every effort will be made to retain permanent employees.

13. The Personnel Committee is to serve in the capacity of a Grievance Committee

AUTHORIZED EMPLOYEES  
(may change as conditions require)

1. Four (4) permanent employees.
  - A. Operations Manager
  - B. Bookstore Manager
  - C. Assistant to Operations Manager/ Office Correspondent (ADO)
  - D. National Chapter Secretary/ Office Correspondent
2. Contract Service Employees
3. Temporary Employees
4. Volunteer Workers

\*\*SALARIES AND WAGES

Director of Operations:	* \$23,020 through \$33,090 per year
Bookstore Manager:	* \$9.00 through \$14.07 per hour
Assistant to Director of Operations:	* \$7.61 through \$10.87 per hour
National Chapter Secretary	* \$7.61 through \$10.87 per hour

\*Approved by Personnel Committee and Board 4/19/2000

## TEMPORARY AND CONTRACT SERVICE EMPLOYEES

1. The Operations Manager may, within the limits imposed by the budget, the content of ASD's Employment Policy, and any administrative restraints, hire Temporary and/or Contract Service Employees to fill definite needs, and upon such terms as said OM deems most advantageous to ASD.
2. Temporary and/or Contract Service Employees may also be authorized by the Board of Trustees for particular projects and will receive compensation.
3. Temporary and/or Contract persons will not receive paid vacation or sick leave.

## VOLUNTEER WORKERS

Volunteer Workers donate their time and services.

## JOB DESCRIPTIONS

### OPERATIONS MANAGER (OM)

1. The OM is in charge of day to day affairs of the Society and has the administrative responsibility for the management of ASD within the jurisdiction of an annual budget and policy established by the ASD Board of Trustees. The OM has general supervision over all ASD employees and the Headquarters physical plant.
2. In addition to the present nonspecific job description the OM shall be responsible for:
  - a. Gathering agenda items for Trustee and General Membership Meetings.
  - b. Preparing such agendas in a timely fashion.
  - c. Mailing the Notice and Agenda of Trustee Meetings and the Annual Membership Meeting within the time specified in the By-Laws.
  - d. Attending all Trustee Meetings.
  - e. Responsible for updating the ASD documents. When passed by the trustees they must be entered in PPM within 3 working days, posted on web site and copies sent out to trustees.
  - f. Place a copy of the minutes of each trustee meeting as provided by the secretary into the official ASD files. Motions to be highlighted by the Executive Secretary. If minutes are not provided, it is the OM's responsibility to make every effort to acquire the missing documents.
  - g. Mailing The American Dowser within seventy-two (72) hours of receipt from the printer.
  - h. The Operations Manager and staff shall prepare and keep current a Society Manual for the Board of Trustees that will serve to remind current and new Trustees of their responsibilities and duties. Some of the information contained in this manual should

include:

- (1) The ASD Constitution and By-Laws.
- (2) All financial Reports for the previous year.
- (3) Minutes of all Trustee Meetings and the General Membership Meeting for the previous year
- (4) Personnel policies
- (5) An organizational chart of the Society.
- (6) ASD staff members, titles and positions.
- (7) Current Trustees, addresses, telephone numbers, and positions.
- (8) Members and current chairpersons for Standing and Select Committees.
- (9) Dates for trustee meetings and special events set at the Trustee Meeting after the General Membership Meeting.
- (10) Current work schedule for the coming year.
- (11) A brief history of ASD
- (12) A brief description of each service provided by ASD...
- (13) A detailed description of all program goals and objectives.
- (14) Any other pertinent information for a trustee.

3. The OM, in collaboration with the President, shall work up detailed Job Descriptions, as needed, for the day-to-day work of all employees including the OM.

4. The OM shall be hired by the President of ASD with the advice and approval of the Trustees.

5. When a vacancy occurs in the post of OM, the President shall appoint an Ad Hoc Committee of three (3) ASD members (preferably Trustees) plus the resigning OM, if available, to aid the President in interviewing applicants for the position and arriving at a decision. The President shall present the final decision to the Trustees. This may be done by mail.

6. The OM is under the general oversight of the President, as chief executive officer of ASD, and in the absence of the President, the Executive Vice President exercises this general oversight. It should be understood that the OM is under the supervision of the President or Executive Vice President in the President's absence, not the General Membership or any other individual Trustee.

7. Whenever the OM needs assistance the OM shall contact the President of the Society, who will rely on the fellow Officers and Trustees, as necessary, in dealing with the problem.

8. Review by the Personnel Committee, under direction of the President, of job performance, job description, salary and benefits will be made annually with the initial review to occur three (3) months after hiring. A probationary period of three (3) months is understood to exist after initial hiring.

9. Notice of one (1) month is requested of the Operations Manager if the OM desires to leave the employment of ASD. If terminated by ASD one (1) months pay will be given.

## BOOKSTORE MANAGER

1. The Bookstore Manager is in charge of the day-to-day operations of the ASD Bookstore within the jurisdiction of the policies and budget established by the ASD Board of Trustees and is

responsible directly to the Operations Manager.

2. The Bookstore Manager is responsible for insuring the profitable operation of the ASD Bookstore, while establishing and insuring complete customer satisfaction.

3. The Bookstore Manager is responsible for operation of the Bookstore from 9:30 a.m. to 5:30 p.m. five (5) days a week and having the ASD Bookstore open to the public from 10:00 a.m. - 5:00 p.m. Tuesday - Saturday or other hours as the Operations Manager dictates.

4. Responsibilities also include:

- a. Providing outstanding interface with the public.
- b. Timely processing of all orders received, both mail and in-store
- c. Ordering books and merchandise.
- d. Timely return of excess items.
- e. Maintaining a "well stocked" inventory.
- f. Providing biannual physical inventories in a timely manner.
- g. Production of Bookstore catalogs.
- h. Promotion of the Bookstore (i.e. sales, specials, advertisements, etc.).
- i. Operating the computer and programs to provide:
  - (1) Daily, monthly and yearly accounting information.
  - (2) Point of sales and inventory data.
  - (3) Up-to-date book and merchandise listings.
  - (4) Monthly inventory information.
  - (5) Other information as required.
- j. Maintaining a daily ledger with sales records, deposit spread sheets, bank deposits, and other related activity.
- k. Paying all Bookstore expenses (wholesale costs, miscellaneous office expenses, etc.). To create a checks and balance, the signature of the Bookstore Manager as well as the Operations Manager is required on each check written.
- l. To provide dowsing books and merchandise for the Annual Convention and managing their sale.
- m. Procure supplies for conferences.
- n. Keeping the Operations Manager fully informed of operational problems.
- o. Other duties as assigned by the Operations Manager.

5. The Bookstore Manager must submit a written report to the Board of Trustees at each of their meetings and at other times as may be needed. These reports are to include pertinent financial information as well as current strategies of the Bookstore.

6. The Bookstore Manager receives wages set by the Personnel Board at the Operations Manager's recommendation and as dictated by the budget.

7. The Bookstore Manager shall offer:

- a. The Beginner's Dowsing Kit with instruction book and dowsing devices (tools, instruments) to all new Members at a special reduced rate (by means of a coupon included with their Membership).
- b. Single copies of the Dowser for sale.

8. In addition to the copy given to the ASD Library, the Bookstore Manager will send to the Editors a copy of every new dowsing book offered by the Bookstore (for review).

## ASSISTANT TO OPERATIONS MANAGER (AOM)

1. The position of the Assistant to Operations Manager provides support and assistance to the OM in daily operations. This role will take on tasks which are assigned by the OM and mutually agreed upon to be done by the Assistant as well as perform limited duties of the OM when unavailable. Any other duties as assigned.
2. The AOM will be responsible for everything pertaining to membership. And therefore will also hold the title of Membership Secretary. This includes such duties as:
  - a. Processing renewal and new memberships.
  - b. Corresponding with members when applicable.
  - c. Preparing a dues Renewal mailing and insertion for the Digest.
  - d. Maintaining membership files.
  - e. Updating computerized Membership Lists.
  - f. Preparing List of New Members for the monthly mailings.
3. Other duties include:
  - a. Keeping the supply inventory up-to-date
  - b. Clerical work.
  - c. Maintaining a supply of informational material.
    - a. Helping with the mailings.
4. Most importantly the Assistant to Operations Manager should be readily to assist the OM in any situation and will take on tasks which are mutually agreed upon. Basically, the AOM shall be able to step in when the OM is unavailable.

## NATIONAL CHAPTER SECRETARY

1. The National Chapter Secretary shall be responsible for correlation of all chapter materials. This includes such duties as:
  - a. Answering all correspondence pertaining to Chapters and potential Chapters.
  - b. Initiating and sharing suitable ideas and programs with Chapters through mailings.
  - c. Submitting all current chapter information to the editors of the American Dowser and Dowsers Network, including a column of news items concerning the Chapters and their members.
  - d. Copying all material for monthly mailings on 8 ½ x 11 inch paper.
  - e. Collation and posting of regular monthly mailings.
  - f. Preparation of National Chapter Secretary reports for Trustee Meetings, as scheduled.
    - g. Facilitation of ASD sponsored or other workshops after arrangements for use of facilities and financing have been worked out with the OM.
  - h. Presentation of new Chapter Charters to the Board of Trustees for approval.
2. Awards for outstanding Chapter and Outstanding Chapter Member are to be given by the National Chapter Secretary.
3. Attendance
  - a. The National Chapter Secretary is required to attend the Annual Convention.



- b. The National Chapter Secretary is not required to attend any Trustee Meeting except when requested to do so by the President or the Board.

## SHARED OFFICE DUTIES

1. Answering all basic inquiries and/or referring them to the appropriate member.
  - a. Correspondence regarding dowsing techniques, dowsing applications and ethics.
  - b. Requests for dowsing services with referrals to appropriate chapters, and individual Trustees and or Members.
2. Filing, updating, and preparing monthly Inquiries List.
3. Monthly Deceased Members List, recording members, and notifying appropriate Digest editor.
4. Acknowledging all donations received in writing.
5. Acknowledging, copying, filing, and forwarding to the editors all Digest material received and keeping the proper inventories.
6. Answering the telephone.
7. Helping with Mailings.
8. Making housing arrangements, as possible, during the convention.
9. Preparing information and other materials, researching ASD files for relevant material when necessary.
10. Maintaining a scrapbook and updating the library periodical/pamphlet file.
11. Until a Public Relations Officer is appointed, provide all dues data, and compile files and lists for this purpose. Such data includes a packet of information, general article reprints for press inquiries, and photocopies of previously published material when appropriate.
12. Annual Inventory.
  - a. Physical plant - furniture, office equipment and other building contents.
  - b. Audio Tapes
  - c. Video Tapes
  - d. Library

## THE BOARD OF TRUSTEES

### GENERAL

1. No Board of Trustees is like any other; but there is a common bond. A Board of Trustees has the responsibility of management and control of the affairs, business and property of the

American Society of Dowers, Inc.

2. The Board of Trustees should have in its make up individuals who have time and interest to be active in the workings of the organization.
3. The Board of Trustees, its strengths, involvement, and commitment is the most important determinant to the success of the organization.
4. All Board Members are responsible for interpreting the work of the Society, evaluating its program and services, and helping to provide adequate financing.
5. All decisions, Policies and Procedures made by the Board of Trustees cannot be altered by any person, and can only be altered by another voting Board of Trustees.
6. A face to face meeting if possible will be held between outgoing trustees and the newly elected trustees before the general membership meeting. This meeting will focus on the transition; what new trustees need to be made aware of, how certain duties are preformed and other knowledge learned through experience over the past four years. The outgoing trustees will be available to the new board over a three month period should they need advice on any matter they deem necessary.

## RESPONSIBILITIES

1. It is the responsibility of the Board of Trustees to:
  - a. Trustees are expected to attend all Board Meetings. Unexcused absences of 3 or more are a violation of the Code of Ethics and will result in activation of the Ethics Committee and possible removal from the BOT
    - a. Define the purpose, goals, and scope of ASD.
    - b. Develop policies.
    - c. Assist the OM in establishing and maintaining a sound financial structure.
    - d. Broaden ASD community understanding and support.
    - e. See that the Society carries out its purpose and responsibilities.
    - f. Approve annual budgets for the Bookstore and Headquarters prior to the end of a fiscal year.
      - (1) The Treasurer shall assist the OM in preparing said budgets.
    - g. Plan for effective methods of communication between the Board, the administration and staff, and the Membership.
    - h. Insure staff stability through satisfactory working conditions and personnel policies.
    - i. Approve all Policy Statements.
    - j. Assess the quality of the service provided and its value to the Membership it serves.
    - k. Assess or evaluate the ASD Membership to determine additional needs.
    - l. Interpret the Society's service to the Membership.
    - m. Broaden public *and* community support and understanding of the Society and what it represents.
    - n. Evaluate options for fundraising and obtaining grants.
2. In order to discharge these responsibilities, it is necessary for the Board to uphold the Society's By-Laws as the basic structure for operation of ASD. This includes such duties as:
  - a. Providing for the selection and rotation of quality officers.

- b. Determining eligibility requirements for membership.
  - c. Defining areas of jurisdiction for the board and staff.
  - d. Establishing the necessary committees
4. Trustee Reimbursement.
- a. All trustees may apply for up to \$500 per year for conferences travel expenses as long as funding is available.
  - b. The President shall be reimbursed for expenses up to Four Thousand Dollars (\$4,000.00) per annum to attend ASD approved conferences as long as funding is available.
5. Recognition for service.
- a. A retiring Trustee who has served one (4) terms or more will be recognized as Trustee Emeritus in the Membership Roster.
  - b. Past Presidents shall be granted a Lifetime Membership in ASD with full privileges.
6. There will be no Parliamentarian on the board.

#### SPECIFIC POLICY APPLYING TO THE BOARD OF TRUSTEES AND/OR HEADQUARTERS

1. Type and mail Amended Minutes (without addenda). Minutes should include the wording of By-Laws changes, exact wording of Policy & Procedure additions or modifications, the amount of approved monies for capital or unrestricted expense and what those monies are for. (8/19/93)
2. Decisions that have been made by the Board of Trustees, if they are altered (In other words, there is varying that decision.) for any reason, the Trustees get notified right away. Communications should also state the reason for the decision. (8/19/93)
3. Budget Caps are not to be exceeded without trustee approval. (8/19/93)
4. Make sure all forms request payment in US funds (8/19/93)
5. Expenditures approved by the Trustees shall not be exceeded except with approval by the whole Board, if time permits, or the executive Committee in an emergency. (8/19/93)

#### ADVISORY GROUP

1. An Advisory Group as deemed necessary of the American Society of Dowsers Inc., consisting of all current and future past Trustees so long as they hold Regular or Honorary Membership in the American Society of Dowsers, has been created by the Board of Trustees with rules, regulations and guidelines compatible with the constitution and By-Laws of the American Society of Dowsers.
2. Such Advisory Group shall be deemed necessary and become activated by the President of the Society.
3. Guidelines for Former Trustee Advisory Group.

- a. Membership in the group shall consist of all living, past Trustees no longer holding any official position in ASD, but still holding regular or honorary membership in ASD.
- b. There will be no special class description within this group. However, the members thereof may elect a chairman and other officers as they desire by a majority vote of their members.
- c. There shall be no limitation on the term of membership in the group so long as regular or honorary membership is maintained in ASD.
- d. All members of the group will receive all notices of meetings of Trustees and agendas thereof, official reports such as Treasurer's, etc. and copies of minutes of all meetings, including regular Annual Membership Meetings.
- e. Prior to meetings of Trustees or Membership Meetings the members of the Advisory Group may send commentary on agenda items to the President of ASD and/or suggestions for new business.
- f. Members of the advisory Group may attend in person any and all meetings of Trustees and enter into discussion of Agenda items and/or may offer new items for discussion, time permitting, after all other business on the agenda has been disposed of, including New Business brought up by Trustees.

- g. The President may call upon the Advisory Group for advice on any matter relative to the proper business of the Society.
- h. Members of the Advisory Group shall have no vote in any ASD matter except as votes are enjoyed by all regular Members of ASD.

## REGIONAL COORDINATOR GUIDELINES

- \*1. Regional boundaries will be defined by the Executive Vice President.
- 2. Regional Coordinators shall:
  - a. Implement and follow through on all directives coming from the Officers and/or Board of Trustees.
  - b. Act as an intermediary between ASD Headquarters and the Chapters within respective Regional Boundaries.
  - c. Assist in the formation of new Chapters within Regional boundaries, and the smooth operation thereof. May include memos to chapters regarding current activities and the submission of financial condition to Headquarters.
  - d. Become available to new members, answer queries about ASD and uphold the dignity of the Society in all dowsing affairs.
  - e. Promote educational events (conferences, seminars, etc.) both on a local and regional basis.
  - f. Promote inter-chapter communications for the purpose of guidance to new Chapters and the enhancement of established ones.
  - g. Act as an arbitrator regarding conflicts of interest which may occur on a local or regional basis that are not in the best interests of the Society.

\* Effective 4/20/96

## THE AMERICAN DOWSER EDITORS (1988)

### 1. Your Journal.

The American Dowsers, a 72 page quarterly journal, is sent to all members of the American Society of Dowsers world-wide, to various publishers and professional organizations in the United States, and to Forty-one foreign countries in 1988. The first issue, a two page bulletin, appeared in 1961. In 1984 it was cited as the best Special Interest Journal in the field of PSI out of 200 newsletters, periodicals, and journals reviewed by the Parapsychological Association of the American Association for the advancement of Science.

### 2. Your editors.

The Journal is edited by four non-paid volunteers, each of whom is responsible for one of the quarterly issues. The editor's task is to select and revise submissions, and to prepare them for publication for clarity, length and correct grammatical usage.

### 3. Your submissions.

- a. Submissions of articles, letters, clippings, and photographs should be addressed to: Editor, American Society of Dowsers, Danville, VT 05828. They are sent by Headquarters to the editor responsible for the upcoming issue. Unused submissions are returned to Headquarters and are then

forwarded to the next editor. The choice of any one article depends on the other articles available, chosen to create a balanced issue or to enhance a Special Issue. What is suitable for one issue may not be suitable for another. An article may make the rounds of the editors for as many as two years.

b. A writer should always keep a copy of his or her submissions because manuscripts are not returned. Whenever possible submissions should be typewritten double spaced with wide margins. Scientific papers should include a brief summary in layman's terms, at the beginning of the article, and a short profile of the author.

c. After the editor assembles and edits an issue, and readies it for publication (which takes about two months) it is sent to the printer.

#### 4. Your suggestions.

a. The editors welcome your suggestions and try to use them when practicable. One frequent request, for a Question and Answer section, is not practicable for a quarterly journal like ours because the time lapse between receiving a question and publishing an answer may be six months to a year. Questions are best referred to your local chapter. If the exchange is then of general interest, the question along with the answer may be submitted to the Quarterly as a short item or article.

b. Another frequent request is for Basic Instructions for Beginners and for How-to Articles. Actually, the Quarterly, old and new is a treasure trove of dowsing information and pointers and the editors will continue to look for good how-to articles for future issues. But obviously the Quarterly can't keep repeating the same instructions in issue after issue. Beginners are urged to read one of the basic dowsing books available through the ASD Bookstore, to look through old issues (a Digest Index is available at Book and supply for the years 1973 to 1978 and 1979 to 1983), and to get help from your local chapter and at regional conferences. An official Water Dowsers Manual, assembled by retired editor, Maria Perry, containing all articles on water dowsing published in previous issues of the Digest is available through Book and Supply.

### GUIDELINES FOR EDITORIAL STAFF

1. The official publication of the American Society of Dowsers is "The American Dowser Quarterly Digest". This publication will be edited, printed, and in the hands of the membership by the following dates:

- a. Winter Issue, second (2nd) week in February
- b. Spring Issue, second (2nd) week in May
- c. Summer Issue, second (2nd) week in August
- d. Fall Issue, second (2nd) week in November

2. The editor of the ASD newsletter (The Dowsers Network) will abide by the following Policy, except, first choice of material will be given to the Digest editors.

#### 3. Responsibilities.

##### a. ASD Headquarters Staff

- (1) Receive, date, and log all incoming Digest or Network articles from members.
- (2) Acknowledge receipt of articles via post card to member.
- (3) On a weekly basis, forward all articles received to the current editor.
- (4) Provide editors with post cards so they can acknowledge receipt of articles they receive direct from contributors.
- (5) Place in the "editors' bag" recent copies of publications from organizations which ASD has reciprocal agreements with so editors will have an opportunity to reprint especially interesting articles. This "bag" will be passed from editor to editor except the editor of the

Fall Issue will send the "bag" to Headquarters where current editions of each publication will replace the old. Then it will be forwarded to the editor of the Winter Issue.

(6 ) Receive, date, and log all incoming Digest or Network paid or unpaid advertisements. These may be display or classified in nature and must have a relationship to Dowsers and their interests and/or Dowsing Activities. If available space is limited, preference will be given to ASD sanctioned/sponsored functions or activities such as Bookstore activities, conferences and conventions, etc. The Operations Manager shall judge the appropriateness of all advertisements. Headquarters Staff shall provide the editors with the ad copy to be used. Advertisement rates will be set by the Operations Manager with the approval of the Board of Trustees.

b. Editors

(1) Receive all material intended for publication in the Digest or Network from ASD Headquarters as well as from other sources.

(2) Acknowledge receipt of all material received from individual members via post card which has been provided by Headquarters.

(3) Editors who receive articles directly should send copies to Headquarters who will sequentially number articles that are sent.

(4) Determine which articles will be used for the issue in progress, place all other articles in the "Editors Bag" and forward it to the next editor in line or to Headquarters in the case of the editor of the Fall Issue.

- (5) No article will be discarded regardless of subject, style, or clarity until all editors have had an opportunity to consider it for publication.
- (6) Once an article has been deemed unsuitable for publication in the Digest or Network by all the editors, the last editor to review the article will notify the person who submitted the article that it is not acceptable.
- (7) Each editor should strive to produce a well balanced issue, keeping in mind that the membership of ASD come from all walks of life with educational levels from school dropouts to college professors, and interests from basic dowsing to the most advanced metaphysical concepts.
- (9) Controversies pertaining to book reviews or disagreements of any kind between members will not be published in the Digest or Network, nor, will personal political philosophies be editorialized.
- (10) Unsigned "Letters to the Editor" which are critical of ASD or its Chapters or Members will not be published. These should be forwarded to Headquarters for consideration and action by the Operations Manager and/or Board of Trustees.
- (11) The editors of the American Dowser and Dowsers Network are valued and appreciated for their expertise in producing a quality, informative publication on a timely basis. That is their responsibility and they do it well.
- (12) Editors do not receive compensation but will receive reimbursement for out-of-pocket expenses.
- (13) From time to time, the editors, as are others, may be asked to provide input for Policy decisions. However, the ultimate responsibility of formulating and implementing Policy rests with the President and the Board.
- (14) It is everyone's responsibility to insure that the membership is served and that the organization continues to be a viable, growing, member-oriented Society.

#### SPECIFIC DIGEST AND NETWORK POLICY

1. A special subscription price for the American Dowser and Dowsers Network used by libraries adopted at Twenty-five Dollars (\$25.00) per year.
2. The American Dowser is to include an Instruction Section.
3. Editors of Summer and Fall Digests and the Network are to routinely suggest purchase of Bookstore Gift Certificates and ASD Membership for holiday gift ideas.
4. The Digest and Network will be indexed yearly. Volunteers will be used when possible. Temporary help may be hired by the OM and paid out of unrestricted funds.
5. Chapter News will continue as part of the Digest and the Chapter Directory will appear in every other issue.
6. It is the responsibility of the Editors to have each new dowsing book from the Bookstore reviewed in a timely fashion for publication in the Digest or Network.
7. The Digest will publish once a year, the names of all the dowsers who have received the following awards:
  - \*a. Register of Recognition
  - b. Dowser of the Year (Dowser's Prayer)



c. Paul Seigny Award

\*Revised 4/20/96

## MISCELLANEOUS POLICY

### ASD LIBRARY

Anyone can access the ASD library, only members can check out from library. Added Oct 5, 2007

### VISA AND MASTERCARD

ASD will accept Visa and MasterCard for ASD services.

## CONFLICT OF INTEREST

### Article I: Purpose

This conflict of interest policy is designed to foster public confidence in the integrity of The American Society of Dowzers, Inc. (the “Organization”) and to protect the Organization’s interest when it is contemplating entering a transaction (defined below) that might benefit the private interest of a director, a corporate officer, the top management or top financial official, or a key employee (defined below).

### Article II: Definitions

The following are considered *insiders* for the purposes of this policy:

1. Each member of the Board of Directors or other governing body.
2. The president, chief executive officer, chief operating officer, treasurer and chief financial officer, executive director, or any person with the responsibilities of any of these positions (whether or not the person is an officer of the Organization under the Organization’s Bylaws and the Vermont Corporations Code).
3. Any *key employee*, meaning an employee whose total annual compensation (including benefits) from the organization and its affiliates is more than \$50,000 **and** who (a) has responsibilities or influence over the organization similar to that of officers, directors, or trustees; **or** (b) manages a program that represents 10% or more of the activities, assets, income, or expenses of the organization; **or** (c) has or shares authority to control 10% or more of the organization’s capital expenditures, operating budget, or compensation for employees.

*Interest* means any commitment, investment, relationship, obligation, or involvement, financial or otherwise, direct or indirect, that may influence a person’s judgment, including receipt of compensation from the Organization, a sale, loan, or exchange transaction with the Organization.

A *conflict of interest* is present when, in the judgment of the Board of Directors, an insider's stake in the transaction is such that it reduces the likelihood that an insider's influence can be exercised impartially in the best interests of the Organization.

*Transaction* means any transaction, agreement, or arrangement between an insider and the Organization, or between the Organization and any third party where an insider has an interest in the transaction or any party to it. *Transaction* does not include compensation arrangements between the Organization and a director, officer, or other insider that are wholly addressed under the Organization's Compensation Policy.

### Article III: Procedures

#### 1. *Duty to Disclose*

Each insider shall disclose to the Board all material facts regarding his or her interest in the transaction, promptly upon learning of the proposed transaction.

#### 2. *Determining Whether a Conflict of Interest Exists*

With regard to an insider, the Board shall determine if a conflict of interest exists. The insider(s) and any other interested person(s) involved with the transaction shall not be present during the Board's discussion or determination of whether a conflict of interest exists, except as provided in Article IV below.

#### 3. *Procedures for Addressing a Conflict of Interest*

The Board shall follow the procedures set forth in Article IV in order to decide what measures are needed to protect the Organization's interests in light of the nature and seriousness of the conflict, to decide whether to enter into the transaction and, if so, to ensure that the terms of the transaction are appropriate.

### Article IV: Review by the Board

The Board may ask questions of and receive presentation(s) from the insider(s) and any other interested person(s), but shall deliberate and vote on the transaction in their absence. The Board shall ascertain that all material facts regarding the transaction and the insider's conflict of interest have been disclosed to the Board and shall compile appropriate data, such as comparability studies, to determine fair market value for the transaction.

After exercising due diligence, which may include investigating alternatives that present no conflict, the Board shall determine whether the transaction is in the Organization's best interest, for its own benefit, and whether it is fair and reasonable to the Organization; the majority of disinterested members of the Board then in office may approve the transaction.

### Article V: Records of Proceedings

The minutes of any meeting of the Board pursuant to this policy shall contain the name of each insider who disclosed or was otherwise determined to have an interest in a transaction; the nature of the interest and whether it was determined to constitute a conflict of interest; any alternative transactions

considered; the members of the Board who were present during the deliberations on the transaction, those who voted on it, and to what extent interested persons were excluded from the deliberations; any comparability data or other information obtained and relied upon by the Board and how the information was obtained; and the result of the vote, including, if applicable, the terms of the transaction that was approved and the date it was approved.

#### Article VI: Annual Disclosure and Compliance Statements

Each director, each corporate officer, the top management official, the top financial official, and each key employee of the Organization, shall annually sign a statement on the form attached, that:

- A. affirms that the person has received a copy of this conflict of interest policy, has read and understood the policy, and has agreed to comply with the policy; and
- B. discloses the person's financial interests and family relationships that could give rise to conflicts of interest.

#### Article VII: Violations

If the Board has reasonable cause to believe that an insider of the Organization has failed to disclose actual or possible conflicts of interest, including those arising from a transaction with a related interested person, it shall inform such insider of the basis for this belief and afford the insider an opportunity to explain the alleged failure to disclose. If, after hearing the insider's response and making further investigation as warranted by the circumstances, the Board determines that the insider has failed to disclose an actual or possible conflict of interest, the Board shall take appropriate disciplinary and corrective action.

#### Article VIII: Annual Reviews

To ensure that the Organization operates in a manner consistent with its status as an organization exempt from federal income tax, the Board shall authorize and oversee an annual review of the administration of this conflict of interest policy. The review may be written or oral. The review shall consider the level of compliance with the policy, the continuing suitability of the policy, and whether the policy should be modified and improved. \*Approved December 17<sup>th</sup> 2013

#### Whistleblower Protection Policy

A. Application. This Whistleblower Protection Policy applies to all of the Organization's staff, whether full-time, part-time, or temporary employees, to all volunteers, to all who provide contract services, and to all officers and directors, each of whom shall be entitled to protection.

B. Reporting Credible Information. A protected person shall be encouraged to report information relating to illegal practices or violations of policies of the Organization (a "Violation") that such person in good faith has reasonable cause to believe is credible. Information shall be reported to the President (the "Compliance Officer"), unless the report relates to the Compliance Officer, in which case the report shall be made to the Executive Committee which shall be responsible to provide an alternative procedure.

Anyone reporting a Violation must act in good faith, and have reasonable grounds for believing that the information shared in the report indicates that a Violation has occurred.

C. Investigating Information. The Compliance Officer shall promptly investigate each such report and prepare a written report to the Board of Directors. In connection with such investigation all persons entitled to protection shall provide the Compliance Officer with credible information. All actions of the Compliance Officer in receiving and investigating the report and additional information shall endeavor to protect the confidentiality of all persons entitled to protection.

D. Confidentiality

The Organization encourages anyone reporting a Violation to identify himself or herself when making a report in order to facilitate the investigation of the Violation. However, reports may be submitted anonymously by filling out a “Whistleblower Reporting Form” and mailing it to The Compliance Officer. Reports of Violations or suspected Violations will be kept confidential to the extent possible, with the understanding that confidentiality may not be maintained where identification is required by law or in order to enable the Organization or law enforcement to conduct an adequate investigation.

E. Protection from Retaliation. No person entitled to protection shall be subjected to retaliation, intimidation, harassment, or other adverse action for reporting information in accordance with this Policy. Any person entitled to protection who believes that he or she is the subject of any form of retaliation for such participation should immediately report the same as a violation of and in accordance with this Policy.

Any individual within the Organization who retaliates against another individual who has reported a Violation in good faith or who, in good faith, has cooperated in the investigation of a Violation is subject to discipline, including termination of employment or volunteer status.

F. Dissemination and Implementation of Policy. This Policy shall be disseminated in writing to all affected constituencies. The Organization shall adopt procedures for implementation of this Policy, which may include:

- (1) documenting reported Violations;
- (2) working with legal counsel to decide whether the reported Violation requires review by the Compliance Officer or should be directed to another person or department;
- (3) keeping the board of directors [and the audit committee or other applicable committee] informed of the progress of the investigation;
- (4) interviewing employees;
- (5) requesting and reviewing relevant documents, and/or requesting that an auditor or counsel investigate the complaint; and
- (6) preparing a written record of the reported violation and its disposition, to be retained for a specified period of time.

The procedures for implementation of this Policy shall include a process for communicating with a complainant about the status of the complaint, to the extent that the complainant’s identity is disclosed, and to the extent consistent with any privacy or confidentiality limitations. \*Approved December 17<sup>th</sup> 2013

## DOCUMENT DESTRUCTION AND RETENTION

### 1. Policy and Purposes

This Policy represents the policy of The American Society of Dowsers, Inc. (the “organization”) with respect to the retention and destruction of documents and other records, both in hard copy and electronic media (which may merely be referred to as “documents” in this Policy). Purposes of the Policy include (a)

retention and maintenance of documents necessary for the proper functioning of the organization as well as to comply with applicable legal requirements; (b) destruction of documents which no longer need to be retained; and (c) guidance for the Board of Directors, officers, staff and other constituencies with respect to their responsibilities concerning document retention and destruction. Notwithstanding the foregoing, the organization reserves the right to revise or revoke this Policy at any time.

## 2. Administration

2.1 Responsibilities of the Administrator. The organization's Operations Manager shall be the administrator ("Administrator") in charge of the administration of this Policy. The Administrator's responsibilities shall include supervising and coordinating the retention and destruction of documents pursuant to this Policy and particularly the Document Retention Schedule included below. The Administrator shall also be responsible for documenting the actions taken to maintain and/or destroy organization documents and retaining such documentation. The Administrator may also modify the Document Retention Schedule from time to time as necessary to comply with law and/or to include additional or revised document categories as may be appropriate to reflect organizational policies and procedures. The Administrator is also authorized to periodically review this Policy and Policy compliance with legal counsel and to report to the Board of Directors as to compliance. The Administrator may also appoint one or more assistants to assist in carrying out the Administrator's responsibilities, with the Administrator, however, retaining ultimate responsibility for administration of this Policy.

2.2 Responsibilities of Constituencies. This Policy also relates to the responsibilities of board members, staff, volunteers and outsiders with respect to maintaining and documenting the storage and destruction of the organization's documents. The Administrator shall report to the Board of Directors (the board members acting as a body), which maintains the ultimate direction of management. The organization's staff shall be familiar with this Policy, shall act in accordance therewith, and shall assist the Administrator, as requested, in implementing it. The responsibility of volunteers with respect to this Policy shall be to produce specifically identified documents upon request of management, if the volunteer still retains such documents. In that regard, after each project in which a volunteer has been involved, or each term which the volunteer has served, it shall be the responsibility of the Administrator to confirm whatever types of documents the volunteer retained and to request any such documents which the Administrator feels will be necessary for retention by the organization (not by the volunteer). Outsiders may include vendors or other service providers. Depending upon the sensitivity of the documents involved with the particular outsider relationship, the organization, through the Administrator, shall share this Policy with the outsider, requesting compliance. In particular instances, the Administrator may require that the contract with the outsider specify the particular responsibilities of the outsider with respect to this Policy.

3. Suspension of Document Destruction; Compliance. The organization becomes subject to a duty to preserve (or halt the destruction of) documents once litigation, an audit or a government investigation is reasonably anticipated. Further, federal law imposes criminal liability (with fines and/or imprisonment for not more than 20 years) upon whomever "knowingly alters, destroys, mutilates, conceals, covers up, falsifies, or makes a false entry in any record, document, or tangible object with the intent to impede, obstruct, or influence the investigation or proper administration of any matter within the jurisdiction of any department or agency of the United States ... or in relation to or contemplation of any such matter or case." Therefore, if the Administrator becomes aware that litigation, a governmental audit or a government investigation has been instituted, or is reasonably anticipated or contemplated, the Administrator shall immediately order a halt to all document destruction under this Policy, communicating the order to all affected constituencies in writing. The Administrator may thereafter amend or rescind the order only after conferring with legal counsel. If any board member or staff member becomes aware that litigation, a governmental audit or a government investigation has been instituted, or is reasonably anticipated or

contemplated, with respect to the organization, and they are not sure whether the Administrator is aware of it, they shall make the Administrator aware of it. Failure to comply with this Policy, including, particularly, disobeying any destruction halt order, could result in possible civil or criminal sanctions. In addition, for staff, it could lead to disciplinary action including possible termination.

4. Electronic Documents; Document Integrity. Documents in electronic format shall be maintained just as hard copy or paper documents are, in accordance with the Document Retention Schedule. Due to the fact that the integrity of electronic documents, whether with respect to the ease of alteration or deletion, or otherwise, may come into question, the Administrator shall attempt to establish standards for document integrity, including guidelines for handling electronic files, backup procedures, archiving of documents, and regular checkups of the reliability of the system; provided, that such standards shall only be implemented to the extent that they are reasonably attainable considering the resources and other priorities of the organization.

5. Privacy. It shall be the responsibility of the Administrator, after consultation with counsel, to determine how privacy laws will apply to the organization’s documents from and with respect to employees and other constituencies; to establish reasonable procedures for compliance with such privacy laws; and to allow for their audit and review on a regular basis.

6. Emergency Planning. Documents shall be stored in a safe and accessible manner. Documents which are necessary for the continued operation of the organization in the case of an emergency shall be regularly duplicated or backed up and maintained in an off-site location. The Administrator shall develop reasonable procedures for document retention in the case of an emergency.

7. Document Creation and Generation. The Administrator shall discuss with staff the ways in which documents are created or generated. With respect to each employee or organizational function, the Administrator shall attempt to determine whether documents are created which can be easily segregated from others, so that, when it comes time to destroy (or retain) those documents, they can be easily culled from the others for disposition. For example, on an employee-by-employee basis, are e-mails and other documents of a significantly non-sensitive nature so that they might be deleted, even in the face of a litigation hold with respect to other, more sensitive, documents? This dialogue may help in achieving a major purpose of the Policy -- to conserve resources -- by identifying document streams in a way that will allow the Policy to routinely provide for destruction of documents. Ideally, the organization will create and archive documents in a way that can readily identify and destroy documents with similar expirations.

8. Document Retention Schedule.

<u>Document Type</u>	<u>Retention Period</u>
Accounting and Finance	
Accounts Payable	7 years
Accounts Receivable	7 years
Annual Financial Statements and Audit Reports	Permanent
Bank Statements, Reconciliations & Deposit Slips	7 years
Canceled Checks – routine	7 years
Canceled Checks – special, such as loan repayment	Permanent
Credit Card Receipts	3 years
Employee/Business Expense Reports/Documents	7 years
General Ledger	Permanent

Interim Financial Statements	7 years
<b>Contributions/Gifts/Grants</b>	
Contribution Records	Permanent
Documents Evidencing Terms of Gifts	Permanent
Grant Records	7 yrs after end of grant period
<b>Corporate and Exemption</b>	
Articles of Incorporation and Amendments	Permanent
Bylaws and Amendments	Permanent
Minute Books, including Board & Committee Minutes	Permanent
Annual Reports to Attorney General & Secretary of State	Permanent
Other Corporate Filings	Permanent
IRS Exemption Application (Form 1023 or 1024)	Permanent
IRS Exemption Determination Letter	Permanent
State Exemption Application (if applicable)	Permanent
State Exemption Determination Letter (if applicable)	Permanent
Licenses and Permits	Permanent
Employer Identification (EIN) Designation	Permanent
<b>Correspondence and Internal Memoranda</b>	
Hard copy correspondence and internal memoranda relating to a particular document otherwise addressed in this Schedule should be retained for the same period as the document to which they relate.	
Hard copy correspondence and internal memoranda relating to routine matters with no lasting significance	Two years
Correspondence and internal memoranda important to the organization or having lasting significance	Permanent, subject to review
<b>Electronic Mail (E-mail) to or from the organization</b>	
Electronic mail (e-mails) relating to a particular document otherwise addressed in this Schedule should be retained for the same period as the document to which they relate, but may be retained in hard copy form with the document to which they relate.	
E-mails considered important to the organization or of lasting significance should be printed and stored in a central repository .	Permanent, subject to review
E-mails not included in either of the above categories	12 months
<b>Electronically Stored Documents</b>	
Electronically stored documents (e.g., in pdf, text or other electronic format) comprising or relating to a particular document otherwise addressed in this Schedule should be retained for the same period as the document which they comprise or to which they relate, but may be retained in hard copy form (unless the electronic aspect is of significance).	
Electronically stored documents considered important to the organization or of lasting significance should be printed and stored in a central repository (unless	

the electronic aspect is of significance).	Permanent, subject to review
Electronically stored documents not included in either of the above categories	Two years
<b>Employment, Personnel and Pension</b>	
Personnel Records	10 yrs after employment ends
Employee contracts	10 yrs after termination
Retirement and pension records	Permanent
<b>Insurance</b>	
Property, D&O, Workers' Compensation and General Liability Insurance Policies	Permanent
Insurance Claims Records	Permanent
<b>Legal and Contracts</b>	
Contracts, related correspondence and other supporting documentation	10 yrs after termination
Legal correspondence	Permanent
<b>Management and Miscellaneous</b>	
Strategic Plans	7 years after expiration
Disaster Recovery Plan	7 years after replacement
Policies and Procedures Manual	Current version with revision history
<b>Property – Real, Personal and Intellectual</b>	
Property deeds and purchase/sale agreements	Permanent
Property Tax	Permanent
Real Property Leases	Permanent
Personal Property Leases	10 years after termination
Trademarks, Copyrights and Patents	Permanent
<b>Tax</b>	
Tax exemption documents & correspondence	Permanent
IRS Rulings	Permanent
Annual information returns – federal & state	Permanent
Tax returns	Permanent

\*Approved December 17<sup>th</sup> 2013

## NEW MEMBERSHIPS AND RENEWALS

1. Each new member will receive a personalized form letter of welcome from the President with a brief history of the Society and it's goals, etc. mailed with the Membership Card.
2. Each new member should have the opportunity to purchase the Dowser Starter Kit at cost (the four basic



instruments and instruction manual).

3. The month new members join ASD will become their anniversary date. Dues will be due one full year from that date. The anniversary month will be indicated on their membership card.

4. The first (1st) renewal reminder will be sent approximately one month prior to the member's anniversary month. A second (2nd) reminder will be mailed the month following their anniversary date. If dues are not paid at that time, prior to their name being removed from the file, an attrition survey will be sent to them.

5. Deleted Oct 5, 2007

6. A count of memberships each year from June 1st thru May 31st. The count will begin with the total number of life memberships at the June 1st date. This is necessary to continue to track an increase or decline in memberships.

## CHAPTERS

1. Local chapters need IRS Non-profit Tax Exempt Number 036010613.

\*3. Any funds received by ASD Headquarters from any inactive chapter, et al., as stated in the Constitution and By-Laws, Chapter VII, Section 5, Paragraph (a) of this Society directed by the Board of Trustees. In no event shall said funds be held for more than five years for said chapter. In the event the above chapter, et al., becomes reactivated, then above funds shall be returned to that chapter (less interest) upon written notification to ASD Headquarters of chapter reactivation and a written request by chapter officer/chair/leader for return of said chapter funds. - \*Approved 8/2/99

## \*CHAPTERS AND/OR REGIONAL SUBDIVISIONS

1. The executive powers of the Trustees shall include the authority to create regional divisions or branches and local Chapters of this Society, which subdivisions shall be subordinate to this Society and subject to its Articles of Association, Preamble and By-Laws. Each individual Member of such subdivisions shall be a Member of this Society subject to all its rules, regulations, and enactments. Each Chapter in a division or branch shall be a Chapter duly authorized by this Society. Only ASD national members can hold office or vote at the chapter level.

2. Formation.

(a) Eight (8) or more Members of this Society residing within a limited, designated area, may petition the Trustees limited, designated area, may petition the Trustees of this Society for a dispensation to organize a local Chapter. Three (3) duly organized Chapters within a limited, designated region, may petition the Trustees for a dispensation to establish a district or regional division or branch.

(b) The disposition made of such petitions shall always carefully consider the merits of each petition from the point of view of advancing the best interests of this Society as a whole.

(c) In the event any such petition shall be denied by the Trustees and the petitioners are dissatisfied with the action of the Trustees, said petitioners may, upon written notice to all Members, present their petition to a regular General Meeting of the Members of this Society for final disposition and

at such meeting a two-thirds (2/3) vote of all Members present and voting shall be required to override the action of the Trustees.

(d) Charter Approval – Name Change – The Board of Trustees shall be notified in writing of any proposed change in name and/or the Board shall approve or disapprove the proposed change(s). If approved, a new Charter for that Chapter will be issued, thereby negating that Chapter's former charter.

(e) Charter Approval - Newly Merged – If two or more chapters choose to merge they shall apply to the Board of Trustees to be chartered as a new chapter. The old chapters shall then be considered dissolved under their existing charters.

3. All Members of this Society residing within the territory of any subdivision thereof shall be eligible to Membership in that subdivision and no person shall be admitted to Membership in any subdivision until after his admission into this Society in the manner provided by its By-Laws, nor until the individual has paid the fees, dues, subscriptions and other financial obligations fixed by this Society. Any Member suspended or expelled, or in any other way losing Membership in this Society, shall thereupon cease to be a Member of any subdivision. (Note: non-members are classified as guests)

4. Each duly organized subdivision of this Society may make such By-Laws, rules and regulations for its own government as do not conflict with the Articles of Association, Preamble, and By-Laws of this Society or with its policies.

#### 5. Finance

(a) Funds received by any division, Chapter, branch or subdivision of this Society shall not accrue to the benefit of any individual Officer or Member thereof and in the event of the dissolution of any division, Chapter, branch or subdivision of this Society all funds in its hands shall promptly be transferred to the Headquarters of this Society after payment of its just debts.

(b) Chapter Funds. Chapters choosing to merge to form a new chapter shall keep any existing funds respectively separate until charter approval (by the Board of Trustees) of the newly merged chapter, and/or forward their funds to ASD in accordance with the Constitution and By-Laws of ASD, Chapter VII, Section 5, paragraph (a).

(c) Each, Chapter, shall, on the last day of the Calendar Year, submit to the President and Treasurer an Annual Report

6. As soon as they are substantial enough to do so, Chapters are advised to give serious consideration to Incorporation in the state of their domicile, as non-profit, educational and scientific institutions, and to apply to the Tax or Revenue Board of their state treasury department for fully tax exempt status, meaning that dues and contributions to them shall be tax deductible and the Chapters themselves shall be exempt from State taxes. Before filing their Articles of Incorporation in their home states, Chapters shall submit same to Headquarters of this Society for approval by Society Counsel and a committee of Trustees.

#### 7. Chapters and Divisions are created:

(a) for the benefit, use, and convenience of the Members of this Society,  
and

(b) for the promotion of the purposes, objectives, policies and ideals of this Society.

The Application for Chapter Charter shall include Chapter I through Chapter VII of the ASD By-Laws (as provided above) as well as the following information:

Petition To The Board of Trustees of *The American Society of Dowsers, Inc.*

The undersigned members in good standing of *The American Society of Dowsers, Inc.*

residing in the State(s) of \_\_\_\_\_, USA, respectively petition and apply for the privilege of informally organizing a local action group for the promotion of Dowsing under the auspices of The American Society of Dowsers, Inc., to be known as a CHAPTER of said Society, all in pursuance and in accordance with the By-Laws of said Society. It is proposed:

1. That the base of operations of the Chapter shall be located within: (area)
2. That the name of this Chapter be:
3. That the membership in this Chapter be limited to members in good standing of The American Society of Dowsers, Inc., who may desire to be affiliated therewith.
4. That special emphasis shall be placed on enlarging the membership and influence of The American Society of Dowsers, Inc. , and furthering the aims of the said Society.
5. That the territory of this Chapter be non-exclusive, placing no restrictions or limitations on the formation of other Chapters of the said Society within this territory.

The signers of this petition and applications pledge they will effectively organize and conduct a Chapter of The American Society of Dowsers, Inc. Judiciously subserve the policies, purposes and ideals of said Society, and not otherwise.

Following are the signatures, names and addresses of the Charter Members of the proposed Chapter: (eight signatures required)

Dated at \_\_\_\_\_, the \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_

Initial Contact Person:

Please print name and address: (Signature on second line) (total: eight signatures)

1. \_\_\_\_\_  
\_\_\_\_\_
2. \_\_\_\_\_  
\_\_\_\_\_

\* Added to manual by Board, 8/2/99

8. Sample of the Chapter Annual Report to be filled out and sent to ASD Headquarters by January 31<sup>st</sup> of the following year.

### CHAPTER ANNUAL REPORT

This statement is required by Chapter VII, Section 5c, of the By-Laws of THE AMERICAN SOCIETY OF DOWSERS, INC

CHAPTER NAME \_\_\_\_\_  
PRESIDENT  
Name \_\_\_\_\_  
Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_ Zip \_\_\_\_\_  
Phone \_\_\_\_\_ E-mail \_\_\_\_\_

VICE PRESIDENT

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_ Zip \_\_\_\_\_  
Phone \_\_\_\_\_ E-mail \_\_\_\_\_

TREASURER

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_ Zip \_\_\_\_\_  
Phone \_\_\_\_\_ E-mail \_\_\_\_\_

SECRETARY

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_ Zip \_\_\_\_\_  
Phone \_\_\_\_\_ E-mail \_\_\_\_\_

CONTACT PERSON

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_ Zip \_\_\_\_\_  
Phone \_\_\_\_\_ E-mail \_\_\_\_\_

PERTINENT INFORMATION

IRS Non-profit Tax Exempt # \_\_\_\_\_  
Meeting place  
Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_ Zip \_\_\_\_\_  
Officers: How many years an ASD member. P \_\_\_\_ VP \_\_\_\_ S \_\_\_\_ T \_\_\_\_  
Number of members \_\_\_\_\_  
Number of guests \_\_\_\_\_  
Frequency of meetings: monthly \_\_\_\_ bi-monthly \_\_\_\_ other \_\_\_\_  
Fee structure: for members \_\_\_\_\_ guests \_\_\_\_\_  
Do your meetings generally consist of: speaker \_\_\_\_ dowsing activities \_\_\_\_ videos or  
dvds \_\_\_\_ other \_\_\_\_  
Do you pay your speakers? \_\_\_\_ how much? \_\_\_\_\_ by donation? \_\_\_\_\_  
Do you actively pursue membership, guests? \_\_\_\_\_  
Do you advertise your meetings? \_\_\_\_ radio \_\_\_\_ newspaper \_\_\_\_ e-mail \_\_\_\_ snail  
Mail \_\_\_\_ other \_\_\_\_\_  
Do you have or sponsor any events other than your meetings? \_\_\_\_\_  
Do you rent your meeting place? \_\_\_\_ how much? \_\_\_\_\_  
Do you have your own logo? \_\_\_\_\_  
Do you sell chapter T-shirts, bumper stickers, etc? \_\_\_\_\_  
Do you sell dowsing tools? \_\_\_\_ kits? \_\_\_\_\_  
Do you maintain a chapter library for your members? \_\_\_\_\_  
Is your chapter located in an urban community? \_\_\_\_ rural area? \_\_\_\_ population of  
nearest town or city \_\_\_\_\_

**VOLUNTEER HOURS** \_\_\_\_\_

Volunteer hours are defined as any time used to plan meetings or other chapter work related activities.

**FINANCIAL INFORMATION**

ASD can in no way access chapter funds. The information is necessary for office use only and is required by Federal law. If this information is not given, ASD could lose our tax exempt status.

**STATEMENT OF CONDITION**

**ASSETS**

Cash in checking account.....\$ \_\_\_\_\_

Cash in savings account.....\$ \_\_\_\_\_

Cash in petty cash fund.....\$ \_\_\_\_\_

Approximate value of office supplies.....\$ \_\_\_\_\_

Other (please specify).....\$ \_\_\_\_\_

**TOTAL ASSETS**.....\$ \_\_\_\_\_

Debts owed.....\$ \_\_\_\_\_

Other bills (please specify).....\$ \_\_\_\_\_

**TOTAL LIABILITIES**.....\$ \_\_\_\_\_

**NET WORTH** (assets minus liabilities).....\$ \_\_\_\_\_ \*Approved to be added January

25<sup>th</sup> 2014

**ASD Monies**

1. ASD shall use a "double entry" bookkeeping system according to presently accepted accounting practices.
2. Two signatures (Operations Manager and authorized ASD office staff member) are required on all HQ account checks. Book Store account checks will require the signatures of the Operations Manager and the Book Store Manager. All checks written in an amount over seven hundred dollars (\$700.00) require the signature of the Treasurer in addition to the Operations Manager's signature (for HQ account checks) and the Treasurer's signature in addition to the signature of the Operations Manager or Book Store Manager (for book store account checks). In unusual cases involving "time constraints" and deadlines that makes mailing checks to the Treasurer for his/her signature inconvenient, the Operations Manager may request special approval by phone from the Treasurer for the second signature on a check over \$700.00 to be that of the authorized office staff member or Book Store Manager (depending on which account the check is drawn from) rather than that of the Treasurer. In this case, this approval is to be followed-up with written proof of the check and receipt being mailed to the Treasurer by the Operations Manager.
3. All non-allocated contributions (unspecified funds) shall be deposited into the ASD general funds.
4. Any individuals including Chairpersons and/or Advisors seeking monies from the ASD Treasury shall do so in writing, setting for purpose for which the funds are to be used and the amount of monies sought. If this request is for something other than a budget item, a written proposal shall then be voted on by the Board of Trustees, and, if approved, the funds will be made available.
5. All persons required to handle funds and to sign checks shall be bonded through ASD's insurance coverage.

## Specialty List

1) A “Register of Dowsing Specialists” shall be established for Dowsters verified in the following categories:

Water  
Personal Well Being  
Lost  
Ancient Wisdom/Spirituality  
Earth Energies

2) Members of the American Society of Dowsters may apply to be listed on one or more of the Specialty Lists by submitting three references to the Specialty List Committee attesting to their success in each of the categories they would like to be listed in.

4) The Specialty Lists shall be used exclusively by ASD for all requested referrals.

## COMMITTEES

\* A committee is a group of one or more persons elected or appointed to consider or take action on a specific matter.

## COMMITTEE TYPES

1. Standing Committee. Created by a specific provision in the By-laws or through adoption of a motion or resolution and responsible for a certain field or department or work which requires continuous service. The committee remains in existence permanently or for the life of the assembly which establishes it.

2. Special, Select or ad hoc Committee. Created to serve a particular purpose. It may be created to investigate a matter and report the facts, to prepare recommendations and resolutions to carry out the recommendations, or carry out an order of the assembly. The committee is temporary and automatically goes out of existence when its work is done and its report has been given.

3. Committee of the whole. Device by which the entire assembly can debate a main motion or amendment as often and as many times as they can obtain the floor.

## RECOMMENDED SIZE

1. Size should be determined by the task. In some cases it is possible or better to have one person rather than a committee to represent an area of standing. A committee for action should be small and have only members who favor the undertaking. A committee appointed to investigate the merits of a proposal often needs to be larger and should include representatives of various points of view.

2. Size is usually an uneven number to simplify establishing the presence of a quorum and avoiding much

of the possibility of indecisive (tie) votes.

#### MEMBERS

1. Members are selected as provided in the By-Laws.
2. The President is an ex-officio member of all committees without vote.
3. The Executive Vice President may not represent a President in an ex-officio role as a committee member.
4. The maker of the motion to commit is often included among those appointed, particularly when that individual seems well informed about the matter with which the committee is concerned.

#### CHAIRPERSON

1. Selection.
  - a. When a committee is appointed by the president the chairperson will be the first person named.

\* Approved 4/20/96

  - b. When committee members are selected by a body other than the chair, that body has the right to designate a chairperson.
    - c. If no member is so named, the committee has the right to elect its own chairperson. In order to carry out this responsibility, the first-named member or the one receiving the highest number of votes calls the committee together and serves as temporary chairperson until the committee can choose its own chairperson.
2. Duties.
  - a. To see that all committee members, including the ex-officio members, are notified of the date, time, and place of every meeting.
  - b. To familiarize members with their exact duties and help them obtain information needed to accomplish the committee's purpose.
  - c. To plan committee meeting, open them on time, and conduct them in a businesslike but informal manner.
  - d. The chairperson is usually responsible for preparing and presenting the committee report.

#### MEETINGS

1. If the chairperson neglects to call a meeting, any two members have the right to do so provided all members, including the ex-officio members are notified.
2. Unless the committee has agreed to some other arrangement, the chairperson or any two members may then call additional meetings.
3. A quorum, which is a majority of members of the committee, unless specified otherwise in the By-Laws or by the membership, must be present for all meetings.
4. Meetings are informal.
  - a. Every member is expected to participate, including the chairperson.
  - b. Motions need not be seconded.
  - c. Motions to limit or close debate are not allowed.

5. Any time after a matter has been settled but before the committee's final report is presented, a committee decision can readily be reconsidered, Provided a member who did not vote with the losing side (including absentees and those who did not vote) moves to reconsider the committee vote.

a. A two-thirds vote (2/3) is required for reconsideration unless all who originally voted on the winning side are present or have been notified that the reconsideration will be moved in which case only a majority vote is required.

b. There is no limit to the number of times a question can be reconsidered.

#### ATTENDANCE

1. Only members of a committee have the right to attend its meetings.
2. Others who request permission to express their views should be allowed an opportunity to be heard.
3. Also, knowledgeable members should be invited to bring needed information and advice.
4. All such visitors are expected to depart before the committee begins its deliberations and takes action.

#### RECORDS

A committee is not required to keep minutes of its meetings. The chairperson or elected Recorder should take notes, however, to enable the committee to continue its work in the next meeting and also to help in preparation of its report.

#### COMMITTEE REPORTS

1. Every committee, even one authorized by the membership to act in its name, must report to the body which created it.

a. The committee is not an entity unto itself.

b. Roberts Rules of Order Newly Revised (page 417) defines a report as 'an official statement, formally adopted within the reporting body, informing the assembly of action taken or recommended, or information obtained'.

2. The report can, ordinarily, contain only that information which is approved by a majority vote at a properly called meeting and at which a quorum is present.

a. However, if holding a meeting is completely impractical, the committee can report information and resolutions which have been agreed to by every member of the committee.

b. Also, if traveling distance is a problem and the committee was appointed with the expectation that its work would be done by correspondence, its report must be limited to what has been agreed to by a majority of its members.

3. A report may be signed by the chairperson with authorization from the committee or by all members who are in agreement with its contents. When signed by the chairperson alone, he must add Chairperson after his or her name.

4. The minority of any committee who do not agree with the report can prepare a separate report and request permission to present it.

a. Such presentation may or may not be heard and requires a majority vote.



- b. The report is for information only. no action can be taken unless a motion is made to substitute it for the report of the committee.

## ANNUAL REPORTS

1. Annual reports have a twofold purpose:
  - a. to summarize, for present members, what the organization has accomplished during an administration; and
  - b. to record, for future members, what has gone on in the past.
2. Reports and related Procedure are indispensable as aids in assuring a smooth flow of continuing activity from one administration to the next. In an efficiently operated, Society, these are prepared by every officer and standing committee chairperson.
3. A good annual report is:
  - a. brief, clear, complete, selective; including only significant details, yet recording all relevant; organized; presented by topics, following a pattern of paragraphs arranged in terms of responsibilities, related to activities, etc; or
  - b. summarized in terms of a month by month calendar of responsibilities and related activities within each time period.
4. A report which is to be published should be printed exactly as it was presented, unless changes have been made by the membership in which case the printed copy should clearly indicate what the changes are.

## FILES

Copies of the final or annual report, Policy and Procedure guidelines, or anything else that would be considered the 'history' of a committee should be filled and available at ASD Headquarters.

## RECOMMENDED STANDING COMMITTEES

### 1. PERSONNEL COMMITTEE

- \* a. Shall include the President, Executive Vice President, Secretary, Treasurer and other persons at Presidential discretion, in cooperation with the OM.
- b. Duties usually include:
  - (1) Preparation of personnel practices and staff job descriptions.
  - (2) Establishment of salary ranges and qualifications for staff positions.
  - (3) Review of these policies and practices annually.
  - (4) Making recommendations to the Board of Trustees for changes in (1), (2) or (3) above.
  - (5) Making salary adjustments. \*\* Consideration is to be made yearly to adjust salaries in accordance with the Consumer Price Index (CPI) in consideration of personal performance.
  - \*\*\*(6) Providing the Operations Manager yearly evaluation by November or as soon thereafter as the CPI is published.
  - (7) Acting as the arbitrator in personnel disputes.

\*\* The above duties (1-5) to be performed on or before the day of the Annual Meeting.

\* Approved at Board Meeting, 4/8/98

\*\*Approved by Personnel Committee, 4/23/99

\*\*\*Approved at Board Meeting, 4/19/2000

## 2. NOMINATING COMMITTEE

Selection, purpose, function, and duties are provided in Chapter IX, Section 1 of the ASD Constitution and By-Laws.

## 3. BUILDING AND GROUNDS COMMITTEE

Responsible for:

- a. Looking after building and grounds.
- b. Long range planning for the acquisition, renovation, repair and maintenance of the Society's facilities.

## 4. FUND RAISING COMMITTEE

Responsible for organizing and directing fund raising activities for the Society.

## 5. SCIENTIFIC COMMITTEE

1. The Scientific Committee proposes concepts and procedures under scientific conditions, acts as a clearing house for procedures and approaches suggested by the membership and coordinate the dissemination of information.

2. The Scientific Committee would present to the Trustees the following:

- a. Recommend appropriate methods and overall framework for the study of dowsing, knowing that these recommendations would be updated as appropriate.
- b. Propose methods that would develop effective long-term studies to scientifically quantify, and thus enhance, dowsing skills.
- c. Propose methods to scientific researchers for controlled studies that would document verifiable targets, such as veins of water.
- d. Propose ways to create awareness in the academic community to study how dowsing works and develop instrumentation to measure the accuracy of dowsing.
- e. Propose approaches to measure the dowsing response up to and including its role in the personal evolvment of the dowser.

3. The Scientific Committee is a clearing house for scientific matters pertaining to developing effective procedures and programs to develop appropriate scientific studies of dowsing. The Scientific Advisor will offer reports and proposals to the Board of Trustees and the Membership.

## 6. EDUCATIONAL COMMITTEE

1. The Educational Committee proposes concepts and procedures in educational matters, acts as a clearing house for procedures and approaches suggested by the membership and coordinates the dissemination of information.

2. The Educational Committee would present to the Trustees the following:

- a. Recommend appropriate methods and overall framework for the teaching of

dowsing, knowing that these recommendations would be updated as appropriate.

b. Propose methods that would develop effective long-term attitudes by which to use the dowsing skill.

c. Propose methods for training beginners to learn to find immediately verifiable targets, such as veins of water.

d. Propose ways to create effective awareness of the many immediate, practical uses of dowsing beyond locating a vein of water.

e. Propose approaches for developing awareness of the more subtle uses of dowsing, up to and including its role in the personal involvement of the dowser.

3. The Education Committee is a clearing house for educational matters pertaining to the teaching and learning of dowsing and in developing appropriate and effective Procedures and programs. The Education Committee will offer reports and proposals to the Board of Trustees and the Membership.

## 7. ADVERTISING AND MARKETING COMMITTEE

1. The Advertising /Promotion Committee shall report to the Board of Trustees.

Their primary directive is to co-ordinate all of A.S.D.'s advertising and marketing programs.

The Committee will investigate and make recommendations directly to the Board as to where and when we should invest in advertising and marketing to attain our goals of increasing membership, gaining revenue, and serving our current membership. \*Approved January 28<sup>th</sup> 2014

### \* **WATER FOR HUMANITY FUND (WFHF)**

#### 1. General

- a. The Mission of the ASD Water For Humanity Fund (WFHF) is to empower others by funding the development of dug or drilled wells and other aspects of water resources and recovery in areas of critical need. Equally, our goal is to further the educational mission of the ASD by demonstrating and teaching the practicality of dowsing and to increase the credibility of this valuable art.
- b. The purpose of this Policy & Procedures statement is to provide a guideline for ensuring the continuity of managing the WFHF.

#### 2. Detailed Procedures

##### a. ASD Headquarters Responsibility

- (1)The WFHF is a subsidiary organization of the American Society of Dowsers, Inc.
- (2)The OM shall receive all monies related to the WFHF, such funds shall be immediately deposited to the WFHF account, and a copy of each check and cash accounting record (including names and mailing addresses for each donation) shall be forwarded to the WFHF Treasurer.

##### b. Committee

- (1) The WFHF Committee shall consist of:

- (a) Two current ASD Trustees (selected by the Trustees)
- (b) One current ASD Convention Committee Member (selected by the Convention Committee)
- (c) Six ASD Members-At-Large and, when an opening occurs in the current configuration of the WFHF Committee in this area, the Committee may advertise for applicants in the Digest and/or the WFH E-newsletter, inviting members to apply to fill the position. Each applicant must submit a letter explaining his/her vision for the Committee, what talent(s) s/he can bring, and what project(s) s/he may wish to pursue while on the Committee. These letters shall be retained to form a resource for future selection of Members-at-Large. The remaining members of the WFHF Committee shall review the applications on file and select by vote the person they consider best qualified to fill the empty position.
- (d) The Committee may appoint non-voting Advisors as deemed necessary and they may attend WFHF Committee meetings.

### 3. Committee Responsibilities

- a. The President shall appoint a Chairperson. The Committee shall elect a Secretary and Treasurer. This group of people shall be known as the WFHF Executive Committee.
- b. This Committee shall meet as a body in person at the ASD Annual Convention. The fall and spring meetings shall take place either at the ASD Headquarters in Danville, VT or by teleconference. All other communications will take place by phone, mail, and or e-mail. The WFHF Executive Committee shall have the option to call other meetings as necessary.
- c. The Committee is responsible for making decisions regarding the disbursement of non-restricted funds and the timing of disbursement of restricted funds.
- d. Members on the WFHF Committee may form and maintain a sub-committee for the purpose of grant writing. This sub-committee shall include the Secretary or his/her designee and coordinate potential grants with the WFHF Treasurer (for reporting requirements.) This sub-committee will coordinate its activities with those of the ASD Grant Writing Committee.

### 4. Committee Chairperson Responsibilities

- a. Assemble the Committee either in person or by teleconference, conduct meetings, and assign a Raffle Chairperson from the ASD membership who is willing to coordinate with the Annual Convention Committee.
- b. The Chairperson, or his/her representative, shall present the Committee's Annual Report at the Annual Convention; this Annual Report will then be reported to the general membership by publishing it in the Digest.
- c. On an annual basis, the Chairperson should consider presenting awards in the following categories:
  - (1) To the ASD member, foreign or domestic, whose contribution and support best represent the spirit of the WFHF.
  - (2) To the ASD Chapter whose contribution and support best represent the spirit of the WFHF.
  - (3) To the non-profit organization, foundation, non-ASD individual, church or civic group whose contribution and support best represents the spirit of the WFHF.
  - (4) To the corporation whose contribution and support best represents the spirit of the WFHF.

### 5. Committee Secretary's Responsibilities

- a. Prepares and distributes the Agenda for each meeting.
- b. Records minutes at each meeting and distributes copies to all Committee members for review.
- c. Handles correspondence and responds to all requests for grant application materials.

- d. Receives all proposals, and copies, distributes or forwards them as needed to all Committee members.
  - e. Copies and distributes to all Committee members any final project reports or relevant correspondence.
  - f. Updates records of correspondence and the WFHF history timeline.
  - g. Prepares the WFHF Annual Report for the Chairperson's oral presentation at the Annual Convention and for publication; this is in conjunction with the Treasurer's report.
  - h. Prepares updates on WFHF activities for periodic publication for the benefit of the general membership.
  - i. Participates in the Committee's grant writing activities.
  - j. Participates, in person or through his/her representative, in the WFHF portion of the ASD web page design and keeps the web page information up-to-date.
  - k. Maintains the WFHF brochure, letterhead, and all working documents.
6. Committee Treasurer's Responsibilities
- a. Receives records of all monies (including names and mailing addresses for each donation) from the ASD office.
  - b. Keeps appropriate financial records.
  - c. Writes thank you notes and written acknowledgement of monetary donations suitable for use as income tax deductions.
  - d. Prepares the WFHF financial statement for inclusion in the WFHF Committee's Annual Report for presentation at the Annual Meeting and for publication in one of the ASD's official periodicals; this is in conjunction with the WFHF Secretary's report.
  - e. Gives financial reports to the Committee at all three of the required meetings during each calendar year.
  - f. Updates the "Levels of Support" document for annual publication recognizing contributors in different categories and for advising the Chairperson on donor awards.
7. Raffle
- a. To be held during the annual ASD convention utilizing donated gifts as prizes.
  - b. Should any ASD Conference choose to hold a Raffle or other fund-raising event, where it is not prohibited by law, for the benefit of the WFHF, the proceeds from the Raffle or other fund-raising event shall be sent to the OM as soon as possible after the end of that Conference or event. Recognition of the effort shall be announced at the Annual Meeting.
8. Raffle Chairperson's responsibilities
- a. Organize and promote the WFHF raffle held at the Annual ASD convention.
  - b. Solicit volunteers, and coordinate volunteers to solicit prizes for daily raffles. Lists are to be kept of all prizes collected with each donor's name. A master list of donors' names will be made available at the raffle table.
  - c. Be responsible for collecting and "holding" all prizes until the raffle.
  - d. Submit regular reports to all WFHF Committee members regarding the status of all raffle activities.
  - e. Coordinate volunteers to sell raffle tickets at the Annual Convention.
  - f. Be responsible for sorting prizes for daily raffles. All collected prizes are to be divided and assembled prior to each evening raffle.
  - g. Be responsible for coordinating the overall functioning of the evening raffle, including necessary volunteers to take charge of the drawings.
  - h. All proceeds shall be presented to the OM for deposit in the WFHF account in a timely fashion.
  - i. Supply donors with a written acknowledgement of the receipt of the raffle prize donation.

## 9. Funds

- a. Non-Restricted Funds are defined as monies donated, granted, or bequeathed to the WFHF for those beneficial purposes as deemed appropriate by Committee.
- b. Restricted Funds are defined as monies donated, granted or bequeathed to the WFHF for specific purposes as designated by the donor.
- c. Management of Funds
  - (1) All monies received for the WFHF shall be placed in an interest bearing savings and/or checking account separate from any non-WFHF accounts.
  - (2) An accurate record must be maintained at ASD Headquarters, and by the WFHF Treasurer, of:
    - (a) Donor's name and mailing address.
    - (b) Donor's specified intent for any personal acknowledgment.
    - (c) Donor's specified intent of any donation, bequest, gift, etc.
    - (d) Amount and/or description of contribution.
    - (e) Date that contribution was received.
    - (f) Recipients name and check number.
    - (g) Date and amount of transaction; reason for transaction.
  - (3) No donation to the WFHF may contain restrictions that limit, in any manner, the ability of the WFHF Committee to disburse any other available funds obtained from any other source.

## 10. Awarding of Grants

- a. Each project is to be assessed individually
- b. Recipient's Project Qualification
  - (1) Project must be located in a developing country, or an area of need.
- c. Recipient's Responsibility
  - (1) Provide a detailed project proposal including maps and other confirming documents.
  - (2) Acknowledge the receipt of any funds to the Secretary of the Committee within 30 calendar days of receipt.
  - (3) Manage the funds and conduct the project in good faith, according to WFHF guidelines, and submit a project completion report in a timely fashion.
  - (4) A field liaison may serve as a representative between the WFH Committee and the recipient organization.

## PRESENT ASD COMMITTEES AND/OR ADVISORS

### 1. Appointed by the President.

- a. Convention Committee Chairperson
- b. Dowsing School Directors, Basic and Expanded
- c. Dowsing of the Year and Register of Recognition Committee (s) of three (3) members, not necessarily Trustees
- d. Galen O Hutchison Scholarship Committee
- e. Membership Committee
- f. Scientific Affairs Committee
- g. Building and Grounds Committee
- h. Fund Raising Committee
- i. Scientific Committee
- j. Education Committee

- k. Advertising and Marketing Committee
- 2. Deleted 1/15/14
- 3. Appointed by the Regional Coordinator and President  
Nominating Committee of seven (7) ASD members who are not Trustees.
- 4. Appointed at the Annual Membership Meeting  
Auditing Committee of at least three (3) ASD members.
- 5. Other Committees

## FEES

### \*1. Regional Conferences

a. All regional conferences shall give ASD \$2.00 per registered attendee, paying or not paying. Payment to ASD should be accompanied by a full registration list, within 45 days of the end of the conference. This is to be effective January 1, 2008.

\* Approved 10/2/2007

\*2. Sanctioned/sponsored Events - Approved events shall encompass all events such as regional conferences and workshops for which ASD provides one or more of the following services;

a. Service A

1. A listing of the event will be placed in *The Dowsers Network* and/or the Quarterly Digest under ASD Schedule of Upcoming Events.

Approval Authority: Operations Manager

Charge: None

b. Service B (For events such as conferences)

1. Use of the Society name in conjunction with a particular event is authorized.

Approval Authority: ASD Board

Charge: As in Fees #1 above.

2. Certificate of insurance, if available, will be provided upon request when the event is authorized as above

Approval Authority: Operations Manager

Charge: Cost of insurance, if any.

c. Service C (For events such as weekend, pre and post convention workshops.)

1. A one-half to one-page description of the event including a registration form will be placed in one or two issues of *The Dowsers Network*. The registration form will provide for the entry of attendee information and list the fees.

3. The ASD staff may receive the payment of fees and, as required, arrange for refreshments; i.e. lunch.

4. ASD Dowsers Hall or a nearby facility may be provided for the event.

Approval Authority: Operations Manager

Charge: 25% of gross profit plus cost of nearby facility, if required.

Services will be requested in writing, and approval or disapproval stated in writing.

\* Approved 7/28/97

#### NOMINATING COMMITTEE GUIDELINES (approved 2/29/04)

Procedures to be used in the selection of Nominating Committee members and their duties are included in the ASD By-Laws (see Chapter IX Elections). The following information, clarifications, options, guidance should also be used. (note: as of date of approval 2-29-04, an accompanying By-Law change was pending)

#### PART I

##### NOMINATING COMMITTEE SELECTION

C. The By-Laws provide for a seven (7) member nominating committee, made up of ASD members in good standing, to nominate candidates to run for the Board of Trustees.

D. While serving on the Nominating Committee, a member may be eligible for election to the Board of Trustees.

E. Members of the Nominating Committee are to be familiar with their duties and responsibilities, as well as the duties, responsibilities, obligations, etc. of ASD Trustees and Officers. The ASD Operations Manager, will provide committee members with a current copy of the ASD By-laws, and the Policy and Procedures Manual. The relevant parts (at least the Nomination section) may be separately copied or highlighted for the convenience of the members.

F. Trustees and elected Officers shall not serve on the Nominating Committee, but may confer individually and/or collectively with any or all of the members of said committee. (By-Laws, Chap IX, Sec.4)



## PART II NOMINATION PROCESS

The Nominating Committee shall use these guidelines, relevant By-Laws and the ASD Policy and Procedures Manual, in their selection of a suitable and qualified slate of candidates for presentation to and use by the General Membership in the Trustee election process.

The Nominating Committee shall select candidates from eligible ASD members, whose names, accompanied by reasons for the recommendation have been presented to the Committee in writing. (see *Solicitation Letter*)

- A. The Nominating Committee shall recommend at least ten (10) eligible and well qualified candidates for consideration. The slate of candidates should, if possible, contain the names of nominees from each of the Society's six (6) Regions, to insure proper representation for all members.
- B. All Committee deliberations, findings, conclusions are confidential and the names of those selected for nomination shall not to be made until the list of candidates is conveyed to Office Manager

The Nominating Committee shall evaluate the qualifications, past and more recent contributions, and future potential of prospective candidates and seated Trustees who have stated in writing they wish to be considered for nomination. Nominees should be examined, in part, as to the amount of time and energy spent, and their active involvement in advancing dowsing, the Society and its members. This should include chapter, regional and national levels, through committee work, task force activities, lectures, workshops, as well as news media, writing articles published in the *Digest*, and the *Dowsers Network*.

The Chairperson, and members of the Nominating Committee have a reasonable measure of freedom and latitude in establishing the internal Procedures that they will use in selecting a slate of qualified nominees for election to the Board of Trustees

In its quest for well qualified candidates, the Nominating Committee shall use all the practical tools and methodologies at its disposal. For example, interview prospective candidates and interested Trustees via telephone, email or in person. Consult other ASD members who are well acquainted with a candidate, to get their views and opinions, and dowsing the candidate's suitability on a variety of pertinent issues. Consider having a list of interview questions to be asked of all prospective candidates. To further assist the Committee, the *Prospective Trustee Questionnaire* is to be completed by each nominee, signed and returned to the Committee, by a stated time.

Note:

1. A good dowser or a good presenter does not necessarily make a good Trustee.
2. Nomination of a seated Trustee is not automatic - it is based on their significant contributions to ASD, its leadership and its members, as well as the demonstrated ability and willingness to serve as a working member of the board

## PART III RECOMMENDED INTERNAL PROCEDURES / TIME REFERENCE GUIDELINES

1. Within thirty (30) days of being appointed to the Committee, members will elect a Chairperson.
  2. The ASD Operations Manager will issue each Committee member a current copy of the ASD By-Laws, Policy and Procedures Manual, within one week of Committee selection. The Chairperson will request that each member become familiar with, and understand, the contents of these documents that are crucial to their duties and responsibilities.
- B. No later than three months prior to nominations being due, the Committee will begin a campaign to alert all members of the Society that the Nominating Committee is soliciting nominations for Trustees from their

respective chapters and regions. The Committee Chairperson will coordinate with the ASD Operations Manager, the ASD National Chapter Secretary, the Editors of both the *Digest* and *The Dowsers Network*, etc. as appropriate, to insure the message gets publicized at all levels of the Society, including chapters.

- C. A *Solicitation Letter for Nominees for Election to the Board of Trustees* shall be sent to all Trustees, Regional-Coordinators and Chapter Presidents with a request for nominations from qualified ASD members. It is expected that the Solicitation Letter will be distributed widely to qualified members.
- D. Upon receipt of nominations for Trustee from an ASD member, the Committee Chairperson shall forward that data to all members of the Committee, and send each nominee, including interested Trustees, a *Nominee Congratulations Letter*, and a *Prospective Trustee Questionnaire*. The Nominee will be directed to complete, sign, and return the questionnaire to the Chairperson, by a specified date (approximately three (3) weeks).
- E. The Chairperson will forward to Committee Members copies of all correspondence, completed questionnaires, together with any other compiled data relevant to nominees, special instructions, suggestions, and guidelines, triggering the evaluation process.
- F. Committee members shall, as a group, using ASD Policy and Procedures, guidelines and tools such as form letters, selection criteria, measurement devices, review and evaluate the qualifications and potentials of each candidate. Members may use mail, email, telephone, and private meetings during Regional Conferences etc. At least 14 weeks before ballot distribution, there shall be a proposed slate of nominees for review by the whole Committee.
- G. The Committee shall, approximately 13 weeks prior to ballot distribution, end its deliberations, and prepare a finalized slate of Candidates for the Board of Trustees.
- H. The Chairperson of the Nominating Committee shall, at least 11 weeks before ballot distribution, notify each candidate, in writing - this may be by email, fax or postal mail, and inform them of their acceptance or rejection as nominees. At the same time a biographical sketch shall be requested from all accepted nominees. The Committee Chairperson shall receive that sketch at least 8 weeks prior to ballot distribution
- I. The Chairman of the Nominating Committee shall, at least 45 days prior to ballot distribution, present the slate of candidates, in writing, to the Secretary of the Board of Trustees who shall immediately present a copy of the list to the Operations Manager.
- J. The Nominating Committee shall review, edit and approve each candidates biographical profile.
- K. The Office Manager shall include candidate profiles in the ballot and information sent to each member The ballot shall be mailed by first class mail, at least 60 days prior to the election date. Ballots are to be received by ASD by election deadline. Elected trustees shall be notified by phone if possible, and, in writing at least six (6) weeks prior to the Annual Meeting.
- L. It is suggested that election results be posted on the ASD website after notification of all candidates has been attempted.

*FORMS (may be sent by the most reasonable and convenient manner)*

*To further assist the committee the following letters and questionnaires are provided.*

- 1 *Solicitation Letter for Nominees for Election to the Board of Trustees*
- 2 *Criteria for Nominees - chart*
- 3 *Nominee Congratulation Letter*
- 4 *Prospective Trustees Questionnaire*

SOLICITATION LETTER for Nominees for Election to the Board of Trustees

4. The Nominating Committee of American Society of Dowsers invites chapters and members to submit the names of members in good standing that they consider highly qualified candidates to become members of the Board of Trustees.
5. The following requirements, qualities and criteria, are deemed important in the consideration of a member for the Board of Trustees:
  - a. at least 18 years of age
  - b. a U. S. citizen
  - c. a thorough understanding of the basic concepts of dowsing
  - d. a history of active involvement at chapter and higher organizational levels promoting the cause of dowsing
  - e. a reasonable, logical, practical and open mind
  - f. able to bring in special skills, knowledge, aptitudes e.g., finance, marketing, management, computer science, engineering, etc.
  - g. ability to grasp the challenges confronting ASD, and to make decisions effectively
  - h. ability to work efficiently and harmoniously with others in a group setting
  - i. has the time, energy and financial resources to attend all Trustee Meetings, ? [Note: There have previously been two (2) meetings at the Annual Conference, one before the Conference, one after the Annual Meeting, and at least 2-3 other meetings during each year. These meetings may be anywhere in the country. For example for 2003-2004, meetings were held in Vermont, Arizona, and Washington state. Recently, to get the business of the Board accomplished and to reduce the expense and time of travel for Trustees, some meetings have been teleconferences]
6. The recommendation must be in writing, citing the reasons for the nomination, and containing a statement that the nominee has expressed a willingness to serve. People may not nominate themselves. Please provide their name, address, email, phone(s) and fax. Note: a copy of the *Prospective Trustee Questionnaire* is located at the ASD web site: [www.dowsers.com](http://www.dowsers.com)

Please send information on your nomination for Trustee as soon as possible, to be received by (date) \_\_\_\_\_  
to: (name) \_\_\_\_\_

Chairperson, Nominating Committee

(address) \_\_\_\_\_

\_\_\_\_\_ email: \_\_\_\_\_ fax \_\_\_\_\_

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For Members without email the following Post Card may be used to solicit nominations.  
**HELP CREATE THE FUTURE OF A.S.D.**

**Now is your opportunity to take a vital role in steering ASD into a bright future!**

Do you know a highly qualified member that you would like to nominate as a candidate for the  
 ASD Board of Trustees?

If so, we want to hear from you!

**The 2011 ASD Nominating Committee**

Candidates need to have the dedication to serve and the time, energy, and resources to attend all Trustee and Committee meetings - most all of which are held via teleconference. In-person attendance is required at the Annual Convention & may be requested at other times. Candidates must have access to email and be able to participate in monthly phone meetings.

Send your written recommendation citing your reasons for your nomination with a statement that your candidate has expressed a willingness to serve.

A copy of the letter listing the necessary qualifications, the prospective trustee questionnaire, and copies of our by-laws and the policy & procedure manual are found on [www.dowsters.org](http://www.dowsters.org) under Dowser Resources. Or feel free to call the ASD office at 802/684-3417 for a copy.

**Send your nominee's name, address, email, and phone number before September 28, 2010 to: 2011 Nominating Committee, ASD, 184 Brainerd St., P.O. Box 24, Danville, VT 05828**

#### CRITERIA FOR NOMINEES

	Question – This candidate...	A- Meets all criteria  76-100%	B – Meets most of the criteria  52-75%	C- Meets some of the criteria  26-50%	D – Meets little or none of the criteria  0-25%
1	Is a member in good standing of ASD				
2	Is knowledgeable about dowsing				
3	Is reasonable				
4	Is logical				
5	Is practical				
6	Is open minded				
7	Has a history of active involvement at chapter and higher organizational levels promoting the cause of dowsing				
8	Is able to bring in special skills, knowledge, aptitudes e.g., finance, marketing, management, computer science, engineering, etc.				
9	Has the ability to grasp the challenges confronting ASD and to make				

	decisions effectively				
10	Has the ability to work efficiently and harmoniously with others in a group setting				
11	Has the time, energy and financial resources to attend all Trustee Meetings				
12	(current trustee) Full Meetings attended in the current term e.g. #____of total # .				
13	(current trustee) # regional conferences attended in current term				
14	(current trustee) will contribute to and enhance leadership of ASD and its members				
15	(current trustee) has significantly contributed to and worked on committees for the benefit of ASD				

NAMES and phone numbers of references

1. \_\_\_\_\_ Phone: (\_\_\_\_) \_\_\_\_\_
2. \_\_\_\_\_ Phone: (\_\_\_\_) \_\_\_\_\_
3. \_\_\_\_\_ Phone: (\_\_\_\_) \_\_\_\_\_

Notes/discussion

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NOMINEE CONGRATULATIONS LETTER

FROM Chairperson, Nominating Committee to Nominee –

Date

Name

Address

SUBJECT: Nominee for ASD Trustee

Congratulations on having been nominated by (name)\_\_\_\_\_ as a candidate for American Society of Dowsers Board of Trustees, for the next two (2) year term

Thank you for your interest and stated willingness to serve in this vitally important office of the American Society of Dowsers and its members.

The Nominating Committee is currently reviewing your nomination. In the member's letter recommending you, we received some information about your qualifications. Please provide additional information in the attached PROSPECTIVE TRUSTEE QUESTIONNAIRE, sign it and return it to me by (date)\_\_\_\_\_.

Sincerely,

(name)\_\_\_\_\_

Chairperson, Nominating Committee

Address:

fax:

email:

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PROSPECTIVE TRUSTEE QUESTIONNAIRE  
(A copy of the Prospective Trustee Questionnaire is located  
at the ASD website [www.dowsers.org](http://www.dowsers.org) under Dowsers Resources)

(Current trustees see PART II)

PART I

NAME \_\_\_\_\_  
PHONE \_\_\_\_\_ EMAIL \_\_\_\_\_ FAX \_\_\_\_\_  
ADDRESS \_\_\_\_\_

I am 18 years of age or older. Yes \_\_\_\_\_ No \_\_\_\_\_

U.S. CITIZEN (Nominees must be citizens of the U.S.A.) Yes \_\_\_\_\_ No \_\_\_\_\_

NOMINATED BY

Name \_\_\_\_\_  
Address \_\_\_\_\_  
Phone \_\_\_\_\_ Email \_\_\_\_\_ Fax \_\_\_\_\_

*Please use additional sheets as necessary*

1. Number of years of active dowsing \_\_\_\_\_

2. Explain your knowledge of and practical experience in the field of dowsing  
\_\_\_\_\_

3. Explain why you want to become a Trustee of ASD \_\_\_\_\_  
\_\_\_\_\_

4. What makes you proud of what ASD is doing \_\_\_\_\_

5. Number of years as a member of ASD \_\_\_\_\_

6. Are you a member of an ASD Chapter Yes \_\_\_\_\_ No \_\_\_\_\_ If yes:  
Chapter name \_\_\_\_\_  
Positions held \_\_\_\_\_  
Chapter accomplishments in which you took part \_\_\_\_\_

7. If you do not belong to a chapter: What accomplishments or contributions have you made for the betterment of ASD and your community

8. Have you attended ASD-sponsored Regional Conferences Yes \_\_\_\_\_ No \_\_\_\_\_  
If Yes, Where \_\_\_\_\_ When \_\_\_\_\_

9. Have you attended the ASD National Convention Yes \_\_\_\_\_ No \_\_\_\_\_  
If Yes, When \_\_\_\_\_

10. Have you been a speaker at the National Convention and/or Regional Conferences  
Yes \_\_\_\_\_ No \_\_\_\_\_ If Yes, Where \_\_\_\_\_ When \_\_\_\_\_  
What were your subjects \_\_\_\_\_

11. Have you ever held a national position with ASD (Such as appointment to national committee(s) like Auditing, Nominating, or Awards, etc, or Regional Coordinator.)  
\_\_\_\_\_

12. Have you received any awards from ASD Yes \_\_\_\_\_ No \_\_\_\_\_  
List, describe, the award(s) \_\_\_\_\_

13. Will you have both the time and financial resources to attend all of the Trustee meetings held each year Yes\_\_\_\_\_No \_\_\_\_\_

Note: There are a minimum of two meetings held at the Annual Convention that require physical attendance. One is before the Convention and one is after the Annual Meeting. Others are called as needed at Convention or at other sites anywhere in the country. Convention and travel expenses are not reimbursed by ASD. Most meetings are conducted by conference call. All phone charges are the responsibility of the trustee.

14. Will you have time to fulfill your responsibilities as a Trustee Yes\_\_\_\_\_No \_\_\_\_\_

15. List and briefly describe past positions, similar to that of ASD Trustee, that you have held (include approximate dates), and how those experiences prepare you for being an ASD Trustee \_\_\_\_\_

16. Explain how your interpersonal relationship skills and ability to work harmoniously with others in a group setting would benefit the Board of Trustees, ASD and its members  
\_\_\_\_\_

17. Explain how you can/will make a positive contribution to the leadership of the Society and its members \_\_\_\_\_

18. Explain what other supportive specialized knowledge, experience, expertise and aptitudes you offer in such areas such as management, finance, accounting, human resources, law, marketing, advertising, science, engineering, parliamentary procedures, etc.  
\_\_\_\_\_

19. What committees (for example Convention, Membership, Scientific Affairs, Building and Grounds, Fund Raising, etc.) would you consider being an active part of. Why  
\_\_\_\_\_

20. What By-Laws, Policies or Procedures should be changed, if any, and why  
\_\_\_\_\_

21. What about ASD would you change. Why \_\_\_\_\_

22. Provide, as a reference, at least one member of the current Board of Trustees familiar with you and your qualifications who we may call

Name \_\_\_\_\_

Phone number \_\_\_\_\_

E-mail \_\_\_\_\_

Address \_\_\_\_\_

23. Provide, as references, three (3) people who are not Trustees who we may call

Name \_\_\_\_\_

Phone number \_\_\_\_\_

E-mail \_\_\_\_\_



Address \_\_\_\_\_

Name \_\_\_\_\_

Phone number \_\_\_\_\_

E-mail \_\_\_\_\_

Address \_\_\_\_\_

Name \_\_\_\_\_

Phone number \_\_\_\_\_

E-mail \_\_\_\_\_

Address \_\_\_\_\_

Note: Being a Trustee is not just an honor, it is a large responsibility. The first meeting of a term is a working meeting. All trustees must have a strong working knowledge of the By-Laws, and the Policy and Practices Manual, and be able to knowledgably discuss items on the agenda. Some meetings are teleconferences or are held at a specific location with the possibility of additional persons attending by telephone. Trustees communicate as much as possible by email. All Trustees are expected to have email access and to attend all of the meetings.

## PART II

### FOR CURRENT TRUSTEES

Would you like to continue to serve as an ASD Trustee Yes \_\_\_\_\_ No \_\_\_\_\_

If your answer is Yes, please answer the following additional questions.

1. Briefly explain your contributions, accomplishments and actions taken during your current 4 year term, which enhanced the Board of Trustee Meetings, the Society, and the membership-at-large \_\_\_\_\_  
\_\_\_\_\_

2. Which committees have you actively served on during this the current term  
\_\_\_\_\_

3. How many Trustee meetings have you attended during your current tenure as a Trustee In person \_\_\_\_\_ Telephone conferences \_\_\_\_\_

4. How many National Conventions and Regional Conferences did you attend during your tenure as Trustee Where and When National \_\_\_\_\_ Regional \_\_\_\_\_

5. If re-elected, detail how you will contribute to and enhance the leadership of this Society and its members \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

I certify that the above information is true.

Signed \_\_\_\_\_ Print Name \_\_\_\_\_ Date \_\_\_\_\_

*Please return this questionnaire and any additional requested information, to the Nominating Committee representative below no later than (date) \_\_\_\_\_*

Name (NC Rep.) \_\_\_\_\_

Address \_\_\_\_\_

Email \_\_\_\_\_

Fax \_\_\_\_\_

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## APPENDIX

BALLOT COMMENTS – this should be on the ballot sheet, in an obvious place.

A ballot is valid if:

1. it is received by the due date
2. you are a member in good standing, of ASD, at the date of mailing ballots to members
3. The supplied return envelope is used
4. no more than 7 persons have been voted for
5. the votes are legible and understandable

Before you vote, be knowledgeable about the candidates, beyond the short piece of information provided on each candidate. Here's an opportunity to dowse for the candidates that will be significantly contributing members of the Board of Trustees and be effective in furthering dowsing and the goals and mission of the American Society of Dowsers.

Voters should ask and know about all candidates:

- 1 What has the nominee done for ASD?
- 2 What will the nominee, as a Trustee, actively do for ASD?
- 3 Voters should ask of all current trustees
  - How effectively have they worked with their fellow Trustees?
  - Did they attend and participate in Trustee meetings outside of those held at the Annual Convention How many in person? How many by telephone conference?

This information should be gathered in person, by phone and/or by email, not only by casual reference.

Time Path For ASD Nominations And Elections

ACTION	Timing/ actions Guideline	62 week time table- Example 2004 -2005
NOMINATING COMMITTEE		
Appoint Committee	(2 wks to elect chair)	62 -- mid April 04
Elect chairperson	Within 30 days of committee appointment	60 -- last wk April 04
Issue by-Laws and PPM to committee members	Within 1 week after committee appointed	58 – mid May 04
Start campaign to alert members, and solicit nominations	(3 months to nominations due)	48 – 2 or 3 wk July
Nominating letters due to (whom) by (when)		36 – 2 <sup>nd</sup> wk Oct 04
Cover letter and questionnaire to all potential candidates	+3 wks to return	34 – 3 <sup>rd</sup> wk Oct 04
Bios due to Chair		31 – 2 <sup>nd</sup> wk Nov 04
Proposed slate of nominees for whole committee review by	(14 wks before ballot distribution)	31
Prepare final slate of candidates for trustees Committee review and give slate to B of T	(2 wks) (13 wks before ballot distribution)	30 -- 3 <sup>rd</sup> wk Nov 04
Chair will notify candidates in writing re: yes/no on candidate list; and request bio of all candidates for ballot Need word limit? 200 words?	(3 wks) (11 wks before ballot distribution)	27-- 2 <sup>nd</sup> wk Dec 04
	Early arrangements for printing, mailing	

Bio sketch due to chair by	8 weeks before ballot distribution	24 – mid Dec 04
Chair presents candidates to B of T Exec Sec, then Exec Sec send copy to OM	45 days before ballot distribution	23 – 1 <sup>st</sup> full wk Jan 05
OM prepare bio sketch of nominees for ballot and info to members Design ballot, set up for printing/ mailing		
Mail ballots to members (distribution) by	60 days prior to election	17 – mid Feb. 05
Ballots/Votes due to ASD by		9 -- last week April 05
ELECTION	ELECTION	9
	Notify by phone, if possible, those not elected, then...	7 – late April 05
Notify elected trustees in writing – with proof of delivery	Phone and send written notification of election to Trustees elect	7
	All communications to the outgoing Board are now also sent to all members of the B of T Elect	
	Last meeting of outgoing Board	7
	Incoming Board Elect holds meeting to choose Executive Officers	7
	Select committee assignments	
Keep ballots 90 days max, to allow for challenges	+ 30 days	
Destroy ballots after 90 days with out a challenge	After 30 days	
ANNUAL MEETING and 1 <sup>st</sup> Trustee meeting of new term	ANNUAL MTG and first B of T meeting of new term	1 – June 05
ACTION	timing/ actions guideline	62 week time table-- example 2004-2005

## THE ANNUAL CONVENTION

1. Deleted 1/15/14
2. Recommendations:
  - a. Establish a permanent Convention Committee.
  - b. Establish a trustee Committee to resolve problems over which the chairperson has no authority (non-budgeted needs i.e. unforeseen purchase or repair).
  - c. Preferably select a chairperson who lives in the vicinity of the convention site (NH or VT).
3. The Convention Committee is responsible for the mental planning and physical implementation of running the Convention. Headquarters staff needs to be as un-incumbered as possible during the Convention in order to deal with increased office convention workload.
4. Responsibilities of ASD Headquarters
  - a. Set day for Annual Membership Meeting.
    - (1) Make all arrangements for the Membership Meeting (i.e. Trustee seating, podium seating, tape recorder, gavel, the taking of minutes in election years, etc.)
    - (2) Provide necessary written materials (i.e. reports, financial statements, copies of the By-laws, etc.) at the door.
    - (3) Provide for checking Membership Cards at the door.
  - b. Provide meeting place, if needed, for Convention Committee.
  - c. Arrange for proper contracts with the chosen convention site and get necessary signatures. (April 5, 1995 Trustee Minutes)
  - d. Arrange for:
    - (1) Public Buildings
    - (2) Reserve Workshop/School times
    - (3) Two (2) Trustee Meetings
      - (a) Prepare agenda packets, except committee reports
      - (b) Prepare for room set ups, audio equipment, food, etc.
    - (4) Registration Table
  - e. Copy form letters required. NO ADDRESSING OR MAILING.
  - f. Obtain Convention Brochure and mail before April 1st.
  - g. Pre-register Workshops, Schools and Convention.
    - h. Prepare for the awards presentations with the appropriate committee or committees.
5. Responsibilities of the Convention Committee and Headquarters (HQ)
  - a. Planning and publication of all brochures, programs, etc. via HQ
    - (1) Brochure to printer by April 1st (HQ)
    - (2) Program to printer by July 1st (HQ)
  - b. Recruit volunteers with back-ups for emergencies
  - c. Confirm all speakers and others for workshops, seminars, evening presentations, etc.
  - d. Have someone available at Headquarters at all times during the Convention to take care of speaker needs and changes.

## ANNUAL CONVENTION GUIDELINES

1. The Convention is for the benefit of the membership, not an individual's personal agenda.
2. The Convention shall conform to:

- a. The Vermont State Charter
  - b. The American Society of Dowsters, Inc. By-laws
  - c. The Policy and Procedures Manual
  - d. Vermont State Laws
3. The President of the Board of Trustees shall appoint a Convention Chairperson (CC) as soon as possible after the General Membership Meeting.
  4. The CC in conjunction with the President and the Operations Manager (OM) appoints a Program Chairperson.
  5. The CC appoints other committee chairpersons.
    - a. Hospitality
    - b. Entertainment
    - c. Decoration
    - d. Volunteer
    - e. Refreshment Coordinator
    - f. Information Coordinator
    - g. Water for Humanities (Raffle Committee). This is a somewhat permanent position and will probably not be newly appointed each year.
    - h. Registration
    - i. Publicity
  6. Equipment and Taping Chairperson shall be appointed by the Operations Manager and the Taping Contractor.
  7. The CC shall consult with the OM throughout the year.
    - a. The CC shall submit a written report in addition to oral reports at least once a month until February.
    - b. Written semi-monthly reports shall be given through February and March.
    - c. After that, until the Convention starts, weekly reports shall be submitted.
    - d. Any emergency shall be reported immediately.

#### CONVENTION CHAIRPERSON (CC) RESPONSIBILITY

1. The CC and the committee chairpersons shall construct a schedule with deadlines for each activity.
  - a. The schedule shall be submitted to the OM to be incorporated into the Calendar of Events.
  - b. It is the CC's responsibility to see that deadlines are met.
2. The CC and the committee chairpersons with input from the OM shall submit a budget to the Boards of Trustees for approval at the mid-winter Trustee Meeting. The Budget shall be within the confines of the ASD budgeted amount.
3. The CC shall have regular meetings with the convention committee. It is suggested monthly but may need to be more often as the Convention plans advance.
4. The CC with the OM selects the site of the Convention. Such site must be approved by the Board of Trustees. (See Responsibilities of ASD Headquarters "C.")

5. The CC consults with the Program Chairperson to select speakers, including the main speaker. It is courteous and wise to consult with the President when considering a main speaker.
6. The CC works with the Registration Chairperson to:
  - a. Order ribbons
  - b. Stuff envelopes
  - c. Assemble ribbons, programs and information for registrant.
7. The CC and committee chairpersons plan the program schedule of events and submits such schedule to the OM according to the Calendar of Events.
8. The CC opens the Convention, "Thanks" the Committees, and introduces the President for opening remarks. The meeting is then turned over to the Program Chairperson for "Introduction of Speakers".
9. The CC acts as the CEO of the Convention and all committees. The CC has to be familiar with every phase of the Convention and every other chairperson's responsibilities.
10. The CC keeps the peace.

#### PROGRAM CHAIRPERSON RESPONSIBILITIES

1. Selects convention speakers, including the main speaker. The main speaker should be selected after consultation with the CC, the President, and the OM.
2. Plans the speaker program, time, days, taking into consideration that if the speaker is a trustee, that time must be scheduled when there is no trustee meeting. In new election years consider nominees that may be elected to the Board of Trustees.
3. Sends Headquarters provided "Speaker Applications" in accordance with the Calendar of Events.
4. Replies to Applicants are to be sent according to the Calendar of Events. Speakers need to know as soon as possible if they are expected to speak so they can make their plans.
5. The CC and Program Chairperson make a "draft copy" of the Convention Brochure to submit to the OM for final editing prior to the deadline.
- \* 6. Provides evaluation forms, collects evaluation forms, and evaluates them. This pertains to workshops, seminars and evening presentations. In addition, it also pertains to vendors so that convention attendees will have the opportunity to express their viewpoints on the products and services being offered. Results are given to Headquarters and the forms sent to the appropriate presenter and vendor.

\*Approved at Board Meeting, 4/8/98



## HOSPITALITY CHAIRPERSON

1. Works with Refreshment Coordinator, Entertainment Chairperson, Decoration Chairperson, Volunteer Coordinator and the site representative.
2. Is responsible for Hosts to greet and welcome Convention attendees. Hosts should know all the information needed or know where can be found (i.e. name of person, trustee, or place).
3. Receptions and any post-convention party
  - a. Hosting
  - b. Ordering, preparation, clean up, etc.
  - c. Trash removal
4. Photographer
5. Use of truck and services with enough man power to move large, bulky, heavy objects.

## ENTERTAINMENT CHAIRPERSON

Provides the evening entertainment or any entertainment that does not interfere with the scheduled convention program.

## DECORATION CHAIRPERSON

1. Decorates Hospitality Room, College Halls as permitted by the college, presentation platform, and any other areas deemed necessary.
2. Works with the Hospitality Chairperson, Entertainment Chairperson, Refreshment Coordinator, and Volunteer Coordinator.

## VOLUNTEER COORDINATOR

1. Provides volunteers for hosts, shuttle, "gofers", help with attendee luggage, and any other tasks as needed.
2. Coordinates schedule for volunteers. Checks to be sure that volunteers are "on the job".

## REFRESHMENT COORDINATOR

1. Provides refreshments for all non-college activities
2. Decides
  - a. Type of food.
  - b. Best place to buy.
  - c. Where to serve.

3. Works with volunteer Coordinator if help is needed to serve or clean up.

#### INFORMATION COORDINATOR

Provides information for local sights, trips, restaurants, and other places of interest.

#### WATER FOR HUMANITIES CHAIRPERSON (RAFFLE COMMITTEE)

1. In charge of all publicity concerning the Water for Humanities Fund.
2. Sells raffle tickets.
3. Obtains raffle prizes
4. Oversees the raffle.
5. Takes charge of raffle funds.

#### REGISTRATION CHAIRPERSON

1. Works with Headquarters to coordinate “WHO, WHAT, and WHERE”.
2. Works on Registration Desk
3. Provides registrants with information envelopes not provided by the college.

#### PUBLICITY CHAIRPERSON

1. Prepares all news releases.
2. Deals with news media before, during, and after the Convention.

#### EQUIPMENT AND TAPING CHAIRPERSON

1. Determines speaker equipment needs (projectors, screens, chalkboards, chalk, extension cords, projector tables, etc.).
2. Works with college to coordinate equipment.
3. Works with Taping Contractor concerning tapes, recording equipment, where when, who, and how.

In the final analysis the Convention is an ASD activity. It, therefore, falls under the direction of the Operations Manager.

\* A PROCEDURE FOR SUBMISSION OF PROPOSALS  
FOR PRE-CONVENTION SCHOOLS

Individuals wishing to offer a Pre-convention School can submit an outline for consideration at least four (4) month in advance. The outline is expected to contain:

1. A biography of the presenter.
2. A syllabus of material to be covered, specifying lecture or workshop presentation.
3. A request for teaching aids and/or space requirements.
4. If desired, a request for a retail table at the convention.
5. The number of days needed to present the material.
6. Applications are to be mailed to: The Operations Manager, ASD Headquarters, Danville, Vermont.

Information for Presenters at Pre-Convention Schools

- A. The opinions expressed by the presenter, are not necessarily those of the management.
- B. "Healing will not be performed" in a public forum in the State of Vermont.
- C. Teachers will prepare all handout materials in advance. These costs will be defrayed by an appropriate lab fee for the class. The costs are to be delivered to the Operations Manager in time for publication of convention fees.

The ASD Director of Schools shall submit a proposed budget for the next years schools, prior to the submission of the convention budget.

\* Approved 11/8/95

SEED MONEY FOR REGIONAL CONFERENCES

1. Seed Money may be provided by ASD for ASD approved conferences. Requests for seed money are to be made in writing less than twelve months before the first scheduled day of the conference. The request is to be signed by the President (s) of the Chapter(s) presenting the conference. At a minimum each request will:

- \* Identify specifically what the money is to be used for.
- \* State that the money will be repaid in full no later than ninety days after the last day of the conference.

2. If the request is for \$1,500 or less it will be reviewed by the Operations Manager, Treasurer and President. The Operations Manager and Treasurer will make their recommendations to the

President who will approve or disapprove the request. If the request is for more than \$1,500.00, it will be presented at a regular Board meeting for approval or disapproval.

Approved 11/6/96

## DIAGNOSIS AND HEALING (August 1984)

### NOTICE TO MEMBERSHIP FROM BOARD OF TRUSTEES

1. On the unanimous advice of the Society's three legal counsels, your Board of Trustee has adopted the following statement of Policy annunciating the Society's position regarding activities such as diagnosis and healing that may be construed as the practice of medicine.
2. This statement of Policy was drawn up by our Counsels to protect the Society from risk of prosecution and to alert the membership to the importance of informing themselves about Federal and state law before engaging in healing practices.

### STATEMENT OF POLICY

1. Whereas Authority for the existence and incorporation of ASD flows from its Articles of Association granted by the State of Vermont, which Articles cannot and do not authorize legally as a corporate purpose the practice of diagnosis or healing or their promotion or sponsorship; and whereas under Vermont Stature 'Medicine and Surgery', Chapter 23, T.26 Sec. 1311-12 and 1314, anyone who practices medicine 'by any system or method', including those of 'faith cure', laying on of hands' and 'mind healing' (excepting practice of the religious tenets of one's church), 'shall be deemed a physician or practitioner of medicine or surgery' and shall require licensing by the State of Vermont, or to be subject to prosecution, the following Policy has been adopted by our Board of Trustees.
2. Members of the Society wishing to diagnose or heal are notified they do not as members of ASD but personally, and at their own risk, and subject to the interpretation of the laws of their on state and the Pure Food, Drug, and cosmetic ACT, passed by the U. S. Congress, which makes it a felony to diagnose or heal without a license, and with the interstate use of instrument or devise.
3. Defense against prosecution by a State or the Federal Government could be a consuming costly affair, and members cannot be entitled to legal or financial support from ASD for what may be an illegal act.
4. Members who wish to write or talk on bodily diagnosis or treatment on the other hand, are entitled to do so under the First Amendment to the U.S. Constitution, which guarantees them freedom of speech, in view of ASD's position, however, they may not hold themselves out, in so doing, as representing ASD in any way, but rather as presenting a personal position.
5. Requests coming from a licensed medical doctor in this country should be considered in the context of applicable law, and at the member's own risk. It is pointed out that requests originating with a doctor outside the country, who is not duly licensed in the U.S., constitutes such a risk.
6. The question of the legality of discussion or treatment of "radiation detrimental to health" turns on whether one is holding oneself out as curing disease, it is noted that it would be attempted by a prosecuting attorney to show that this was done by a system or method that was prohibited.

7. Your Trustees have directed the ASD Staff to reject all requests of a medical nature, either directly or for referral to a member or chapter, noting to the petitioner that such requests may not be processed under the Society's interpretation of the terms of State and Federal Law.

## ASD Board meeting minutes, 24 April 2018

Roll taken by Tick, due to Lee Ann being kicked off the call (recurring technical difficulties)

Tick Gaudreau present

Annette Weis present

Suzanne Schwartz as Guest

Marty Lucas present

Lee Ann Potter present

Keith Schaffer present

Lisa LaCoss present

Not present: Sandi Isgro, who is traveling and currently out of cell range. Sandi Ruelke not present.

Problems remain with calls being dropped; we are trying to resolve the issue, and Lisa is working with the vendor (free conference call.com).

Minutes from last minutes, motion made by Lee Ann to accept the minutes from the last meeting, seconded by Marty (March meeting). Annette has a concern about the secondary minutes, and would like both sets of minutes incorporated into one. Motion was tabled.

Suzanne reporting on convention. We still have no contract, Suzanne is working with Carrie (at SUNY NP) to get the contract finalized. Suzanne is recommending Tick call New Paltz leadership to move the process along. She is also recommending the Board consider a new location for next year because of the issues existing with New Paltz, the contract, and the time required to get information from them. White Eagle has expressed concern regarding mobility (there should be none). Sandi Isgro is getting advertising for convention. Another convention committee meeting in 2 weeks. Suzanne is reluctant to spend any more money on gratuities because of the lack of a contract. The number of volunteers are very low, Suzanne has asked Tick to see if any members of his local chapter would be willing to volunteer. Tick will call about the contract. Tick mentioned the need for a space for the Board meetings, and Annette says that we were told we could get rooms in the vestibule just outside of the multi purpose room where the vendors are. Time constraints for the Board meeting need to be worked out yet. Sandi Isgro is now on the call, as is Sandi Ruelke. The membership meeting will be in LAC 100, after opening ceremonies. We are still discussing a Board meeting on Thursday before the membership meeting, and another on Friday. Suzanne will include a call for volunteers in her constant contact she is sending out.

Suzanne terminated her participation in her call.

Lisa called after getting kicked off to try to resolve the dropped calls; they show that the problem is with the local telephone carrier (for Lisa and Lee Ann).

Treasurers report. Annette had a question regarding one of the fees, which was the printing costs for the digest. Our convention income has dropped from the previous month. Lisa indicates that we have approximately 140 people signed up at the moment. Tick will file the report for use with the Audit.

Annette says that the annual report must be included with the paperwork to the members. There is some confusion regarding the deficit that we had for 2016; Annette asked what was published for the membership last year. Tick will further investigate. Sandi Isgro has a question regarding the budget, specifically the budget for advertising. The Board has never finalized the budget, so the convention budget has not been finalized. Tick indicates that he has sent out the draft and did not hear anything from anybody, he will refine and send out. Discussion with Sandi I regarding the advertising for convention, and the incorrect quote from one of the advertising person; they will honor their original ad price, saving ASD several hundred dollars.

Annette asked about the 990 status, Tick indicates that it has already been submitted. Annette has a concern about the block that indicates if the Board has signed off on it. Tick will look at the form to check.

The budget proposal was originally sent out January 29th.

Agenda items for the membership meeting. Lee Ann had submitted some items, discussion ensued. Question regarding the minutes from last years meeting have yet to be done. Tick indicates that the minutes should be published in the digest, but that has not been done in years.

WFHF dissolution. Annette has a concern about the term "dissolution", discussion agreed that the term was distributing the funds. Exxon stock discussed, and we agreed to sell the Exxon stock. We will ask Leroy for a report. We will need to include information regarding the crystal auction; we still have crystals, Sandi I suggested that we do something special with the remaining crystals at convention.

Chapter association. Discussion regarding the lack of reporting on the part of the chapters of their chapter financial status. Lee Ann asked about the reporting of the regional conventions funding status. Since the regional conventions are run by a chapter, the reporting should be from the chapter. There is an emphasis that ASD DOES NOT WANT TO FUNDS, WE NEED THE INFORMATION TO MAINTAIN OUR REPORTING STATUS WITH THE IRS. Sandi I raised a question regarding chapters versus affiliates. For an affiliate, they are not required to report. This will be a topic for the membership meeting. But because of the dynamics of the membership meeting, it may not be productive conversation. Tick points out that the membership will not have an idea how to resolve this, and that the Board should resolve this. Further discussions include the lack of insurance for chapters, with the chapters that do report get covered. Insurance is required by some locations to cover insurance requirements for where their meeting occur. Lee Ann brings up the possibility of chapters paying for their insurance. Even though the insurance only covers the chapters, it also only covers members, not non

members. Tick asked that we wait to cover this until the annual meeting. Next topic was the possibility of increasing fees. We know that we lose money on the international postage when we send out a digest, we rely on funding that comes from convention annually, and we have no business plan. Lee Ann indicated that she has planned on working on a business plan. Next topic, nominating committee volunteers. Sticking to the by laws, which require a volunteer from every region, Lee Ann indicates that we should follow the changes to the by laws, which do not have this relational requirement. One recommendation is that the nominating committee could include people currently on the board. She mentioned the need for criteria to be established to qualify for a position on the board.

Audit committee needs volunteers. This is another change to the by laws; Sarbanes-Oxley and Dodd-Frank guidance strongly recommends that the audit committee members come from the trustees, Tick will seek people from the membership.

The ethics complaint should be a topic of discussion for the membership meeting, Tick agrees that it is a good idea.

The by laws revisions should also be included for the membership meeting. Tick says that the meeting has already been announced, but Lee Ann and Annette could find no such announcement. Lisa is putting together a mailing now for this. An agenda must be included, even if it is superficial.

WFHF, dissolution plan discussion. Plan was prepared by Lee Ann. Tick does not agree on dissolving the committee. Tick asked if anybody needs to approve it; Annette and Lee Ann state that since WFHF was a committee, the Board has the authority to dissolve it as an inherent function. Lee Ann anticipates problems with the plan and the intent at the membership meeting; Tick does not believe that will be the case. Tick believes that many have moved on (those that have been on the committee in the past). We do not anticipate any problems with the charities that we have selected to disburse the funds to. Tick asked if we want a motion to continue the work on the plan. Lee Ann makes the motion. Annette recommends that we contact water.org to ensure they can spend the funds on the regions that we want. Seconded by Sandi Isgro. No further discussion. Vote unanimous for, no nays, no abstentions. Tick will sell the Exxon stock as soon as possible.

West Coast Conference. They have asked if we could send the bookstore; they have offered free room and Board for Lisa, and Tick indicated that he will use his own rewards miles to pay for her flight. Question regarding inventory; Lisa is not currently on the call to answer. Lee Ann asked about where they are putting her up, they will put her up in the dorms with the rest of the people. Discussion regarding HQ coverage while Lisa is out west. The new bookstore person should be available, along with Emma. Several, including Lee Ann, were unaware of the new hire. Tick will be t the WCC as well. Lisa is back on the call, indicated that the WCC will have volunteers to help her at the bookstore. She will get a rental car for herself (she will pay for it herself). Susan Spuehler is coordinating the WCC, and she has stated that she will be providing room and board. The inventory for the WCC bookstore will consist mostly of books



currently discounted in the bookstore, and they will be packed up and shipped via media mail prior to the SUNY convention. The books will be sent to Dick Tippett, as has been done in the past. Lisa indicates that we have far too much inventory, so shipping will not impact what we will have at New Paltz. Lisa indicates that Emma will be in the office during her absence, as well as Aaron, the new hire. Tick requests motion for Lisa to go to the WCC, motion made by Lee Ann, seconded by Marty. Vote for unanimous, no nays or abstentions. Motion carries.

Insurance company concerns. Tick has spoken to the insurance agent to determine coverage. The agent sent the information to our past and current insurance companies, just prior to vacation. Tick emphasized that we had not filed a claim, but they had to fissure a claim number to determine if we would be covered by the policy. Chubb is still reviewing the information.

New business. Lee Ann sent out previously sent out the email vote for the paper folding machine. Via email vote, there was an approval to purchase the paper folding machine. Lee Ann made a motion to approve the purchase of the paper folding machine, and include that vote results into the minutes. Vote was unanimous for, no nays or abstentions. Motion passed.

The Guy Snyder chapter has requested the approval of the use of the ASD logo, to be incorporated with their local chapter logo, to be used as the new logo for the chapter. Tick has spoken with the chapter president about this. Lee Ann moves that we approve the use of the ASD logo for this purpose. Seconded by Annette. Vote for, unanimous except for Keith, who abstained. No nays.

Meeting adjourned.

Fallon, Janis

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**Subject:** FW: Pitkin books donated to Water for Humanity  
**Attachments:** Pitkin books donated to Water for Humanity.eml

**From:** [REDACTED]  
**Subject:** Fwd: Pitkin books donated to Water for Humanity  
**Date:** May 16, 2016 at 5:26:19 PM MDT  
**To:** "[idahodowers@gmail.com](mailto:idahodowers@gmail.com)" <[idahodowers@gmail.com](mailto:idahodowers@gmail.com)>

----- Forwarded message -----

**From:** [REDACTED]  
**To:** [bot@dowers.org](mailto:bot@dowers.org), John Pitkin [REDACTED]  
**Cc:**  
**Bcc:** [idahodowers@gmail.com](mailto:idahodowers@gmail.com) [REDACTED] [michael.powers@vermont.gov](mailto:michael.powers@vermont.gov)  
**Date:** Mon, 16 May 2016 19:17:04 -0400  
**Subject:** Pitkin books donated to Water for Humanity  
To the Board of Trustees of the American Society of Dowers-

I am writing to ask for a full accounting of the assets donated by my family and others to the David Pitkin fund for Water For Humanity. I believe this to be approximately \$8,000 worth of books written by my father and about \$250 in donations to his memorial fund.

It has come to my attention that the ASD has removed the listing of these books for sale in the online bookstore and that the Water For Humanity website is no longer functional and cannot accept new donations.

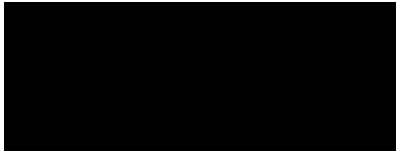
The fund was specifically set up at the time of my father's death in Feb. 2013 for the purpose of creating wells in India. My father was a junior high school teacher who taught African and Asian studies. His two grandchildren are also of Indian descent. To date, two wells have been successfully created in his name in India.

Please explain why the donations to Water for Humanity are no longer being used for the purpose they were intended for. My brother and I would like all assets related to the David Pitkin fund turned over to the Earthwater Alliance, which was recently created to carry on the work of Water for Humanity. If that is not possible, please return all assets to me as executrix of my father's estate.

Sincerely,

Lisa C. Pitkin  
[REDACTED]

Susanne E. Dillon



November 14, 2017

Tick Gaudreau, President  
American Society of Dowsers  
PO Box 24  
Danville, VT 05828

Dear Tick:

Water for Humanity has meant for me a group of volunteers that traveled to wherever there was a need for water. Taught the recipients how to Dowse, found water, had wells dug or drilled, provided pumps, etc. In my mind I felt this was truly a unique organization with nearly 96% or more of donations going to provide the above, including, filters and latrines where necessary. So for years I ran the raffle for WFH at the convention and was a major donor, as well. I truly believed in what WFH stood for. 'W' water - 'F' for -- 'H' humanity'

After speaking with LeRoy Bull who said the WFH committee has decided to send funds for Disaster Relief, I mulled that over and over. There are many organizations who help with Disaster Relief. WFH stands for WATER FOR HUMANITY, not disaster relief.

LeRoy mentioned that we were helping without having to send someone to the area. Sounds to me like an easy way to dispose of WHF funds without much effort. Sending someone to the area in need of water, is what makes WFH so special and unique. Richard Roy going to Haiti every year. A new Dowser this year, hearing Richard speak was so moved that he donated \$2500. The many trips that Steve Herbert took, these all forge lasting relationships with foreigners. This is what has made WFH the wonderful organization it has become. Steve Herbert has just returned from a trip to Jamaica. Both men are true 'humanitarians'.

As I watch and witness the turmoil between ASD and WFH, my take on it is this: When Steve Herbert would go to headquarters to work on WFH, he was treated like he was a nuisance. Jax would help him, but after she left he had no assistance. He did what he felt and thought was what was expected and needed. He was never instructed on what a 501c3 non-profit required. He may have done things that were not correct, but not intentionally. To maintain ASD's 501c3 status, I feel he has been used as a scapegoat. End result of taking Steve Herbert out of the director roll for WFH, director was not his title, but in essence he was director in my mind, is a ripple effect that is taking a toll on membership, attendance and just the very core of the organization.

My hope is that the Ethics Committee you are forming, I have personally contacted a number of members and have received an acknowledgement of interest of being of the committee from 7 members, clears Steve of any intentional wrongdoings, and that Water for Humanity continue doing the work that has made it great.

Sincerely,

SUSANNE DILLON

**57th Annual Membership Meeting**  
**of**  
**The American Society of Dowsters, Inc.**



**Thursday, June 15, 2017**

**8:00 PM**

**Skidmore College**

**Saratoga Springs, NY 12866**

## **AGENDA FOR ANNUAL MEETING OF ASD, 2017**

Call to Order

Greetings by President

Introduction of those leaving the Board, the remaining members, and the newly elected

Board members

Summary of Year

Approval of Secretary's Minutes from last Annual Meeting in June 2016

Treasurer's Report: Fiscal year 2016, Year 2017 to date

Water for Humanity Fund Report

Convention Committee Report

New Business

1. Call for volunteers

ASD needs volunteers to work on committees. A partial list follows. Also, brief descriptions of some of the committees are provided in the handouts. Some of these committees are mandated by our By-Laws, others are based upon custom and practice in the past

Convention Committee (Immediate need for volunteers)

Nominating Committee (Immediate need for volunteers)

Water for Humanity Fund (Immediate need for volunteers) Leroy Bull, chair

Audit Committee (Immediate need for volunteers)

Digest Committee: Lee Ann Potter, liaison

Building and Grounds Committee: Keith Schaffer, chair

Membership Committee

Education Committee

Finance Committee

Historical Committee

Scientific Committee: Lee Ann Potter and Diane Bull, co-chairs

Advertising and Marketing: Sandi Isgro, chair

By-Laws and PPM

2. Should ASD change its by-laws to allow non-US citizens to serve on the Board of Trustees? Specifically, should we allow citizens of North America only, or should we

allow any country's citizens to serve on the Board of Trustees, provided they are Members in good standing of ASD? Considerations: Language barrier, time zones, representation of significant members in their countries, difficulty in entering US

3. Half of the current WFHF monies are invested in EXXON stock. Do we want to move this money out of Exxon to a more eco-friendly stock? Currently Exxon stock is at \$80 per share and started out at \$88 last year at this time. It is about the same price it was five years ago. If we choose to divest Exxon stocks, what are some stocks or mutual funds that could represent your interests that we as a society wish to practice? Since there is not an active Financial Committee, will some volunteers form a Financial Committee to investigate alternatives if the membership decides to divest?
4. The executive powers of the Trustees shall include the authority to create regional divisions or branches and local Chapters of this Society that shall be subordinate to this Society and subject to its Articles of Association, Preamble, and By-Laws. Each individual Member of such subdivisions shall be a Member of this Society subject to all of its rules, regulations, and enactments. (By-Laws)

There seems to be less emphasis on Chapter membership throughout the entirety of the organization. Many Chapters are inactive and do not meet at all. Many Chapters that are active and hold regular meetings are heavily populated with "guests" who are not members of ASD and thus cannot be "members" of the chapters. ASD's insurance does not cover these individuals.

Should ASD consider abandoning the Chapter form of membership and go to a "National" membership? Chapters would disband as official entities of ASD and become their own entities, with their own by-laws, tax exemptions, and incorporations.

5. Open the floor for membership to add new topics to the agenda.

Call for Closure of Meeting

## American Society of Dowsers General Meeting Minutes of June 16, 2016

### Transcribed by third party (non-ASD member)

Comments: It was a very emotionally charged meeting. I would suggest that having a third-party do it under these circumstances is a very good idea. One note - be careful who sits near the microphones. Even though one speaker may be speaking into a microphone the other mikes were live and comments heard. Many times speakers did not introduce themselves, or names not clear. For further clarification, listen/watch on the Members Only page.

Trustees present: Marty Lucas, Sandi Isgro, Annette Weis, Sandi Ruelke, Diane Bull, Jennifer Anderson, and Rebecca Gurland. Excused absence – Keith Schaffer.

0:00 – [people still getting their reports]

2:00 – [Marty] apologize for lack of agenda, will use the standard agenda. The basic agenda was published.

3:49 – Call to order. Marty Lucas and trustees introduced.

4:00 – Motion suggested to approve the minutes. Motion made by Tom Ruelke. LeeAnn Potter seconded the motion.

5:00 – Point of order regarding Robert's rule stating that discussion has to be allowed unless 2/3 majority revoke the right to debate it.

6:00 – Marty clarifies that debate is not being stopped. Minutes are just being confirmed as printed, not to the content.

7:00 – [unknown] states that she has not had time to review the minutes.

8:00 – Marty clarifies that the minute content is not being approved, just the minutes as typed. [time is given to read the page and a half of minutes] Treasurer gives minor correction to the minutes as presented.

10:00 – It is brought up that no financial audit has been done by a certified CPA. An audit has been done but not a certifiable audit. This will need to be looked at to be done in the future.

11:00 – Inconsistency between the internal audit and an actual financial audit is brought up by [unknown]. Treasurer explains the difference and again states that no certifiable financial audit has been done.

12:00 – [unknown] states again that the minutes are being passed as typed, not what is contained in them.

13:00 – Motion to pass the minutes from last year is brought to vote. Aye's have it. Motion is passed.

14:00 – Committee reports. Treasurer [Diane] gives her report. Asks for help from anyone with financial background. Treasurer has to run a finance committee, grant development committee is underway. Prior treasurers have offered help and support. Summary is that the budget was negative but starting as of June the budget was in the positive by about 36%. This will go away quickly because it is necessary to have a financial audit which will run approximately \$10,000.

17:00 – Treasurer makes a motion to have 3 people appointed to the Trust Fund Committee. Motion is seconded by LeeAnn Potter.

18:00 – Motion is voted on and the Aye's have it. Motion is passed.

19:00 – Statement of organization is made by Marty. He states that teaching dowsing is the founding principle and he will do all he can to support the growth and teaching of dowsing. He explains the state of the organization including staff needs and growth potentials including an education committee. He introduces the Millennial Club, hoping to raise an additional \$100,000. Online sales and website is being updated along with the use of emails and email addresses. Trustees are acknowledged for their contributions. In house audit was done and is available online or in the packets provided. Water for Humanity charity has been under review but it is not reaching its goals. It has been reviewed and changes are in progress including the committee and the way that the charity functions. It will be changed and taken over by a new group upon approval. New committee for the charity organization needs to be formed by unbiased members. Leadership needs to be run by the members who have been in the organization for a long time. Members that argue, gossip and cause issues should leave and find a different organization. Everyone needs to work together and grow the organization.

46:00 – Chairman of the audit committee is introduced. LeeAnn Potter.

47:00 – Statement of audit introduced. This was not intended to be a financial audit. This was a management and compliance audit only. The committee stated only facts and remained as transparent as possible. All appendices are included with the audit. They are stated facts backed up by the paperwork included. The ASC legal team reviewed the document and they clearly state that the nonprofit status is in jeopardy due to the findings. Their statement is included with the audit. Water for Humanity was grossly mismanaged and needs to be addressed. The organization needs to be looked at as a business. Rules and regulations have not been followed consistently.

58:00 – Floor is opened for questions. [unknown] had volunteered to help with the committee but only remained on the committee for a week. She had planned on doing regulation audits and found that it was not going to be unbiased. Motion being made that the CPA audit be done as suggested to look not only at Water for Humanity but also at the entire ASD organization.



60:00 – Motion has been made and seconded that the external audit look at ASD as well as Water for Humanity. [discussion involving how far back the audit must go]

68:00 – Vote taken on motion to have ASD externally audited along with Water for Humanity. Aye's have it. Motion passed.

70:00 – Motion made to hire [unknown] and Associates CPA firm to do the audit. Motion retracted.

71:00 – Motion made to hire Corrette and Associates to be the auditor brought forward by David Cain. Motion seconded. [discussion – three bids are required in order to choose an auditor] Motion goes up for vote – Nay's have it. Motion failed.

72:00 – Motion made to get three bids to have the external audit. Seconded. [discussion on developing a standardized scope for the CPA firm to bid on along with discussion on working with current CPA firm to see what their suggestions are.]

76:00 – tax deductible receipts are in question as to their validity.

77:00 – Motion is voted on. Aye's have it. Motion passed.

78:00 – forum online in the membership only section is where the forum on the audit is found. Comments can be made there along with questions. Facebook is not the appropriate place to be putting this. Discussion on members being allowed on the Facebook page and being approved in a timely manner.

82:00 – Appendix G comment, personal contribution and work done in lieu of a fee. Goods for donations cannot be tax deductible. If somebody donates money they cannot get something in kind. It invalidates the tax deductible receipts. [discussion ensues]

95:00 – Memo noted that the non ASD attorney advised group and civil actions to ensue in order to prevent future issues. Retaliatory issues would be to ASD's detriment. It is stated that it would be inappropriate to follow through on those actions. This action was not taken and will not be taken.

98:00 – Floor opened to any old business to be brought before the membership. Joan Reid asked if the funds that were frozen in Water for Humanity will be able to be used once things have been straightened out. Marty answered that once the committee can figure out the best way to move forward and the membership agrees then the money can be unfrozen and needs to be used for the purpose that it was originally donated.

100:00 – question was brought up about using the frozen money for legal fees, Marty confirmed that management costs associated with Water for Humanity can come out of the restricted funds. [discussion ensued]

104:00 - Discussion about an employee that worked for Water for Humanity and the benefits needing to be covered along with if they were or not were going to be a contractor. Marty brings it back to ASD needing better management, procedures and staff.

109:00 – Thanks extended to the Water for Humanity committee.

110:00 – Dreama Brower presented a Certificate of appreciation to Steven G. Herbert (in absentia) by an ad hoc group. This certificate is presented to Steven by his fellow members of ASD who greatly appreciate his many years of dedicated service to the fund.

112:00 – Marty thanks Steven as well.

114:00 – Discussion regarding previous proposals and previous agreements that were made in regards to Water for Humanity. Discussion regarding political intervention with dowsing [Global 2000 report].

120:00 – New member discussing bringing ASD out to the public more. Suggested the logo on a website.

122:00 – Richard speaking in regards to troubles that they experienced in his organization. Suggested a training group to come in to train on the rules, regulations, etc. Also discussed problems other organizations have run into.

126:00 – Motion made to set up a nominating committee to nominate new members to the board by the end of the year. Motion seconded. Vote of no confidence of the board. Marty offers an amendment it becomes effective immediately and that he be barred from holding any further position in ASD again. Amendment seconded. Open for discussion. [discussion ensues]

128:00 – [unknown] Trustee offers her resignation, explains reasons for her decision.

129:00 – Motion on the floor – point of order brought up by Marty. Open for further discussion.

130:00 – [unknown] objects to motion because of the emotion present and that the current board is not the issue.

132:00 – Point of information – can the board vote? Deemed yes.

134:00 – Marty states that he does not want to be president but if the membership wants him to then they will have to vote the motion down. As it stands accepting the motion means accepting him no longer holding a position in ASD. If it passes, you have no board. It is immediate. Membership closes the rest of the meeting. [discussion about adding a friendly amendment and if it is acceptable]

136:00 – Motion made to formally accept the friendly amendment, seconded. Voted on the amendment. Aye's have been given the vote although the Nay's clearly had the vote. Marty confirms that he is playing hardball. If membership does not want the current administration then he does not want to be in the position for another 6 months, he wants to be done now.

137:00 – Tom Ruelke states that if the board is dissolved everyone is walking. Accounting, book store, property, taxes all would have to be taken care of without an administration.

138:00 – discussion is brought forward about an ethics committee and opinion is given in regards to the Water of Humanity management.

140:00 – Further discussion ensues about the board and working through issues. Statement made about the disagreements in ASD and the encouragement ASD brings. ASD cannot move forward without a new board, a board without any history and start with a clean slate.

143:00 – Treasurer states that her time with ASD has shown that within the last eight years the problems have been a lack of history and a lack of knowledge and understanding.

146:00 – Marty restates that many of the board will be done in June of 2017. A nomination committee is needed to bring in new people. Restates the motion asks if there is further discussion. Further discussion ensues. Members voice their experiences and support for and against the board and ASD actions.

154:00 – Secondary motion made by Liam that a roll call vote be made. Motion seconded. Original motion amendment suggested to mail a vote to all membership and also to postpone the current vote.

155:00 – Tom Ruelke states that a motion has to be voted on before a new motion can override it. New statement that a motion to postpone would take precedence. Motion to postpone is seconded.

156:00 – suggestion made to postpone discussion until another day and take the vote then. [further discussion ensues]

158:00 – point of information, Marty asks if another room can be obtained. Question asked about notification to members if another meeting is held.

160:00 – Motion to postpone – discussion regarding waiting until December.

163:00 – point of information, Marty points out that the nomination committee is not yet formed so they have not yet had time to find parties to run, it would be voting in February or March. Voting is already set to take place at a similar time. Would there even be people that wanted to run?

168:00 – Sandi Ruelke asks if anyone in the room is willing to be a trustee when this board is gone. There is no one willing to stand up and assume the responsibility. Discussion ensues regarding the executive committee discussions. LeeAnn points out that in the audit it is discussed and there are recommendations.

172:00 – Marty points out that the trustees have been working on getting convention taken care of and no meeting has been held to discuss the audit. Every board is going to try to fix things but the people left are not willing to take positions on the board. [discussion ensues with directly picking out individuals and naming individual instances where things went wrong. Arguing ensues.]

174:00 – Marty restates the motion – postpone firing the board [comment made to not interpret the motion] vote of no confidence to replace the board to the end of the year, amendment added to make it effective immediately and to make it so that Marty can never hold another position in ASC.

176:00 – Motion is to postpone that motion. If you vote yes to postpone the motion, then it gets put out to the membership to vote. If they vote yes to a vote of no confidence then it will trigger an election which will put new leadership in place about February or March.

178:00 – It is stated that it is unfair to have to vote now. Marty states that it is up to the person who originally made the motion to revoke it. Otherwise you will either have a new board within the year or a new board has to take over immediately. Motion can be left or withdrawn. Motion to postpone stands. [discussion ensues]

180:00 – Offer to withdraw motion is presented until further discussion can ensue. Apologies on all sides are expressed.

182:00 – Tom Ruelke moves that we move on to new business. Discussion ensues about permission to drowse.

184:00 – Marty asks Dave if he will accept the chair of the nomination committee. He concurs.

186:00 – Marty and the trustees put forward the call for young people that have the energy to do the job but are old enough to have the experience. Trustees are thanked for their work.

188:00 – Sandi Ruelke makes a motion for the meeting to be adjourned. Chair rejects that motion. Marty asks for any other discussion. Discussion ensues about volunteerism.

190:00 – Janice makes a motion to adjourn the meeting. Motion is seconded. Voting ensues. Aye's have it. Meeting is adjourned.

Submitted by,

Sandi Ruelke, Recording Secretary

ASD Board of Trustees