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Form 990

## Return of Organization Exempt From Income Tax

2008

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

► The organization may have to use a copy of this return to satisfy state reporting requirements

Open to Public Inspection

## A For the 2008 calendar year, or tax year beginning 07-01-2008 and ending 06-30-2009

<input type="checkbox"/> Check if applicable <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Termination <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	<b>Please use IRS label or print or type. See Specific Instructions.</b>	<b>C Name of organization</b> THE CHILDREN'S AID SOCIETY		<b>D Employer identification number</b> 13-5562191 <b>E Telephone number</b> (212) 949-4800 <b>G Gross receipts</b> \$ 98,725,315	
		<b>Doing Business As</b>			
		<b>Number and street (or P O box if mail is not delivered to street address)</b> 105 EAST 22ND STREET			<b>Room/suite</b>
		<b>City or town, state or country, and ZIP + 4</b> NEW YORK, NY 10010			
		<b>F Name and address of Principal Officer</b> richard r buery jr 105 east 22nd st new york, NY 10010			
<b>I Tax-exempt status</b> <input checked="" type="checkbox"/> 501(c) ( 3 ) (insert no) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		<b>H(a) Is this a group return for affiliates?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
<b>J Web site:</b> ► WWW CHILDRENSAIDSOCIETY.ORG		<b>H(b) Are all affiliates included?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No (If "No," attach a list See instructions )			
<b>K Type of organization</b> <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> trust <input type="checkbox"/> association <input type="checkbox"/> other ►		<b>L Year of Formation</b> 1853	<b>M State of legal domicile</b> NY		

## Part I Summary

1 Briefly describe the organization's mission or most significant activities See Additional Data Table		
2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its assets		
3 Number of voting members of the governing body (Part VI, line 1a) . . . . .	3	39
4 Number of independent voting members of the governing body (Part VI, line 1b) . . . . .	4	37
5 Total number of employees (Part V, line 2a) . . . . .	5	3,460
6 Total number of volunteers (estimate if necessary) . . . . .	6	749
7a Total gross unrelated business revenue from Part VIII, line 12, column (C) . . . . .	7a	-23,148
b Net unrelated business taxable income from Form 990-T, line 34 . . . . .	7b	-23,148

8 Contributions and grants (Part VIII, line 1h) . . . . .	Prior Year	Current Year
9 Program service revenue (Part VIII, line 2g) . . . . .	35,126,125	32,579,224
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) . . . . .	59,790,356	61,406,462
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	22,463,713	-13,680,895
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	117,380,194	80,299,141

13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)		12,585,407
14 Benefits paid to or for members (Part IX, column (A), line 4)		0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	74,623,649	78,920,544
16a Professional fundraising fees (Part IX, column (A), line 11e)		0
b (Total fundraising expenses, Part IX, column (D), line 25 3,058,301)		
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	35,197,055	22,227,759
18 Total expenses—add lines 13-17 (must equal Part IX, line 25, column (A))	109,820,704	113,733,710
19 Revenue less expenses Subtract line 18 from line 12	7,559,490	-33,434,569

20 Total assets (Part X, line 16)	Beginning of Year	End of Year
21 Total liabilities (Part X, line 26)	310,051,781	254,137,243
22 Net assets or fund balances Subtract line 21 from line 20	35,557,422	35,040,548
	274,494,359	219,096,695

<b>Part II Signature Block</b>			
<b>Please Sign Here</b>	Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge ***** Signature of officer richard r buery president & chief executive officer Type or print name and title		
	2010-05-05 Date		

<b>Paid Preparer's Use Only</b>	Preparer's signature ► ANDREW SILVERSTEIN CPA	Date	Check if self-employed ► <input type="checkbox"/>	Preparer's PTIN (See Gen Inst )
	Firm's name (or yours if self-employed), address, and ZIP + 4 ► DORFMAN ABRAMS MUSIC LLC 250 PEHLE AVE SUITE 702 SADDLE BROOK, NJ 07663			EIN ►
				Phone no ► (201) 403-9750

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

**Part III Statement of Program Service Accomplishments** (See the instructions.)**1** Briefly describe the organization's mission

The Children's Aid Society provides comprehensive support for children in need, from birth to young adulthood, and for their families, to fill the gaps between what children have and what they need to thrive

**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 exempt purpose achievements for each of the organization's three largest program services by expenses Section 501(c)(3) and (4) organizations and 4947(a)(1) trusts 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 \$ 44,178,667 including grants of \$ 2,872,503 ) (Revenue \$ 12,456,390 )

--Engaging Children In Community Centers and Community Schools Bolstering Children, Families, and Communities through Multi-service Children's Centers Children's Aid's 14 community-based centers, located across New York City, offer critically acclaimed and award-winning children's programs. From literacy to dance to swimming to career workshops and more, the children's centers provide activities that serve children's educational, social, cultural and recreational needs. Through early childhood programs including Early Head Start, Head Start and licensed child care, the agency supports the developmental needs of 0-5 year olds. The after-school, Saturday and summer programs engage school-age children and teens in educational enrichment, technology, arts, recreation, leadership development and college and career preparation. Children's Aid believes that self-expression and creativity builds individuality and self-confidence, and ultimately expands a young person's horizons. Two centers are designated specifically for teenagers, providing peer education and leadership programming as well as career readiness, educational support and legal advocacy, especially for youth aging out of foster care. Combined, the children's centers serve approximately 32,000 children and their family members. Comprehensive medical, dental and mental health services are also provided at several of these locations. Putting the Development of the Whole Child at the Center of Schools, and Schools at the Center of Communities through the Community Schools Movement. Children's Aid is widely known for its ground-breaking work including reinventing public education through our community school model. In partnership with the NYC Department of Education, Children's Aid operates 20 New York City community schools with a geographic focus on the high need communities of Washington Heights, Harlem and the South Bronx. A community school is a public school that combines the best educational practices with a wide range of vital in-house health and social services to ensure that children are physically, emotionally and socially prepared to learn. Open early mornings, afternoons, weekends and summers, the community school serves as a true center of neighborhood life. It is more than simply a place where children attend classes. In this familiar environment, they can also receive medical and dental care, speak to a counselor about a problem, stay after school to build reading skills, play chess, work on a computer, take art and music lessons, get help with homework, practice sports and attend summer camp. Community schools offer services for children and parents that include youth development programs, including academic enrichment, sports, arts and community service, summer camps, medical, dental and mental health services, early childhood education, social services, adult education, child health insurance enrollment, early childhood programs, and community development, including employment of neighborhood residents and sponsorship of community events. These programs are available to approximately 52,000 students and their family members. Comprehensive medical, dental and mental health services are also provided at most of these locations. We recognize that education begins at birth, not age 5, so we have developed programs for children from birth-coaching through age 5 right in the public schools. Initiated in 1992, the Children's Aid community school model has won national recognition and numerous awards, attracting significant interest nationally and internationally. Through its National Technical Assistance Center for Community Schools, the agency has hosted thousands of interested educators, civic leaders, funders and elected officials. At least 40 countries have sent delegations to see community schools in action. Several of these countries, most notably England, the Netherlands and Scotland, have adopted community schools as a national reform strategy. Preventing Teen Pregnancy. In a major development, the Children's Aid Society's nationally recognized Adolescent Sexuality and Pregnancy Prevention Program was found this year to meet Top Tier evidence of effectiveness standards by The Coalition for Evidence-Based Policy. This is an initiative, being reviewed by Congress, which identifies social program models that meet criteria as a way to identify which programs should receive federal funds. Our Pregnancy Prevention Program uses a holistic approach to empower youth, help them develop a desire for a productive future, and assist them in improving their sexual literacy and understanding of the consequences of sexual activity. The model, which has been independently evaluated and found to reduce teen pregnancy, consists of seven components: daily educational support, family life/sex education, job club, self-expression through the arts, lifetime sports, comprehensive, no cost medical and dental care, and counseling. These program components are fully integrated into the after-school activities of Children's Aid community centers and schools and at other locations around the country. The program has been replicated in New York City and across 7 states, serving approximately 1,600 youth annually and is now being integrated into the academic school day, indicating that principals understand their students need more than pure academics to succeed. African American Male Initiative. Children's Aid has been gravely concerned about the outcomes for African American males. In school, young Black men have higher rates of suspension, expulsion, dropout and placement in special education than other groups. In adulthood, African American males are more likely to be unemployed and incarcerated or on probation than men of other racial groups. In fact, African Americans make up 12 percent of the U.S. population but Black males represent nearly half the male prison population. In response, Children's Aid has created the African American Male Initiative to further examine this issue and seek solutions. As part of our initiative, we launched Steps to Success, which serves second-, third- and fourth-grade African American males of Harlem by providing the following services: A Life Coach who functions as a mentor, inspires boys to have dreams and helps them develop ways to fulfill their goals. A Saturday Academy providing cultural enrichment activities highlighting African American history and traditions. Academic support, twice a week after school, and Positive Black male volunteers, who are positive role models, staff our volunteer component. Informing Policy. Every day, Children's Aid is on the front lines in low-income communities, we see the profound and emerging needs of families and we have a lot to say. Through our Office of Public Policy and Client Advocacy, we help families with emergency material needs to stave off eviction or obtain food and clothing. With this knowledge that comes from our work, Children's Aid endeavors to inform the public and policy-makers of the human costs of poverty. Our strategy is three-fold. We maintain a commitment to top quality youth development and child welfare services, we work with whole communities to blanket them with comprehensive services, and we create far-reaching systemic change by bringing our highly effective programs that combat intractable problems to a broader reach through adaptation, replication and policy work.

**4b** (Code) (Expenses \$ 24,869,300 including grants of \$ 9,290,757 ) (Revenue \$ 22,647,169 )

--Keeping Families Safe Adoption and Foster Care. Children's Aid has, in every day of its existence, worked with abandoned and abused children. As a city-contracted agency, Children's Aid provides adoption and foster care services to more than 640 children and teens. The agency operates four programs: Family Foster Care, Medical Foster Care (for children who are disabled or chronically ill and require extensive medical care), Therapeutic Foster Care (for children with severe emotional disturbance or other mental health diagnoses who need behavior modification services and support), and Teen Foster Care (for young people in foster care, those who are preparing to "age out" and young adults 18-24 who aged out of foster care). The Family Foster Care and Therapeutic Foster Care programs serve children primarily from the Bronx, Manhattan and Staten Island while the Medical Foster Care program serves children and families throughout the city. Health services are routinely provided to foster care children served by Children's Aid as well as several other foster care agencies that contract with Children's Aid.

**4c** (Code) (Expenses \$ 18,096,941 including grants of \$ 280,946 ) (Revenue \$ 16,863,480 )

--Supporting Our Most Vulnerable Youth and Highest Need Families Family, Child, and Community Services. Children's Aid works to keep families together through comprehensive preventive services, including counseling services, homemaker services, home visits by therapists and social workers, shelter for homeless families with children, help for families in family courts, and advocacy and advice for clients so they may receive the benefits to which they are entitled. Family, Child, and Community Services were provided to approximately 3,800 children and adults this year Juvenile Justice and Teen Programs. We never give up on young people, especially those on the verge of falling through the cracks, and we have had enormous success with our juvenile justice programs. Our unique Community Re-Entry programs help adjudicated youth reconnect with their communities in a supported and positive way. We offer a career readiness program that connects young people with supervisors who also serve as mentors, providing patient but firm guidance. Our juvenile justice work demonstrates that public dollars are better invested in prevention and strengthening youth than locking them up in costly residential facilities with high rates of recidivism.

(Code) (Expenses \$ 16,527,314 including grants of \$ 141,199 ) (Revenue \$ 9,146,103 )

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

**4e** Total program service expenses \$ 103,672,222 Must equal Part IX, Line 25, column (B).

**Part IV Checklist of Required Schedules**

**1** Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A

**2** Is the organization required to complete Schedule B, Schedule of Contributors?

**3** Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I

**4** Section 501(c)(3) organizations Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II

**5** Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III

**6** Did the organization maintain any donor advised funds or any accounts where 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

**7** Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If "Yes," complete Schedule D, Part II

**8** Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III

**9** Did the organization report an amount in Part X, line 21, 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

**10** Did the organization hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part V

**11** Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable

**12** Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? If "Yes," complete Schedule D, Parts XI, XII, and XIII

**13** Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E

**14a** Did the organization maintain an office, employees, or agents outside of the U.S.?

**b** Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U.S.? If "Yes," complete Schedule F, Part I

**15** Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If "Yes," complete Schedule F, Part II

**16** Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? If "Yes," complete Schedule F, Part III

**17** Did the organization report more than \$15,000 on Part IX, column (A), line 11e? If "Yes," complete Schedule G, Part I

**18** Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II

**19** Did the organization report more than \$15,000 on Part VIII, line 9a? If "Yes," complete Schedule G, Part III

**20** Did the organization operate one or more hospitals? If "Yes," complete Schedule H

**21** Did the organization report more than \$5,000 on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II

**22** Did the organization report more than \$5,000 on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III

**23** Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? If "Yes," complete Schedule J

**24a** Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer questions 24b-24d and complete Schedule K. If "No," go to question 25

**b** Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?

**c** Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?

**d** Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?

**25a** Section 501(c)(3) and 501(c)(4) organizations Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I

**b** Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? If "Yes," complete Schedule L, Part I

**26** Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II

**27** Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? If "Yes," complete Schedule L, Part III

	Yes	No
<b>1</b>	Yes	
<b>2</b>	Yes	
<b>3</b>		No
<b>4</b>	Yes	
<b>5</b>		
<b>6</b>		No
<b>7</b>		No
<b>8</b>		No
<b>9</b>		No
<b>10</b>	Yes	
<b>11</b>	Yes	
<b>12</b>	Yes	
<b>13</b>		No
<b>14a</b>		No
<b>14b</b>		No
<b>15</b>		No
<b>16</b>		No
<b>17</b>		No
<b>18</b>	Yes	
<b>19</b>		No
<b>20</b>		No
<b>21</b>		No
<b>22</b>	Yes	
<b>23</b>	Yes	
<b>24a</b>		No
<b>24b</b>		
<b>24c</b>		
<b>24d</b>		
<b>25a</b>		No
<b>25b</b>		No
<b>26</b>		No
<b>27</b>		No

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

**28** During the tax year, did any person who is a current or former officer, director, trustee, or key employee

- a** Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? If "Yes," complete Schedule L, Part IV
- b** Have a family member who had a direct or indirect business relationship with the organization? If "Yes," complete Schedule L, Part IV
- c** Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? If "Yes," complete Schedule L, Part IV

**29** Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M

**30** Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M

**31** Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I

**32** Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II

**33** Did the organization own 100% of an entity disregarded as separate from the organization under Regulations section 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I

**34** Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1

**35** Is any related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2

**36** 501(c)(3) organizations Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2

**37** Did the organization conduct more than 5 percent of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI

	Yes	No
<b>28a</b>	Yes	
<b>28b</b>	Yes	
<b>28c</b>	Yes	
<b>29</b>	Yes	
<b>30</b>		No
<b>31</b>		No
<b>32</b>		No
<b>33</b>		No
<b>34</b>	Yes	
<b>35</b>		No
<b>36</b>	Yes	
<b>37</b>		No

**Part V Statements Regarding Other IRS Filings and Tax Compliance**

		Yes	No
<b>1a</b>	Enter the number reported in Box 3 of Form 1096, <i>Annual Summary and Transmittal of U.S. Information Returns</i> . Enter -0- if not applicable	1a 302	
<b>1b</b>	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b 0	
<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, <i>Transmittal of Wage and Tax Statements</i> filed for the calendar year ending with or within the year covered by this return	2a 3,460	
<b>2b</b>	If at least one is reported in 2a, did the organization file all required federal employment tax returns? <i>Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return.</i>	Yes	
<b>3a</b>	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?		
<b>3b</b>	If "Yes," has it filed a Form 990-T for this year? <i>If "No," provide an explanation in Schedule O</i>	Yes	
<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)?		
<b>4b</b>	If "Yes," enter the name of the foreign country <u>CJ</u> See the instructions for exceptions and filing requirements for <b>Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts</b> .		
<b>5a</b>	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a No	
<b>5b</b>	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b No	
<b>5c</b>	If "Yes," to 5a or 5b, did the organization file Form 8886-T, <i>Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction</i> ?		
<b>6a</b>	Did the organization solicit any contributions that were not tax deductible?	6a 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>	<i>Organizations that may receive deductible contributions under section 170(c).</i>	7a Yes	
<b>7b</b>	Did the organization provide goods or services in exchange for any quid pro quo contribution of \$75 or more?	7b Yes	
<b>7c</b>	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7c No	
<b>7d</b>	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		
<b>7e</b>	If "Yes," indicate the number of Forms 8282 filed during the year	7d 8	
<b>7f</b>	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e No	
<b>7g</b>	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f No	
<b>7h</b>	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?	7g Yes	
<b>8</b>	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	7h 8	
<b>9</b>	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.	9a	
<b>9a</b>	Did the organization make any taxable distributions under section 4966?		
<b>9b</b>	Did the organization make a distribution to a donor, donor advisor, or related person?		
<b>10</b>	<i>Section 501(c)(7) organizations.</i> Enter	10a	
<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>	<i>Section 501(c)(12) organizations</i> Enter	11a	
<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>	<i>Section 4947(a)(1) non-exempt charitable trusts.</i> Is the organization filing Form 990 in lieu of Form 1041?	12a	
<b>12b</b>	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	

**Part VI Governance, Management, and Disclosure (Sections A, B, and C request information about policies not required by the Internal Revenue Code.)****Section A. Governing Body and Management**

	Yes	No
For each "Yes" response to lines 2-7 below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.		
<b>1a</b> Enter the number of voting members of the governing body . . .	<b>1a</b>	39
<b>b</b> Enter the number of voting members that are independent . . .	<b>1b</b>	37
<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? . . . . .	<b>2</b>	Yes
<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? . . . . .	<b>3</b>	No
<b>4</b> Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed? . . . . .	<b>4</b>	Yes
<b>5</b> Did the organization become aware during the year of a material diversion of the organization's assets? . . . . .	<b>5</b>	No
<b>6</b> Does the organization have members or stockholders? . . . . .	<b>6</b>	Yes
<b>7a</b> Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body? . . . . .	<b>7a</b>	Yes
<b>b</b> Are any decisions of the governing body subject to approval by members, stockholders, or other persons? . . . . .	<b>7b</b>	No
<b>8</b> Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following		
<b>a</b> the governing body? . . . . .	<b>8a</b>	No
<b>b</b> each committee with authority to act on behalf of the governing body? . . . . .	<b>8b</b>	Yes
<b>9a</b> Does the organization have local chapters, branches, or affiliates? . . . . .	<b>9a</b>	No
<b>b</b> If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization? . . . . .	<b>9b</b>	
<b>10</b> Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990 . . . . .	<b>10</b>	Yes
<b>11</b> Is there any officer, director or 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 . . . . .	<b>11</b>	No

**Section B. Policies**

	Yes	No
<b>12a</b> Does the organization have a written conflict of interest policy? If "No", go to line 13 . . . . .	<b>12a</b>	Yes
<b>b</b> Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts? . . . . .	<b>12b</b>	Yes
<b>c</b> Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done . . . . .	<b>12c</b>	Yes
<b>13</b> Does the organization have a written whistleblower policy? . . . . .	<b>13</b>	Yes
<b>14</b> Does the organization have a written document retention and destruction policy? . . . . .	<b>14</b>	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>a</b> The organization's CEO, Executive Director, or top management official? . . . . .	<b>15a</b>	Yes
<b>b</b> Other officers or key employees of the organization? . . . . .	<b>15b</b>	Yes
Describe the process in Schedule O		
<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? . . . . .	<b>16a</b>	No
<b>b</b> If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable Federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements? . . . . .	<b>16b</b>	

**Section C. Disclosure**

<b>17</b> List the States with which a copy of this Form 990 is required to be filed	AL , AK , AZ , AR , CA , CO , CT , DE , FL , GA , HI , ID , IL , IN , IA , KS , KY , LA , ME , MD , MA , MI , MN , MS , MO , MT , NE , NV , NH , NJ , NM , NY , NC , ND , OH , OK , OR , PA , RI , SC , SD , TN , TX , VT , VA , WA , WV , WI , WY
<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 make these available. Check all that apply	<input checked="" type="checkbox"/> own website <input checked="" type="checkbox"/> another's website <input checked="" type="checkbox"/> upon request
<b>19</b> Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public. See Additional Data Table	
<b>20</b> State the name, physical address, and telephone number of the person who possesses the books and records of the organization	THE ORGANIZATION 105 EAST 22ND STREET NEW YORK, NY 10010 (212) 949-4911

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

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

**1a** Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed.

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

\* 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 the organization did not compensate any officer, director, trustee or key employee.

## Part VII Continued

2 Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization ►31

	<b>Yes</b>	<b>No</b>
<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>	<b>3</b> Yes	
<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>	<b>4</b> Yes	
<b>5</b> Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>	<b>5</b>	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

(A) Name and business address	(B) Description of services	(C) Compensation
LONE PINON 2 GREENWICH PLAZA GREENWICH, CT 06830	INVESTMENT ADVISOR	840,471
MOUNT SINAI HOSPITAL 1 GUSTAVE LEVY PLACE NEW YORK, NY 10129	HEALTH SERVICES	614,327
ROSIN STEINHAGEN MENDEL 630 THIRD AVE NEW YORK, NY 10017	LEGAL SERVICES	602,270
MICHAEL A CARRERA LTD 444 EAST 82ND ST NEW YORK, NY 10028	HEALTH SERVICES	420,000
UNITED BUILDING MAINTENANCE ASSOCIATES 121 EAST 24TH ST NEW YORK, NY 10010	MAINTENANCE SERVICES	324,641

**2** Total number of independent contractors (including those in 1) who received more than \$100,000 in compensation from the organization

Part  
VIII

## Statement of Revenue

		(A) Total Revenue	(B) Related or Exempt Function Revenue	(C) Unrelated Business Revenue	(D) Revenue Excluded from Tax under IRC 512, 513, or 514	
Contributions, gifts, grants and other similar amounts	<b>1a</b> Federated campaigns . . . <b>1a</b>					
	<b>b</b> Membership dues . . . . <b>1b</b>					
	<b>c</b> Fundraising events . . . . <b>1c</b>	198,385				
	<b>d</b> Related organizations . . . <b>1d</b>					
	<b>e</b> Government grants (contributions) <b>1e</b>	13,413,946				
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above <b>1f</b>	18,966,893				
	<b>g</b> Noncash contributions included in lines 1a-1f \$ <b>131,944</b>					
	<b>h</b> <b>Total (Add lines 1a-1f)</b> . . . . . <b>►</b>	32,579,224				
Program Service Revenue	<b>2a</b> GOVERNMENT CONTRIBUTION <b>Business Code</b>					
		624,100	51,598,526	51,598,526		
	<b>b</b> PROGRAM FEES	624,100	9,807,936	9,807,936		
	<b>c</b>					
	<b>d</b>					
	<b>e</b>					
	<b>f</b> All other program service revenue					
	<b>g</b> <b>Total. Add lines 2a-2f</b> . . . . . <b>►</b> \$ 61,406,462					
Other Revenue	<b>3</b> Investment income (including dividends, interest other similar amounts) . . . . . <b>►</b>					
		4,652,629		-23,148	4,675,777	
	<b>4</b> Income from investment of tax-exempt bond proceeds . . . . . <b>►</b>					
	<b>5</b> Royalties . . . . .					
		(i) Real	(ii) Personal			
	<b>6a</b> Gross Rents					
	<b>b</b> Less rental expenses					
	<b>c</b> Rental income or (loss)					
<b>d</b> Net rental income or (loss) . . . . . <b>►</b>						
<b>7a</b> Gross amount from sales of assets other than inventory <b>(i) Securities</b>	<b>(ii) Other</b>					
<b>b</b> Less cost or other basis and sales expenses	18,333,524					
<b>c</b> Gain or (loss)	-18,333,524					
<b>d</b> Net gain or (loss) . . . . . <b>►</b>		-18,333,524	-18,333,524			
<b>8a</b> Gross income from fundraising events (not including \$ 87,000 of contributions reported on line 1c) See Part IV, line 18 Attach Schedule G if total exceeds \$15,000 . . . . . <b>a</b>	198,385					
<b>b</b> Less direct expenses . . . <b>b</b>	92,650					
<b>c</b> Net income or (loss) from fundraising events . . . . . <b>►</b>		-5,650	-5,650			
<b>9a</b> Gross income from gaming activities See part IV, line 19 Complete Schedule G if total exceeds \$15,000 <b>a</b>						
<b>b</b> Less direct expenses . . . <b>b</b>						
<b>c</b> Net income or (loss) from gaming activities . . . . . <b>►</b>						
<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>						
<b>c</b> Net income or (loss) from sales of inventory . . . . . <b>►</b>						
Miscellaneous Revenue	<b>Business Code</b>					
<b>11a</b>						
<b>b</b>						
<b>c</b>						
<b>d</b> All other revenue . . . . .						
<b>e</b> <b>Total. Add lines 11a-11d</b> . . . . . <b>►</b>						
<b>12</b> <b>Total Revenue.</b> Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e . . . . . <b>►</b>	80,299,141	43,067,288	-23,148	4,675,777		

**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) but are not required to complete columns (B), (C), and (D).**

<b>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</b>	<b>(A) Total expenses</b>	<b>(B) Program service expenses</b>	<b>(C) Management and general expenses</b>	<b>(D) Fundraising expenses</b>
<b>1</b> Grants and other assistance to governments and organizations in the U S See Part IV, line 21				
<b>2</b> Grants and other assistance to individuals in the U S See Part IV, line 22	12,585,407	12,585,407		
<b>3</b> Grants and other assistance to governments, organizations and individuals outside the U S See Part IV, lines 15 and 16				
<b>4</b> Benefits paid to or for members				
<b>5</b> Compensation of current officers, directors, trustees, and key employees . . . . .	2,639,599	1,209,083	1,154,245	276,271
<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	59,874,764	56,059,020		1,361,928
<b>8</b> Pension plan contributions (include section 401(k) and section 403(b) employer contributions) . . . . .	3,220,534	2,925,856	221,974	72,704
<b>9</b> Other employee benefits . . . . .	7,878,071	6,908,443	741,579	228,049
<b>10</b> Payroll taxes . . . . .	5,307,576	4,869,274	299,869	138,433
<b>11</b> Fees for services (non-employees)				
<b>a</b> Management . . . . .				
<b>b</b> Legal . . . . .	732,225	604,533	94,797	32,895
<b>c</b> Accounting . . . . .	235,801	194,680	30,528	10,593
<b>d</b> Lobbying . . . . .	34,208		34,208	
<b>e</b> Professional fundraising See Part IV, line 17 . . . . .				
<b>f</b> Investment management fees . . . . .				
<b>g</b> Other . . . . .	5,312,920	4,414,649	658,052	240,219
<b>12</b> Advertising and promotion . . . . .				
<b>13</b> Office expenses . . . . .				
<b>14</b> Information technology . . . . .	509,834	388,681	86,669	34,484
<b>15</b> Royalties . . . . .				
<b>16</b> Occupancy . . . . .	4,884,066	4,516,453	283,991	83,622
<b>17</b> Travel . . . . .	1,327,295	1,273,891	50,191	3,213
<b>18</b> Payments of travel or entertainment expenses for any Federal, state or local public officials . . . . .				
<b>19</b> Conferences, conventions and meetings . . . . .	978,964	841,458	110,446	27,060
<b>20</b> Interest . . . . .				
<b>21</b> Payments to affiliates . . . . .				
<b>22</b> Depreciation, depletion, and amortization . . . . .	1,695,527	1,561,420	124,142	9,965
<b>23</b> Insurance . . . . .	639,671	592,031	33,622	14,018
<b>24</b> Other expenses—Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below )				
<b>a</b> Supplies	2,508,081	2,407,861	78,232	21,988
<b>b</b> Food	1,058,266	1,017,720	27,684	12,862
<b>c</b> Outside Printing and Pr	625,566	203,627	35,901	386,038
<b>d</b> Telephone Services	616,866	562,447	46,378	8,041
<b>e</b> Miscellaneous Special E	292,373	106,434	179,343	6,596
<b>f</b> All other expenses	776,096	429,254	257,520	89,322
<b>25</b> <b>Total functional expenses.</b> Add lines 1 through 24f	113,733,710	103,672,222	7,003,187	3,058,301
<b>26</b> <b>Joint Costs.</b> Check <input type="checkbox"/> if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

**Part X Balance Sheet**

		<b>(A)</b> Beginning of year	<b>(B)</b> End of year
<b>1</b>	Cash—non-interest-bearing . . . . .	86,703	<b>1</b> 89,051
<b>2</b>	Savings and temporary cash investments . . . . .	4,979,027	<b>2</b> 15,333,119
<b>3</b>	Pledges and grants receivable, net . . . . .	9,940,666	<b>3</b> 7,321,499
<b>4</b>	Accounts receivable, net . . . . .	13,381,299	<b>4</b> 14,525,100
<b>5</b>	Receivables from current and former officers, directors, trustees, key employees or other related parties <i>Complete Part II of Schedule L</i> . . . . .	5	
<b>6</b>	Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) <i>Complete Part II of Schedule L</i> . . . . .	6	
<b>7</b>	Notes and loans receivable, net . . . . .	7	
<b>8</b>	Inventories for sale or use . . . . .	8	
<b>9</b>	Prepaid expenses and deferred charges . . . . .	554,289	<b>9</b> 614,393
<b>10a</b>	Land, buildings, and equipment cost basis	<b>10a</b> 37,680,834	
<b>b</b>	Less accumulated depreciation <i>Complete Part VI of Schedule D</i> . . . . .	10b 21,474,420	16,827,099 <b>10c</b> 16,206,414
<b>11</b>	Investments—publicly traded securities . . . . .	230,321,988	<b>11</b> 172,184,875
<b>12</b>	Investments—other securities <i>See Part IV, line 11 Complete Part VII of Schedule D</i> . . . . .	33,171,910	<b>12</b> 27,279,011
<b>13</b>	Investments—program-related <i>See Part IV, line 11 Complete Part VIII of Schedule D</i> . . . . .	13	
<b>14</b>	Intangible assets . . . . .	14	
<b>15</b>	Other assets <i>See Part IV, line 11 Complete Part IX of Schedule D</i> . . . . .	788,800	583,781 <b>15</b>
<b>16</b>	<b>Total assets.</b> <i>Add lines 1 through 15 (must equal line 34)</i>	310,051,781	<b>16</b> 254,137,243
<b>17</b>	Accounts payable and accrued expenses . . . . .	32,171,319	<b>17</b> 31,059,776
<b>18</b>	Grants payable . . . . .	18	
<b>19</b>	Deferred revenue . . . . .	2,345,435	<b>19</b> 2,765,218
<b>20</b>	Tax-exempt bond liabilities . . . . .	20	
<b>21</b>	Escrow account liability <i>Complete Part IV of Schedule D</i> . . . . .	21	
<b>22</b>	Payable to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons <i>Complete Part II of Schedule L</i> . . . . .	22	
<b>23</b>	Secured mortgages and notes payable to unrelated third parties . . . . .	23	
<b>24</b>	Unsecured notes and loans payable . . . . .	24	
<b>25</b>	Other liabilities <i>Complete Part X of Schedule D</i> . . . . .	1,040,668	<b>25</b> 1,215,554
<b>26</b>	<b>Total liabilities.</b> <i>Add lines 17 through 25</i> . . . . .	35,557,422	<b>26</b> 35,040,548
<b>Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.</b>			
<b>27</b>	Unrestricted net assets . . . . .	244,056,601	<b>27</b> 194,630,138
<b>28</b>	Temporarily restricted net assets . . . . .	24,997,129	<b>28</b> 18,675,928
<b>29</b>	Permanently restricted net assets . . . . .	5,440,629	<b>29</b> 5,790,629
<b>Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 30 through 34.</b>			
<b>30</b>	Capital stock or trust principal, or current funds . . . . .	30	
<b>31</b>	Paid-in or capital surplus, or land, building or equipment fund . . . . .	31	
<b>32</b>	Retained earnings, endowment, accumulated income, or other funds . . . . .	32	
<b>33</b>	Total net assets or fund balances . . . . .	274,494,359	<b>33</b> 219,096,695
<b>34</b>	Total liabilities and net assets/fund balances . . . . .	310,051,781	<b>34</b> 254,137,243

**Part XI Financial Statements and Reporting**

	<b>Yes</b>	<b>No</b>
<b>1</b> Accounting method used to prepare the Form 990	<input type="checkbox"/> cash	<input checked="" type="checkbox"/> accrual
<b>2a</b> Were the organization's financial statements compiled or reviewed by an independent accountant? . . . . .	<b>2a</b>	No
<b>b</b> Were the organization's financial statements audited by an independent accountant? . . . . .	<b>2b</b>	Yes
<b>c</b> If "Yes" to lines 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? . . . . .	<b>2c</b>	Yes
<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? . . . . .	<b>3a</b>	Yes
<b>b</b> If "Yes," did the organization undergo the required audit or audits? . . . . .	<b>3b</b>	Yes

2008

Open to Public  
Inspection**SCHEDULE A**  
(Form 990 or 990EZ)**Public Charity Status and Public Support**To be completed by all section 501(c)(3) organizations and section 4947(a)(1)  
nonexempt charitable trusts.

Attach to Form 990 or Form 990-EZ. See separate instructions.

Department of the Treasury  
Internal Revenue Service

Employer identification number

13-5562191

**Part I Reason for Public Charity Status** (to be completed by all organizations) (See Instructions)

The organization is not a private foundation because it is (Please check only one organization)

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)**. (Attach Schedule H )

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)**. (See instructions )

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 that describes the type of supporting organization and complete lines 11e through 11h

e  By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)

f  If the organization received a written determination from the IRS that it is a Type I, Type II or Type III supporting organization, check this box

g  Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

(i) a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the the supported organization?

(ii) a family member of a person described in (i) above?

(iii) a 35% controlled entity of a person described in (i) or (ii) above?

h  Provide the following information about the organizations the organization supports

	Yes	No
11g(i)		
11g(ii)		
11g(iii)		

(i) Name of Supported Organization	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above or IRC section <b>(See Instructions)</b> )	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the U S ?		(vii) Amount of support?
			Yes	No	Yes	No	Yes	No	
<b>Total</b>									

**Part II Support Schedule for Organizations Described in IRC 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.)
**Public Support**

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants")	60,988,507	71,973,945	72,886,063	86,186,583	84,177,750	376,212,848
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>4 Total.</b> Add line 1-3	60,988,507	71,973,945	72,886,063	86,186,583	84,177,750	376,212,848
5 The portion of total contribution by each person (other than a government unit or publicly supported organization) included on line 1 that exceed 2% of the amount shown on line 11, column (f)						
<b>6 Public Support</b> subtract line 5 from line 4						376,212,848

**Total Support**

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4	60,988,507	4,846,203	72,886,063	86,186,583	84,177,750	376,212,848
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	3,718,151	4,846,203	4,797,268	4,531,202	4,652,629	22,545,453
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV )						
<b>11 Total Support</b> (Add lines 7 through 10)						398,758,301
12 Gross receipts from related activities, etc (See instructions )					<b>12</b>	42,344,814

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

**Computation of Public Support Percentage**

14 Public Support Percentage for 2008 (line 6 column (f) divided by line 11 column (f))	<b>14</b>	<b>94.350 %</b>
15 Public Support Percentage for 2007 Schedule A, Part IV-A, line 26f	<b>15</b>	<b>93.830 %</b>
16a <b>33 1/3% Test - 2008.</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		
b <b>33 1/3% Test - 2007.</b> If the organization did not check the 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		
17a <b>10% Facts and Circumstances Test - 2008.</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 IV how the organization meets the "facts and circumstances" test. The organization qualifies as a publicly supported organization		
b <b>10% Facts and Circumstances Test - 2007.</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 IV how the organization meets the "facts and circumstances" test. The organization qualifies as a publicly supported organization		
18 <b>Private Foundation.</b> If the organization did not check the box on line 13, 16a, 16b, 17a or 17b, check this box and see instructions		

**Part III Support Schedule for Organizations Described in IRC 509(a)(2)**  
 (Complete only if you checked the box on line 9 of Part I.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>6 Total</b> Add lines 1-5						
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons						
<b>b</b> Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or \$5,000						
<b>c</b> Total of lines 7a and 7b						
<b>8 Public Support</b> (Subtract line 7c from line 6)						

**Total Support**

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
<b>9</b> Amounts from line 6						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975						
<b>c</b> Add lines 10a and 10b						
<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 IV.)						
<b>13 Total Support</b> (Add lines 9, 10c, 11 and 12)						
<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 501(c)(3) organization, check this box and <b>stop here</b>						►

**Computation of Public Support Percentage**

<b>15</b> Public Support Percentage for 2008 (line 8 column (f) divided by line 13 column (f))	<b>15</b>
<b>16</b> Public Support Percentage for 2007 Schedule A, Part IV-A, line 27g	<b>16</b>

**Computation of Investment Income Percentage**

<b>17</b> Investment Income Percentage for 2008 (line 10c column (f) divided by line 13 column (f))	<b>17</b>
<b>18</b> Investment Income Percentage from 2007 Schedule A, Part IV-A, line 27h	<b>18</b>
<b>19a</b> <b>33 1/3% Tests - 2008.</b> 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 <b>stop here</b> . The organization qualifies as a publicly supported organization	►
<b>b</b> <b>33 1/3% Tests - 2007.</b> 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 <b>stop here</b> . The organization qualifies as a publicly supported organization	►
<b>20</b> <b>Private Foundation</b> If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions	►

**Part IV** **Supplemental Information.** Complete this part to provide the information required by Part II, line 10; Part II, line 17a or 17b, or Part III, line 12. Provide any other additional information. (see instructions)

**Facts and Circumstances Test**



**Part II-A To be completed by organizations exempt under section 501(c)(3) that filed Form 5768 (election under section 501(h)).** (See the instructions for Schedule C for details.)

<b>A</b> Check <input type="checkbox"/> if the filing organization belongs to an affiliated group	<b>B</b> Check <input type="checkbox"/> if the filing organization checked box A and "limited control" provisions apply		
<b>Limits on Lobbying Expenditures—</b> (The term "expenditures" means amounts paid or incurred.)		<b>(a) Filing Organization's Totals</b>	<b>(b) Affiliated Group Totals</b>
<b>1a</b> Total lobbying expenditures to influence public opinion (grass roots lobbying)			
<b>b</b> Total lobbying expenditures to influence a legislative body (direct lobbying)			
<b>c</b> Total lobbying expenditures (add lines 1a and 1b)			
<b>d</b> Other exempt purpose expenditures			
<b>e</b> Total exempt purpose expenditures (add lines 1c and 1d)			
<b>f</b> Lobbying nontaxable amount Enter the amount from the following table in both columns—			
<b>If the amount on line 1e, column (a) or (b) is:</b>		<b>The lobbying nontaxable amount is:</b>	
Not over \$500,000		20% of the amount on line 1e	
Over \$500,000 but not over \$1,000,000		\$100,000 plus 15% of the excess over \$500,000	
Over \$1,000,000 but not over \$1,500,000		\$175,000 plus 10% of the excess over \$1,000,000	
Over \$1,500,000 but not over \$17,000,000		\$225,000 plus 5% of the excess over \$1,500,000	
Over \$17,000,000		\$1,000,000	
<b>g</b> Grassroots nontaxable amount (enter 25% of line 1f)			
<b>h</b> Subtract line 1g from line 1a Enter -0- if line g is more than line a			
<b>i</b> Subtract line 1f from line 1c Enter -0- if line f is more than line c			
<b>j</b> If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes <input type="checkbox"/> No	

**4-Year Averaging Period Under Section 501(h)**

**(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 1a through 1f of the instructions.)**

**Lobbying Expenditures During 4-Year Averaging Period**

<b>Calendar year (or fiscal year beginning in)</b>	<b>(a) 2005</b>	<b>(b) 2006</b>	<b>(c) 2007</b>	<b>(d) 2008</b>	<b>(e) Total</b>
<b>2a</b> Lobbying non-taxable amount					
<b>b</b> Lobbying ceiling amount (150% of line 2a, column(e))					
<b>c</b> Total lobbying expenditures					
<b>d</b> Grassroots non-taxable amount					
<b>e</b> Grassroots ceiling amount (150% of line d, column (e))					
<b>f</b> Grassroots lobbying expenditures					

**Part II-B To be completed by organizations exempt under section 501(c)(3) that have NOT filed Form 5768 (election under section 501(h)).** (See the instructions for Schedule C for details.)

	(a)		(b)	
	Yes	No	Amount	
<b>1</b> During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of				
<b>a</b> Volunteers?	Yes			
<b>b</b> Paid staff or management (include compensation in expenses reported on lines c through i)?	Yes			
<b>c</b> Media advertisements?		No		
<b>d</b> Mailings to members, legislators, or the public?	Yes		1,000	
<b>e</b> Publications, or published or broadcast statements?		No		
<b>f</b> Grants to other organizations for lobbying purposes?		No		
<b>g</b> Direct contact with legislators, their staffs, government officials, or a legislative body?	Yes		87,750	
<b>h</b> Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means?	Yes		60,541	
<b>i</b> Other activities If "Yes," describe in Part IV		No		
<b>j</b> Total lines 1c through 1i			149,291	
<b>2a</b> Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?				
<b>b</b> If "Yes" enter the amount of any tax incurred under section 4912				
<b>c</b> If "Yes" enter the amount of any tax incurred by organization managers under section 4912				
<b>d</b> If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?				

**Part III-A To be completed by all organizations exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).** (See the instructions for Schedule C for details.)

	Yes	No
<b>1</b> Were substantially all (90% or more) dues received nondeductible by members?	1	
<b>2</b> Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
<b>3</b> Did the organization agree to carryover lobbying and political expenditures from the prior year?	3	

**Part III-B To be completed by all organizations exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) if BOTH Part III-A, questions 1 and 2 are answered "No" OR if Part III-A, question 3 is answered "Yes."** (See the instructions for Schedule C for details.)

<b>1</b> Dues, assessments and similar amounts from members	1 \$
<b>2</b> Section 162(e) non-deductible lobbying and political expenditures ( <i>do not include amounts of political expenses for which the section 527(f) tax was paid</i> ).	
<b>a</b> Current Year	2a \$
<b>b</b> Carryover from last year	2b \$
<b>c</b> Total	2c \$
<b>3</b> Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3 \$
<b>4</b> If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4 \$
<b>5</b> Taxable amount of lobbying and political expenditures (line 2c total minus 3 and 4)	5 \$

**Part IV Supplemental Information**

Complete this part to provide the descriptions required for Part I-A, line 1, Part I-B, line 4, Part I-C, line 5, and Part II-B, line 1. Also, complete this part for any additional information

Identifier	Return Reference	Explanation

## **Part IV      Supplemental Information**

**SCHEDULE D**

(Form 990)

OMB No 1545-0047

**Supplemental Financial Statements****2008****Open to Public Inspection**Department of the Treasury  
Internal Revenue Service► Attach to Form 990. To be completed by organizations that  
answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.**Name of the organization**  
THE CHILDREN'S AID SOCIETY**Employer identification number**

13-5562191

**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.

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

**Part II Conservation Easements.** Complete if the organization answered "Yes" to 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 pleasure)  Preservation of an historically important land area

Protection of natural habitat  Preservation of certified historic structure

Preservation of open space

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

	<b>Held at the End of the Year</b>
2a	
2b	
2c	
2d	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable 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, violations, and enforcement of the conservation easements it holds?

 Yes  No

6 Staff or volunteer hours devoted to monitoring, inspecting and enforcing easements during the year ►

7 Amount of expenses incurred in monitoring, inspecting, and enforcing 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 170(h)(4)(B)(ii)?

 Yes  No

9 In Part XIV, 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" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116, 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 XIV, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116, 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) Revenues included in 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 relating to these items

a Revenues included in 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 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 XIV

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 Trust, 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 why in Part XIV and complete the following table

	<b>Amount</b>
<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?  Yes  No

**b** If "Yes," explain the arrangement in Part XIV

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

	<b>(a) Current Year</b>	<b>(b) Prior Year</b>	<b>(c) Two Years Back</b>	<b>(d) Three Years Back</b>	<b>(e) Four Years Back</b>
<b>1a</b> Beginning of year balance . . . . .	18,513,959				
<b>b</b> Contributions . . . . .	2,115,957				
<b>c</b> Investment earnings or losses . . . . .	-1,581,889				
<b>d</b> Grants or scholarships . . . . .	1,298,630				
<b>e</b> Other expenditures for facilities and programs . . . . .	732,068				
<b>f</b> Administrative expenses . . . . .					
<b>g</b> End of year balance . . . . .	17,017,329				

**2** Provide the estimated percentage of the year end balance held as

**a** Board designated or quasi-endowment ► 66 000 %

**b** Permanent endowment ► 34 000 %

**c** Term endowment ►

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

**(i)** unrelated organizations . . . . .

**Yes**

**No**

**(ii)** related organizations . . . . .

**Yes**

**No**

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

**Yes**

**No**

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

**Part VI Investments—Land, Buildings, and Equipment.** See Form 990, Part X, line 10.

	<b>Description of investment</b>	<b>(a) Cost or other basis (investment)</b>	<b>(b) Cost or other basis (other)</b>	<b>(c) Depreciation</b>	<b>(d) Book value</b>
<b>1a</b> Land . . . . .		1,250,459			1,250,459
<b>b</b> Buildings . . . . .		28,145,306	17,532,357		10,612,949
<b>c</b> Leasehold improvements . . . . .		3,776,389	1,203,644		2,572,745
<b>d</b> Equipment . . . . .		4,508,680	2,738,419		1,770,261
<b>e</b> Other . . . . .		0	0		
<b>Total.</b> Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).) . . . . .					16,206,414

**Part VII Investments—Other Securities.** 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
Financial derivatives and other financial products		
Closely-held equity interests		
Other Jubilee Tax Exempt Partners L P	7,645,099	F
Other LONE PINON, LTD	9,319,460	F
Other LONE DRAGON PINE, L P	643,274	F
Other LONE CASCADE, L P	8,934,118	F
Other mILLENIUM PARTNERSHIP	737,060	F
<b>Total.</b> (Column (b) should equal Form 990, Part X, col (B) line 12.)	<b>27,279,011</b>	

**Part VIII Investments—Program Related.** See Form 990, Part X, line 13.

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

**Part IX Other Assets.** See Form 990, Part X, line 15.

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

**Part X Other Liabilities.** See Form 990, Part X, line 25.

(a) Description of Liability	(b) Amount
Federal Income Taxes	
Deferred Income-COMPREHENSIVE OUT-PATIENT SERVICES	1,215,554
<b>Total.</b> (Column (b) should equal Form 990, Part X, col (B) line 25.)	<b>1,215,554</b>

In Part XIV, 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

**Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements**

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	80,299,141
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	113,733,710
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	-33,434,569
4	Net unrealized gains (losses) on investments	4	-21,522,870
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	-440,225
9	Total adjustments (net) Add lines 4 - 8	9	-21,963,095
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	-55,397,664

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

1	Total revenue, gains, and other support per audited financial statements	1	58,817,127
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains on investments	2a	-21,522,870
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	40,856
e	Add lines 2a through 2d	2e	-21,482,014
3	Subtract line 2e from line 1	3	80,299,141
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	0
5	Total Revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12)	5	80,299,141

**Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return**

1	Total expenses and losses per audited financial statements	1	113,774,566
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Losses reported on Form 990, Part IX, line 25	2c	
d	Other (Describe in Part XIV)	2d	40,856
e	Add lines 2a through 2d	2e	40,856
3	Subtract line 2e from line 1	3	113,733,710
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	0
5	Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)	5	113,733,710

**Part XIV Supplemental Information**

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part XIV, lines 1b and 2b, Part V, line 4, Part X, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b

Identifier	Return Reference	Explanation
Part V, Line 4	Description of Intended Use of Endowment Funds	The endowments consist of donor-restricted endowment funds and board designated special purpose funds. It is the policy of Children's Aid to use these funds and the earnings from these funds to enhance its program offerings and to be able to react in a positive and meaningful way in the event of unanticipated community needs or events. In the case of donor-restricted endowment funds, Children's Aid's policy is to preserve the value of the original gift as of the gift date, absent explicit donor stipulations to the contrary. As a result, Children's Aid classifies as permanently restricted net assets (a) the original value of gifts donated to the permanent endowment, (b) the original value of subsequent gifts to the permanent endowment, and (c) accumulations to the permanent endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. Earnings attributed to the donor restricted endowment fund are classified as temporarily restricted net assets until those amounts are appropriated for expenditure in accordance with the donor's stipulations. Permanently restricted endowment funds are classified as "restricted as to income" or "unrestricted as to income", which represented 47% and 53%, respectively of the total donor restricted endowment fund. Children's Aid's policy is that amounts will be appropriated for expenditures in accordance with the donor's stipulations. The Board of Trustees appropriates the earnings of the endowment for expenditure as part of the annual distribution from the endowment and reserve funds used to cover the operating budget. The annual distribution appropriated for expenditures will be limited to 5% of the value of the donor-restricted endowments. No such distribution shall be made to the extent it would reduce the value below the original value of the gift.
Part XI, Line 8 - Other Adjustments		pension related changes other than net periodic costs - 768367 adoption of supplemental executive retirement plan 328142
Part XII, Line 2d - Other Adjustments		special events 40856
Part XIII, Line 2d - Other Adjustments		Special events 40856

## **Supplemental Information Regarding Fundraising or Gaming Activities**

2008

## Open to Public Inspection

► **Attach to Form 990 or Form 990-EZ. Must be completed by organizations that answer "Yes" to Form 990, Part IV, lines 17, 18, or 19, and by organizations that enter more than \$15,000 on Form 990-EZ, line 6a.**

Department of the Treasury  
Internal Revenue Service

Name of the organization

## NAME OF THE ORGANIZATION

**Employer identification number**

13-556219

**Part I Fundraising Activities.** Complete if the organization answered "Yes" to Form 990, Part IV, line 17.

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

**2a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising activities?

Yes  No

**b** If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization. Form 990-EZ filers are not required to complete this table.

3 List all states in which the organization is registered or licensed to solicit funds or has been notified it is exempt from registration or licensing

AL,AK,AZ,AR,CA,CO,CT,FL,GA,IL,KS,KY,LA,ME,MD,MA,MI,MN,MS,MO,NE,NH,NJ,NY,NC,ND,OH,OK,OR,PA,RI,SC,TN,VA,WA,WV,WI

**Part II Fundraising Events.** Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than \$15,000 on Form 990-EZ, line 6a. List events with gross receipts greater than \$5,000.

		(a) Event #1 <u>golf classic</u> (event type)	(b) Event #2 (event type)	(c) Other Events <u>7</u> (total number)	(d) Total Events (Add col (a) through col (c))
Revenue	1 Gross receipts . . . . .	247,450		37,935	285,385
	2 Less Charitable contributions . . . . .	160,450		37,935	198,385
	3 Gross revenue (line 1 minus line 2) . . . . .	87,000			87,000
Direct Expenses	4 Cash Prizes . . . . .				
	5 Non-cash Prizes . . . . .				
	6 Rent/Facility costs . . . . .				
	7 Other direct expenses . . . . .	85,983		6,667	92,650
	8 Direct expense summary Add lines 4 through 7 in column (d) . . . . . ►				92,650
	9 Net income summary Combine lines 3 and 8 in column (d) . . . . . ►				-5,650

**Part III Gaming.** Complete if the organization answered "Yes" to Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (Add col (a) through col (c))
Revenue	1 Gross revenue . . . . .				
Direct Expenses	2 Cash prizes . . . . .				
	3 Non-cash prizes . . . . .				
	4 Rent/facility costs . . . . .				
	5 Other direct expenses . . . . .				
	6 Volunteer labor . . . . .	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	
	7 Direct expense summary Add lines 2 through 5 in column (d) . . . . . ►				
	8 Net gaming income summary Combine lines 1 and 7 in column (d) . . . . . ►				

9 Enter the state(s) in which the organization operates gaming activities . . . . .	<input type="checkbox"/> Yes	<input type="checkbox"/> No
a Is the organization licensed to operate gaming activities in each of these states? . . . . .	<input type="checkbox"/> 9a	
b If "No," Explain _____		
10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? . . . . .	<input type="checkbox"/> 10a	
b If "Yes," Explain _____		
11 Does the organization operate gaming activities with nonmembers? . . . . .	<input type="checkbox"/> 11	
12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? . . . . .	<input type="checkbox"/> 12	

	<b>Yes</b>	<b>No</b>
<b>13</b> Indicate the percentage of gaming activity operated in	<b>13a</b>	<b>13b</b>
<b>a</b> The organization's facility . . . . .	. . . . .	. . . . .
<b>b</b> An outside facility . . . . .	. . . . .	. . . . .
<b>14</b> Provide the name and address of the person who prepares the organization's gaming/special events books and records		
Name ►		
Address ►		
<b>15a</b> Does the organization have a contract with a third party from whom the organization receives gaming revenue? . . . . .	<b>15a</b>	. . . . .
<b>b</b> If "Yes," enter the amount of gaming revenue received by the organization ► \$ _____ and the amount of gaming revenue retained by the third party ► \$ _____		
<b>c</b> If "Yes," enter name and address		
Name ►		
Address ►		
<b>16</b> Gaming manager information		
Name ►		
Gaming manager compensation ► \$ _____		
Description of services provided ►		
<input type="checkbox"/> Director/officer	<input type="checkbox"/> Employee	<input type="checkbox"/> Independent contractor
<b>17</b> Mandatory distributions		
<b>a</b> Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? . . . . .	<b>17a</b>	. . . . .
<b>b</b> Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ► \$ _____	. . . . .	. . . . .

## **Grants and Other Assistance to Organizations, Governments and Individuals in the U.S.**

Department of the Treasury  
Internal Revenue Service

**Complete if the organization answered "Yes," on Form 990, Part IV, lines 21 or 22. Attach to Form 990.**

## Open to Public Inspection

**Open to Public  
Inspection**

Name of the organization

**Employer identification number**

## Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . .  Yes  No

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

**Part II Grants and Other Assistance to Governments and Organizations in the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 21 for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Use Part IV and Schedule I-1 if additional space is needed.

2 Enter total number of section 501(c)(3) and government organizations . . . . .

**3 Enter total number of other organizations .**

**Part III Grants and Other Assistance to Individuals in the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22. Use Schedule I-1 (Form 990) if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
Specific assistance is given to low-income families such as rent arrears, funeral expenses, furniture, bedding extermination, transportation, school supplies, graduation expenses, and other basic needs	952	961,661			
Families are assisted with baby-sitting services so that parents can attend agency meetings and therapy sessions. Meetings could, for example, revolve around permanency planning for foster care children	30	23,984			
Low-income working families seldom have the extra income to supervise their children after school and during summer vacations. Our City & Country and Community School divisions provide free and low-cost after-school, weekend and summer programs, using that time to build an advantage for children's future. We offer recreation, tutoring, mentoring, technology, and violence prevention to families and children throughout Manhattan, the Bronx, and Staten Island. In addition, we also offer school and college scholarships to low-income children	1367	1,522,431			
Youth engaged in the agency's job readiness, employment programs and life skills classes receive stipends for their work	1054	329,631			
Activity costs for recreational and children's and family activities which include busses for outings, admission fees for events, sports and recreational supplies and equipment, and educational games	11716	686,654			
The annual board rate, which is set according to the child's age, is intended to reimburse foster parents for the cost of caring for the child. In addition, based on the child's needs there are three foster care payment categories for foster boarding homes. Basic, Special, and Exceptional. New York City Children's Services sets the rate based on the maximum allowed by NY State OCFS. A regular clothing allowance based on the child's age is also included in the monthly board check. In addition, other expenses such as the cost of camps, cribs and other expenses are included	881	9,061,135			

**Part IV Supplemental Information.** Complete this part to provide the information required in Part I, line 2, and any other additional information.  
See Additional Data Table

Identifier	Return Reference	Explanation
Procedure for Monitoring Grants in the U.S.	Part I, Line 2	Schedule I, Part I, Line 2. The use of grant funds are monitored closely during the year by the department administering the assistance. Monitoring can include, among other things, regular home visits to families who might receive monthly assistance for foster care children, direct purchases of materials such as beds, linens, text books, clothes or food, utility payments, rather than cash assistance to families, and monitoring of classes or programs when scholarships are provided.

**Schedule J**  
(Form 990)**Compensation Information**

OMB No 1545-0047

**2008****Open to Public  
Inspection**Department of the Treasury  
Internal Revenue Service**For certain Officers, Directors, Trustees, Key Employees, and Highest  
Compensated Employees**  
**► Attach to Form 990. To be completed by organizations  
that answered "Yes" to Form 990, Part IV, line 23.****Name of the organization**  
THE CHILDREN'S AID SOCIETY**Employer identification number**

13-5562191

**Part I Questions Regarding Compensation****1a** Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items

<input type="checkbox"/> First class or charter travel	<input type="checkbox"/> Housing allowance or residence for personal use
<input type="checkbox"/> Travel for companions	<input type="checkbox"/> Payments for business use of personal residence
<input type="checkbox"/> Tax indemnification and gross-up payments	<input type="checkbox"/> Health or social club dues or initiation fees
<input type="checkbox"/> Discretionary spending account	<input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)

**b** If line 1a is checked, did the organization follow a written policy regarding payment or reimbursement or provision of all the expenses described above? If "No," complete Part III to explain**2** Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?**3** Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director. Check all that apply

<input checked="" type="checkbox"/> Compensation committee	<input checked="" type="checkbox"/> Written employment contract
<input checked="" type="checkbox"/> Independent compensation consultant	<input checked="" type="checkbox"/> Compensation survey or study
<input checked="" type="checkbox"/> Form 990 of other organizations	<input checked="" type="checkbox"/> Approval by the board or compensation committee

**4** During the year, did any person listed in Form 990, Part VII, Section A, line 1a

**a** Receive a severance payment or change of control payment?  
**b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?  
**c** Participate in, or receive payment from, an equity-based compensation arrangement?

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III

**501(c)(3) and 501(c)(4) organizations only must complete lines 5-8.****5** For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of**a** The organization?**b** Any related organization?

If "Yes," to line 5a or 5b, describe in Part III

**6** For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of**a** The organization?**b** Any related organization?

If "Yes," to line 6a or 6b, describe in Part III

**7** For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III**8** Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regs. section 53.4958-4(a)(3)? If "Yes," describe in Part III

	Yes	No
<b>1a</b>		
<b>1b</b>		
<b>2</b>		
<b>3</b>		
<b>4a</b>		No
<b>4b</b>	Yes	
<b>4c</b>		No
<b>5a</b>		No
<b>5b</b>		No
<b>6a</b>		No
<b>6b</b>		No
<b>7</b>		No
<b>8</b>		No

**Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use Schedule J-1 if additional space needed.

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

**Note.** The sum of columns (B)(i)-(iii) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a.

(A) Name	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other compensation				
C WARREN MOSES	(i) (ii) 407,252	76,000	27,801	147,733	17,638	676,424	
BETTY NOGAN- WOERNER	(i) (ii) 222,839	21,424	1,806	29,551	21,434	297,054	
WILLIAM WEISBERG	(i) (ii) 228,447	19,186	921	24,087	13,789	286,430	
PATRICIA GRAYSON	(i) (ii) 218,972	20,442	1,806	29,852	17,761	288,833	
JANE M QUINN	(i) (ii) 214,271	20,000	2,772	50,797	14,401	302,241	
WAYNE GREEN MD	(i) (ii) 170,819		4,459	39,258		214,536	
LISA HANDWERKER	(i) (ii) 169,634		1,627	27,216	19,364	217,841	
PATRICIA ABANILA	(i) (ii) 147,345		299	9,826	7,187	164,657	
BEVERLY COLON	(i) (ii) 136,979		1,207	24,718	15,695	178,599	
LORNA P MORGAN	(i) (ii) 131,978	2,000	1,935	25,460	17,001	178,374	
PHILIP COLTOFF	(i) (ii) 125,000		2,967		5,769	133,736	
	(ii)						
	(i)						
	(ii)						
	(i)						
	(ii)						

Part III Supplemental Information

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

Identifier	Return Reference	Explanation
	Part I, Line 4a	Campbell W Moses participated in a supplemental nonqualified retirement plan. Amount earned for calendar year ending December 31, 2008 was \$89,316.
	</	

## Schedule L (Form 990 or 990-EZ)

## **Transactions with Interested Persons**

OMB No 1545-0047

2008

## Open to Public Inspection

Department of the Treasury  
Internal Revenue Service

- Attach to Form 990 or Form 990-EZ.
- To be completed by organizations that answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-FZ, Part V lines 38b or 40b.

**Name of the organization**  
THE CHILDREN'S AID SOCIETY

**Employer identification number**

13-5562191

**Part I Excess Benefit Transactions (section 501(c)(3) and section 501 (c)(4) organizations only).**

To be completed by organizations that answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b

2 Enter the amount of tax imposed on the organization managers or disqualified persons during the year under section 4958 . . . . . \$ \_\_\_\_\_

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization . . . . . \$

## **Part II      Loans to and/or From Interested Persons**

To be completed by organizations that answered "Yes" on Form 990, Part IV, line 26, or Form 990-EZ, Part V, line 38a

Total . . . . . ➔ \$

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**Grants or Assistance Benefiting Interested Persons**

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Part IV Business Transactions Involving Interested Persons

To be completed by organizations that answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

<b>(a)</b> Name of interested person	<b>(b)</b> Relationship between interested person and the organization	<b>(c)</b> Amount of transaction	<b>(d)</b> Description of transaction	<b>(e)</b> Sharing of organization's revenues?	
				<b>Yes</b>	<b>No</b>
phillip coltoff	former ceo	127,969	independent contractor		No
eddie jiminez	family member of angela diaz, officer and director	64,548	employee		No
united building maintenance corporation	trustee sharon madison is trustee of shares of family owned business	328,766	independent contractor		No

SCHEDULE M  
(Form 990)Department of the Treasury  
Internal Revenue Service

## Non-Cash Contributions

OMB No 1545-0047

To be completed by organizations that answered  
"Yes" on Form 990, Part IV, lines 29 or 30.  
Attach to Form 990

2008

Open to Public  
InspectionName of the organization  
THE CHILDREN'S AID SOCIETY

Employer identification number

13-5562191

## Part I Types of Property

	(a) Check if applicable	(b) Number of Contributions	(c) Revenues reported on Form 990, Part VIII, line 1g	(d) Method of determining revenues
1 Art—Works of art . . . . .				
2 Art—Historical treasures . . . . .				
3 Art—Fractional interests . . . . .				
4 Books and publications . . . . .				
5 Clothing and household goods . . . . .				
6 Cars and other vehicles . . . . .				
7 Boats and planes . . . . .				
8 Intellectual property . . . . .				
9 Securities—Publicly traded . . . . .	X	25	131,944	fmv at date of gift
10 Securities—Closely held stock . . . . .				
11 Securities—Partnership, LLC, or trust interests . . . . .				
12 Securities—Miscellaneous . . . . .				
13 Qualified conservation contribution (historic structures) . . . . .				
14 Qualified conservation contribution (other) . . . . .				
15 Real estate—Residential . . . . .				
16 Real estate—Commercial . . . . .				
17 Real estate—Other . . . . .				
18 Collectibles . . . . .				
19 Food inventory . . . . .				
20 Drugs and medical supplies . . . . .				
21 Taxidermy . . . . .				
22 Historical artifacts . . . . .				
23 Scientific specimens . . . . .				
24 Archeological artifacts . . . . .				
25 Other (describe _____)				
26 Other (describe _____)				
27 Other (describe _____)				
28 Other (describe _____)				
29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee			29	

## Acknowledgement . . . . .

	Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1-28 that it must hold for at least three years from the date of the initial contribution, and which is not required to be used for exempt purposes for the entire holding period? . . . . .		
30a		No
b If "Yes", describe the arrangement in Part II		
31 Does the organization have a gift acceptance policy that requires the review of any non-standard contributions?		
31		No
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell non-cash contributions? . . . . .		
32a	Yes	
b If "Yes", describe in Part II		
33 If the organization did not report revenues in Column (c) for a type of property for which Column (a) is checked, describe in Part II		

**Part II** **Supplemental Information.** Complete this part to provide the information required by Part I, lines 30b, 32b, and 33. Also complete this part for any additional information.

Identifier	ReturnReference	Explanation
Third Party Use	Part I, Line 32b	The Children's Aid Society hires Bank of New York (BNY) Mellon Capital Management to sell the contributions that are received in the form of Publicly Traded Securities. The process begins with the donor informing their broker to transfer their stock shares to BNY Mellon using the instructions that are made available on The Children's public website BNY Mellon, under the instruction of CAS, will sell the shares upon receiving the stock transfer. The Children's Aid is then notified of the received date, fair market value at the date of receipt, sell date and proceeds from sale of each stock contribution

2008

Open to Public  
Inspection**SCHEDULE O**  
(Form 990)**Supplemental Information to Form 990****► Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.****Name of the organization**  
THE CHILDREN'S AID SOCIETY**Employer identification number**  
13-5562191

Identifier	Return Reference	Explanation
Form 990, Part III, line 2	New Program Services	Children's Aid started 3 new programs in 2009. Students who are experiencing homelessness or housing instability are part of the new Students in Temporary Housing Program, which ensures that these students have enriching after school and leadership programming through outreach and membership in our Leadership Academy. CAS became a contractor for Summer Youth Employment, placing 750 high need, low-income adolescents in employment and training positions for the summer. The new High School for Excellence and Innovation is a partnership between CAS and the New York City Department of Education to make sure that teens who are 2 years behind in school or more, often following health difficulties or trauma, advance toward their high school graduation through a combination of academic instruction and intensive case management.

Identifier	Return Reference	Explanation
Form 990, Part III, line 4d	Other Program Services	--OTHER PROGRAM SERVICES --Ensuring Access for All Children To High Quality Healthcare Health Services Children's Aid provides over 81,000 medical, dental, mental health and health education visits through its medical, dental and mental health clinics. Children's Aid provides medical care through five school-based clinics and three community clinics located in Washington Heights, Harlem, the Bronx, and midtown Manhattan, which are staffed by caring pediatricians, nurse practitioners, nurses and health educators. Children receive full-service health care including physical examinations, growth assessments, screenings (hearing, vision, scoliosis), treatment of acute illnesses such as asthma. For adolescents, Children's Aid offers specialized confidential health services including health education, physical examinations for school, sports and work, sexually transmitted disease testing, gynecological exams, immunizations and HIV counseling and testing. The agency provides dental visits across seven school- and center-based clinics. Children's Aid also provides comprehensive mental health services in school- and center-based clinics, which are comprised of psychiatrists, psychologists, social workers, specialized counselors and caseworkers who treat children exhibiting high rates of depression and anxiety, ADD/ADHD, adjustment disorder, oppositional disorder, separation anxiety disorder, and neurotic depression. Camps Children's Aid operates two co-ed summer day camps in Chappaqua, NY and Staten Island, serving approximately 1,000 children. Each camp is situated on more than 40 acres of land providing the quintessential, rural camp experience with swimming pools, ball fields, nature programs, arts and crafts, and caring camp counselors who provide the care and attention that promotes healthy growth and social development. The camp in Chappaqua, named Wagon Road, offers a wide range of activities and is designed to emphasize creativity, skill development and social learning. Wagon Road has two heated outdoor swimming pools, athletic facilities for basketball, baseball, soccer and volleyball and an adventure ropes course. It also has indoor facilities for music, nature, cooking and dance, as well as summer program areas for drama and arts and crafts. There are two riding rings for the horsemanship program. Additionally, Wagon Road provides a year-long respite component to approximately 115 different physically and developmentally disabled children between the ages of seven and 18. Each respite has the capacity of 52 children times 8 respites, for a total of 416 respite visits. The purpose of the program is two-fold to support and strengthen the families, and to enrich the lives of the children. Respite campers, many of whom live with such illnesses as cerebral palsy, spinal bifida, autism, Down Syndrome and neurological impairments can participate in as many as four weekends of programming each year. The sessions range from short two-day weekend programs to longer 6-day programs. The William Osborn Day Camp at Goodhue Center on Staten Island provides camping for children ages 5-13. Programs are creative and nurturing and have a lasting influence. The camp has woodlands and trails, baseball and soccer fields, two outdoor basketball courts, a playground, a gymnasium, a pond for fishing and boating, a golf range and a learning center for computers and science discovery. Program highlights include arts and crafts, drawing and painting, TV and radio production, nature study and science, gardening, theater, sports and swimming instruction and boating and fishing. Expenses \$ 16527314 including grants of \$ 141199 Revenue \$ 9146103

Identifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 1		CAS' bylaws provide that the Executive Committee of the Board of Trustees has the authority to act on behalf of the Board of Trustees between meetings of the Board of Trustees. Any such action taken by the Executive Committee must be reported to the Board of Trustees as soon as practical for its review and consideration. The Executive Committee does not have the power to (1) enter into a contractual agreement regarding a newly appointed Chief Executive Officer, (2) submit any action to CAS' members for their approval, (3) fill any vacancies on the Board of Trustees or any committee, (4) amend, repeal or adopt bylaws, or amend or repeal any resolution of the Board of Trustees which is not by its terms so amendable or repealable, (5) make decisions regarding the purchase or leasing of real estate, (6) appoint a Chief Executive Officer or (7) fix the compensation, if any, of trustees.

Identifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 2		Charlton Phelps, Chairman Emeritus, and Meredith Phelps Rugg, Board member, have a family relationship

Identifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 4		CAS' bylaws have been amended since the filing of its 2007 Form 990. The amendments eliminated the requirement that trustees first elected during or after 2006 retire from the Board of Trustees by the end of the fiscal year of such trustee's 75th birthday, changed the title of Chief Executive Officer to be President and Chief Executive Officer, and consolidated the duties of the two most senior Board of Trustees positions into one position with a title of Chairman.

Identifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 6		CAS is a New York not-for-profit corporation with members. CAS has one class of members and each member has one vote. CAS' members have the right to vote on candidates for the Board of Trustees and on such other matters as required by New York law. CAS' members do not have the right to receive a share of CAS' profits or a share of CAS' net assets upon dissolution.

Identifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 7a		CAS' members vote to elect members of the Board of Trustees

Identifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 8a		Minutes from the annual meeting of the Board of Trustees are documented soon after the meeting but are not officially approved until the following year's annual meeting. Minutes from all other Board of Trustee meetings are approved on a contemporaneous basis.

Identifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 10		Before the 990 was filed, it was reviewed by the Board. First, a copy was sent to members of the Audit Committee for their input. Then, the 990 was distributed to the entire Board of Trustees for review and comment prior to the March board meeting. At the meeting, trustees were invited to ask questions and provide comments.

Identifier	Return Reference	Explanation
Form 990, Part VI, Section B, line 12c		CAS' conflict of interest policy applies to trustees, officers, employees and any other person who was in a position to exercise substantial influence over the affairs of CAS during the prior five years. On an annual basis, conflict of interest questionnaires are distributed to trustees, officers and key employees. Reminders are sent to those who do not return the questionnaires in a timely manner. Potential conflicts of interest involving trustees, officers and key employees are reported to the Executive Committee of the Board of Trustees. The Executive Committee determines whether a conflict of interest exists and evaluates conflict of interest transactions. The Executive Committee also reviews existing conflicts of interest on an annual basis. An individual involved, directly or indirectly, in an actual or potential conflict of interest transaction may not participate in any discussion of the relevant transaction.

Identifier	Return Reference	Explanation
Form 990, Part VI, Section B, line 15		During calendar year 2009, the Executive Committee of the Board of Trustees reviewed the compensation of CAS's five highest paid employees, namely, the Chief Executive Officer, Chief Operating Officer, Chief Financial Officer, Assistant Executive Director for Development and Assistant Executive Director for Community Schools. During that year, the Executive Committee engaged a compensation consultant to prepare a customized survey to assist the committee in its evaluation of the reasonableness of the compensation paid to the individuals holding the above mentioned positions. The compensation consultant provided opinion letters stating that the compensation paid to all five individuals during fiscal year 2009 was reasonable. Going forward, the Executive Compensation Committee's policy is to evaluate executive compensation for the five positions named above every year utilizing comparable information in surveys. The compensation of the CEO has been, and will continue to be, submitted to the Board of Trustees for approval on an annual basis.

Identifier	Return Reference	Explanation
Form 990, Part VI, Section C, line 19		The Children's Aid makes available to the public through the public website the form 990, annual report, organization's mission statement and the most recent board of directors and officers. The above documents along with governing documents, and the conflict of interest policy are available upon request. The Annual Report is widely distributed upon issuance.

## **SCHEDULE R (Form 990)**

## Related Organizations and Unrelated Partnerships

OMB No 1545-0047

**2008**

**Open to Public  
Inspection**

Department of the Treasury  
Internal Revenue Service

**Name of the organization**  
THE CHILDREN'S AID SOCIETY

**Employer identification number**

13-5562191

► **Attach to Form 990. To be completed by organizations that answered "Yes" to Form 990, Part IV, lines 33, 34, 35, 36, or 37.**  
► **See separate instructions.**

## **Part I Identification of Disregarded Entities**

## **Part II Identification of Related Tax-Exempt Organizations**

<b>(A)</b> Name, address, and EIN of related organization	<b>(B)</b> Primary activity	<b>(C)</b> Legal domicile (state or foreign country)	<b>(D)</b> Exempt Code section	<b>(E)</b> Public charity status (if section 501(c)(3))	<b>(F)</b> Direct controlling entity
MADISON AVENUE FUND FOR CHILDREN INC  105 EAST 22ND ST NEW YORK, NY10010 13-3433266	TO RAISE FUNDS FOR CAS THROUGH AN ANNUAL EVENT	NY	501(C)(3)	170(B)(1)(A)(VI)	
MILBANK HOUSING DEVELOPMENT FUND CORP  105 EAST 22ND ST NEW YORK, NY10010 13-3421433	PROVIDES HOUSING AND counseling FOR HOMELESS FAMILIES	NY	501(C)(3)	509(a)(2)	
THE UNITED CHARITIES  105 EAST 22ND ST NEW YORK, NY10010	PROVIDES OFFICES FOR CHARITALBE ORGANIZATIONS	NY	501(C)(3)	509(a)(1)	

**Part III Identification of Related Organizations Taxable as a Partnership**

**Part IV Identification of Related Organizations Taxable as a Corporation or Trust**

<b>(A)</b> Name, address, and EIN of related organization	<b>(B)</b> Primary activity	<b>(C)</b> Legal domicile (state or foreign country)	<b>(D)</b> Direct controlling entity	<b>(E)</b> Type of entity (C corp, S corp, or trust)	<b>(F)</b> Share of total income	<b>(G)</b> Share of end-of-year assets	<b>(H)</b> Percentage ownership
CAMPBELL DEVON PRODUCTIONS INC 105 E 22ND ST NEW YORK, NY10010 13-2567508	COLLECT ROYALTIES AND DISTRIBUTE PROceeds TO CHARITABLE ORGANIZATIONS	DE		S	33	33	33 000 %

**Part V Transactions with Related Organizations****Note.** Complete line 1 if any entity is listed in Parts II, III or IV**1** During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

- a** Receipt of (i) interest (ii) annuities (iii) royalties (iv) rent from a controlled entity
- b** Gift, grant, or capital contribution to other organization(s)
- c** Gift, grant, or capital contribution from other organization(s)
- d** Loans or loan guarantees to or for other organization(s)
- e** Loans or loan guarantees by other organization(s)
- f** Sale of assets to other organization(s)
- g** Purchase of assets from other organization(s)
- h** Exchange of assets
- i** Lease of facilities, equipment, or other assets to other organization(s)
- j** Lease of facilities, equipment, or other assets from other organization(s)
- k** Performance of services or membership or fundraising solicitations for other organization(s)
- l** Performance of services or membership or fundraising solicitations by other organization(s)
- m** Sharing of facilities, equipment, mailing lists, or other assets
- n** Sharing of paid employees
- o** Reimbursement paid to other organization for expenses
- p** Reimbursement paid by other organization for expenses
- q** Other transfer of cash or property to other organization(s)
- r** Other transfer of cash or property from other organization(s)

	<b>Yes</b>	<b>No</b>
1a		No
1b		No
1c	Yes	
1d	Yes	
1e		No
1f		No
1g		No
1h		No
1i		No
1j	Yes	
1k		No
1l		No
1m		No
1n		No
1o	Yes	
1p		No
1q		No
1r	Yes	

**2** If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds

<b>(A)</b> Name of other organization(s)	<b>(B)</b> Transaction type(a-r)	<b>(C)</b> Amount Involved
(1) MILBANK HOUSING DEVELOPMENT FUND CORP	O	1,068,605
(2) MILBANK HOUSING DEVELOPMENT FUND CORP	D	1,311,207
(3) MADISON AVENUE FUND FOR CHILDREN INC	R	272,690
(4) THE UNITED CHARITIES	J	486,048
(5) CAMPBELL DEVON PRODUCTIONS INC	C	125,000
(6)		

## Part VI Unrelated Organizations Taxable as a Partnership

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

## Additional Data

**Software ID:**  
**Software Version:**  
**EIN:** 13-5562191  
**Name:** THE CHILDREN'S AID SOCIETY

### Form 990, Part VII - Section Aaa

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W- 2/1099MISC)	(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 or Employee of highest compensated	Former				
SHEILA BAIRD , TRUSTEE	5 00	X						0	0	0
ELLY CHRISTOPHERSEN , TRUSTEE	5 00	X						0	0	0
ANNE CITRIN , TRUSTEE	5 00	X						0	0	0
JAN CORREA , TRUSTEE	5 00	X						0	0	0
SUSAN COUPEY , TRUSTEE	5 00	X						0	0	0
GLORIA DABIRI , TRUSTEE	5 00	X						0	0	0
JUDITH DIMON , TRUSTEE	5 00	X						0	0	0
BART EAGLE , TRUSTEE	5 00	X						0	0	0
MARK EDMISTON , TRUSTEE	5 00	X						0	0	0
DESMOND G FITZGERALD , TRUSTEE	5 00	X						0	0	0
LIZ GARDINER , TRUSTEE	5 00	X						0	0	0
ELIOT GREEN , TRUSTEE	5 00	X						0	0	0
MARSHALL GREEN , TRUSTEE	5 00	X						0	0	0
MAEVE GYENES , TRUSTEE	5 00	X						0	0	0
PETER HANSON , TRUSTEE	5 00	X						0	0	0
LOLITA JACKSON , TRUSTEE	5 00	X						0	0	0
LANE KATZ , TRUSTEE	5 00	X						0	0	0
RONALD KAUFMANN , TRUSTEE	5 00	X						0	0	0
MARTH KELLNER , TRUSTEE	5 00	X						0	0	0
URSULA G LAMOTTE , TRUSTEE	5 00	X						0	0	0
MARTHA LIPP , TRUSTEE	5 00	X						0	0	0
SHARON MADISON , TRUSTEE	5 00	X						0	0	0
RICHARD H MANGUM , TRUSTEE	5 00	X						0	0	0
MARTHA MCCLANAHAN , TRUSTEE	5 00	X						0	0	0
FELIX A ORBE , TRUSTEE	5 00	X						0	0	0
CALVIN RAMSEY , TRUSTEE	5 00	X						0	0	0
MEREDITH RUGG , TRUSTEE	5 00	X						0	0	0
MELVIN R SEIDEN , TRUSTEE	5 00	X						0	0	0
DAVID F STEIN , TRUSTEE	5 00	X						0	0	0
ROSALIE K STAHL , TRUSTEE	5 00	X						0	0	0

## Form 990, Part VII - Section Aaa

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)					(D) Reportable compensation from the organization (W- 2/1099MISC)	(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			
MRS MILTON STERN , TRUSTEE	5 00	X					0	0	0
KEVIN WATSON , TRUSTEE	5 00	X					0	0	0
ROBERT WOLF , TRUSTEE	5 00	X					0	0	0
C WARREN MOSES , CHIEF EXECUTIVE OFFICER	40 00			X			511,053	0	165,371
BETTY NOGAN-WOERNER , CHIEF FINANCIAL OFFICER	40 00			X			246,069	0	50,985
EDWARD LAMONT , CHAIRMAN EMERITUS	5 00			X			0	0	0
CHARLTON PHELPS , CHAIRMAN EMERITUS	5 00			X			0	0	0
EDGAR R KOERNER , CHAIRMAN	5 00			X			0	0	0
ANGELA DIAZ MD , PRESIDENT	5 00			X			0	0	0
SAMUEL M CONVISSOR , VICE PRESIDENT	5 00			X			0	0	0
VIRGINIA M SERMIER , TREASURER	5 00			X			0	0	0
IRIS ABRONS , SECRETARY	5 00			X			0	0	0
WILLIAM WEISBERG , CHIEF OPERATING OFFICER	40 00				X		248,554	0	37,876
PATRICIA GRAYSON , ASST EXEC DIR-DEVELOPMEN	40 00				X		241,220	0	47,613
JANE M QUINN , ASST EXEC DIR- COMMUNITY	40 00				X		237,043	0	65,198
WAYNE GREEN MD , CHIEF PHYSYCHIATRIST	40 00					X	175,278	0	39,258
LISA HANDWERKER , MEDICAL DIRECTOR	40 00					X	171,261	0	46,580
PATRICIA ABANILA , PHYSYCHIATRIST	40 00					X	147,644	0	17,013
BEVERLY COLON , DIRECTOR OF HEALTH SERVI	40 00					X	138,186	0	40,413
LORNA P MORGAN , SENIOR PROGRAM QUALITY A	40 00					X	135,913	0	42,461
PHILIP COLTOFF , FORMER CEO	21 00					X	127,967	0	5,769

**Form 990, Part I, Line 1 - Briefly describe the Organization's mission or most significant activities:**

Children's Aid fills the gaps between what children have and what they need to thrive, serving approximately 150,000 children and their families throughout New York City. All aspects of a child's development are addressed through: medical, dental and mental health services; health education and adolescent pregnancy prevention; adoption and foster care; preventive services; early childhood learning centers; community centers and community schools offering after-school enrichment, leadership development, sports, arts, recreation, college and career preparation; juvenile justice programs; and, camp programs including summer camps and a respite camp for disabled children. Also, a host of services are available to parents, including housing assistance, domestic violence counseling and health care access. Certain programs, including our community schools model and Adolescent Pregnancy Prevention Program have become models for national and international adaptation and replication.

## Additional Data

**Software ID:**  
**Software Version:**  
**EIN:** 13-5562191  
**Name:** THE CHILDREN'S AID SOCIETY

**Form 990 Schedule G - Licensed States**

Licensed States

**Software ID:**  
**Software Version:**  
**EIN:** 13-5562191  
**Name:** THE CHILDREN'S AID SOCIETY

**Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**

(A) Name	(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
	(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other compensation				
CWARREN MOSES	(i) (ii)	407,252	76,000	27,801	147,733	17,638	676,424
BETTY NOGAN-WOERNER	(i) (ii)	222,839	21,424	1,806	29,551	21,434	297,054
WILLIAM WEISBERG	(i) (ii)	228,447	19,186	921	24,087	13,789	286,430
PATRICIA GRAYSON	(i) (ii)	218,972	20,442	1,806	29,852	17,761	288,833
JANE M QUINN	(i) (ii)	214,271	20,000	2,772	50,797	14,401	302,241
WAYNE GREEN MD	(i) (ii)	170,819		4,459	39,258		214,536
LISA HANDWERKER	(i) (ii)	169,634		1,627	27,216	19,364	217,841
PATRICIA ABANILA	(i) (ii)	147,345		299	9,826	7,187	164,657
BEVERLY COLON	(i) (ii)	136,979		1,207	24,718	15,695	178,599
LORNA P MORGAN	(i) (ii)	131,978	2,000	1,935	25,460	17,001	178,374
PHILIP COLTOFF	(i) (ii)	125,000		2,967		5,769	133,736