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## Return of Organization Exempt From Income Tax

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

OMB No 1545-0047

2008

Open to Public Inspection

A For the 2008 calendar year, or tax year beginning JUL 1, 2008 and ending JUN 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	C Name of organization <b>HOUSING OPPORTUNITIES MADE EQUAL OF VIRGINIA, INC. (HOME)</b>		D Employer identification number  <b>23-7303018</b>
	Doing Business As		
	Number and street (or P.O. box if mail is not delivered to street address) <b>700 EAST FRANKLIN STREET, SUITE 3A</b>		Room/suite
	City or town, state or country, and ZIP + 4 <b>RICHMOND, VA 23219</b>		
	F Name and address of principal officer: <b>STEPHEN A. NORTHUP, ESQ.</b> <b>SAME AS C ABOVE</b>		
	I Tax-exempt status <input checked="" type="checkbox"/> 501(c) (3) (insert no) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		
J Website: ► <b>WWW.PHONEHOME.ORG</b>			G Gross receipts \$ <b>3,508,678.</b>
K Type of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ►			H(a) Is this a group return for affiliates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
			H(b) Are all affiliates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list (see instructions)
			H(c) Group exemption number ►

## Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities <b>HOME ENSURES EQUAL ACCESS TO HOUSING BY BUILDING INDIVIDUAL CAPACITY, ENSURING COMPLIANCE WITH</b>		
	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	21
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	21
	5 Total number of employees (Part V, line 2a)	5	38
	6 Total number of volunteers (estimate if necessary)	6	148
	7a Total gross unrelated business revenue from Part VIII, line 12, column (C)	7a	0.
	b Net unrelated business taxable income from Form 990-T, line 34	7b	0.
		Prior Year	Current Year
	8 Contributions and grants (Part VIII, line 1h)	3,360,004.	3,452,609.
9 Program service revenue (Part VIII, line 2g)	17,848.	39,984.	
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	51,080.	16,085.	
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	13,117.	<11,942. >	
12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	3,442,049.	3,496,736.	
13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	836,705.	932,716.	
14 Benefits paid to or for members (Part IX, column (A), line 4)			
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	1,959,343.	2,233,445.	
16a Professional fundraising fees (Part IX, column (A), line 11e)			
b Total fundraising expenses (Part IX, column (D), line 25) ► <b>245,345.</b>			
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	796,571.	733,893.	
18 Total expenses. Add lines 13-17 (must equal Part IX column (A), line 25)	3,592,619.	3,900,054.	
19 Revenue less expenses. Subtract line 18 from line 12	<150,570. >	<403,318. >	
20 Total assets (Part X, line 16)	Beginning of Year	End of Year	
21 Total liabilities (Part X, line 26)	1,901,135.	1,535,750.	
22 Net assets or fund balances. Subtract line 21 from line 20	226,764.	264,696.	
	1,674,371.	1,271,054.	

## Part II Signature Block

Sign Here	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 <b>CONSTANCE CHAMBERLIN, PRESIDENT &amp; CEO</b>		
Type or print name and title			

Paid Preparer's Use Only	Preparer's signature ► <b>Mackay O. McDonald CPA</b>	Date <b>2/11/2010</b>	Check if self-employed <input type="checkbox"/>	Preparer's identifying number (see instructions)
	Firm's name (or yours if self-employed), address, and ZIP + 4 ► <b>KEITER, STEPHENS, HURST, GARY &amp; SHREAVES, PC</b> ► <b>P.O. BOX 32066</b> ► <b>RICHMOND, VA 23294-2066</b>	EIN ►	Phone no. ► <b>(804) 747-0000</b>	

May the IRS discuss this return with the preparer shown above? (see instructions)

 Yes  No

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**Part III Statement of Program Service Accomplishments (see instructions)**

1	Briefly describe the organization's mission  <u>HOME ENSURES EQUAL ACCESS TO HOUSING BY BUILDING INDIVIDUAL CAPACITY, ENSURING COMPLIANCE WITH THE FAIR HOUSING LAWS, AND PROMOTING EFFECTIVE PUBLIC POLICY.</u>	
2	Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?  If "Yes", describe these new services on Schedule O	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
3	Did the organization cease conducting, or make significant changes in how it conducts, any program services?  If "Yes", describe these changes on Schedule O.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
4	Describe the exempt purpose achievements for each of the organization's three largest program services by expenses.  Section 501(c)(3) and 501(c)(4) organizations and section 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.	

SEE SCHEDULE O FOR CONTINUATION(S)

4a	(Code: ) (Expenses \$ 1,984,274. including grants of \$ )	(Revenue \$ )
<u>THE CENTER FOR HOUSING EDUCATION EXPANDS HOUSING OPPORTUNITIES FOR INDIVIDUALS, HELPING THEM TO GAIN THE KNOWLEDGE AND FINANCIAL SKILLS TO BECOME SUCCESSFUL HOMEOWNERS OR TENANTS AND AVOID FALLING VICTIM TO PREDATORY LOAN PRACTICES. THE CENTER TAKES A COMPREHENSIVE APPROACH TO CREATING FINANCIALLY LITERATE HOUSING CONSUMERS. IN 2009 THE CENTER PROVIDED PRE-PURCHASE COUNSELING AND EDUCATION TO 775 POTENTIAL HOMEOWNERS; CREDIT AND MONEY MANAGEMENT COUNSELING TO 246 CLIENTS; RENTAL COUNSELING TO 401 HOUSEHOLDS; FORECLOSURE INTERVENTION ASSISTANCE TO 652 HOMEOWNERS IN DEFAULT; POST-BANKRUPTCY FINANCIAL LITERACY TRAINING TO 174 PEOPLE; AND REVERSE EQUITY MORTGAGE COUNSELING SERVICES TO 48 HOUSEHOLDS. 102 LOW AND MODERATE INCOME FIRST TIME HOMEBUYERS IN CENTRAL VIRGINIA RECEIVED FINANCIAL ASSISTANCE FOR</u>		
4b	(Code: ) (Expenses \$ 867,380. including grants of \$ )	(Revenue \$ )
<u>THE CENTER FOR HOUSING ADVOCACY PROTECTS THE HOUSING CHOICES OF ALL PEOPLE FROM EXTERNAL BARRIERS AND LIMITATIONS THROUGH FAIR HOUSING EDUCATION FOR CONSUMERS, FAIR HOUSING TRAINING FOR THE INDUSTRY, THE INVESTIGATION OF HOUSING DISCRIMINATION CLAIMS AND SUPPORT FOR VICTIMS OF HOUSING DISCRIMINATION. IN 2009 THE CENTER RELEASED THE RESULTS OF AN AUDIT OF THE HOUSING MARKET IN HAMPTON ROADS THAT REVEALED CONTINUED HIGH LEVELS OF DISCRIMINATION AGAINST AFRICAN-AMERICANS AND PEOPLE WITH DISABILITIES. HOME ALSO BEGAN AN INVESTIGATION OF DISCRIMINATORY ADVERTISING ON THE INTERNET WHICH HAS SHOWN FAIR HOUSING VIOLATIONS ON THE BASIS OF RACE, GENDER, ELDERLINESS, NATIONAL ORIGIN, AND FAMILIAL STATUS. 392 PEOPLE RECEIVED FAIR HOUSING EDUCATION AND TRAINING; 187 PEOPLE RECEIVED LANDLORD-TENANT TRAINING CONDUCTED BY FAIR HOUSING</u>		
4c	(Code: ) (Expenses \$ 608,784. including grants of \$ )	(Revenue \$ )
<u>THE CENTER FOR HOUSING LEADERSHIP CREATES CHANGE IN THE HOUSING SYSTEMS THAT DRIVE ECONOMIC, EDUCATIONAL, AND SOCIAL OPPORTUNITIES. THROUGH THE PROVISION OF ACCURATE INFORMATION AND DATA ON HOUSING TRENDS, EXPERIENCES AND HISTORY, THE CENTER EDUCATES POLICYMAKERS AND THE GENERAL PUBLIC ON HOUSING ISSUES THAT CREATE BARRIERS TO EQUAL OPPORTUNITY. CHL HELD ITS REGULAR SERIES OF ANNUAL EVENTS (HOME UNIVERSITY, UNDER ONE ROOF, AND HOUSING ADVOCACY DAY) TO EDUCATE STAKEHOLDERS ABOUT EFFECTIVE POLICY CHANGE, AND BRING TOGETHER HOUSING ADVOCATES FROM ALL OVER THE STATE TO CREATE A COMMON AGENDA AND STRENGTHEN THE MOVEMENT FOR AFFORDABLE HOUSING IN HEALTHY NEIGHBORHOODS. THE CENTER ALSO PROMOTES AN UNDERSTANDING AND APPRECIATION OF EQUAL HOUSING ISSUES WITHIN THE HOUSING INDUSTRY.</u>		

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**Form 990 (2008)**

**HOUSING OPPORTUNITIES MADE EQUAL<sup>®</sup>**  
**OF VIRGINIA, INC. (HOME)**

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**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
1	X	
2	X	
3		X
4	X	
5		
6		X
7		X
8		X
9		X
10	X	
11	X	
12		X
13		X
14a	X	
14b		X
15		X
16		X
17		X
18		X
19		X
20		X
21		X
22	X	
23		X
24a		X
24b		
24c		
24d		
25a		X
25b		X
26		X
27		X

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

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

	Yes	No
28a		X
28b		X
28c		X
29		X
30		X
31		X
32		X
33		X
34	X	
35		X
36		X
37		X

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

	Yes	No
1a Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable	1a	4
1b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b	0
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	<input checked="" type="checkbox"/>
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	38
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return (see instructions)		
3a Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?	3a	<input checked="" type="checkbox"/>
b If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O		
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a	<input checked="" type="checkbox"/>
b If "Yes," enter the name of the foreign country. ► See the instructions for exceptions and filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts.		
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a	<input checked="" type="checkbox"/>
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b	<input checked="" type="checkbox"/>
c If "Yes," to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?		
6a Did the organization solicit any contributions that were not tax deductible?	6a	<input checked="" type="checkbox"/>
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
<b>7 Organizations that may receive deductible contributions under section 170(c).</b>		
a Did the organization provide goods or services in exchange for any quid pro quo contribution of more than \$75?	7a	<input checked="" type="checkbox"/>
b If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	<input checked="" type="checkbox"/>
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c	<input checked="" type="checkbox"/>
d If "Yes," indicate the number of Forms 8282 filed during the year	7d	<input checked="" type="checkbox"/>
e Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7e	<input checked="" type="checkbox"/>
g For all contributions of qualified intellectual property, did the organization file Form 8899 as required?	7f	<input checked="" type="checkbox"/>
h For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?	7g	<input checked="" type="checkbox"/>
<b>8 Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.</b> Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	7h	<input checked="" type="checkbox"/>
<b>9 Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.</b>		
a Did the organization make any taxable distributions under section 4966?	8	<input checked="" type="checkbox"/>
b Did the organization make a distribution to a donor, donor advisor, or related person?	9a	<input checked="" type="checkbox"/>
<b>10 Section 501(c)(7) organizations.</b> Enter: <b>N/A</b>	9b	<input checked="" type="checkbox"/>
a Initiation fees and capital contributions included on Part VIII, line 12	10a	<input checked="" type="checkbox"/>
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b	<input checked="" type="checkbox"/>
<b>11 Section 501(c)(12) organizations.</b> Enter <b>N/A</b>	11a	<input checked="" type="checkbox"/>
a Gross income from members or shareholders	11b	<input checked="" type="checkbox"/>
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	12a	<input checked="" type="checkbox"/>
<b>12a Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?	12b	<input checked="" type="checkbox"/>
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year	N/A	<input checked="" type="checkbox"/>

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**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**

For each "Yes" response to lines 2-7b below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

	Yes	No
1a Enter the number of voting members of the governing body	1a	21
b Enter the number of voting members that are independent	1b	21
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3	X
4 Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4	X
5 Did the organization become aware during the year of a material diversion of the organization's assets?	5	X
6 Does the organization have members or stockholders?	6	X
7a Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a	X
b Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b	X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body?	8a	X
b Each committee with authority to act on behalf of the governing body?	8b	X
9a Does the organization have local chapters, branches, or affiliates?	9a	X
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?		
10 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	10	X
11 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	11	X

**Section B. Policies**

	Yes	No
12a Does the organization have a written conflict of interest policy? If "No," go to line 13	12a	X
b Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X
c Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	X
13 Does the organization have a written whistleblower policy?	13	X
14 Does the organization have a written document retention and destruction policy?	14	X
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision:		
a The organization's CEO, Executive Director, or top management official?	15a	X
b Other officers or key employees of the organization?	15b	X
Describe the process in Schedule O (see instructions)		
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	X
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?	16b	

**Section C. Disclosure**

17 List the states with which a copy of this Form 990 is required to be filed ►	<b>NONE</b>
18 Section 6104 requires an organization to make its Forms 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 type="checkbox"/> Own website <input checked="" type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request	
19 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.	
20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization: ►	
<b>THE ORGANIZATION - (804) 354-0641</b>	
<b>700 EAST FRANKLIN STREET, SUITE 3A, RICHMOND, VA 23219</b>	

**HOUSING OPPORTUNITIES MADE EQUAL™  
OF VIRGINIA, INC. (HOME)**

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**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), 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, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

• List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

Check this box if the organization did not compensate any officer, director, trustee, or key employee.

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)					(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee			
STEPHEN A. NORTHUP, ESQ. CHAIR	1.00	X		X			0.	0.	0.
EDWARD B. FREEMAN III FIRST VICE CHAIR	1.00	X		X			0.	0.	0.
TIFFANY TAYLOR-MINOR SECOND VICE CHAIR	1.00	X		X			0.	0.	0.
JULIAN BEY SECRETARY	1.00	X		X			0.	0.	0.
JOE CASEY TREASURER	1.00	X		X			0.	0.	0.
AGUSTIN E. RODRIGUEZ IMMEDIATE PAST CHAIR	1.00	X		X			0.	0.	0.
MYRTLE BROWN DIRECTOR	1.00	X					0.	0.	0.
CLAIRE CARDWELL DIRECTOR	1.00	X					0.	0.	0.
CARLA P. CHILDS DIRECTOR	1.00	X					0.	0.	0.
MAXINE CHOLMONDELEY DIRECTOR	1.00	X					0.	0.	0.
THOMAS J. GALLAGHER DIRECTOR	1.00	X					0.	0.	0.
DAVID C. GOULD DIRECTOR	1.00	X					0.	0.	0.
DONITA HARPER DIRECTOR	1.00	X					0.	0.	0.
DARRELL V. HILL DIRECTOR	1.00	X					0.	0.	0.
THE REV. CANON J. FLETCH DIRECTOR	1.00	X					0.	0.	0.
WALTER J. O'BRIEN, JR. DIRECTOR	1.00	X					0.	0.	0.
NEALIE V. PITTS DIRECTOR	1.00	X					0.	0.	0.

**HOUSING OPPORTUNITIES MADE EQUAL<sup>®</sup>**  
**OF VIRGINIA, INC. (HOME)**

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**Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)**

(A) Name and title	(B) Average hours per week	(C) Position (check all that apply)				(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations	
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former		
JAMES A. ROTHROCK <u>DIRECTOR</u>	1.00	X						0.	0.
SHAWN D. RUGER <u>DIRECTOR</u>	1.00	X						0.	0.
DAWN S. SIEGEL <u>DIRECTOR</u>	1.00	X						0.	0.
PATRICK M.P. TAYLOR <u>DIRECTOR</u>	1.00	X						0.	0.
REV. JOSEPH N. WADDY <u>DIRECTOR</u>	1.00	X						0.	0.
CONSTANCE CHAMBERLIN <u>PRESIDENT</u>	35.00	X	X					119,899.	5,045.
MYRA E. HOWARD <u>VP OF EXTERNAL AFFAIRS</u>	35.00			X				102,648.	0.
									222,547.
<b>1b Total</b>								<b>5,045.</b>	<b>28,568.</b>

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

3 Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual  
 4 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? If "Yes," complete Schedule J for such individual  
 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? If "Yes," complete Schedule J for such person

	Yes	No
3		X
4		X
5		X

**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. **NONE**

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including those in 1) who received more than \$100,000 in compensation from the organization ► 0

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OF VIRGINIA, INC. (HOME)

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## Part VIII Statement of Revenue

Part VIII Statement of Revenue		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts					
1 a Federated campaigns	1a <b>1,080.</b>				
b Membership dues	1b				
c Fundraising events	1c <b>22,051.</b>				
d Related organizations	1d <b>1500000.</b>				
e Government grants (contributions)	1e <b>1691200.</b>				
f All other contributions, gifts, grants, and similar amounts not included above	1f <b>238,278.</b>				
g Noncash contributions included in lines 1a-1f \$					
h Total. Add lines 1a-1f		<b>3,452,609.</b>			
Program Service Revenue					
2 a <b>LEGAL SETTLEMENTS</b>	Business Code 900099	<b>31,000.</b>	<b>31,000.</b>		
b <b>FEES SERVICE</b>	900099	<b>6,460.</b>	<b>6,460.</b>		
c <b>LOAN PROGRAM</b>	900099	<b>2,524.</b>	<b>2,524.</b>		
d					
e					
f All other program service revenue					
g Total. Add lines 2a-2f		<b>39,984.</b>			
Other Revenue					
3 Investment income (including dividends, interest, and other similar amounts)		<b>16,085.</b>			<b>16,085.</b>
4 Income from investment of tax-exempt bond proceeds					
5 Royalties					
6 a Gross Rents	(i) Real	(ii) Personal			
b Less: rental expenses					
c Rental income or (loss)					
d Net rental income or (loss)					
7 a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other			
b Less: cost or other basis and sales expenses					
c Gain or (loss)					
d Net gain or (loss)					
8 a Gross income from fundraising events (not including \$ <b>22,051.</b> of contributions reported on line 1c). See Part IV, line 18		a			
b Less: direct expenses	b	<b>11,942.</b>			
c Net income or (loss) from fundraising events			<b>&lt;11,942.&gt;</b>		<b>&lt;11,942.&gt;</b>
9 a Gross income from gaming activities. See Part IV, line 19	a				
b Less: direct expenses	b				
c Net income or (loss) from gaming activities					
10 a Gross sales of inventory, less returns and allowances	a				
b Less: cost of goods sold	b				
c Net income or (loss) from sales of inventory					
Miscellaneous Revenue	Business Code				
11 a					
b					
c					
d All other revenue					
e Total. Add lines 11a-11d		<b>&gt;</b>			
12 Total Revenue. Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e		<b>3,496,736.</b>	<b>39,984.</b>	<b>0.</b>	<b>4,143.</b>

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OF VIRGINIA, INC. (HOME)**

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**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).

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21				
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22	932,716.	932,716.		
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	161,708.	122,898.	17,788.	21,022.
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	1,626,145.	1,422,914.	75,290.	127,941.
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)				
9 Other employee benefits	445,592.	387,065.	21,206.	37,321.
10 Payroll taxes				
11 Fees for services (non-employees).				
a Management				
b Legal				
c Accounting				
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other	159,165.	138,325.	8,233.	12,607.
12 Advertising and promotion				
13 Office expenses	66,941.	52,426.	795.	13,720.
14 Information technology				
15 Royalties				
16 Occupancy	272,879.	235,053.	14,594.	23,232.
17 Travel	19,914.	19,698.		216.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	41,355.		41,355.	
23 Insurance	9,203.	6,009.	2,577.	617.
24 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.)				
a <b>TELEPHONE</b>	54,129.	48,463.	1,427.	4,239.
b <b>MISCELLANEOUS EXPENSES</b>	43,567.	22,009.	7,991.	13,567.
c <b>TRAINING</b>	28,930.	27,595.	1,128.	207.
d <b>EQUIPMENT RENTAL</b>	25,621.	21,966.	1,852.	1,803.
e <b>CREDIT REPORTS, RECORDS</b>	16,892.	16,892.		
f All other expenses	<4,703.>	6,409.	35.	<11,147.>
25 Total functional expenses. Add lines 1 through 24f	3,900,054.	3,460,438.	194,271.	245,345.
26 Joint Costs. Check here ► <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				

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**OF VIRGINIA, INC. (HOME)**

Form 990 (2008)

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**Part X Balance Sheet**

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	186,954.	1	
	2 Savings and temporary cash investments	1,003,839.	2	921,147.
	3 Pledges and grants receivable, net	102,791.	3	77,385.
	4 Accounts receivable, net	348,955.	4	322,555.
	5 Receivables from current and former officers, directors, trustees, key employees, or other related parties. Complete Part II of Schedule L		5	
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	152,971.	9	120,582.
	10a Land, buildings, and equipment: cost basis	330,744.		
	b Less: accumulated depreciation Complete Part VI of Schedule D	236,663.	10c	94,081.
	11 Investments - publicly traded securities		11	
	12 Investments - other securities See Part IV, line 11		12	
	13 Investments - program-related See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15	
	<b>16 Total assets.</b> Add lines 1 through 15 (must equal line 34)	<b>1,901,135.</b>	<b>16</b>	<b>1,535,750.</b>
Liabilities	17 Accounts payable and accrued expenses	226,764.	17	264,696.
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow account liability. Complete Part IV of Schedule D		21	
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable		24	
	25 Other liabilities Complete Part X of Schedule D		25	
	<b>26 Total liabilities.</b> Add lines 17 through 25	<b>226,764.</b>	<b>26</b>	<b>264,696.</b>
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here ► <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	1,352,380.	27	1,062,177.
	28 Temporarily restricted net assets	321,991.	28	208,877.
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117, check here ► <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances	1,674,371.	33	1,271,054.
	34 Total liabilities and net assets/fund balances	1,901,135.	34	1,535,750.

**Part XI Financial Statements and Reporting**

1 Accounting method used to prepare the Form 990:  Cash  Accrual  Other

2a Were the organization's financial statements compiled or reviewed by an independent accountant?

    b Were the organization's financial statements audited by an independent accountant?

    c 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?

3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?

    b If "Yes," did the organization undergo the required audit or audits?

	Yes	No
2a	X	
2b	X	
2c		
3a	X	
3b		

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

## Public Charity Status and Public Support

OMB No 1545-0047

**2008**  
Open to Public  
Inspection

**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

**Name of the organization** **HOUSING OPPORTUNITIES MADE EQUAL  
OF VIRGINIA, INC. (HOME)** **Employer identification number**  
**23-7303018**

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

The organization is not a private foundation because it is (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 the 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.

a  Type I      b  Type II      c  Type III - Functionally integrated      d  Type III - Other

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 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)		

1148

**LHA For Privacy Act and Paperwork Reduction Act Notice, see the instructions for Form 990.**

**Schedule A (Form 990 or 990-EZ) 2008**

## HOUSING OPPORTUNITIES MADE EQUAL

Schedule A (Form 990 or 990-EZ) 2008 OF VIRGINIA, INC. (HOME)

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

(Complete only if you checked the box on line 5, 7, or 8 of Part I)

**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")	2976447.	3356484.	3011726.	3360004.	3452609.	16157270.
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						
4 Total. Add lines 1 - 3	2976447.	3356484.	3011726.	3360004.	3452609.	16157270.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public Support. Subtract line 5 from line 4						16157270.

**Section B. 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	2976447.	3356484.	3011726.	3360004.	3452609.	16157270.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	17,794.	38,459.	61,732.	51,080.	16,085.	185,150.
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.)	349.	7,658.	12,994.	11,237.	39,984.	72,222.
11 Total support. Add lines 7 through 10						16414642.
12 Gross receipts from related activities, etc (see instructions)				12		210,596.
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

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

14 Public support percentage for 2008 (line 6, column (f) divided by line 11, column (f))	14	98.43	%
15 Public support percentage from 2007 Schedule A, Part IV-A, line 26f	15	98.61	%
16a 33 1/3% support test - 2008. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			
b 33 1/3% support test - 2007. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			
17a 10% -facts-and-circumstances test - 2008. 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 stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization			
b 10% -facts-and-circumstances test - 2007. 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 stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization			
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions			

Schedule A (Form 990 or 990-EZ) 2008

**Part III Support Schedule for Organizations Described in Section 509(a)(2)** (Complete only if you checked the box on line 9 of Part I.)**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> Add lines 7a and 7b						
<b>8 Public support</b> (Subtract line 7c from line 6)						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9 Amounts from line 6						
10a 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 June 30, 1975						
<b>c</b> Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 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)						

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

15 Public support percentage for 2008 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage from 2007 Schedule A, Part IV-A, line 27g	16	%

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

17 Investment income percentage for 2008 (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from 2007 Schedule A, Part IV-A, line 27h	18	%

**19a 33 1/3% support tests - 2008.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ►

**b 33 1/3% support tests - 2007.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ►

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

Department of the Treasury  
Internal Revenue Service

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

- To be completed by organizations described below.
  - Attach to Form 990 or Form 990-EZ.

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

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

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

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

If the organization answered "Yes." to Form 990, Part IV, line 5 (Proxy Tax), then

• Section 501(c)(4), (5), or (6) organizations. Complete Part III.

Name of organization	HOUSING OPPORTUNITIES MADE EQUAL OF VIRGINIA, INC. (HOME)	Employer identification number 23-7303018
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**Part I-A To be completed by all organizations exempt under section 501(c) and section 527 organizations.**

See the instructions for Schedule C for details

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV
- 2 Political expenditures . . . .
- 3 Volunteer hours

**Part I-B To be completed by all organizations exempt under section 501(c)(3).**

See the instructions for Schedule C for details

1 Enter the amount of any excise tax incurred by the organization under section 4955      ► \$ \_\_\_\_\_  
2 Enter the amount of any excise tax incurred by organization managers under section 4955      ► \$ \_\_\_\_\_  
3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year?      .  
4a Was a correction made?      .  
    b If "Yes," describe in Part IV.  
     Yes       No  
     Yes       No

**Part I-C** To be completed by all organizations exempt under section 501(c), except section 501(c)(3).

See the instructions for Schedule C for details.

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ► \$ \_\_\_\_\_

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ► \$ \_\_\_\_\_

3 Total of direct and indirect exempt function expenditures. Add lines 1 and 2 and enter here and on Form 1120-POL, line 17b ► \$ \_\_\_\_\_

4 Did the filing organization file Form 1120-POL for this year?  Yes  No

5 State the names, addresses and employer identification number (EIN) of all section 527 political organizations to which payments were made. Enter the amount paid and indicate if the amount was paid from the filing organization's funds or were political contributions received and promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

**HOUSING OPPORTUNITIES MADE EQUAL  
OF VIRGINIA, INC. (HOME)**

23-7303018 Page 2

Schedule C (Form 990 or 990-EZ) 2008

**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.**

**A** Check  if the filing organization belongs to an affiliated group

**B** Check  if the filing organization checked box A and "limited control" provisions apply

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals	
<b>1a</b> Total lobbying expenditures to influence public opinion (grassroots 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> Not over \$500,000 Over \$500,000 but not over \$1,000,000 Over \$1,000,000 but not over \$1,500,000 Over \$1,500,000 but not over \$17,000,000 Over \$17,000,000	<b>The lobbying nontaxable amount is:</b> 20% of the amount on line 1e. \$100,000 plus 15% of the excess over \$500,000. \$175,000 plus 10% of the excess over \$1,000,000. \$225,000 plus 5% of the excess over \$1,500,000 \$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 2a through 2f of the instructions.)

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

Calendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) Total
<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 2d, column (e))  <b>f</b> Grassroots lobbying expenditures					

Schedule C (Form 990 or 990-EZ) 2008

**HOUSING OPPORTUNITIES MADE EQUAL  
OF VIRGINIA, INC. (HOME)**

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Schedule C (Form 990 or 990-EZ) 2008

**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
1 During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?	X		
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?	X		
c Media advertisements?		X	
d Mailings to members, legislators, or the public?	X		5,859.
e Publications, or published or broadcast statements?	X		10,246.
f Grants to other organizations for lobbying purposes?		X	
g Direct contact with legislators, their staffs, government officials, or a legislative body?	X		6,812.
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means?	X		5,603.
i Other activities? If "Yes," describe in Part IV		X	
j Total lines 1c through 1i			28,520.
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		X	
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d 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
1 Were substantially all (90% or more) dues received nondeductible by members?	1	
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
3 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 Schedule C instructions for details

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

**PART II-B, LINE 1(I), OTHER LOBBYING ACTIVITIES:**

HOME'S CENTER FOR HOUSING LEADERSHIP ATTEMPTED TO INFLUENCE STATE,

LOCAL, AND NATIONAL LEGISLATION ON FAIR LENDING, FAIR HOUSING, AND

AFFORDABLE HOUSING. FOR STATE LEGISLATION, WE MAILED LEGISLATIVE

AGENDAS TO ELECTED OFFICIALS AND OUR MEMBERSHIP, HAD DIRECT CONTACT

WITH LEGISLATORS, PRINTED AND DISTRIBUTED POLICY BRIEFS, WORKED WITH

Schedule C (Form 990 or 990-EZ) 2008

832043 12-18-08

# HOUSING OPPORTUNITIES MADE EQUAL OF VIRGINIA, INC. (HOME)

Schedule C (Form 990 or 990-EZ) 2008

OF VIRGINIA, INC. (HOME)

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**Part IV Supplemental Information (continued)**

UNIVERSITY OF RICHMOND LAW STUDENTS WHO TRACKED BILLS, SENT ACTION

ALERT EMAILS TO OUR MEMBERS AND PARTNERS, HELD A PRESS CONFERENCE ON

1/8/09, AND HOSTED 3 EVENTS: HOME UNIVERSITY (RICHMOND AND PORTSMOUTH)

FOR GENERAL ADVOCACY TRAINING AND HOUSING ADVOCACY DAY ON 1/27/09.

**Schedule D**  
(Form 990)

Department of the Treasury  
Internal Revenue Service

**Supplemental Financial Statements**

OMB No 1545-0047

**2008**

Open to Public  
Inspection

Name of the organization **HOUSING OPPORTUNITIES MADE EQUAL  
OF VIRGINIA, INC. (HOME)** Employer identification number **23-7303018**

**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?  Yes  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?  Yes  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

	Held at the End of the Year
2a	
2b	
2c	
2d	

a Total number of conservation easements  
b Total acreage restricted by conservation easements

c Number of conservation easements on a certified historic structure included in (a)  
d Number of conservation easements included in (c) acquired after 8/17/06

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 section 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 ► \$ \_\_\_\_\_

**HOUSING OPPORTUNITIES MADE EQUAL  
OF VIRGINIA, INC. (HOME)**

23-7303018 Page 2

Schedule D (Form 990) 2008

**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 <input type="checkbox"/> Public exhibition	d <input type="checkbox"/> Loan or exchange programs
b <input type="checkbox"/> Scholarly research	e <input type="checkbox"/> Other _____
c <input type="checkbox"/> Preservation for future generations	

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 organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21

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

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

- c Beginning balance
- d Additions during the year
- e Distributions during the year
- f Ending balance

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

	Amount
1c	
1d	
1e	
1f	

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	10820982.				
b Contributions					
c Investment earnings or losses	<681,779.>				
d Grants or scholarships	1,500,000.				
e Other expenditures for facilities and programs					
f Administrative expenses	28,397.				
g End of year balance	8,610,806.				

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

- a Board designated or quasi-endowment ► \_\_\_\_\_ %
- b Permanent endowment ► \_\_\_\_\_ %
- 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
- (ii) related organizations

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

Yes	No
3a(i)	X
3a(ii)	X
3b	X

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.

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements	46,145.	5,254.	40,891.	
d Equipment	164,419.	129,528.	34,891.	
e Other	120,180.	101,881.	18,299.	
<b>Total.</b> Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).)				<b>94,081.</b>

Schedule D (Form 990) 2008

# HOUSING OPPORTUNITIES MADE EQUAL OF VIRGINIA, INC. (HOME)

Schedule D (Form 990) 2008

23-7303018 Page 3

**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 _____		

**Total.** (Col (b) should equal Form 990, Part X, col (B) line 12.) ►

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

**Total. (Col (b) should equal Form 990, Part X, col (B) line 13.) ►**

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

**Total. (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		

**Total. (Column (b) should equal Form 990, Part X, col (B) line 25 )**

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.

# HOUSING OPPORTUNITIES MADE EQUAL OF VIRGINIA, INC. (HOME)

Schedule D (Form 990) 2008

23-7303018 Page 4

**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
2 Total expenses (Form 990, Part IX, column (A), line 25)	2
3 Excess or (deficit) for the year. Subtract line 2 from line 1	3
4 Net unrealized gains (losses) on investments	4
5 Donated services and use of facilities	5
6 Investment expenses	6
7 Prior period adjustments	7
8 Other (Describe in Part XIV)	8
9 Total adjustments (net). Add lines 4-8	9
10 Excess or (deficit) for the year per financial statements. Combine lines 3 and 9	10

## 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
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12.	
a	Net unrealized gains on investments	2a
b	Donated services and use of facilities	2b
c	Recoveries of prior year grants	2c
d	Other (Describe in Part XIV)	2d
e	Add lines 2a through 2d	2e
3	Subtract line 2e from line 1	3
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
5	Total revenue. Add lines 3 and 4c. (This should equal Form 990, Part I, line 12.)	5

### Part XIII | Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1 Total expenses and losses per audited financial statements	1
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
e Add lines 2a through 2d	2e
3 Subtract line 2e from line 1	3
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
5 Total expenses. Add lines 3 and 4c. (This should equal Form 990, Part I, line 18.)	5

## **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 IV, 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.

Department of the Treasury  
Internal Revenue Service

► 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.

Name of the organization **HOUSING OPPORTUNITIES MADE EQUAL  
OF VIRGINIA, INC. (HOME)** Employer identification number  
**23-7303018**

**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.

**2 a** 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 services?

**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

**Total**

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.

**HOUSING OPPORTUNITIES MADE EQUAL  
OF VIRGINIA, INC. (HOME)**

23-7303018 Page 2

Schedule G (Form 990 or 990-EZ) 2008

**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	(b) Event #2	(c) Other Events	(d) Total Events (Add col. (a) through col (c))
		FRIENDS OF HOME SOCIETY (event type)	(event type)	(total number)	
Revenue	1 Gross receipts	22,051.			22,051.
	2 Less Charitable contributions	22,051.			22,051.
	3 Gross revenue (line 1 minus line 2)				
Direct Expenses	4 Cash prizes				
	5 Non-cash prizes	250.			250.
	6 Rent/facility costs	878.			878.
	7 Other direct expenses	10,814.			10,814.
	8 Direct expense summary Add lines 4 through 7 in column (d)				► ( 11,942.)
	9 Net income summary. Combine lines 3 and 8 in column (d)				► <11,942. >

**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: \_\_\_\_\_

a Is the organization licensed to operate gaming activities in each of these states? \_\_\_\_\_

b If "No," Explain \_\_\_\_\_

	Yes	No
9a		
10a		
11		
12		

10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? \_\_\_\_\_

b If "Yes," Explain: \_\_\_\_\_

11 Does the organization operate gaming activities with nonmembers? \_\_\_\_\_

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? \_\_\_\_\_

Schedule G (Form 990 or 990-EZ) 2008

**HOUSING OPPORTUNITIES MADE EQUAL  
OF VIRGINIA, INC. (HOME)**

Schedule G (Form 990 or 990-EZ) 2008

23-7303018 Page 3

**13** Indicate the percentage of gaming activity operated in

- a The organization's facility
- b An outside facility

**14** Provide the name and address of the person who prepares the organization's gaming/special events books and records

Name ► \_\_\_\_\_

Address ► \_\_\_\_\_

**15a** Does the organization have a contract with a third party from whom the organization receives gaming revenue?

**b** If "Yes," enter the amount of gaming revenue received by the organization ► \$ \_\_\_\_\_ and the amount of gaming revenue retained by the third party ► \$ \_\_\_\_\_

**c** If "Yes," enter name and address

Name ► \_\_\_\_\_

Address ► \_\_\_\_\_

**16** Gaming manager information.

Name ► \_\_\_\_\_

Gaming manager compensation ► \$ \_\_\_\_\_

Description of services provided ► \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Director/officer       Employee       Independent contractor

**17** Mandatory distributions

**a** Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?

**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 ► \$ \_\_\_\_\_

15a

17a

Schedule G (Form 990 or 990-EZ) 2008



**HOUSING OPPORTUNITIES MADE EQUAL  
OF VIRGINIA, INC. (HOME)**

Schedule I (Form 990) 2008

**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
DOWNPAYMENT AND CLOSING COST ASSISTANCE - CITY OF RICHMOND	62	562,116.	0.		
DOWNPAYMENT AND CLOSING COST ASSISTANCE - CHESTERFIELD COUNTY	21	124,600.	0.		
DOWNPAYMENT AND CLOSING COST ASSISTANCE - HENRICO COUNTY	8	117,400.	0.		
DOWNPAYMENT AND CLOSING COST ASSISTANCE - COMMONWEALTH OF VIRGINIA	10	128,600.	0.		

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

**SCHEDULE I, PART I, LINE 2: HOUSING OPPORTUNITIES MADE EQUAL OF VIRGINIA, INC.** IS A PROVIDER OF DOWNPAYMENT AND CLOSING COST ASSISTANCE TO LOW AND MODERATE INCOME FIRST-TIME HOMEBUYERS UNDER CONTRACTS WITH THE CITY OF RICHMOND, CHESTERFIELD AND HENRICO COUNTIES AND THE COMMONWEALTH OF VIRGINIA. THE ASSISTANCE IS GRANTED IN THE FORM OF A SECURED LOAN WHICH IS FORGIVABLE OVER FIVE YEARS, IF THE RECIPIENT OCCUPIES THE PROPERTY THROUGHOUT THE FIVE YEAR FORGIVENESS PERIOD. PROGRAM PARTICIPANTS ARE SUBJECT TO FINANCIAL ELIGIBILITY GUIDELINES DICTATED BY THE US DEPARTMENT OF HUD AND THE APPLICATION OF THESE GUIDELINES IS SUBJECT TO ANNUAL PROGRAM

**Part IV Supplemental Information**

MONITORING BY THE PARTICIPATING JURISDICTIONS, AND TO SINGLE AUDIT REVIEW.  
LOANS ARE MONITORED DURING THE FIVE YEAR FORGIVENESS PERIOD TO ENSURE  
COMPLIANCE WITH PROGRAM GUIDELINES AND TO PROVIDE BORROWERS WITH ADDITIONAL  
CREDIT AND MONEY MANAGEMENT COUNSELING, SHOULD THEY ENCOUNTER FINANCIAL  
DIFFICULTIES. IN THE EVENT OF SALE, ALL FUNDS ARE TREATED AS PROGRAM  
INCOME AND RETURNED TO THE PARTICIPATING JURISDICTION.

**SCHEDULE O**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**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.

OMB No 1545-0047

**2008**

Open to Public  
Inspection

Name of the organization

**HOUSING OPPORTUNITIES MADE EQUAL  
OF VIRGINIA, INC. (HOME)**

Employer identification number  
**23-7303018**

**FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:**

**THE FAIR HOUSING LAWS, AND PROMOTING EFFECTIVE PUBLIC POLICY.**

**FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS**

**DOWNPAYMENT AND CLOSING COSTS, ENABLING THEM TO PURCHASE THEIR FIRST**

**HOMES IN COMMUNITIES THAT WOULD OTHERWISE HAVE BEEN UNAVAILABLE TO**

**THEM. BECAUSE OF THE CENTER'S RIGOROUS TRAINING AND EVALUATION OF**

**PROSPECTIVE HOMEOWNERS, AS WELL AS ITS INSISTENCE ON ENSURING THAT THE**

**HOMEBUYER IS TAKING ON AN AFFORDABLE LOAN, ITS DOWNPAYMENT ASSISTANCE**

**CLIENTS HAVE A VERY HIGH RATE OF SUCCESS (97%). SIMILARLY, HOME WAS**

**SUCCESSFUL IN HELPING 93% OF THOSE HOMEOWNERS WHO CHOOSE TO PARTICIPATE**

**FULLY IN HOME'S FORECLOSURE INTERVENTION PROGRAM AVOID FORECLOSURE.**

**FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS**

**STAFF MEMBERS; 10,000 REAL ESTATE LICENSEES RECEIVED AN EDUCATIONAL**

**ARTICLE WRITTEN BY OUR PRESIDENT AND CEO; AND 21 ADMINISTRATIVE**

**COMPLAINTS WERE FILED WITH THE VIRGINIA FAIR HOUSING OFFICE AS A RESULT**

**OF HOME'S WORK.**

**FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS**

**CENTER STAFF MAKE REGULAR PRESENTATIONS ON HOUSING DATA, AND PRODUCE**

**THE HOUSING SNAPSHOT, A COMPENDIUM OF UP-TO-DATE HOUSING AND LENDING**

**INFORMATION THAT IS AVAILABLE ON-LINE AND DISTRIBUTED TO SUBSCRIBERS**

**THROUGHOUT THE STATE. THE CENTER WAS A LEADER IN DEVELOPING A**

**CONSORTIUM OF HOUSING DATA PRODUCERS IN THE STATE, IN WHICH EXPERTS**

**SHARE THEIR RESEARCH SUCCESSES AND CHALLENGES IN ORDER TO BRING**

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

832211  
12-18-08

Schedule O (Form 990) 2008

Name of the organization

HOUSING OPPORTUNITIES MADE EQUAL  
OF VIRGINIA, INC. (HOME)

Employer identification number  
23-7303018

DIFFERENT PERSPECTIVES TO BEAR AND IMPROVE THEIR UNDERSTANDING OF THE  
HOUSING ISSUES FACED BY VIRGINIANS. THE CENTER PLAYED A CRITICAL ROLE  
IN THE PASSAGE BY THE GENERAL ASSEMBLY OF THE TRUST IN LENDING ACT,  
WHICH HOLDS MORTGAGE BROKERS TO A HIGH STANDARD OF ACCOUNTABILITY TO  
THEIR CLIENTS.

FORM 990, PART VI, SECTION A, LINE 10: HOME'S ANNUAL TAX RETURN IS  
PREPARED BY OUR AUDITORS WITH ASSISTANCE FROM THE FINANCE STAFF. A  
DETAILED REVIEW OF THE 990 IS MADE BY THE BOARD EXECUTIVE COMMITTEE.  
THEREAFTER, THE 990 IS MADE AVAILABLE TO THE FULL BOARD IN SUFFICIENT TIME  
TO ALLOW FOR COMMENT AND ADJUSTMENT, IF NECESSARY. THE RETURN IS THEN  
SIGNED BY HOME'S PRESIDENT AND CEO AND MAILED TO THE IRS.

FORM 990, PART VI, SECTION B, LINE 12C: HOME REQUIRES ALL BOARD MEMBERS TO  
SIGN AN ANNUAL CONFLICT OF INTEREST STATEMENT, WHICH SETS OUT OUR POLICY IN  
DETAIL AND HOW IT IS APPLIED.

FORM 990, PART VI, SECTION B, LINE 15: IN 2008, THE BOARD OF DIRECTORS  
RETAINED LOCKTON COMPANIES TO CONDUCT A REVIEW OF HOME'S BENEFITS AND THE  
COMPENSATION OF ITS EXECUTIVE TEAM: THE PRESIDENT, VICE PRESIDENT FOR  
PROGRAMS AND OPERATIONS, VICE PRESIDENT FOR EXTERNAL AFFAIRS, AND THE  
DIRECTOR OF FINANCE. POSITION DESCRIPTIONS WERE SUBMITTED TO LOCKTON,  
WHICH THEN UTILIZED AN ARRAY OF COMPENSATION STUDIES BASED ON ORGANIZATIONS  
OF SIMILAR SIZE AND BUDGET TO DETERMINE STANDARD COMPENSATION FOR THE  
POSITIONS. THE FOUR POSITIONS WERE THEN ADJUSTED TO THE 50TH PERCENTILE.

**SCHEDULE O**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**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.

OMB No. 1545-0047

**2008**

Open to Public  
Inspection

Name of the organization

**HOUSING OPPORTUNITIES MADE EQUAL  
OF VIRGINIA, INC. (HOME)**

Employer identification number  
**23-7303018**

**FORM 990, PART VI, SECTION C, LINE 19: HOUSING OPPORTUNITIES MADE EQUAL OF  
VIRGINIA, INC. MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY  
AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST.**

**PART VI, SECTION B, LINE 13:**

**WHISTLEBLOWER POLICY:**

**AS OF THE FILING OF THIS RETURN, HOUSING OPPORTUNITIES MADE EQUAL OF  
VIRGINIA, INC. HAS A DRAFT OF A WHISTLEBLOWER POLICY WAITING FOR  
APPROVAL BY THE BOARD OF DIRECTORS.**

## Part II Identification of Related Tax-Exempt Organizations

(A) Name, address, and EIN of related organization	(B) Primary activity	(C) Legal domicile (state or foreign country)	(D) Exempt Code section	(E) Public charity status (if section 501(c)(3))	(F) Direct controlling entity
VIRGINIA EQUAL HOUSING FOUNDATION - 54-1963797, 700 E FRANKLIN STREET, SUITE 3A, RICHMOND, VA 23219	SUPPORT FOR HOME'S MISSION TO ENSURE EQUAL ACCESS TO HOUSING	VIRGINIA	501(C)(3)	TYPE III	

**HOUSING OPPORTUNITIES MADE EQUAL  
OF VIRGINIA, INC. (HOME)**

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

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

HOUSING OPPORTUNITIES MADE EQUAL  
OF VIRGINIA, INC. (HOME)

## Part V Transactions With Related Organizations

	Yes	No
1 Note. Complete line 1 if any entity is listed in Parts II, III, or IV?		
1a Receipt of (i) interest (ii) annuities (iii) royalties (iv) rent from a controlled entity	<input checked="" type="checkbox"/>	
1b Gift, grant, or capital contribution to other organization(s)	<input checked="" type="checkbox"/>	
1c Gift, grant, or capital contribution from other organization(s)	<input checked="" type="checkbox"/>	
1d Loans or loan guarantees to or for other organization(s)	<input checked="" type="checkbox"/>	
1e Loans or loan guarantees by other organization(s)	<input checked="" type="checkbox"/>	
1f Sale of assets to other organization(s)	<input checked="" type="checkbox"/>	
1g Purchase of assets from other organization(s)	<input checked="" type="checkbox"/>	
1h Exchange of assets	<input checked="" type="checkbox"/>	
1i Lease of facilities, equipment, or other assets to other organization(s)		
1j Lease of facilities, equipment, or other assets from other organization(s)	<input checked="" type="checkbox"/>	
1k Performance of services or membership or fundraising solicitations for other organization(s)		
1l Performance of services or membership or fundraising solicitations by other organization(s)	<input checked="" type="checkbox"/>	
1m Sharing of facilities, equipment, mailing lists, or other assets	<input checked="" type="checkbox"/>	
1n Sharing of paid employees	<input checked="" type="checkbox"/>	
1o Reimbursement paid to other organization for expenses	<input checked="" type="checkbox"/>	
1p Reimbursement paid by other organization for expenses	<input checked="" type="checkbox"/>	
1q Other transfer of cash or property to other organization(s)	<input checked="" type="checkbox"/>	
1r Other transfer of cash or property from other organization(s)	<input checked="" type="checkbox"/>	
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		
(A) Name of other organization(s)	(B) Transaction type (a)	(C) Amount involved
(1) VIRGINIA EQUAL HOUSING FOUNDATION	C	1,500,000.
(2) VIRGINIA EQUAL HOUSING FOUNDATION	P	19,368.
(3)		
(4)		
(5)		
(6)		

# HOUSING OPPORTUNITIES MADE EQUAL OF VIRGINIA, INC. : (HOME)

## 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.

**BYLAWS**  
**OF**  
**HOUSING OPPORTUNITIES MADE EQUAL**  
**OF VIRGINIA, INC.**

**ARTICLE I: NAME**

The name of the organization is Housing Opportunities Made Equal of Richmond, Inc. (HOME).

**ARTICLE II: PURPOSE AND OBJECTIVE**

The purpose of HOME is to eliminate all forms of housing discrimination and all of their consequences. To that end, the Organization will work to insure equal access to housing for all persons through counseling, education, and advocacy.

**ARTICLE III: MEMBERSHIP**

There shall be one class of members who shall have no vote. Any person subscribing to the purposes and objectives of the organization may become a member.

**OR**

The Organization shall have no members.

**ARTICLE IV: BOARD OF DIRECTORS**

**Section 1. Powers and Duties of Board:** The Organization shall be managed and governed by its Board of Directors who shall have the duty and responsibility to serve as guardians of HOME's mission. Without limiting the generality of the foregoing, the Board shall be specifically responsible for (1) determining the Organization's mission and purpose consistent with its Articles of Incorporation and these bylaws, (2) selecting and evaluating the performance of the President, (3) organizational and strategic planning, (4) fundraising, (5) fiscal management, (6) approving and monitoring the Organization's programs and services, (7) enhancing the Organization's public image, and (8) assessing its own performance as the governing body of the Organization.

**Section 2. Number and Qualification of Directors:**

(a) The Board of Directors shall consist of not fewer than eleven (11) nor more than thirty-one (31). The number of Directors may be changed from time to time by vote of a majority of the Directors then in office amending this bylaw, provided that no decrease in the number of Directors shall shorten the term of any incumbent Director.

(b) Each Director is expected to serve actively on at least one Board committee, attend Board and committee meetings, attend events and activities sponsored by HOME whenever possible, make at least one financial contribution to HOME annually, sign and agree to comply with HOME's conflict of interest policy, demonstrate an understanding and commitment to the mission of HOME, advocate and support HOME in the general community, and otherwise faithfully discharge those responsibilities specified or otherwise implied in these bylaws.

**Section 3. Election and Term of Directors:**

The Directors shall be elected for terms of three (3) years. A Director can be re-elected to hold office continuously for such period of time as he or she shall have served three (3) complete three (3) year terms. If at the expiration of a Director's third term such Director shall be an officer of HOME or of the Virginia Equal Housing Foundation, then the Board Development Committee in its report may nominate such Director for an additional term of three (3) years. At the annual meeting of the Board, held December 2000, the Directors shall be divided into three (3) groups. The first group shall be nominated and elected to serve for a term expiring 2001; the second group shall be nominated and elected to serve for a term expiring 2002; and the third group shall be nominated and elected to serve for a term expiring 2003. Members of the classes expiring in 2001 and 2002 shall thereafter be entitled to serve, if nominated and elected, to three (3) more continuous three (3) year terms. Election to an unexpired term shall not be deemed a complete three (3) year term of office. A director having remained out of office for one (1) full year shall be eligible for further nomination and election.

**Section 4. Resignations and Removal of Directors:**

(a) Any Director may resign at any time by giving notice to the Chairman of the Board or to the Secretary. Such resignation shall take effect at the time specified therein or, if no time is specified, at the time of notice.

(b) Any or all of the Directors may be removed by vote of the disinterested Directors, provided there is a quorum of not less than a majority of the Directors then in office present at the meeting of the Board of Directors at which such action is taken.

**Section 5. Action by the Board of Directors:**

(a) Each Director shall have one (1) vote.

(b) Except as otherwise provided by law or in these bylaws, the act of the Board of Directors means action at a meeting of the Board at which a quorum is present, by vote of a majority of the Directors present at the time of the vote.

(c) Any action required or permitted to be taken by the Board of Directors may be taken without a meeting if a majority of the Directors consent, in writing, to the adoption of a resolution authorizing the action. The resolution and the Directors' written consents shall be filed with the minutes of the Board.

Section 6. Quorum: *One-third* of the Directors then in office shall constitute a quorum for the transaction of business.

Section 7. Meetings of the Board:

(a) The Board of Directors shall hold its meetings at such place or places as the Board of Directors may determine.

(b) The Board of Directors shall hold *at least four (4) regular meetings per year*, one (1) of which shall be the Annual Meeting and such other regular meetings as it shall determine are appropriate and necessary. The times and places of such meetings shall be determined in advance by the Board, and individual notice of such meetings need not be given.

(c) Special meetings of the Board of Directors may be held, following the giving of notice to each Director, whenever called by the Chairman of the Board or by *one-third of the Directors then in office*.

(d) A majority of the Directors present at a duly called meeting, whether or not a quorum is present, may adjourn the meeting to another time and place without prior notice to any Director. If time permits, notice of such adjournment shall be provided to Directors who were not present when the meeting was adjourned.

(e) At each meeting of the Board of Directors, the Chairman of the Board or, in the absence of the Chairman of the Board, the First Vice Chair, shall preside. In the absence of either of such officers, the Second Vice Chair shall preside. In the absence of all such officers, a Board member chosen by a majority of the Directors present shall preside.

(f) "Robert's Rules of Order", in its most recent revised edition, shall be the rules of procedure for all meetings of the Board, to the extent not inconsistent with the Articles of Incorporation or these bylaws.

(g) Any one or more Directors may participate in a meeting of the Board by means of a conference telephone or similar communications equipment allowing all persons participating in the meeting to hear each other at the same time. Participation by such means shall constitute presence in person at a meeting.

Section 8. Compensation: Directors shall receive no compensation for their services as directors. Reasonable expenses incurred in the course of service may be paid by the Organization.

Section 9. Audit: Within ninety (90) days after the end of each fiscal year, the Treasurer shall present at a regular meeting of the Board of Directors a report certified by a firm of independent public accountants selected by the Board and showing in appropriate detail the following:

(1) The assets and liabilities of the Organization, as of the end of the fiscal year most recently ended.

- (2) The principal changes in those assets and liabilities during that fiscal year.
- (3) The revenue or receipts of the Organization, both unrestricted and restricted to particular purposes, during that fiscal year.
- (4) The expenses or disbursements of the Organization for both general and restricted purposes during that fiscal year.

This report, following acceptance by the Board, shall be filed with the minutes of the Board of Directors.

## ARTICLE V: COMMITTEES

**Section 1. Committee Responsibilities:** Committees shall have the responsibility to make recommendations to the full Board or to the Executive Committee, unless authority to take action has been specifically delegated by the full Board or the Executive Committee. Each standing committee shall report to the Board at each regular meeting concerning its activities since the last regular meeting.

**Section 2. Committee Membership:** The Chairman of the Board is empowered to appoint committee chairs, who must be Board members. Committee chairs, in concert with the Chairman of the Board shall select appropriate committee members. Individuals who are not directors may serve on Board committees at the discretion of the committee chair or the Chairman of the Board, with the exception of the Human Resources Committee. The Chairman of the Board, Immediate Past Chair, and the President shall serve as Ex Officio Members of all Board committees.

**Section 3. Executive Committee:** The Executive Committee shall be composed of the Chairman of the Board, the First and Second Vice Chairs, the Secretary, the Treasurer and the Immediate Past Chairman of the Board. Subject to the limitations contained in these bylaws, the Executive Committee shall have all the authority of the Board of the Directors and shall act for, and on behalf of, the Board when the Board is not in session, except that the Executive Committee shall not have authority to amend the Articles of Incorporation or these bylaws or to remove any officer of the Organization. Any reference in these bylaws to the Board of Directors shall include the Executive Committee unless the context or express provision otherwise indicates. The Chairman of the Board shall appoint a subcommittee of the Executive Committee to serve as a Human Resources Committee. The functions of the Human Resources Committee will include, but not be limited to, hearing grievances and evaluating the performance of the President.

**Section 4. Committee on Board Development:** The standing committees of the Board shall include a Committee on Board Development (formerly known as the "Nominating Committee"), which shall be selected annually by the Chairman of the Board. At the next Annual Meeting, following its election, the Committee on Board

Development shall present to the Board of Directors a slate of nominees to fill vacancies on the Board. The Committee on Board Development shall recommend to the Board the desired Board composition to insure adequate diversity and skills; populate the Board with able, dedicated directors by maintaining a viable list of candidates and by cultivating top prospects; oversee the orientation and development of new Board members; review the performance of incumbent directors based on established criteria, particularly those up for re-election; oversee periodic reviews by the Board of its own performance; and nominate Board officers annually.

**Section 5. Other Standing Committees Shall Include:**

- (a) Legal Advisory Committee: Responsible for providing legal advice to the Organization, primarily on the filing and maintenance of administrative complaints and lawsuits alleging fair housing violations.
- (b) Finance Committee: This committee shall be chaired by the Treasurer of the Board and shall be responsible for financial oversight and technical assistance to staff.
- (c) Fund Development Committee: This committee shall be responsible for developing and assisting the Board in implementing plans to raise resources for HOME.
- (d) Community Outreach Committee: This committee shall be responsible for increasing community understanding of the work done by HOME.

**Section 6. Ad Hoc Committees:** The Chairman of the Board may designate ad hoc committees of the Board which shall have such authority as is provided in the resolution designating the committee.

**Section 7. Meetings of Committees:**

- (a) Meetings of committees shall be held following notice to committee members at such times and places as shall be determined by the Chairman of the Board or the chairperson of the committee or by vote of a majority of all of the members of the committee.
- (b) The procedures, substance, and manner of acting of committees shall be subject at all times to the direction of the Board of the Directors. Subject to the foregoing, each committee may establish such rules and procedures for the conduct of the committee, as its members may deem necessary and appropriate.

**Section 8. Tenure of Committees:** Each committee of the Board, and every member thereof, shall serve at the pleasure of the Chairman of the Board. All committees of the Board will be subject to reappointment by the Chairman of the Board annually.

**ARTICLE VI: OFFICERS**

Section 1. Number: The officers of the Organization shall be a Chairman of the Board, a First Vice Chair, a Second Vice Chair, a Secretary, a Treasurer, and the Immediate Past Chairman of the Board.

Section 2. Term of Office and Qualifications: The Chairman of the Board, Vice-Chair(s), Secretary, and Treasurer shall be elected by the Board of Directors at its Annual Meeting. Unless a shorter term is provided in the resolution of the Board electing such officer, the term of office of each officer shall extend to the next Annual Meeting and until the officer's successor is elected or appointed and qualified. The Chairman of the Board, the Vice-Chair(s), the Secretary and the Treasurer shall be elected from among the Directors.

Section 3. Removal of Officers: Any officer may be removed by the Board of Directors with or without cause, at any time by a vote of two-thirds (2/3) of the Directors then in office.

Section 4. Resignation: Any officer may resign at any time by giving notice to the Board of Directors, or to the Chairman of the Board or to the Secretary. Any such resignation shall take effect at the time specified therein, or, if no time is specified, at the time of notice.

Section 6. Vacancies: A vacancy in any office shall be filled by the Board of Directors in a timely fashion.

## ARTICLE VII: FINANCIAL MATTERS

Section 1. Deposits: All funds of the Organization not otherwise employed shall be deposited from time to time to the credit of the Organization in such banks, trust companies or other depositories as the Board of Directors may approve.

Section 2. Checks and Drafts: All checks, drafts and other orders for the payment of money out of the funds of the Organization, and all notes or other evidences of indebtedness of the Organization, shall be signed on behalf of the Organization in such manner as shall from time to time be determined by resolution of the Board of Directors. Any one or more directors (or staff members) may be authorized by the Board to sign checks and drafts of the Organization.

Section 3. Reserves: The Board shall have the responsibility to develop, approve, and monitor a policy for the investment of the Organization's reserves.

Section 4. Funds: The Board may, from time to time, provide funds to other 501(c)3 organizations, the purposes of which are in keeping with those of HOME.

Section 5. Assignment and Transfer of Stocks, Bonds and Securities: The Chairman of the Board, the Vice-Chair(s), the Secretary, the Treasurer, the President, and each of them, shall have power to assign or endorse for transfer, and to deliver, any

stocks, bonds, subscription rights, or other securities, or any beneficial interest therein, held or owned by the Organization.

**Section 6. Execution of Contracts:** The Board of Directors, except as otherwise provided in these bylaws, may authorize any officer or agent to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Organization. Such authority may be general or confined to specific instances. However, unless expressly authorized by the Board of Directors or these bylaws, no officer, agent or employee of the Organization shall have any power or authority to pledge its credit.

**Section 7. Conflict of Interest:**

- (a) A conflict of interest generally refers to any situation in which a decision maker, such as a member of the Board of Directors (the "Board"), Board officer or committee member, is influenced in an organizational decision by personal, financial, business or other concerns that are unrelated to, or in conflict with, the organization's best interests. The duty of a Board member to avoid conflicts of interest is an expression of one of the paramount duties of a Board member, the duty of loyalty. The duty of loyalty requires each Board member to be faithful to HOME's best interests and not to use his or her position with respect to HOME to advocate a personal agenda at HOME's expense. As such, each Board member has a duty to place the interest of HOME foremost in any dealings he or she undertakes with or on behalf of HOME.
- (b) All Board members shall adhere to the following:
  - No HOME Board member shall use his or her position, or the knowledge gained by virtue of that position, in a manner that conflicts with the best interests of HOME.
  - Each Board member has a duty to place the interest of HOME first in any dealings with or on behalf of HOME.
  - The conduct of personal business between any Board member and HOME is prohibited, absent the express approval of the Board.
  - Board members may not obtain for themselves, their relatives, friends or business associates a material benefit of any kind by virtue of their association with HOME absent the express approval of the Board.
  - If a Board member has an interest in a proposed transaction in the form of a significant personal financial interest in the transaction or in any entity involved in the transaction, or holds a position of trust, including director or officer in any such entity, he or she must make full disclosure of this interest before any discussion or negotiation of the transaction. Thereafter, the Board member shall absent him or herself from the discussion if the Board deems it appropriate.
  - Any Board member who is aware of a potential conflict of interest with respect to any matter coming before the Board or a committee of the Board shall disclose the potential conflict of interest before participating in any discussion or negotiation of any matter implicating such conflict of

interest. Thereafter, the Board member shall absent him or herself from the discussion if the Board deems it appropriate.

- (c) Violations of the Conflict of Interest Policy shall be grounds for immediate removal from the Board.

**Section 8. Loans:**

- (a) The Organization may not borrow money unless specifically authorized by the Board of Directors.
- (b) No loans shall be made by the Organization to any of its Directors or officers or to any other corporation, firm, association or other entity in which any of its Directors or officers is a director or officer or holds a substantial financial interest.

**Section 9. Purchase, Sale, Mortgage and Lease of Real Property:** A vote of a majority of the Directors then in office shall be required to authorize a purchase, sale, mortgage or lease of real property by HOME.

**ARTICLE VIII: INDEMNIFICATION AND INSURANCE**

**Section 1. Authorized Indemnification:** Unless clearly prohibited by law or Section 2 of this Article VIII, the Organization shall indemnify any person ("Indemnified Person") made, or threatened to be made, a party in any action or proceeding, whether civil, criminal, administrative, investigative or otherwise, including any action by or in the right of the Organization, by reason of the fact that he (or his testator or intestate), whether before or after adoption of this bylaw, (a) is or was a Director or officer of the Organization, or (b) is serving or served, in any capacity, whether compensated or not, at the request of the Organization, any other corporation, or any partnership, joint venture, trust, employee benefit plan or other enterprise. The indemnification shall be against all judgments, fines, penalties, amounts paid in settlement (provided the Organization shall have consented to such settlement) and reasonable expenses, including attorney's fees and costs of investigation, incurred by an Indemnified Person with respect to any such threatened or actual action or proceeding, and any appeal thereof.

**Section 2. Prohibited Indemnification:** The Organization shall not indemnify any person if a judgment or other final adjudication adverse to the Indemnified Person (or to the person whose actions are the basis for the action or proceeding) establishes, or the Board of Directors in good faith determines, that such person's acts were committed in bad faith or were the result of active and deliberate dishonesty and were material to the cause of action so adjudicated or that he personally gained in fact a financial profit or other advantage to which he was not legally entitled.

**Section 3. Advancement of Expenses:** The Organization shall, on request of any Indemnified Person who is or may be entitled to be indemnified by the Organization, pay or promptly reimburse the Indemnified Person's reasonably incurred expenses in connection with a threatened or actual action or proceeding prior to its final disposition.

However, no such advancement of expenses shall be made unless the Indemnified Person makes a binding, written commitment to repay the Organization, with interest, for any amount advanced for which it is ultimately determined that he is not entitled to be indemnified under the law or Section 2 of this Article VIII. An Indemnified person shall cooperate in good faith with any request by the Organization that common legal counsel be used by the parties to such action or proceeding who are similarly situated unless it would be inappropriate to do so because of actual or potential conflicts between the interests of the parties.

**Section 4. Determination of Indemnification:** Indemnification mandated by a final order of a court of competent jurisdiction will be paid. After termination or disposition of any actual or threatened action or proceeding against an Indemnified Person, if indemnification has not been ordered by a court, the Board of Directors shall, upon written request by the Indemnified Person, determine whether and to what extent indemnification is permitted pursuant to these bylaws. Before indemnification can occur the Board of Directors must explicitly find that such indemnification will not violate the provisions of Section 2 of this Article VIII. No Director with a personal interest in the outcome, or who is a party to such actual or threatened action or proceeding concerning which indemnification is sought, shall participate in this determination. If a quorum of disinterested Directors is not obtainable, the Board of Directors shall act only after receiving the opinion in writing of independent legal counsel that indemnification is proper in the circumstances under then applicable law and these bylaws.

**Section 5. Insurance:** The Organization may purchase Directors' and officers' liability insurance if authorized and approved by the Board of Directors. To the extent permitted by law, such insurance may insure the Organization for any obligation it incurs as a result of this Article VIII or operation of law, and it may insure directly the Directors, officers, employees or volunteers of the Organization for liabilities against which they are not entitled to indemnification under this Article VIII as well as for liabilities against which they are entitled or permitted to be indemnified by the Organization.

**Section 6. Nonexclusive Rights:** The provisions of this Article shall not limit or exclude any other rights to which any person may be entitled under law or contract. The Board of Directors is authorized to enter into agreements on behalf of the Organization with any Director, officer, employee or volunteer providing them rights to indemnification or advancement of expenses in connection with potential indemnification in addition to the provisions therefor in this Article subject in all cases to the limitations of Section 2 of this Article VIII.

## ARTICLE IX: GENERAL

Section 1. Office: The principal office of the Organization, which may be the same as its registered office, shall be at such place as the Board of Directors may determine.

Section 2. Books and Records: There shall be kept at the office of the HOME (1) correct and complete books and records of account, (2) minutes of the proceedings of the Board of Directors and of committees of the Board and of the Organization, (3) a current list of the Directors and officers of the Organization and their residence addresses, (4) copies of such documents as the Internal Revenue Service or any other relevant authority may require the Organization to make available for public inspection, and (5) a copy of these bylaws and the Articles of Incorporation.

Section 3. Fiscal Year: The fiscal year of the Organization shall commence on July 1st in each calendar year and shall end on June 30<sup>th</sup>.

Section 4. Notice; Waivers of Notice:

(a) Whenever notice of a meeting is required to be given under these bylaws, such notice shall be given in a manner reasonably calculated to be received no later than two (2) days prior to the meeting. Notice may be given orally or in writing or by means of electronic communication. The notice shall state the purposes, time and place of the meeting.

(b) Notice of a meeting need not be given to any person who submits a signed waiver of notice, whether before or after the meeting, or who attends the meeting without protesting, prior thereto or at its commencement, the lack of notice to him.

Section 5. Amendments: Except as otherwise provided in these bylaws, a two-thirds vote of the Directors present and voting at any regular meeting shall be required to amend or repeal any bylaw of the Organization. Notice of the proposed changes must be given at one Board meeting and the proposed amendments voted upon at a succeeding regular meeting.

Application for Extension of Time To File an  
Exempt Organization Return

► File a separate application for each return.

- If you are filing for an Automatic 3-Month Extension, complete only Part I and check this box

- If you are filing for an Additional (Not Automatic) 3-Month Extension, complete only Part II (on page 2 of this form).

Do not complete Part II unless you have already been granted an automatic 3-month extension on a previously filed Form 8868.

**Part I Automatic 3-Month Extension of Time.** Only submit original (no copies needed).

A corporation required to file Form 990-T and requesting an automatic 6-month extension - check this box and complete

Part I only 

*All other corporations (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.*

**Electronic Filing (e-file).** Generally, you can electronically file Form 8868 if you want a 3-month automatic extension of time to file one of the returns noted below (6 months for a corporation required to file Form 990-T). However, you cannot file Form 8868 electronically if (1) you want the additional (not automatic) 3-month extension or (2) you file Forms 990-BL, 6069, or 8870, group returns, or a composite or consolidated Form 990-T. Instead, you must submit the fully completed and signed page 2 (Part II) of Form 8868. For more details on the electronic filing of this form, visit [www.irs.gov/efile](http://www.irs.gov/efile) and click on e-file for Charities & Nonprofits.

Type or print	Name of Exempt Organization	Employer identification number
	<b>HOUSING OPPORTUNITIES MADE EQUAL</b>	23-7303018
File by the due date for filing your return. See instructions	Number, street, and room or suite no. If a P.O. box, see instructions. <b>700 EAST FRANKLIN STREET, SUITE 3A</b>	
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. <b>RICHMOND, VA 23219</b>	

Check type of return to be filed(file a separate application for each return):

<input checked="" type="checkbox"/> Form 990	<input type="checkbox"/> Form 990-T (corporation)	<input type="checkbox"/> Form 4720
<input type="checkbox"/> Form 990-BL	<input type="checkbox"/> Form 990-T (sec. 401(a) or 408(a) trust)	<input type="checkbox"/> Form 5227
<input type="checkbox"/> Form 990-EZ	<input type="checkbox"/> Form 990-T (trust other than above)	<input type="checkbox"/> Form 6069
<input type="checkbox"/> Form 990-PF	<input type="checkbox"/> Form 1041-A	<input type="checkbox"/> Form 8870

**THE ORGANIZATION**

- The books are in the care of ► **700 EAST FRANKLIN STREET, SUITE 3A - RICHMOND, VA 23219**  
Telephone No. ► **(804) 354-0641** FAX No. ►

- If the organization does not have an office or place of business in the United States, check this box
- If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) . If this is for the whole group, check this box ► . If it is for part of the group, check this box ►  and attach a list with the names and EINs of all members the extension will cover.

1 I request an automatic 3-month (6-months for a corporation required to file Form 990-T) extension of time until **FEBRUARY 15, 2010**, to file the exempt organization return for the organization named above. The extension

is for the organization's return for:

►  calendar year  or  
►  tax year beginning **JUL 1, 2008**, and ending **JUN 30, 2009**.

2 If this tax year is for less than 12 months, check reason.  Initial return  Final return  Change in accounting period

3a If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	3a	\$
b If this application is for Form 990-PF or 990-T, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit.	3b	\$
c Balance Due. Subtract line 3b from line 3a. Include your payment with this form, or, if required, deposit with FTD coupon or, if required, by using EFTPS (Electronic Federal Tax Payment System) See instructions.	3c	\$
		N/A

**Caution.** If you are going to make an electronic fund withdrawal with this Form 8868, see Form 8453-EO and Form 8879-EO for payment instructions.

LHA For Privacy Act and Paperwork Reduction Act Notice, see Instructions.

Form 8868 (Rev. 4-2009)