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Form **990**Department of the Treasury
Internal Revenue Service**Return of Organization Exempt From Income Tax**

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

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

OMB No 1545-0047

2009Open to Public
Inspection**A For the 2009 calendar year, or tax year beginning** JUL 1, 2009 **and ending** JUN 30, 2010

B Check if applicable: ☐ Address change ☐ Name change ☐ Initial return ☐ Terminated ☐ Amended return ☐ Application pending	Please use IRS label or print or type: See Specific Instructions	C Name of organization		D Employer identification number
		CATHOLIC CHARITIES OF TENNESSEE, INC.		62-0679520
		Doing Business As		
		Number and street (or P.O. box if mail is not delivered to street address) Room/suite 30 WHITE BRIDGE ROAD		E Telephone number (615) 352-3087
City or town, state or country, and ZIP + 4 NASHVILLE, TN 37205		G Gross receipts \$ 15,150,349.		
F Name and address of principal officer: WILLIAM P SINCLAIR SAME AS C ABOVE		H(a) Is this a group return for affiliates? ☐ Yes ☒ No H(b) Are all affiliates included? ☐ Yes ☒ No If "No," attach a list (see instructions) H(c) Group exemption number ▶ 0928		
I Tax-exempt status: ☒ 501(c) (3) (insert no.) ☐ 4947(a)(1) or ☐ 527				
J Website: WWW.CCTENN.ORG				
K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶			L Year of formation: 1962 M State of legal domicile: TN	

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: THE ORGANIZATION OPERATES CHARITABLE AND SOCIAL SERVICE PROGRAMS THROUGHOUT MIDDLE TENNESSEE.		
	2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3 25	
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4 25	
	5 Total number of employees (Part V, line 2a)	5 158	
	6 Total number of volunteers (estimate if necessary)	6 4023	
	7a Total gross unrelated business revenue from Part VIII, column (C), line 12	7a 0.	
b Net unrelated business taxable income from Form 990-T, line 34	7b 0.		
Revenue	8 Contributions and grants (Part VIII, line 1)	Prior Year 10,234,912.	Current Year 13,245,078.
	9 Program service revenue (Part VIII, line 2g)	1,607,104.	1,595,462.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	7,249.	6,426.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	305,704.	303,383.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	12,154,969.	15,150,349.
	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	5,476,715.	7,093,069.
	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)	4,807,267.	4,964,550.
	16a Professional fundraising fees (Part IX, column (A), line 11e)		
Expenses	b Total fundraising expenses (Part IX, column (D), line 25) ▶ 1,924.		
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	1,736,436.	3,502,081.
	18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	12,020,418.	15,559,700.
	19 Revenue less expenses. Subtract line 18 from line 12	134,551.	<409,351.>
	20 Total assets (Part X, line 16)	Beginning of Current Year 2,845,583.	End of Year 2,781,236.
Net Assets or Fund Balances	21 Total liabilities (Part X, line 26)	655,044.	1,000,048.
	22 Net assets or fund balances Subtract line 21 from line 20	2,190,539.	1,781,188.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.			
Sign Here	Signature of officer: <i>William P Sinclair</i>		Date: 11/10/10
	WILLIAM P SINCLAIR, EXECUTIVE DIRECTOR Type or print name and title		
Paid Preparer's Use Only	Preparer's signature: <i>Lee Z. Anderson CPA</i>	Date: 11/10/10	Check if self-employed ☐
	Firm's name (or yours if self-employed), address, and ZIP + 4 LATTIMORE BLACK MORGAN & CAIN, P.C. P.O. BOX 1869 BRENTWOOD, TN 37024-1869		
		EIN ▶	Preparer's identifying number (see instructions)
		Phone no. ▶ (615) 377-4600	

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

☒ Yes ☐ No

932001 02-04-10

LHA For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions.

Form 990 (2009)

SCANNED DEC 6 2010

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Part III Statement of Program Service Accomplishments

- 1** Briefly describe the organization's mission: SEE SCHEDULE O FOR CONTINUATION
 THE ORGANIZATION'S PURPOSE IS TO ENGAGE IN GENERAL CHARITABLE
 UNDERTAKINGS AND ENDEAVORS, INCLUDING BUT NOT LIMITED TO AFFORDING
 SHELTER, PROTECTION, FOOD, CLOTHING, EDUCATION, MEDICAL CARE AND
 MAINTENANCE IN GENERAL OF ORPHANS, HOMELESS, WANDERING, REFUGEE AND
- 2** Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No
 If "Yes," describe these new services on Schedule O
- 3** Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No
 If "Yes," describe these changes on Schedule O
- 4** Describe the exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and 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.

4a (Code) (Expenses \$ 7,419,436. including grants of \$ 6,896,920.) (Revenue \$)
 TENNESSEE OFFICE FOR REFUGEES IS THE REPLACEMENT DESIGNEE FOR THE STATE
 OF TENNESSEE FOR THE REFUGEE RESETTLEMENT PROGRAM UNDER THE OFFICE OF
 REFUGEE RESETTLEMENT, A DIVISION OF U.S. DEPARTMENT OF HEALTH AND HUMAN
 SERVICES. THIS PROGRAM ADMINISTERS REFUGEE CASH ASSISTANCE, REFUGEE
 MEDICAL ASSISTANCE, MEDICAL SCREENINGS, SOCIAL SERVICES, SCHOOL IMPACT
 GRANTS AND TARGETED ASSISTANCE GRANTS TO SUB GRANTEE AGENCIES ACROSS
 THE STATE.

4b (Code) (Expenses \$ 3,377,723. including grants of \$ 0.) (Revenue \$ 0.)
 REFUGEE RESETTLEMENT PROGRAM, IN CONJUNCTION WITH THE UNITED STATES
 CATHOLIC CONFERENCE AND THE U.S. DEPARTMENT OF STATE, PROVIDES A
 VARIETY OF PROGRAMS AND EXTENSIVE SUPPORT SERVICES TO REFUGEES AND
 THEIR FAMILIES FROM MANY DIFFERENT NATIONS. VOLUNTEERS ARE USED IN
 HELPING REFUGEES GET ESTABLISHED AND ARRANGEMENTS ARE MADE BY STAFF FOR
 DEALING WITH THE GOVERNMENTAL AND INSTITUTIONAL ORGANIZATIONS OF THEIR
 NEW HOME. IMMIGRATION SERVICES ARE ALSO PROVIDED TO REFUGEES AND
 IMMIGRANTS WITH GREEN CARD AND CITIZENSHIP APPLICATION ASSISTANCE.

4c (Code) (Expenses \$ 1,959,442. including grants of \$ 150,000.) (Revenue \$ 252,153.)
 CATHOLIC SOCIAL SERVICES PROVIDES COUNSELING FOR FAMILIES AND
 INDIVIDUALS EXPERIENCING STRESS OR IN CRISIS. IT ALSO PROVIDES
 COUNSELING IN CATHOLIC GRADE SCHOOLS AND RAINBOWS FOR ALL CHILDREN
 PROGRAM, HELPING CHILDREN AND THEIR PARENTS ADJUST TO FAMILY DIVORCE,
 SEPARATION, OR DEATH. CATHOLIC SOCIAL SERVICES ALSO PROVIDES SHORT TERM
 ASSISTANCE TO NEEDY INDIVIDUALS.

4d Other program services. (Describe in Schedule O)
 (Expenses \$ 2,729,422. including grants of \$ 12,800.) (Revenue \$ 1,646,692.)

4e Total program service expenses \$ 15,486,023.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities? <i>If "Yes," complete Schedule C, Part II</i>		X
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? <i>If "Yes," complete Schedule C, Part III</i>		
6 Did the organization maintain any donor advised funds or any similar funds or accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
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? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 Is the organization's answer to any of the following questions "Yes"? <i>If so, complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable</i>	X	
• Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>		
• Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		
• Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		
• Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		
• Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>		
• Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48? <i>If "Yes," complete Schedule D, Part X</i>		
12 Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII.</i>	X	
12A Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional</i>	Yes X	No X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? <i>If "Yes," complete Schedule F, Part I</i>		X
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? <i>If "Yes," complete Schedule F, Part II</i>		X
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? <i>If "Yes," complete Schedule F, Part III</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20 Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H</i>		X

Part IV Checklist of Required Schedules (continued)

	Yes	No
21 Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	X	
22 Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	X	
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>		X
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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25</i>		X
24b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
24c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
24d 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? <i>If "Yes," complete Schedule L, Part I</i>		X
25b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		X
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? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i>		X
28 Was the organization a party to a business transaction with one of the following parties, (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
28a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	X	
28b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	X	
28c An entity of which a current or former officer, director, trustee, or key employee of the organization (or a family member) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	X	
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	X	
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		X
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? <i>If "Yes," complete Schedule R, Part I</i>		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i>		X
35 Is any related organization a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
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? <i>If "Yes," complete Schedule R, Part VI</i>		X
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19?	X	

Note. All Form 990 filers are required to complete Schedule O

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.	38	
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.	0	
1c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	
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.	158	
2b	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).	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?		X
3b	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)?		X
5a	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.		X
5b	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
5c	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		
6a	If "Yes," to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?		
6b	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?		X
7a	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7b	Organizations that may receive deductible contributions under section 170(c).		
7c	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		X
7d	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
7e	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
7f	If "Yes," indicate the number of Forms 8282 filed during the year.		
7g	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
7h	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
8	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?		
9	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?		
9a	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		
9b	Sponsoring organizations maintaining donor advised funds.		
10a	Did the organization make any taxable distributions under section 4966?		
10b	Did the organization make a distribution to a donor, donor advisor, or related person?		
11a	Section 501(c)(7) organizations. Enter		
11b	a Initiation fees and capital contributions included on Part VIII, line 12		
12a	b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
12b	Section 501(c)(12) organizations. Enter:		
12c	a Gross income from members or shareholders		
12d	b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)		
12e	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
12f	If "Yes," enter the amount of tax-exempt interest received or accrued during the year		

Form 990 (2009)

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Section A. Governing Body and Management

	Yes	No
1a Enter the number of voting members of the governing body		
1b Enter the number of voting members that are independent		
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	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?		X
4 Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?		X
5 Did the organization become aware during the year of a material diversion of the organization's assets?		X
6 Does the organization have members or stockholders?		X
7a Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?		X
7b Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	X	
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body?	X	
b Each committee with authority to act on behalf of the governing body?		X
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O		X

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

	Yes	No
10a Does the organization have local chapters, branches, or affiliates?		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?		
11 Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	X	
11A Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
12a Does the organization have a written conflict of interest policy? If "No," go to line 13	X	
b Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	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	X	
13 Does the organization have a written whistleblower policy?	X	
14 Does the organization have a written document retention and destruction policy?	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	X	
b Other officers or key employees of the organization	X	
If "Yes" to line 15a or 15b, describe the process in Schedule O. (See instructions.)		
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		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?		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed: **TN**

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.
☐ Own website ☐ Another's website ☒ 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: **RICHARD W. NEAL - 615-352-3087**
30 WHITE BRIDGE ROAD, NASHVILLE, TN 37205

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. Report compensation for the calendar year ending with or within the organization's tax year. 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. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

• List all of the organization's **current** key employees. See instructions for definition of "key employee."

• List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.

• List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

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

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

☐ Check this box if the organization did not compensate any current officer, director, or trustee

(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			
CRISTINA O. ALLEN TRUSTEE	1.00	X						0.	0.	0.
NANCY ANNESS TRUSTEE	1.00	X						0.	0.	0.
FRAN BEDARD TRUSTEE	1.00	X						0.	0.	0.
MICHAEL CORBETT TRUSTEE	1.00	X						0.	0.	0.
CHRISTINE DONNELLY TRUSTEE	1.00	X						0.	0.	0.
ELEANOR FLEMING TRUSTEE	1.00	X						0.	0.	0.
JASON GRANT TREASURER	1.00	X						0.	0.	0.
KATHY GRIFFIN TRUSTEE	1.00	X						0.	0.	0.
LILI HART TRUSTEE	1.00	X						0.	0.	0.
STEVE HAYES TRUSTEE	1.00	X						0.	0.	0.
MINNIE HORTON TRUSTEE	1.00	X						0.	0.	0.
LIZ HOUSER TRUSTEE	1.00	X						0.	0.	0.
FR. MARK HUNT SECRETARY	1.00	X						0.	0.	0.
SHANDY S. HUSMANN TRUSTEE	1.00	X						0.	0.	0.
DAVID JOHNSON TRUSTEE	1.00	X						0.	0.	0.
FRANK KRUEGER TRUSTEE	1.00	X						0.	0.	0.
SR. MARY FRANCIS LOFTIN TRUSTEE	1.00	X						0.	0.	0.

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

(A) Name and title	(B) Average hours per week	(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			
PATRICIA MONTIJO TRUSTEE	1.00	X						0.	0.	0.
ELEANOR PARKES TRUSTEE	1.00	X						0.	0.	0.
ZETIA PATTERSON TRUSTEE	1.00	X						0.	0.	0.
MARY ELLEN RODGERS TRUSTEE	1.00	X						0.	0.	0.
MARY ROLANDO VICE PRESIDENT	1.00	X						0.	0.	0.
JENNIFER SANFORD TRUSTEE	1.00	X						0.	0.	0.
NED SPITZER TRUSTEE	1.00	X						0.	0.	0.
ED STACK PRESIDENT	1.00	X						0.	0.	0.
PAUL NEY AD HOC	1.00	X						0.	0.	0.
WILLIAM P. SINCLAIR EXECUTIVE DIRECTOR	38.00			X		X		129,223.	0.	15,024.
1b Total								216,715.	0.	32,833.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 in reportable compensation from the organization **1**

- 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 but not limited to those listed above) who received more than \$100,000 in compensation from the organization **0**

SEE SCHEDULE J-2 FOR PART VII, SECTION A CONTINUATION

Form 990 (2009)

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	375,470.			
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e	10,300,875.			
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	2,568,733.			
	g	Noncash contributions included in lines 1a-1f \$		1,181,964.			
	h	Total. Add lines 1a-1f		13,245,078.			
Program Service Revenue			Business Code				
	2 a	SERVICE FEES	900099	1,595,462.	1,595,462.		
	b						
	c						
	d						
	e						
	f	All other program service revenue					
g	Total. Add lines 2a-2f		1,595,462.				
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		6,426.			6,426.
	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 \$ _____ of contributions reported on line 1c) See Part IV, line 18	a				
	b	Less: direct expenses	b				
	c	Net income or (loss) from fundraising events					
	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	FACILITIES REIMBURSEME	900099	298,974.	298,974.			
b	INSURANCE CLAIMS	900099	4,409.	4,409.			
c							
d	All other revenue						
e	Total. Add lines 11a-11d		303,383.				
12	Total revenue. See instructions.		15,150,349.	1,898,845.	0.	6,426.	

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	1,924,401.	1,924,401.		
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22	5,168,668.	5,168,668.		
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	249,548.		249,548.	
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	3,663,086.	3,399,885.	263,201.	
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	244,373.	222,931.	21,442.	
9 Other employee benefits	528,293.	512,165.	16,128.	
10 Payroll taxes	279,250.	244,385.	34,865.	
11 Fees for services (non-employees):				
a Management				
b Legal	36,019.	30,772.	5,247.	
c Accounting	29,700.		29,700.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other	2,125,555.	2,045,887.	78,033.	1,635.
12 Advertising and promotion	18,186.	1,592.	16,594.	
13 Office expenses	347,207.	298,101.	48,817.	289.
14 Information technology				
15 Royalties				
16 Occupancy	452,725.	435,385.	17,340.	
17 Travel	392,047.	361,187.	30,860.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	60,808.	57,373.	3,435.	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	39,436.	8,059.	31,377.	
23 Insurance				
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 ADMINISTRATIVE EXPENSE	0.	775,184.	<775,184.>	
b TAXES	350.		350.	
c BAD DEBT EXPENSE	48.	48.		
d				
e				
f All other expenses				
25 Total functional expenses. Add lines 1 through 24f	15,559,700.	15,486,023.	71,753.	1,924.
26 Joint costs. Check here ☐ if following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	719,688.	1	950,549.
	2 Savings and temporary cash investments	73,265.	2	41,967.
	3 Pledges and grants receivable, net	1,340,860.	3	942,937.
	4 Accounts receivable, net	577,130.	4	725,260.
	5 Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. 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	19,029.	9	25,693.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 527,980.		
	b Less: accumulated depreciation	10b 433,150.	115,611.	10c 94,830.
	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	
16 Total assets. Add lines 1 through 15 (must equal line 34)	2,845,583.	16	2,781,236.	
Liabilities	17 Accounts payable and accrued expenses	534,217.	17	945,649.
	18 Grants payable		18	
	19 Deferred revenue	120,827.	19	54,399.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial 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 to unrelated third parties		24	
	25 Other liabilities. Complete Part X of Schedule D		25	
	26 Total liabilities. Add lines 17 through 25	655,044.	26	1,000,048.
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here ☒ and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	818,730.	27	1,227,990.
	28 Temporarily restricted net assets	1,371,809.	28	553,198.
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117, check here ☐ 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	2,190,539.	33	1,781,188.
	34 Total liabilities and net assets/fund balances	2,845,583.	34	2,781,236.

Form 990 (2009)

Part XI Financial Statements and Reporting

- 1** Accounting method used to prepare the Form 990 ☐ Cash ☒ Accrual ☐ Other _____
If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O
- 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 line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?
If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O
- d** If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a consolidated basis, separate basis, or both:
☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis
- 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? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits

	Yes	No
2a		x
2b	x	
2c	x	
3a	x	
3b	x	

Form **990** (2009)

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) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
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 through 3						
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						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
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.)						
11 Total support. Add lines 7 through 10						
12 Gross receipts from related activities, etc. (see instructions)					12	
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 ▶ ☐						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2009 (line 6, column (f) divided by line 11, column (f))	14	%
15 Public support percentage from 2008 Schedule A, Part II, line 14	15	%
16a 33 1/3% support test - 2009. 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 - 2008. 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 - 2009. 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 - 2008. 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 ▶ ☐		

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) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(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						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(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 Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c 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.)						
13 Total support (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 ▶ ☐						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2009 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage for 2008 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2009 (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from 2008 Schedule A, Part III, line 17	18	%
19a 33 1/3% support tests - 2009. 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 - 2008. 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 ▶ ☐		

Schedule D
(Form 990)Department of the Treasury
Internal Revenue Service**Supplemental Financial Statements**▶ Complete if the organization answered "Yes," to Form 990,
Part IV, line 6, 7, 8, 9, 10, 11, or 12.
▶ Attach to Form 990. ▶ See separate instructions.

OMB No. 1545-0047

2009Open to Public
Inspection

Name of the organization

CATHOLIC CHARITIES OF TENNESSEE, INC.

Employer identification number

62-0679520

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 can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		☐ Yes ☐ No

Part II Conservation Easements. Complete if the organization answered "Yes" 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 a certified historic structure
☐ Preservation of open space	

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

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06	2d

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

4 Number of states where property subject to conservation easement is located ▶ _____

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

6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ▶ _____

7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶ \$ _____

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

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

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

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

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

(i) Revenues included in Form 990, Part VIII, line 1	▶ \$ _____
(ii) Assets included in Form 990, Part X	▶ \$ _____

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

a Revenues included in Form 990, Part VIII, line 1	▶ \$ _____
b Assets included in Form 990, Part X	▶ \$ _____

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

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

a ☐ Public exhibition

b ☐ Scholarly research

c ☐ Preservation for future generations

d ☐ Loan or exchange programs

e ☐ Other _____

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

	Amount
1c	
1d	
1e	
1f	

2a Did the organization include an amount on Form 990, Part X, line 21?

☐ Yes

☐ No

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

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

1a Beginning of year balance

b Contributions

c Net investment earnings, gains, and losses

d Grants or scholarships

e Other expenditures for facilities and programs

f Administrative expenses

g End of year balance

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a					
1b					
1c					
1d					
1e					
1f					
1g					

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

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

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

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) Accumulated depreciation	(d) Book value
1a Land				
1b Buildings				
1c Leasehold improvements		214,653.	167,998.	46,655.
1d Equipment		261,837.	230,804.	31,033.
1e Other		51,490.	34,348.	17,142.
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c))				94,830.

Schedule D (Form 990) 2009

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

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	15,150,349.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	15,559,700.
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3	<409,351.>
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	641,574.
9	Total adjustments (net). Add lines 4 through 8	9	641,574.
10	Excess or (deficit) for the year per audited financial statements. Combine lines 3 and 9	10	232,223.

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	15,923,169.
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	131,246.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	641,574.
e	Add lines 2a through 2d	2e	772,820.
3	Subtract line 2e from line 1	3	15,150,349.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	15,150,349.

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

1	Total expenses and losses per audited financial statements	1	15,690,946.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	131,246.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIV.)	2d	
e	Add lines 2a through 2d	2e	131,246.
3	Subtract line 2e from line 1	3	15,559,700.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	15,559,700.

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, line 2; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.

PART XI, LINE 8 - OTHER ADJUSTMENTS:

SECTION 481A ADJUSTMENT PER FORM 3115 FILED AND APPROVED FOR

CURRENT YEAR.: 641574.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

SECTION 481A ADJUSTMENT PER FORM 3115 FILED AND APPROVED FOR

CURRENT YEAR.: 641574.

SCHEDULE I
(Form 990)

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**

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

OMB No 1545-0047

2009

Open to Public
Inspection

Name of the organization

CATHOLIC CHARITIES OF TENNESSEE, INC.

Employer identification number
62-0679520

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☒ Yes ☐ No

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

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BRIDGE REFUGEE & SPONSORSHIP SERVICES - 7035 MIDDLEBROOK PIKE - KNOXVILLE, TN 37909	58-1505955	501(C)(3)	173,688.	0.			ELIGIBILITY CASEWORKER, SOCIAL SERVICES
CATHOLIC CHARITIES OF WEST TENNESSEE, INC. - 1325 JEFFERSON AVE - MEMPHIS, TN 38104	62-1451404	501(C)(3)	236,606.	0.			ELIGIBILITY CASEWORKER, SOCIAL SERVICES, SCHOOL IMPACT
SILLOAM FAMILY HEALTH CENTER 820 GALE LANE NASHVILLE, TN 37204	58-1867940	501(C)(3)	987,160.	0.			MEDICAL SCREENING
CENTER FOR REFUGEES AND IMMIGRANTS OF TENNESSEE - 295 PLUS PARK BLVD, SUITE 102 - NASHVILLE, TN 37214	62-1823253	501(C)(3)	13,706.	0.			SCHOOL IMPACT
SUDANESE COMMUNITY AND WOMEN'S SERVICES CENTER - 3221 NOLENSVILLE PIKE - NASHVILLE, TN 37211	02-0674431	501(C)(3)	142,961.	0.			SCHOOL IMPACT, TARGETED ASSISTANCE
WORLD RELIEF CORPORATION OF NATIONAL ASSOCIATION OF EVANGELICALS - 7 EAST BALTIMORE STREET - BALTIMORE, MD 21202	23-6393344	501(C)(3)	207,479.	0.			ELIGIBILITY CASEWORKER, SOCIAL SERVICES

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

7.

3 Enter total number of other organizations

0.

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

Schedule I (Form 990) 2009

Part III Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 22
Use Part IV and 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
REFUGEE SUBSIDIES (INCLUDING CASH, SHELTER, MEDICAL AND NON-CASH MATERIAL GOODS), AS WELL AS SHELTER ASSISTANCE AND NON-CASH MATERIAL GOODS.	38376	3,986,704.	1,181,964. FMV		CLOTHING AND OTHER HOUSEHOLD GOODS

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: MONTHLY INVOICING FROM EACH SUB-GRANTEE IS

REQUIRED AS WELL AS TRI-ANNUAL PROGRAM REPORTS. FISCAL AND PROGRAM

MONITORS DO ON-SITE MONITORING VISITS TWICE A YEAR TO EACH SUB-GRANTEE.

SCHEDULE J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

► Complete if the organization answered "Yes" to Form 990, Part IV, line 23.

► Attach to Form 990. ► See separate instructions.

OMB No 1545-0047

2009

Open to Public
Inspection

Name of the organization

CATHOLIC CHARITIES OF TENNESSEE, INC.

Employer identification number

62-0679520

Part I Questions Regarding Compensation

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

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

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?

3 Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director. Check all that apply

- | | |
|--|---|
| ☐ Compensation committee | ☒ Written employment contract |
| ☐ Independent compensation consultant | ☒ Compensation survey or study |
| ☐ Form 990 of other organizations | ☒ Approval by the board or compensation committee |

4 During the year, did any person listed in Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

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

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

Only section 501(c)(3) and 501(c)(4) organizations must complete lines 5-9.

5 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
- b** Any related organization?

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

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

- a** The organization?
- b** Any related organization?

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

7 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regs. section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

Yes No

1b

2

4a

4b

4c

5a

5b

6a

6b

7

8

9

X

X

X

X

X

X

X

X

X

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

Schedule J (Form 990) 2009

Department of the Treasury
Internal Revenue Service

▶ Attach to Form 990 to list additional information for Form 990, Part VII, Section A, line 1a. ▶ See the Instructions for Form 990.

Open to Public Inspection

CATHOLIC CHARITIES OF TENNESSEE, INC.

Employer Identification number
62-0679520

[illegible]

SCHEDULE L
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Transactions With Interested Persons

► **Complete if the organization answered**
"Yes" on Form 990, Part IV, line 25a, 25b, 26, 27, 28a, 28b, or 28c,
or Form 990-EZ, Part V, line 38a or 40b.
► **Attach to Form 990 or Form 990-EZ. ► See separate instructions.**

OMB No 1545-0047

2009

**Open To Public
Inspection**

Name of the organization

CATHOLIC CHARITIES OF TENNESSEE, INC.

Employer identification number

62-0679520

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

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b.

1	(a) Name of disqualified person	(b) Description of transaction	(c) Corrected?	
			Yes	No

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

► \$

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

► \$

Part II Loans to and/or From Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 26, or Form 990-EZ, Part V, line 38a

(a) Name of interested person and purpose	(b) Loan to or from the organization?		(c) Original principal amount	(d) Balance due	(e) In default?		(f) Approved by board or committee?		(g) Written agreement?	
	To	From			Yes	No	Yes	No	Yes	No

Total ► \$

Part III Grants or Assistance Benefiting Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 27

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount and type of assistance

Part IV Business Transactions Involving Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
MEGAN L STACK	BOARD MEMBER'S CHIL	41,987	SALARY FROM		X
CANDICE A HORTON	BOARD MEMBER'S CHIL	30,401	SALARY FROM		X
EILEEN T BEEHAN	EXECUTIVE DIRECTOR	71,562	SALARY FROM		X

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

Schedule L (Form 990 or 990-EZ) 2009

SEE SCHEDULE O FOR SCHEDULE L CONTINUATIONS

SCHEDULE M
(Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

► **Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.**
► **Attach to Form 990.**

OMB No 1545-0047

2009

Open to Public Inspection

Name of the organization

CATHOLIC CHARITIES OF TENNESSEE, INC.

Employer identification number

62-0679520

Part I **Types of Property**

	(a) Check if applicable	(b) Number of contributions	(c) Revenues reported on Form 990, Part VIII, line 1g	(d) Method of determining revenues
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods	X		1,181,964.	THRIFT SHOP VALUE
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded				
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ► ()				
26 Other ► ()				
27 Other ► ()				
28 Other ► ()				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgment

29

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1-28 that it must hold for at least three years from the date of the initial contribution, and which is not required to be used for exempt purposes for the entire holding period?

b If "Yes," describe the arrangement in Part II

31 Does the organization have a gift acceptance policy that requires the review of any non-standard contributions?

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?

b If "Yes," describe in Part II.

33 If the organization did not report revenues in column (c) for a type of property for which column (a) is checked, describe in Part II.

	Yes	No
30a		X
31		X
32a		X
33		

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

Schedule M (Form 990) 2009

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

Complete to provide information for responses to specific questions on
Form 990 or to provide any additional information.
▶ Attach to Form 990.

OMB No 1545-0047

2009

Open to Public
Inspection

Name of the organization

CATHOLIC CHARITIES OF TENNESSEE, INC.

Employer identification number
62-0679520

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

DEPENDENT CHILDREN, INCLUDING THE POWER TO ENGAGE IN THE UNDERTAKINGS

OF A CHILD-CARING AND CHILD-PLACING AND ADOPTION AGENCY; AND FURTHER TO

RELIEVE DISTRESS OF EVERY KIND AND TO IMPROVE THE CONDITION OF THE POOR

AND NEEDY PERSONS, INCLUDING BUT NOT LIMITED TO THE INDIGENT, THE AGED,

MENTAL INCOMPETENTS, THE MENTALLY RETARDED AND CARE OF EXPECTANT

MOTHERS; AND TO DO ALL THINGS NECESSARY, PROPER AND INCIDENTAL TO THE

CARRYING OUT OF THE ABOVE STATED OBJECTS AND PURPOSES.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

SERVICES TO ELDERLY - THESE PROGRAMS HAVE THE COMMON GOAL OF IMPROVING

THE INDEPENDENT SELF ESTEEM AND QUALITY OF LIFE OF THE ELDERLY, THUS

REDUCING THEIR RELIANCE ON OTHER FORMS OF PUBLIC AND PRIVATE SUPPORT,

WHILE PROLONGING THEIR INDEPENDENCE.

EXPENSES \$ 321980. INCLUDING GRANTS OF \$ 0. REVENUE \$ 89789.

CHILD ABUSE PREVENTION - THESE PROGRAMS ARE DESIGNED TO ASSIST FAMILIES

THAT ARE AT HIGH RISK OF HAVING THEIR CHILDREN GO INTO STATE CUSTODY

AND TO FOCUS ON PREVENTION OF CHILD ABUSE.

EXPENSES \$ 292105. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

WELFARE TO WORK IS AN ACTIVITY IN WHICH CATHOLIC CHARITIES PARTICIPATES

WITH THE NASHVILLE CAREER ADVANCEMENT CENTER AND THE SALVATION ARMY TO

PROVIDE TRAINING AND OTHER SERVICES FOR THOSE ON WELFARE TO ENABLE THEM

TO WORK.

EXPENSES \$ 617. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

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

Schedule O (Form 990) 2009

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

Complete to provide information for responses to specific questions on
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▶ Attach to Form 990.

OMB No. 1545-0047

2009

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Name of the organization

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62-0679520

PREGNANCY COUNSELING AND ADOPTION PROGRAMS ENCOURAGE AND SUPPORT

ALTERNATIVES TO ABORTIONS AND FACILITATES PLACEMENT OF CHILDREN IN

LOVING AND NURTURING FAMILIES

EXPENSES \$ 1337476. INCLUDING GRANTS OF \$ 0. REVENUE \$ 1247664.

OTHER SOCIAL SERVICE PROGRAMS - OTHER PROGRAMS THAT PROVIDE EMERGENCY

ASSISTANCE AND

SUPPORT TO THE ELDERLY AND LOW INCOME NEIGHBORHOODS.

EXPENSES \$ 777244. INCLUDING GRANTS OF \$ 12800. REVENUE \$ 309239.

FORM 990, PART VI, SECTION A, LINE 2: WILLIAM P. SINCLAIR - EXECUTIVE

DIRECTOR / SPOUSE - EILEEN BEEHAN - DEPARTMENT DIRECTOR - CATHOLIC SOCIAL

SERVICES

EDWARD A. STACK - PRESIDENT, CATHOLIC CHARITIES BOARD OF TRUSTEES / MEGAN

STACK - DEPARTMENT DIRECTOR - FACE

MINNIE HORTON - CHAIR OF THE PROGRAM COMMITTEE, CATHOLIC CHARITIES BOARD OF

TRUSTEES / CANDACE HORTON - REFUGEE RESETTLEMENT CASE WORKER

FORM 990, PART VI, SECTION A, LINE 7B: TENNESSEE STATUTES GOVERNING

NOT-FOR-PROFIT CORPORATIONS REQUIRE CERTAIN ACTS OF THE CORPORATION TO BE

APPROVED BY THE CORPORATE MEMBERS. ADDITIONALLY, CERTAIN POWERS REGARDING

THE ASSETS OF THE CORPORATION AS WELL AS CERTAIN ACTS ARE RESERVED TO THE

BISHOP OF NASHVILLE AND HIS VICARS IN ACCORDANCE WITH THE LAW OF THE

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

Schedule O (Form 990) 2009

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

Complete to provide information for responses to specific questions on
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62-0679520

UNIVERSAL CATHOLIC CHURCH, THE CODE OF CANON LAW. THESE RESERVED POWERS

ARE ONLY INVOLVED IN EXTRAORDINARY ACTS, AND THE CONTROL AND MANAGEMENT OF

THE CORPORATION IS VESTED IN THE BOARD OF TRUSTEES.

FORM 990, PART VI, SECTION A, LINE 8B: DURING THE CURRENT FISCAL YEAR ONLY

THE RUFUGEES COMMITTEE HAD RECORDED MINUTES OF MEETINGS. ALL OF THE

COMMITTEES WILL BEGIN KEEPING WRITTEN MINUTES IN THE NEXT FISCAL YEAR AND

GOING FORWARD.

FORM 990, PART VI, SECTION B, LINE 11: THE AUDIT COMMITTEE REVIEWS THE

990. THE 990 IS ALSO MADE AVAILABLE TO THE FULL BOARD FOR ANYONE WANTING

TO REVIEW IT.

FORM 990, PART VI, SECTION B, LINE 12C: THESE ARE THE PROCEDURES ADOPTED

BY THE ORGANIZATION TO MONITOR AND ENFORCE COMPLIANCE WITH CONFLICT OF

INTEREST POLICY -

STEP 1: ALL STAFF AND ALL BOARD MEMBERS MUST COMPLETE A CONFLICT OF

INTEREST FORM EACH JULY.

STEP 2: HUMAN RESOURCE DIRECTOR AND EXECUTIVE DIRECTOR CONVENE AND

DETERMINE IF ANY EMPLOYEES/BOARD MEMBERS HAVE INDICATED A POTENTIAL

CONFLICT OF INTEREST.

STEP 3: ANY POTENTIAL CONFLICT OF INTERESTS ARE FORWARDED TO THE

ORGANIZATION'S LEGAL COUNSEL.

STEP 4: LEGAL COUNSEL PRESENTS A REPORT TO THE CATHOLIC CHARITIES BOARD

VIA THE EXECUTIVE COMMITTEE FOR DELIBERATION.

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

Schedule O (Form 990) 2009

932211
02-03-10

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

Complete to provide information for responses to specific questions on
Form 990 or to provide any additional information.
▶ Attach to Form 990.

OMB No 1545-0047

2009

Open to Public
Inspection

Name of the organization

CATHOLIC CHARITIES OF TENNESSEE, INC.

Employer identification number
62-0679520

FORM 990, PART VI, SECTION B, LINE 15: THE COMPENSATION FOR CATHOLIC

CHARITIES OF TENNESSEE'S OFFICERS AND KEY EMPLOYEES ARE DETERMINED BY THE

HR DIRECTOR WITH THE DIOCESE OF NASHVILLE. THERE WAS AN INDEPENDENT REVIEW

BY THE HR DIRECTOR OF THE DIOCESE AFTER UTILIZING COMPARABILITY STUDIES

WITHIN THE REGION FOR SIMILARLY TYPE POSITIONS AND THIS REVIEW RESULTED IN

A RECOMMENDATION AND IT WAS APPROVED BY THE BOARD. IT WAS REVIEWED

REGIONALLY WITH OTHER NON-PROFIT CEO POSITIONS, AS WELL AS REGIONALLY AND

NATIONALLY WITH OTHER CATHOLIC CHARITIES' EXECUTIVE DIRECTOR POSITIONS.

AFTER THE COMPENSATION IS DETERMINED, THE PAYROLL AUTHORIZATION FORMS FOR

THE EXECUTIVE DIRECTOR AND CHIEF FINANCIAL OFFICER ARE THEN SUBMITTED TO

THE PRESIDENT OF THE BOARD FOR HIS APPROVAL.

SALARIES FOR ALL DEPARTMENT DIRECTORS ARE DETERMINED IN THE SAME MANNER AS

THE REST OF THE CATHOLIC CHARITIES' STAFF. EACH OF THE POSITIONS ARE

FACTORED BASED ON EDUCATION, EXPERIENCE, ETC., THESE ARE FACTORED

UTILIZING THE "HAYS" FACTOR (THE SAME FACTORING THE DIOCESE OF NASHVILLE

USES). ALL EMPLOYEES' PAYROLL AUTHORIZATION FORMS ARE COMPLETED AND

FORWARDED TO THE HR DIRECTOR OF THE DIOCESE OF NASHVILLE TO REVIEW TO

ENSURE CONSISTENCY, ETC., AND THEN MAINTAINED IN THE EMPLOYEES' PERSONNEL

FILE.

FORM 990, PART VI, SECTION C, LINE 19: THE ORGANIZATION MAKES ITS

GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS

AVAILABLE UPON REQUEST.

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

932211
02-03-10

Schedule O (Form 990) 2009

SCHEDULE O

(Form 990)

Department of the Treasury
Internal Revenue Service**Supplemental Information to Form 990**Complete to provide information for responses to specific questions on
Form 990 or to provide any additional information.
▶ Attach to Form 990.

OMB No 1545-0047

2009Open to Public
Inspection

Name of the organization

CATHOLIC CHARITIES OF TENNESSEE, INC.

Employer identification number

62-0679520

CATHOLIC CHARITIES HAS AN AUDIT COMMITTEE WHICH REPORTS TO THE FULL

BOARD OF TRUSTEES

SCH L, PART IV, BUSINESS TRANSACTIONS INVOLVING INTERESTED PERSONS:

(A) NAME OF PERSON: MEGAN L STACK

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

BOARD MEMBER'S CHILD

(D) DESCRIPTION OF TRANSACTION: SALARY FROM ORGANIZATION

(A) NAME OF PERSON: CANDICE A HORTON

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

BOARD MEMBER'S CHILD

(D) DESCRIPTION OF TRANSACTION: SALARY FROM ORGANIZATION

(A) NAME OF PERSON: EILEEN T BEEHAN

(B) RELATIONSHIP BETWEEN INTERESTED PERSON AND ORGANIZATION:

EXECUTIVE DIRECTOR'S SPOUSE

(D) DESCRIPTION OF TRANSACTION: SALARY FROM ORGANIZATION