



See a Social Security Number? Say Something!  
Report Privacy Problems to <https://public.resource.org/privacy>  
Or call the IRS Identity Theft Hotline at 1-800-908-4490



**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

**2009**

Open to Public Inspection

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

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

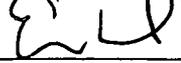
<b>B</b> Check if applicable: <input type="checkbox"/> Address change <input checked="" type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	Please use IRS label or pnnr or type.  See Specific Instructions	<b>C Name of organization</b> COMPASS FAMILY SERVICES		<b>D Employer identification number</b> 94-1156622
		Doing Business As		<b>E Telephone number</b> (415) 644-0504
		Number and street (or P O. box if mail is not delivered to street address) Room/suite 49 POWELL STREET, 3RD FLOOR	<b>G Gross receipts \$</b> 7,445,454.	
		City or town, state or country, and ZIP + 4 SAN FRANCISCO, CA 94102	<b>H(a) Is this a group return for affiliates?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
		<b>F Name and address of principal officer:</b> ERICA KISCH SAME AS C ABOVE	<b>H(b) Are all affiliates included?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. (see instructions)	
		<b>I Tax-exempt status:</b> <input checked="" type="checkbox"/> 501(c) ( 3 ) ◀ (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527	<b>H(c) Group exemption number</b> ▶	
		<b>J Website:</b> ▶ WWW.COMPASS-SF.ORG		
		<b>K Form of organization:</b> <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶	<b>L Year of formation:</b> 1914 <b>M State of legal domicile:</b> CA	

**Part I Summary**

<b>Activities &amp; Governance</b>	1	Briefly describe the organization's mission or most significant activities: <u>COMPASS FAMILY SERVICES HELPS FAMILIES WHO ARE HOMELESS OR EXTREMELY LOW-INCOME TO ACHIEVE</u>		
	2	Check this box <input type="checkbox"/> 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 23	
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4 23	
	5	Total number of employees (Part V, line 2a)	5 108	
	6	Total number of volunteers (estimate if necessary)	6 400	
	7a	Total gross unrelated business revenue from Part VIII, column (C), line 12	7a 0.	
7b	Net unrelated business taxable income from Form 990-T, line 34	7b 0.		
<b>Revenue</b>	8	Contributions and grants (Part VIII, line 1h)	Prior Year: 6,636,059. Current Year: 7,341,396.	
	9	Professional service revenue (Part VIII, line 2g)	43,439. 50,267.	
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	25,016. <11,554.>	
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	754. <511.>	
	12	Total revenue. Add lines 8 through 11 (must equal Part VIII, column (A), line 12)	6,705,268. 7,379,598.	
	<b>Expenses</b>	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	
		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)	3,655,158. 3,935,384.
		16a	Professional fundraising fees (Part IX, column (A), line 11e)	
		16b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 342,346.	
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	2,637,311. 2,741,241.		
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	6,292,469. 6,676,625.		
19	Revenue less expenses. Subtract line 18 from line 12	412,799. 702,973.		
<b>Net Assets or Fund Balances</b>	20	Total assets (Part X, line 16)	Beginning of Current Year: 7,866,317. End of Year: 8,720,256.	
	21	Total liabilities (Part X, line 26)	728,940. 832,121.	
	22	Net assets or fund balances. Subtract line 21 from line 20	7,137,377. 7,888,135.	

**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** ▶  Date: 5/12/11  
 Signature of officer  
 ERICA KISCH, EXECUTIVE DIRECTOR  
 Type or print name and title

<b>Paid Preparer's Use Only</b>	Preparer's signature:  Date: 5/3/2011 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: LINDQUIST, VON HUSEN & JOYCE LLP 90 NEW MONTGOMERY STREET, 11TH FLOOR SAN FRANCISCO, CA 94105 EIN ▶ Phone no. ▶ (415) 957-9999

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

SCANNED JUN 10 2011

Part III Statement of Program Service Accomplishments

1 Briefly describe the organization's mission: SEE SCHEDULE O FOR CONTINUATION COMPASS FAMILY SERVICES SERVES FAMILIES CONFRONTING POVERTY AND HOMELESSNESS BY SUPPORTING THEIR EFFORTS TO ACHIEVE STABILITY AND SELF-SUFFICIENCY: -ASSISTING FAMILIES IN SECURING AND MAINTAINING PERMANENT HOUSING

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 [X] 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? [X] 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 \$ 1,551,612. including grants of \$ ) (Revenue \$ ) COMPASS SF HOME PROVIDES SHALLOW RENT SUBSIDIES, COUPLED WITH INTENSIVE SUPPORT SERVICES, TO ELIGIBLE FAMILIES. THE PROGRAM HELPS FAMILIES IN DANGER OF HOMELESSNESS TO RETAIN THEIR HOUSING AND RAPIDLY RE-HOUSES HOMELESS FAMILIES SO THAT THEY CAN WORK TOWARDS LONG-TERM SELF-SUFFICIENCY.

4b (Code: ) (Expenses \$ 899,521. including grants of \$ ) (Revenue \$ 8,015.) COMPASS CONNECTING POINT IS THE CENTRALIZED ASSESSMENT, COUNSELING, AND REFERRAL CENTER FOR SAN FRANCISCO FAMILIES FACING A HOUSING CRISIS. ALL FAMILIES SEEKING EMERGENCY SERVICES BEGIN AT COMPASS CONNECTING POINT WHERE THEY HAVE ACCESS TO A WIDE VARIETY OF SUPPORT. THROUGH THE PROGRAM'S RENTAL ASSISTANCE PROJECT, COMPASS IS ABLE TO HELP HOMELESS FAMILIES RENT A NEW APARTMENT OR ENABLE HOUSED FAMILIES TO RETAIN AN EXISTING HOME.

4c (Code: ) (Expenses \$ 1,498,793. including grants of \$ ) (Revenue \$ 15,243.) COMPASS CHILDREN'S CENTER IS A SUBSIDIZED EARLY CHILDHOOD DEVELOPMENT PROGRAM FOR HOMELESS AND LOW-INCOME CHILDREN. THE PROGRAM PROVIDES FULL-DAY, YEAR-ROUND CARE AND OFFERS A BROAD SPECTRUM OF SOCIAL SERVICES TO THE FAMILIES IT SERVES. THE PROGRAM IS DESIGNED TO PROVIDE THE EARLY LEARNING EXPERIENCES, MENTAL HEALTH INTERVENTION, AND INDIVIDUALIZED SUPPORT THAT GIVE CHILDREN THE SKILLS AND CONFIDENCE TO SUCCEED IN SCHOOL.

4d Other program services. (Describe in Schedule O.) (Expenses \$ 1,868,176. including grants of \$ ) (Revenue \$ 48,057.)

4e Total program service expenses \$ 5,818,102.

**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	<b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities? <i>If "Yes," complete Schedule C, Part II</i>		X
5	<b>Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations.</b> 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	
	<ul style="list-style-type: none"> <li>• 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></li> <li>• 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></li> <li>• 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></li> <li>• 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></li> <li>• Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X.</i></li> <li>• 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></li> </ul>		
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	No
12A			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
14b	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
<b>21</b> 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
<b>22</b> 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
<b>23</b> Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>		X
<b>24a</b> Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25</i>		X
<b>24b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
<b>24c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
<b>24d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
<b>25a</b> <b>Section 501(c)(3) and 501(c)(4) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		X
<b>25b</b> Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		X
<b>26</b> 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
<b>27</b> 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
<b>28</b> Was the organization a party to a business transaction with one of the following parties, (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
<b>28a</b> A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		X
<b>28b</b> A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		X
<b>28c</b> 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
<b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		X
<b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
<b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
<b>32</b> Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		X
<b>33</b> Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		X
<b>34</b> 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
<b>35</b> 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
<b>36</b> <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
<b>37</b> Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		X
<b>38</b> 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 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		
1a			23
b	Enter the number of voting members that are independent		
1b			23
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	
8a			
b	Each committee with authority to act on behalf of the governing body?	X	
8b			
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?		
10b			
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	
12b			
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	
12c			
13	Does the organization have a written whistleblower policy?	X	
13			
14	Does the organization have a written document retention and destruction policy?	X	
14			
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	
15a			
b	Other officers or key employees of the organization	X	
15b			
	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
16a			
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 ▶ CA
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: ▶ THE ORGANIZATION - (415) 644-0504 49 POWELL STREET, 3RD FLOOR, SAN FRANCISCO, CA 94102

**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			
MELISSA HUML CHAIR	2.00	X		X			0.	0.	0.	
SLOAN KLEIN VICE CHAIR	2.00	X		X			0.	0.	0.	
TRACY ERICSON TREASURER	2.00	X		X			0.	0.	0.	
JEFF CAIN SECRETARY	2.00	X		X			0.	0.	0.	
CHANDRA ALEXANDRE DIRECTOR	2.00	X					0.	0.	0.	
ANGELA BELGROVE DIRECTOR	2.00	X					0.	0.	0.	
ROBERT DAORO DIRECTOR	2.00	X					0.	0.	0.	
GRAHAM DOBSON DIRECTOR	2.00	X					0.	0.	0.	
SCOTT ENGELMAN CHAIR MARKETING COMM.	2.00	X					0.	0.	0.	
DOUG GOELZ CO-CHAIR BD. DEVELOPMENT	2.00	X					0.	0.	0.	
MATHEW KAHN DIRECTOR	2.00	X					0.	0.	0.	
KEVIN AKIRA LEE CHAIR TECHNOLOGY COMM.	2.00	X					0.	0.	0.	
SARA LEMKE-VON AMMON CHAIR FUND DEVELOPMENT	2.00	X					0.	0.	0.	
MICHAEL MCCARTHY DIRECTOR	2.00	X					0.	0.	0.	
KYRI MCCLELLAN DIRECTOR	2.00	X					0.	0.	0.	
BRIAN MCINERNEY DIRECTOR	2.00	X					0.	0.	0.	
ROSALIND NAVARRO SOLON DIRECTOR	2.00	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			
ADELAIDE NZEUSSEU DIRECTOR	2.00	X						0.	0.	0.
LISA ODYNIIEC DIRECTOR	2.00	X						0.	0.	0.
ANNE PARISH DIRECTOR	2.00	X						0.	0.	0.
ELIZABETH PARRY DIRECTOR	2.00	X						0.	0.	0.
JAMES GASSEL DIRECTOR	2.00	X						0.	0.	0.
LIZA LEVINSON DIRECTOR	2.00	X						0.	0.	0.
ERICA KISCH PRESIDENT/EXECUTIVE DIRE	40.00	X		X				115,696.	0.	16,310.
CARRIE HOOK FINANCE DIRECTOR	40.00	X		X				73,722.	0.	9,085.
<b>1b Total</b>								189,418.	0.	25,395.

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**

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		X
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? <i>If "Yes," complete Schedule J for such individual</i>		X
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		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**

**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 Membership dues	1b				
	c Fundraising events	1c 105,365.				
	d Related organizations	1d				
	e Government grants (contributions)	1e 5,249,215.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f 1,986,816.				
	g Noncash contributions included in lines 1a-1f: \$					
	h Total. Add lines 1a-1f		7,341,396.			
	Program Service Revenue	2 a FEES FOR SERVICES	Business Code 624200	50,267.	50,267.	
b						
c						
d						
e						
f All other program service revenue						
g Total. Add lines 2a-2f			50,267.			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		24,648.		24,648.	
	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	1,041. 36,131.			
		c Gain or (loss)	<71. 36,131.>			
	d Net gain or (loss)		<36,202.>		<36,202.>	
	8 a Gross income from fundraising events (not including \$ 105,365. of contributions reported on line 1c). See Part IV, line 18	a	7,125.			
		b Less: direct expenses	b 28,684.			
c Net income or (loss) from fundraising events			<21,559.>		<21,559.>	
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 MISCELLANEOUS	624200	21,048.	21,048.			
b						
c						
d All other revenue						
e Total. Add lines 11a-11d		21,048.				
12 Total revenue. See instructions		7,379,598.	71,315.	0.	<33,113.>	

**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				
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	218,004.	179,326.	24,120.	14,558.
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	2,777,761.	2,273,003.	315,525.	189,233.
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	122,378.	104,847.	10,669.	6,862.
9 Other employee benefits	576,336.	493,776.	50,242.	32,318.
10 Payroll taxes	240,905.	206,395.	21,001.	13,509.
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				
12 Advertising and promotion				
13 Office expenses	25,284.	20,213.	2,994.	2,077.
14 Information technology				
15 Royalties				
16 Occupancy	449,246.	385,458.	33,542.	30,246.
17 Travel				
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest	30,851.	30,851.		
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	166,677.	162,892.	1,181.	2,604.
23 Insurance	54,284.	40,543.	12,406.	1,335.
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 CLIENT ASSISTANCE	768,692.	768,692.		
b SUBCONTRACTS - HOUSING	734,622.	734,622.		
c PROGRAM EXPENSES	201,022.	201,022.		
d PROFESSIONAL SERVICES	125,883.	94,384.	6,995.	24,504.
e MISCELLANEOUS	65,704.	32,205.	22,283.	11,216.
f All other expenses	118,976.	89,873.	15,219.	13,884.
25 Total functional expenses. Add lines 1 through 24f	6,676,625.	5,818,102.	516,177.	342,346.
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				

**Part X Balance Sheet**

		(A) Beginning of year		(B) End of year	
<b>Assets</b>	1	Cash - non-interest-bearing	326,358.	1	135,962.
	2	Savings and temporary cash investments	969,277.	2	904,365.
	3	Pledges and grants receivable, net	228,690.	3	729,877.
	4	Accounts receivable, net	293,354.	4	898,955.
	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	24,979.	9	50,147.
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 6,827,886.		
	10b	Less: accumulated depreciation	10b 1,744,261.		
			5,229,307.	10c	5,083,625.
	11	Investments - publicly traded securities		11	
	12	Investments - other securities. See Part IV, line 11	376,739.	12	456,047.
	13	Investments - program-related. See Part IV, line 11		13	
	14	Intangible assets		14	
15	Other assets. See Part IV, line 11	417,613.	15	461,278.	
16	<b>Total assets.</b> Add lines 1 through 15 (must equal line 34)	7,866,317.	16	8,720,256.	
<b>Liabilities</b>	17	Accounts payable and accrued expenses	268,688.	17	449,778.
	18	Grants payable		18	
	19	Deferred revenue	21,891.	19	46,140.
	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	413,517.	23	301,473.
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities. Complete Part X of Schedule D	24,844.	25	34,730.
	26	<b>Total liabilities.</b> Add lines 17 through 25	728,940.	26	832,121.
<b>Net Assets or Fund Balances</b>	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	4,388,897.	27	4,622,403.
	28	Temporarily restricted net assets	2,664,730.	28	3,181,982.
	29	Permanently restricted net assets	83,750.	29	83,750.
	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	<b>Total net assets or fund balances</b>	7,137,377.	33	7,888,135.
	34	<b>Total liabilities and net assets/fund balances</b>	7,866,317.	34	8,720,256.

**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)

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

Department of the Treasury  
Internal Revenue Service

**Public Charity Status and Public Support**

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

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

OMB No 1545-0047

**2009**

Open to Public Inspection

Name of the organization

COMPASS FAMILY SERVICES

Employer identification number

94-1156622

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

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

- 1  A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i).
- 2  A school described in section 170(b)(1)(A)(ii). (Attach Schedule E.)
- 3  A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).
- 4  A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state: \_\_\_\_\_
- 5  An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II.)
- 6  A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v).
- 7  An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.)
- 8  A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.)
- 9  An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.)
- 10  An organization organized and operated exclusively to test for public safety. See section 509(a)(4).
- 11  An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box 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 supported organization(s).

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

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

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

Schedule A (Form 990 or 990-EZ) 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.")	4161925.	4735661.	5961441.	6636059.	7341396.	28836482.
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	4161925.	4735661.	5961441.	6636059.	7341396.	28836482.
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)						711,550.
6 Public support. Subtract line 5 from line 4						28124932.

**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	4161925.	4735661.	5961441.	6636059.	7341396.	28836482.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	16,944.	23,055.	34,705.	25,016.	24,648.	124,368.
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.)	12,109.	20,267.	13,205.	21,255.	21,048.	87,884.
11 Total support. Add lines 7 through 10						29048734.
12 Gross receipts from related activities, etc. (see instructions)					12	204,421.
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 2009 (line 6, column (f) divided by line 11, column (f))	14	96.82 %
15 Public support percentage from 2008 Schedule A, Part II, line 14	15	98.24 %
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 ▶ <input checked="" type="checkbox"/>		
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 ▶ <input type="checkbox"/>		
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 ▶ <input type="checkbox"/>		
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 ▶ <input type="checkbox"/>		
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 ▶ <input type="checkbox"/>		

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

**Section A: Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
<b>2</b> Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>6 Total.</b> Add lines 1 through 5						
<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 \$5,000 or 1% of the amount on line 13 for the year						
<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) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
<b>9</b> Amounts from line 6						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
<b>c</b> Add lines 10a and 10b						
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
<b>13 Total support</b> (Add lines 9, 10c, 11, and 12)						

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

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

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

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

<b>17</b> Investment income percentage for 2009 (line 10c, column (f) divided by line 13, column (f))	<b>17</b>	%
<b>18</b> Investment income percentage from 2008 Schedule A, Part III, line 17	<b>18</b>	%

**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

**2009**  
**Open to Public Inspection**

Name of the organization **COMPASS FAMILY SERVICES** Employer identification number **94-1156622**

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

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate contributions to (during year)		
3 Aggregate grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds 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?		<input type="checkbox"/> Yes <input type="checkbox"/> No

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

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

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

Protection of natural habitat  Preservation of 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:

	Amount
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.

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	169,736.	229,084.			
b Contributions					
c Net investment earnings, gains, and losses	28,254.	<59,348.>			
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance	197,990.	169,736.			

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

- a Board designated or quasi-endowment  \_\_\_\_\_ %
- b Permanent endowment  42.30 %
- c Term endowment  57.70 %

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

	Yes	No
3a(i) unrelated organizations		X
3a(ii) related organizations		X
3b		

- (i) unrelated organizations
- (ii) related organizations
- 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		588,000.		588,000.
b Buildings		6,046,387.	1,576,491.	4,469,896.
c Leasehold improvements		8,722.	8,722.	0.
d Equipment		184,777.	159,048.	25,729.
e Other				
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c))				5,083,625.



**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	7,379,598.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	6,676,625.
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3	702,973.
4	Net unrealized gains (losses) on investments	4	47,785.
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 through 8	9	47,785.
10	Excess or (deficit) for the year per audited financial statements. Combine lines 3 and 9	10	750,758.

**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	7,574,652.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains on investments	2a	47,785.
b	Donated services and use of facilities	2b	111,138.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV.)	2d	
e	Add lines 2a through 2d	2e	158,923.
3	Subtract line 2e from line 1	3	7,415,729.
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	<36,131.>
c	Add lines 4a and 4b	4c	<36,131.>
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	7,379,598.

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

1	Total expenses and losses per audited financial statements	1	6,823,894.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	111,138.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIV.)	2d	36,131.
e	Add lines 2a through 2d	2e	147,269.
3	Subtract line 2e from line 1	3	6,676,625.
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	6,676,625.

**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 V, LINE 4: THE ENDOWMENT ACCOUNT IS INTENDED TO ACCUMULATE AS**

**MUCH PRINCIPAL AS POSSIBLE, WITH THE EVENTUAL GOAL OF HELPING TO SUPPORT  
COMPASS'S ON-GOING OPERATIONS WHILE LEAVING THE ACCUMULATED PRINCIPAL  
INTACT.**

**PART XII, LINE 4B - OTHER ADJUSTMENTS:**

**LOSS ON THE RETIREMENT OF FIXED ASSETS: -36131.**





**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 NONE	(d) Total events (add col. (a) through col. (c))	
		(event type)	(event type)	(total number)		
Revenue	1	Gross receipts	112,490.		112,490.	
	2	Less: Charitable contributions	105,365.		105,365.	
	3	Gross income (line 1 minus line 2)	7,125.		7,125.	
Direct Expenses	4	Cash prizes				
	5	Noncash prizes				
	6	Rent/facility costs	6,500.		6,500.	
	7	Food and beverages	7,125.		7,125.	
	8	Entertainment				
	9	Other direct expenses	15,059.		15,059.	
	10	Direct expense summary. Add lines 4 through 9 in column (d)				( 28,684 )
	11	Net income summary. Combine line 3, column (d), and line 10				<21,559.>

**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	Noncash 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 line 1, column (d), and line 7				

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:

\_\_\_\_\_

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?

	Yes	No
9a		
10a		
11		
12		

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

<b>13a</b>	%
<b>13b</b>	%

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

**14** Enter 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?

**15a**

- 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 of the third party:

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?

**17a**

- b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ \_\_\_\_\_

**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

COMPASS FAMILY SERVICES

Employer identification number  
94-1156622

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

STABILITY AND SELF-SUFFICIENCY. THE MOST SIGNIFICANT ACTIVITIES FOR  
THE YEAR ARE:

7037 INTERVENTIONS WERE MADE TO HOMELESS AND AT-RISK FAMILIES; 144

FAMILIES KEPT OUT OF SHELTER THROUGH OTHER HOUSING SOLUTIONS.

25 FAMILIES BENEFITED FROM TRANSITIONAL HOUSING; 30 FAMILIES STAYED IN

EMERGENCY SHELTER; 53 FAMILIES RECEIVED MOVE-IN GRANTS AND EXITED

HOMELESSNESS; 92 FAMILIES RECEIVED EVICTION PREVENTION GRANTS; 175

FAMILIES RECEIVED SUBSIDIES COUPLED WITH INTENSIVE SERVICES GEARED

TOWARD HOUSING STABILITY AND SELF-SUFFICIENCY.

279 PARENTS ATTENDED SUPPORT GROUPS/CLASSES; 378 RECEIVED ONE-ON-ONE

FAMILY SUPPORT OR THERAPY; 103 INFANTS, TODDLERS, PRESCHOOLERS FROM

HOMELESS AND EXTREMELY LOW-INCOME FAMILIES RECEIVED ENRICHED EARLY

EDUCATION AND CARE.

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

-ADDRESSING BARRIERS TO ECONOMIC SELF-SUFFICIENCY THROUGH EMPLOYMENT  
SERVICES

-SUPPORTING THE HEALTHY DEVELOPMENT OF CHILDREN AND FAMILIES THROUGH  
ENRICHED CHILDCARE AND PARENT EDUCATION

-ADDRESSING MENTAL HEALTH AND SUBSTANCE ABUSE PROBLEMS THROUGH  
INDIVIDUAL AND GROUP COUNSELING

-PROVIDING LEADERSHIP FOR THE INVESTIGATION AND AMELIORATION OF ISSUES  
FACING HOMELESS AND VERY LOW-INCOME FAMILIES

FORM 990, PART III, LINE 3, CHANGES IN PROGRAM SERVICES:

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  
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

COMPASS FAMILY SERVICES

Employer identification number  
94-1156622

PROGRAM SERVICES ARE THE SAME, BUT THE ORGANIZATION RESTRUCTURED AND  
DIVIDED ONE PROGRAM WITH THREE SUBPROGRAMS TO MAKE 3 STAND-ALONE  
PROGRAMS. CURRENTLY THERE ARE COMPASS FAMILY SHELTER, COMPASS SF HOME,  
AND COMPASS FAMILY RESOURCE CENTER, ALL OF WHICH WERE PREVIOUSLY UNDER  
THE UMBRELLA OF COMPASS FAMILY CENTER.

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

COMPASS FAMILY RESOURCE CENTER HELPS HOMELESS AND AT-RISK PARENTS  
BUILD, STRENGTHEN AND MAINTAIN HEALTHY RELATIONSHIPS WITH THEIR  
CHILDREN. THE PROGRAM MITIGATES PROBLEMS OF SEPARATION, ISOLATION,  
ABUSE AND NEGLECT THAT CORRELATE HIGHLY WITH HOMELESSNESS AND POVERTY  
BY PROVIDING TARGETED AND SUPPORTIVE INTERVENTIONS.

COMPASS CLARA HOUSE OFFERS TRANSITIONAL HOUSING AND COMPREHENSIVE  
SUPPORTIVE SERVICES FOR HOMELESS FAMILIES. FAMILIES FOLLOW A RIGOROUS,  
TWO-YEAR PROGRAM DESIGNED TO TEACH THEM TO LIVE SELF-SUFFICIENTLY.

COMPASS FAMILY SHELTER PROVIDES HOMELESS FAMILIES WITH SHORT-TERM  
EMERGENCY SHELTER, SUPPORTIVE SERVICES, AND LONG-TERM FOLLOW-UP CARE.  
THESE SERVICES ENABLE FAMILIES TO SECURE AND MAINTAIN HOUSING, IMPROVE  
THEIR EMPLOYMENT PROSPECTS, AND ADDRESS THE UNDERLYING ISSUES THAT  
CONTRIBUTED TO THEIR HOMELESSNESS.

EXPENSES \$ 1868176. INCLUDING GRANTS OF \$ 0. REVENUE \$ 48057.

FORM 990, PART VI, SECTION A, LINE 4: ARTICLES OF INCORPORATION WERE  
AMENDED IN APRIL 2010 TO CHANGE THE ORGANIZATION'S NAME TO COMPASS FAMILY

**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

COMPASS FAMILY SERVICES

Employer identification number  
94-1156622

SERVICES FROM COMPASS COMMUNITY SERVICES. THE BYLAWS WERE ALSO AMENDED AND  
RESTATED IN JULY 2010 TO REFLECT THE NECESSARY CHANGES. PLEASE SEE  
ATTACHED AMENDED ARTICLES OF INCORPORATION.

FORM 990, PART VI, SECTION B, LINE 11: THE FORM 990 IS DISTRIBUTED TO THE  
FULL BOARD AND ALL MEMEBERS ARE INVITED TO ATTEND THE FINANCE COMMITTEE  
MEETING WHERE THE 990 IS REVIEWED. PRIOR TO MEETING, THE FINANCE DIRECTOR  
DOES LINE BY LINE REVIEW.

FORM 990, PART VI, SECTION B, LINE 12C: THE POLICY APPLIES TO DIRECTORS,  
OFFICERS AND EMPLOYEES (INSIDERS) AND REQUIRES INSIDERS TO DISCLOSE  
CONFLICTS AS THEY ARISE IN ADDITION TO COMPLETING AN ANNUAL DISCLOSURE  
QUESTIONNAIRE.

FORM 990, PART VI, SECTION B, LINE 15: THE BOARD WILL CONSIDER  
COMPARABILITY DATA THAT DEMONSTRATE THE FAIR MARKET VALUE OF THE  
COMPENSATION IN QUESTION. THESE DATA MAY INCLUDE THE FOLLOWING: EXPERT  
COMPENSATION STUDIES BY INDEPENDENT FIRMS; WRITTEN JOB OFFERS FOR POSITIONS  
AT SIMILAR ORGANIZATIONS; DOCUMENTED TELEPHONE CALLS ABOUT SIMILAR  
POSITIONS AT BOTH NONPROFIT AND FOR-PROFIT ORGANIZATIONS; OR INFORMATION  
OBTAINED FROM THE IRS FORM 990 FILINGS OF SIMILAR ORGANIZATIONS.

FORM 990, PART VI, SECTION C, LINE 19: THE DOCUMENTS ARE AVAILIABLE FOR  
PUBLIC INSPECTION UPON REQUEST.

FORM 990 PART XI, LINE 2C

**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

COMPASS FAMILY SERVICES

Employer identification number  
94-1156622

THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.

FORM 990, PART V LINE 1C

DURING THE TAX YEAR, THE ORGANIZATION DID NOT ENCOUNTER ANY SITUATIONS  
THAT WOULD REQUIRE BACKUP WITHHOLDING.

FORM 990, PART V LINE 7G

DURING THE TAX YEAR, THE ORGANIZATION DID NOT RECEIVE ANY CONTRIBUTIONS  
OF QUALIFIED INTELLECTUAL PROPERTY. THEREFORE, IT WAS NOT NECESSARY  
FOR THE ORGANIZATION TO FILE A FORM 8899.

FORM 990, PART V LINE 7H

DURING THE TAX YEAR, THE ORGANIZATION DID NOT RECEIVE ANY VEHICLE  
CONTRIBUTIONS AND THEREFORE, IT WAS NOT NECESSARY FOR THE ORGANIZATION  
TO FILE A FORM 1098-C.

**State of California**  
Secretary of State



I, DEBRA BOWEN, Secretary of State of the State of California, hereby certify:

That the attached transcript of 2 page(s) is a full, true and correct copy of the original record in the custody of this office.

IN WITNESS WHEREOF, I execute this certificate and affix the Great Seal of the State of California this day of

JUN 11 2010



*Debra Bowen*

DEBRA BOWEN  
Secretary of State

A0704151

CERTIFICATE OF AMENDMENT  
OF  
ARTICLES OF INCORPORATION

**ENDORSED - FILED**  
in the office of the Secretary of State  
of the State of California

APR - 9 2010

The undersigned certify that:

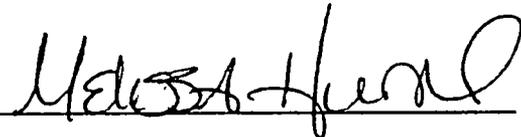
1. They are the **president and secretary**, respectively, of COMPASS COMMUNITY SERVICES, a California corporation.
2. Article FIRST of the Articles of Incorporation of this corporation is amended to read as follows:  

That the name of said corporation shall be COMPASS FAMILY SERVICES.
3. The foregoing amendment of Articles of Incorporation has been duly approved by the board of directors.
4. The foregoing amendment of Articles of Incorporation has been duly approved by the required vote of the members.

We further declare under penalty of perjury under the laws of the State of California that the matters set forth in this certificate are true and correct of our own knowledge.

DATE:

4/1/10

 4.1.10

Melissa Huml, President

---

Jeff Cain, Secretary

**CERTIFICATE OF AMENDMENT  
OF  
ARTICLES OF INCORPORATION**

The undersigned certify that:

1. They are the **president** and **secretary**, respectively, of COMPASS COMMUNITY SERVICES, a California corporation.
  
2. Article **FIRST** of the Articles of Incorporation of this corporation is amended to read as follows:

That the name of said corporation shall be **COMPASS FAMILY SERVICES**.
  
3. The foregoing amendment of Articles of Incorporation has been duly approved by the board of directors.
  
4. The foregoing amendment of Articles of Incorporation has been duly approved by the required vote of the members.

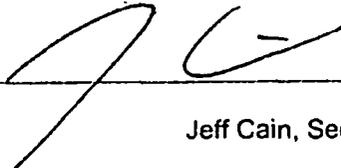
We further declare under penalty of perjury under the laws of the State of California that the matters set forth in this certificate are true and correct of our own knowledge.

DATE: 4/2/10

---

Melissa Huml, President

---



Jeff Cain, Secretary



**AMENDED AND RESTATED BYLAWS  
OF  
COMPASS FAMILY SERVICES**

**ARTICLE I  
NAME**

**1.1 Name.** The name of this corporation is Compass Family Services (the "Corporation")

**ARTICLE II  
PURPOSE**

**2.1 Purposes.** The Corporation has been organized for the purposes set forth in the Articles of Incorporation.

**2.2 Limitations.** The Corporation shall not take any action that is inconsistent with the Articles of Incorporation.

**ARTICLE III  
OFFICE**

**3.1 Principal Office.** The principal office of the Corporation for the transaction of its business shall be located in San Francisco, California, or in such other place as may be specified by resolution of the Board (as defined in Section 5 1).

**3.2 Other Offices.** The Corporation may also have branch or subordinate offices at other places, within or without the State of California, as the Board may from time to time designate.

**ARTICLE IV  
MEMBERSHIP**

**4.1 No Members.** This Corporation shall have no members, as defined in Section 5056 of the California Nonprofit Public Benefit Corporation Law, as amended (the "Nonprofit Corporation Law").

**ARTICLE V  
BOARD OF DIRECTORS**

**5.1 Powers.** Subject to the provisions of the Nonprofit Corporation Law, Articles of Incorporation, and these Bylaws, the Corporation's activities and affairs shall be conducted, and all corporate powers shall be exercised, by or under the direction of the Board of Directors of the Corporation (the "Board"). Directors shall have no power as individual directors and shall act only as members of the Board.

**5.2 Number of Directors.** The number of authorized directors of the Corporation shall be not less than seven (7) nor more than twenty-five (25), with the exact number of authorized directors to be fixed by resolution of the Board from time to time.

**5.3 Qualification of Directors.** No more than forty-nine percent (49%) of the directors serving on the Board may be interested persons, as defined in Section 5227 of the Nonprofit Corporation Law. However, any violation of this Section 5.3 shall not affect the validity or enforceability of any transaction entered into by the Corporation.

**5.4 Election and Term of Office.** Directors shall be elected by action of the Board at the annual meeting of the Board to serve for two (2) year terms. The terms of the directors shall be staggered so that no more than one-half of the Board is standing for election at any given annual meeting. Board terms will begin on July 1 and end on June 30.

**5.5 Vacancies.** A vacancy or vacancies on the Board shall exist in the event that the actual number of directors is less than the authorized number for any reason. In addition, the Board may declare by resolution a vacancy in the office of any director who has been declared of unsound mind by an order of court, convicted of a felony, or found by final order or judgment of any court to have breached a duty under Article 3 of Chapter 2 of the Nonprofit Corporation Law.

**5.6 Resignation.** Except as provided below, any director may resign at any time by giving written notice to the Chair of the Board, the Executive Director, or the Secretary (each as defined in Section 8.1). The resignation shall take effect upon receipt of notice or at any later time specified in the notice. Unless otherwise specified in the notice, the resignation need not be accepted to be effective. If a director's resignation is effective at a later time, the Board may elect a successor to take office as of the date when the resignation becomes effective. Except on notice to the Attorney General of California, no director may resign if the Corporation would be left without a duly elected director or directors under Section 5226 of the Nonprofit Corporation Law.

**5.7 Removal.** A director may be removed from office at any time with or without cause by a vote of a majority of directors then in office, provided that a quorum is present. No reduction in the authorized number of directors shall have the effect of removing any director before that director's term of office expires.

**5.8 Filling Vacancies.** Vacancies on the Board may be filled by approval of the Board or, if the number of directors then in office is less than a quorum, by (i) unanimous written consent of the directors then in office, (ii) a vote of a majority of the directors then in office at a meeting called in accordance with Section 6.5 or by written consent under Section 6.10, or (iii) a sole remaining director. Directors elected to fill newly created vacancies may be appointed to initial terms of one or two years as determined by the Board so as to maintain an approximately equal number of directors' terms expiring each year. Otherwise, a director elected to fill an existing vacancy shall hold office for the unexpired portion of the term, or until his or her death, resignation, or removal from office.

**5.9 Leaves of Absence.** A director may take a leave of absence for a single period of up to twelve (12) months if approved by the Board.

**5.10 Compensation and Reimbursement.** Directors shall not receive any compensation for their services as directors. The Board may authorize the advancement or reimbursement to a director of actual reasonable expenses incurred in carrying out his or her duties as a director

**5.11 Conflict of Interest Policy.** The Board shall adopt a policy that requires directors, officers, and key employees to disclose interests that constitute or could result in a conflict of interest (the "Conflict of Interest Policy"). The Conflict of Interest Policy shall also specify, in accordance with Sections 5233 and 5234 of the Nonprofit Corporation Law, the steps that must be taken by the Board to approve a decision or transaction that involves an actual or apparent conflict of interest. The Board shall regularly and consistently monitor and enforce compliance with the Conflict of Interest Policy

## ARTICLE VI MEETINGS

**6.1 Annual Meeting.** An annual meeting of the Board shall be held each year on a date to be specified by the Board, and will coincide with one of the regular meetings.

**6.2 Regular Meetings.** Regular meetings of the Board shall be held at such dates, times, and places as determined by the Board.

**6.3 Special Meetings.** Special meetings of the Board, for any purpose, may be called at any time by the Chair of the Board, the Executive Director, the Secretary, or any two directors. The meeting shall be held at a place within or outside the State of California as designated by the person or persons calling the meeting, and in the absence of such designation, at the principal office of the Corporation.

**6.4 Telephone and Electronic Meetings.** Any meeting may be held by conference telephone, electronic video screen, or similar communication equipment, as long as all directors participating in the meeting can hear one another. All such directors shall be deemed to be present in person at such a meeting.

**6.5 Notice.** Regular meetings may be held within or without the State of California without notice if the date, time, and place of the regular meetings are fixed by action of the Board. Notice of the date, time, and place within the State of California of a special meeting, or of a regular meeting if the date, time, or place of regular meetings are not designated by the Board, shall be given to each director by one of the following methods: (i) upon four (4) days' notice if by first-class mail; or forty-eight (48) hours before the meeting if (ii) by personal delivery of written notice; (iii) by telephone, whether directly to the director, to a person at the director's office who would reasonably be expected to communicate that notice promptly to the director, or by voice-messaging system; (iv) by facsimile transmission; or (v) by e-mail. All such notices shall be given or sent to the director's address, e-mail address, or telephone number as shown on the records of the Corporation. The notice shall state the date and time of the meeting, and the place if other than the principal office of the Corporation. It need not specify the purpose of the meeting.

**6.6 Voting.** Each director present and voting at a meeting shall have one vote on each matter presented to the Board for action at that meeting. No director may vote at any meeting by proxy.

**6.7 Waiver of Notice.** Notice of a meeting need not be given to any director who signs a waiver of notice, a written consent to the holding of the meeting, or an approval of the minutes of the meeting, whether before or after the meeting, or attends the meeting without protesting the lack of notice, either before or at the commencement of the meeting. The waiver of notice or consent need not specify the purpose of the meeting. All such waivers, consents, and approvals shall be filed with the corporate records or made a part of the minutes of the meetings.

**6.8 Quorum.** A majority of the authorized number of directors shall constitute a quorum for the transaction of business. An action taken or decision made by a majority of the directors present at a duly held meeting at which a quorum is present shall be the act of the Board, except as provided by Section 5211 of the Nonprofit Corporation Law or as elsewhere provided in these Bylaws. No business shall be considered by the Board at any meeting at which a quorum is not present. The directors at a duly held meeting at which a quorum is initially present may continue to transact business, despite the departure of directors, if any action taken or decision made is approved by at least a majority of the required quorum for that meeting.

**6.9 Adjournment.** A majority of the directors present, whether or not a quorum is present, may adjourn any meeting to another time and place. Notice of adjournment to another time or place need not be given unless the original meeting is adjourned for more than twenty-

four (24) hours, in which case notice shall be given, before the time of the adjourned meeting, to the directors who were not present at the time of the adjournment.

**6.10 Action Without a Meeting.** Any action that the Board is required or permitted to take may be taken without a meeting if all directors, individually or collectively, consent in writing to the action; provided, however, that the consent of any "interested director" as defined in Section 5233 of the Nonprofit Corporation Law shall not be required for approval of that transaction. Such action by written consent shall have the same force and effect as a unanimous vote of the directors. All such consents shall be filed with the minutes of the proceedings of the Board.

## **ARTICLE VII COMMITTEES**

**7.1 Board Committees.** The Board may, by resolution of a majority of directors then in office, provided that a quorum is present, create and appoint directors to one (1) or more committees ("Board Committees"), each consisting of two (2) or more directors, to serve at the pleasure of the Board. The Board shall create an audit committee if required by the California Nonprofit Integrity Act of 2004 (the "Nonprofit Integrity Act"). Except for an audit committee required by, and as may be permitted by, the Nonprofit Integrity Act, only directors may serve on any Board Committee. The Board may appoint one (1) or more directors as alternate members of any such Board Committee, who may replace any absent Board Committee member at any meeting of the Board Committee. Any such Board Committee, to the extent provided in the Board resolution, shall have all the authority of the Board, subject to the limitations specified in Section 5212 of the Nonprofit Corporation Law.

**7.2 Meetings and Action of Board Committees.** Meetings and actions of Board Committees shall be governed by, held, and taken in accordance with the provisions of these Bylaws concerning meetings and other Board actions, except that the time for regular meetings of such Board Committees and the calling of special meetings of such Board Committees may be determined either by Board resolution or by resolution of the Board Committee. The Board may adopt rules for the governance of any Board Committee, provided they are consistent with these Bylaws; or, in the absence of rules adopted by the Board, the Board Committee may adopt such rules

**7.3 Advisory Committees.** The Board may create and appoint individuals to one (1) or more advisory committees ("Advisory Committees"), each consisting of two (2) or more directors, non-directors, or a combination of directors and non-directors. Advisory Committees may not exercise the authority of the Board to make decisions on behalf of the Corporation. Advisory Committees shall be restricted to making recommendations to the Board or Board Committees and implementing Board or Board Committee decisions and policies under the supervision and control of the Board or Board Committee. The Board may, at any time, revoke or modify any or all of the authority delegated to the Advisory Committee.

**7.4 Advisory Board.** The Board may create and appoint individuals to an advisory board ("Advisory Board"), consisting of persons who are not officers or directors of the Corporation, to serve at the pleasure of the Board and to report its findings and recommendations on subjects of interest to the Board. Any such Advisory Board shall act only in an advisory capacity to the Board, shall have no legal authority to act for the Corporation, and shall clearly be held out as an "advisory board." The Board may, at any time, revoke or modify any or all of the authority delegated to the Advisory Board.

## ARTICLE VIII OFFICERS

**8.1 Officers.** The officers of the Corporation shall be a chair of the Board (the "Chair of the Board"), a president who shall be called the executive director (the "Executive Director"), a secretary (the "Secretary"), a treasurer (the "Treasurer"), and a chief financial officer ("the "Chief Financial Officer"), and such other officers as the Board may determine. The Chair of the Board must be a director. Any number of offices may be held by the same person, except that neither the Secretary nor the Treasurer may serve concurrently as either the Executive Director or the Chair of the Board.

**8.2 Other Officers.** The Board may authorize the Chair of the Board, the Executive Director, or other officer, to appoint any other officers that such officer deems appropriate. Each officer so appointed shall have the title, hold office for the period, have the authority, and perform the duties specified in these Bylaws or determined by the Board.

**8.3 Election and Term.** The officers of the Corporation, except those appointed under Section 8.2 of these Bylaws, shall be elected by the Board at the annual meeting for one (1) year terms and shall serve at the pleasure of the Board, subject to the rights, if any, of any officer under any contract of employment.

**8.4 Resignation.** Any officer may resign at any time by giving written notice to the Corporation. The resignation shall take effect upon receipt of notice or at any later time specified in the notice. Unless otherwise specified in the notice, the resignation need not be accepted to be effective. Any resignation shall be without prejudice to the rights, if any, of the Corporation under any contract to which the officer is a party.

**8.5 Removal.** Any officer may be removed with or without cause by the Board or by any officer on whom the Board may confer that power of removal, without prejudice to any rights of an officer under any contract of employment.

**8.6 Vacancies.** A vacancy in any office for any reason shall be filled in the manner prescribed in these Bylaws for regular appointments to that office, provided, however, that vacancies need not be filled at the annual meeting.

**8.7 Chair of the Board.** The Chair of the Board shall preside at all meetings of the Board, if present, and shall exercise and perform such other powers and duties as may be prescribed by these Bylaws or by the Board.

**8.8 Vice Chair.** The Vice Chair shall, in the absence of the Chair of the Board, preside over meetings of the Board and the Executive Committee, and otherwise exercise all of the powers and duties of the Chair of the Board.

**8.9 Executive Director.** The Executive Director shall be the chief executive officer of the Corporation and shall supervise, direct, and control the Corporation's activities, affairs, and officers. In the absence of the Chair of the Board and Vice Chair, the Executive Director shall preside at Board meetings. The Executive Director shall have such other powers and perform such other duties as the Board or these Bylaws may prescribe.

**8.10 Secretary.** The Secretary shall keep or cause to be kept, at the Corporation's principal office or such other place as the Board may direct, a book of minutes of all meetings, proceedings, and actions of the Board and of Board Committees. The minutes of meetings shall include, without limitation, the time and place that the meeting was held; whether the meeting was annual, regular, or special, and, if special, how authorized and the notice given; and the names of those present at Board and Board Committee meetings. The Secretary shall give or cause to be given notice of all meetings of the Board and of Board Committees as required by law or by these

Bylaws. The Secretary shall keep or cause to be kept at the Corporation's principal office, a copy of the Articles of Incorporation and Bylaws, as amended to date. The Secretary shall have such other powers and perform such other duties as the Board or these Bylaws may prescribe.

**8.11 Treasurer.** The Treasurer, if a member of the Board, shall serve as the chair of any finance committee of the Board and regularly report to the Board about the committee's activities, including, without limitation, oversight of the Corporation's financial condition and investments.

**8.12 Chief Financial Officer.** The Chief Financial Officer shall be under the control and supervision of the Executive Director. The Chief Financial Officer shall keep and maintain, or cause to be kept and maintained, adequate and correct books and records of account, including accounts of the Corporation's properties and transactions. The Chief Financial Officer shall send or cause to be given to the Board such financial statements and reports as are required to be given by law, by these Bylaws, or by the Board. The Chief Financial Officer shall deposit, or cause to be deposited, all money and other valuables in the name and to the credit of the Corporation with such depositories as the Board may designate; shall disburse or cause to be disbursed the Corporation's funds as the Board may order; shall render to the Executive Director, Chair of the Board, and the Board, when requested, an account of all transactions as Chief Financial Officer and of the financial condition of the Corporation; and shall have such other powers and perform such other duties as the Board or these Bylaws may prescribe.

**8.13 Compensation Policy.** The Board shall adopt a policy that sets forth guidelines for the determination, review and approval of the compensation of its officers and key employees (the "Compensation Policy"). The Board shall regularly and consistently monitor and enforce compliance with the Compensation Policy.

## **ARTICLE IX INDEMNIFICATION AND INSURANCE**

**9.1 Definitions.** For purposes of this Article, "Agent" means any person who is or was a director, officer, employee, or other agent of the Corporation, or is or was serving at the request of the Corporation as a director, officer, employee, or other agent of another foreign or domestic corporation, partnership, joint venture, trust, or other enterprise, or was a director, officer, employee, or agent of a predecessor corporation of the Corporation or another enterprise at the request of such predecessor corporation; "Proceeding" means any threatened, pending, or completed action or proceeding, whether civil, criminal, administrative, or investigative; and "Expenses" includes, without limitation, attorneys' fees and any expenses incurred in establishing a right to indemnification under Section 9.2 of this Article.

**9.2 Right of Indemnity.** To the fullest extent permitted by law and as provided by these Bylaws, this Corporation may indemnify any person who was or is a party or is threatened to be made a party by reason of the fact that such person is or was an Agent of the Corporation, against all Expenses, judgments, fines, settlements, and other amounts actually and reasonably incurred in connection with the Proceeding.

**9.3 Approval of Indemnity.** On written request to the Board by any Agent seeking indemnification, to the extent that the Agent has been successful on the merits, the Board shall promptly authorize indemnification in accordance with Section 5238(d) of the Nonprofit Corporation Law. Otherwise, the Board shall promptly determine, by a majority vote of a quorum consisting of directors who are not parties to the Proceeding, whether the applicable standard of conduct set forth in Section 5238(b) or Section 5238(c) of the Nonprofit Corporation Law has been met and, if so, may authorize indemnification.

**9.4 Advancement of Expenses.** The Board may authorize the advance of Expenses incurred by or on behalf of an Agent in defending any Proceeding, before final

disposition of the Proceeding, if (a) the Board finds that the requested advances are reasonable in amount under the circumstances, and (b) the Agent submits a written undertaking to repay the advance unless it is ultimately determined that the Agent is entitled to be indemnified by the Corporation for those Expenses.

**9.5 Insurance.** The Corporation shall have the right to purchase and maintain insurance on behalf of any Agent against any liability asserted against or incurred by the Agent in such capacity or arising out of the Agent's status as such, whether or not the Corporation would have the power to indemnify the Agent against such liability under this Article, provided, however, that the Corporation shall not have the power to purchase and maintain such insurance to indemnify any Agent of the Corporation for a violation of Section 5233 of the Nonprofit Corporation Law.

## **ARTICLE X RECORDS, REPORTS, AND COMMUNICATIONS**

**10.1 Inspection by Directors.** Every director shall have the right at any reasonable time to inspect the Corporation's books, records, documents, and physical properties. The inspection may be made in person or by the director's agent or attorney. The right of inspection includes the right to copy and make extracts.

**10.2 Financial Reporting.** The Corporation shall produce and distribute the financial and other reports required by the Nonprofit Corporation Law, including, without limitation, the annual report required by Section 6321 and the statement of transactions or indemnification required by Section 6322, and if required, produce and make publicly available the financial statements required by the Nonprofit Integrity Act.

**10.3 Fiscal Year.** The fiscal year of the Corporation shall begin on the first day of July and end on the last day of June of the following year, unless otherwise specified by the Board.

**10.4 Electronic Transmissions.** Unless otherwise provided in these Bylaws, and subject to any guidelines and procedures that the Board may adopt from time to time, the terms "written" and "in writing" as used in these Bylaws (including, without limitation, the written consents contemplated by Section 6.10) include any form of recorded message in the English language capable of comprehension by ordinary visual means, and may include electronic transmissions, such as facsimile or e-mail, provided (i) the Corporation has obtained a valid written consent from the recipient to the use of such means of communication; (ii) for electronic transmissions to the Corporation, the Corporation has in effect reasonable measures to verify that the sender is the individual purporting to have sent such transmission; and (iii) the transmission creates a record that can be retained, retrieved, reviewed, and rendered into clearly legible tangible form.

## **ARTICLE XI GIFTS, GRANTS, CONTRACTS, AND INVESTMENTS**

**11.1 Gifts.** The Board or its designee may accept on behalf of the Corporation any contribution, gift, bequest, or devise for the charitable or public purposes of this Corporation.

**11.2 Grants.** The Board shall exercise itself, or delegate, subject to its supervision, control over grants, contributions, and other financial assistance provided by the Corporation, including, without limitation, those made in connection with fiscal sponsorship relationships.

**11.3 Deposits.** All funds of the Corporation shall be deposited to the credit of the Corporation in such banks, trust companies, or other depositories or agency organizations as the Board may authorize.

**11.4 Contracts.** The Board may authorize any officer(s) or agent(s), in the name of and on behalf of the Corporation, to enter into any contract or execute any instrument. Any such authority may be general or confined to specific instances, or otherwise limited. In the absence of any action by the Board to the contrary, each of the Chair of the Board, the president, the Executive Director, the Treasurer, or the Chief Financial Officer is authorized to execute such instruments on behalf of the Corporation.

**11.5 Payment of Money.** Except as otherwise specifically determined by resolution of the Board, or as otherwise required by law, checks, drafts, promissory notes, orders for the payment of money, and other evidence of indebtedness of the Corporation may be signed by each of the Chair of the Board, the president, the Executive Director, the Treasurer, or the Chief Financial Officer.

## **ARTICLE XII AMENDMENTS**

**12.1 Amendment of Bylaws.** Except as otherwise provided by law, these Bylaws may be amended or repealed and new bylaws adopted by approval of the Board.

**Amended and restated on June 30, 2010**

# 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

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
	COMPASS COMMUNITY SERVICES	94-1156622
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	
	49 POWELL STREET, 3RD FLOOR	
	City, town or post office, state, and ZIP code. For a foreign address, see instructions.	
	SAN FRANCISCO, CA 94102	

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 ▶ 49 POWELL STREET, 3RD FLOOR - SAN FRANCISCO, CA 94102  
Telephone No ▶ (415) 644-0504 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, 2011, 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, 2009, and ending JUN 30, 2010

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.

• If you are filing for an **Additional (Not Automatic) 3-Month Extension**, complete only **Part II** and check this box  **X**

**Note.** Only complete Part II if you have already been granted an automatic 3-month extension on a previously filed Form 8868.

• If you are filing for an **Automatic 3-Month Extension**, complete only **Part I** (on page 1).

<b>Part II</b>			<b>Additional (Not Automatic) 3-Month Extension of Time.</b> Only file the original (no copies needed).		
Type or print File by the extended due date for filing the return. See instructions.	Name of Exempt Organization		Employer identification number		
	COMPASS COMMUNITY SERVICES		94-1156622		
	Number, street, and room or suite no. If a P O. box, see instructions. 49 POWELL STREET, 3RD FLOOR		For IRS use only		
City, town or post office, state, and ZIP code. For a foreign address, see instructions. SAN FRANCISCO, CA 94102					

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

- Form 990   
  Form 990-EZ   
  Form 990-T (sec. 401(a) or 408(a) trust)   
  Form 1041-A   
  Form 5227   
  Form 8870  
 Form 990-BL   
  Form 990-PF   
  Form 990-T (trust other than above)   
  Form 4720   
  Form 6069

**STOP! Do not complete Part II if you were not already granted an automatic 3-month extension on a previously filed Form 8868.**

**THE ORGANIZATION**

- The books are in the care of **▶ 49 POWELL STREET, 3RD FLOOR - SAN FRANCISCO, CA 94102**  
Telephone No. **▶ (415) 644-0504** 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 is for.

- 4 I request an additional 3-month extension of time until **MAY 15, 2011**.
- 5 For calendar year **\_\_\_\_\_**, or other tax year beginning **JUL 1, 2009**, and ending **JUN 30, 2010**.
- 6 If this tax year is for less than 12 months, check reason:  Initial return     Final return     Change in accounting period
- 7 State in detail why you need the extension

**ALL INFORMATION NECESSARY TO PREPARE A COMPLETE RETURN IS NOT AVAILABLE, TAXPAYER IS REQUESTING AN ADDITIONAL EXTENSION OF TIME TO FILE.**

8a	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.	8a	\$	
b	If this application is for Form 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit and any amount paid previously with Form 8868.	8b	\$	
c	Balance Due. Subtract line 8b from line 8a. 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.	8c	\$	N/A

**Signature and Verification**

Under penalties of perjury, I declare that I have examined this form, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete, and that I am authorized to prepare this form.

Signature **▶ Alex Wong CPA** Title **▶ CPA** Date **▶ 2/14/2011**