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Form **990**Department of the Treasury
Internal Revenue Service**Return of Organization Exempt From Income Tax**Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung
benefit trust or private foundation)

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

OMB No 1545-0047

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

B Check if applicable: ☐ Address change ☐ Name change ☐ Initial return ☐ Terminated ☐ Amended return ☐ Application pending	Please use IRS label or print or type See Specific Instructions	C Name of organization WORCESTER COMMUNITY ACTION COUNCIL, INC.		D Employer identification number 04-2382160
		Doing Business As		E Telephone number (508) 754-1176
		Number and street (or P.O. box if mail is not delivered to street address) Room/suite 484 MAIN STREET		G Gross receipts \$ 24,665,098.
		City or town, state or country, and ZIP + 4 WORCESTER, MA 01608		H(a) Is this a group return for affiliates? ☐ Yes ☒ No H(b) Are all affiliates included? ☐ Yes ☐ No If "No," attach a list. (see instructions) H(c) Group exemption number ▶
		F Name and address of principal officer: JANET LEE SAME AS C ABOVE		
I Tax-exempt status ☒ 501(c) (3) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527 J Website: ▶ WWW.WCAC.NET K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶ L Year of formation: 1965 M State of legal domicile: MA				

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: TO STIMULATE CHANGE IN THE FUNDAMENTAL CAUSES OF POVERTY AND TO CREATE AND PROVIDE		
	2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets		
	3 Number of voting members of the governing body (Part VI, line 1a)	21	
	4 Number of independent voting members of the governing body (Part VI, line 1b)	21	
	5 Total number of employees (Part V, line 2a)	1209	
	6 Total number of volunteers (estimate if necessary)	405	
	7a Total gross unrelated business revenue from Part VIII, column (C), line 12	0.	
7b Net unrelated business taxable income from Form 990-T, line 34	0.		
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	24,886,854.	273,776.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,395.	772.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	24,888,249.	24,665,098.
	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	15,481,181.	13,228,284.
	14 Benefits paid to or for members (Part IX, column (A), line 4)		
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	4,772,369.	5,264,529.
	16a Professional fundraising fees (Part IX, column (A), line 11a)		
	16b Total fundraising expenses (Part IX, column (D), line 25)	38,096.	
Expenses	17 Other expenses (Part IX, column (A), lines 11a, 11c, 11f-24f)	4,299,971.	5,972,531.
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	24,553,521.	24,465,344.
	19 Revenue less expenses. Subtract line 18 from line 12	334,728.	199,754.
	20 Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21 Total liabilities (Part X, line 26)	3,835,859.	3,453,110.
Net Assets or Fund Balances	22 Net assets or fund balances. Subtract line 21 from line 20	2,774,199.	2,191,696.
		1,061,660.	1,261,414.

Part II Signature Block

Sign Here	Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.			
	Janet M. Lee Signature of officer		Date 5/9/11	
Paid Preparer's Use Only	JANET LEE, DIRECTOR OF FINANCE Type or print name and title			
	Preparer's signature Daniel Dennis	Date 05/05/11	Check if self-employed ☐	Preparer's identifying number (see instructions)
	Firm's name (or yours if self-employed), address, and ZIP + 4 DANIEL DENNIS & COMPANY LLP 116 HUNTINGTON AVENUE BOSTON, MA 02116		EIN ▶ Phone no. ▶ (617) 262-9898	

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

☐ Yes ☒ No

932001 02-04-10

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

Form **990** (2009) 19**SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION**

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SCANNED JUN 02 2011

Part III Statement of Program Service Accomplishments

- 1 Briefly describe the organization's mission. **SEE SCHEDULE O FOR CONTINUATION**
THE MISSION OF THE WORCESTER COMMUNITY ACTION COUNCIL, INC. IS TO STIMULATE CHANGE IN THE FUNDAMENTAL CAUSES OF POVERTY AND TO CREATE AND PROVIDE OPPORTUNITIES FOR ECONOMIC SELF-SUFFICIENCY THROUGH SERVICES, PARTNERSHIPS, AND ADVOCACY. FIVE FOCUS AREAS EMERGED FROM
- 2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No
 If "Yes," describe these new services on Schedule O
- 3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No
 If "Yes," describe these changes on Schedule O
- 4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported
- 4a (Code:) (Expenses \$ 17,937,531. including grants of \$) (Revenue \$ 18,318,927.)
LIHEAP LOW-INCOME HOME ENERGY ASSISTANCE PROGRAM. THE PROGRAM INCLUDES A FUEL ASSISTANCE PROGRAM THAT PROVIDES ASSISTANCE WITH WINTER HEATING BILLS FOR LOW-INCOME HOMEOWNERS AND RENTERS. THE COUNCIL OFFERS ENERGY CONSERVATION SERVICES, INCLUDING ENERGY AUDITS AND WEATHERIZATION PROGRAMS THAT PROVIDE MATERIALS TO INCREASE THE EFFICIENCY OF HOME HEATING AND ELECTRICAL SYSTEMS, HEATING SYSTEM REPAIRS AND REPLACEMENT, AND APPLIANCE REPLACEMENT.
- 4b (Code:) (Expenses \$ 2,539,765. including grants of \$) (Revenue \$ 2,689,206.)
HEAD START - THE PROGRAM INCLUDES HEADSTART AND EARLY HEAD START, WHICH PROVIDE EDUCATIONAL SERVICES, HEALTH, NUTRITION, SOCIAL SERVICES, AND OTHER SUPPORT SPECIFICALLY FOR LOW INCOME CHILDREN AND THEIR FAMILIES.
- 4c (Code:) (Expenses \$ 1,268,151. including grants of \$) (Revenue \$ 1,292,009.)
WORKFORCE INVESTMENT ACT 2009 YOUTH EMPLOYMENT SERVICES PROGRAM - THE COUNCIL WORKS IN PARTNERSHIP WITH THE PUBLIC AND PRIVATE SECTORS TO PROVIDE SUMMER EMPLOYMENT PROGRAMS THAT OFFER BOTH WORK EXPERIENCE AND SUPPORT FOR LOW INCOME YOUTH.
- 4d Other program services (Describe in Schedule O)
 (Expenses \$ 1,808,687. including grants of \$) (Revenue \$ 1,828,190.)
- 4e Total program service expenses ► \$ 23,554,134.

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>	1 X	
2 Is the organization required to complete Schedule B, Schedule of Contributors?	2 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>	3	X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities? <i>If "Yes," complete Schedule C, Part II</i>	4	X
5 Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? <i>If "Yes," complete Schedule C, Part III</i>	5	
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>	6 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>	7	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>	8	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>	9 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>	10	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>	11 X	
• Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>		
• Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		
• Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		
• Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX.</i>		
• Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X.</i>		
• Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48? <i>If "Yes," complete Schedule D, Part X</i>		
12 Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII.</i>	12 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>	12A Yes No X	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	13	X
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? <i>If "Yes," complete Schedule F, Part I</i>	14b	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>	15	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>	16	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>	17	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>	18	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>	19	X
20 Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H</i>	20	X

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Part IV Checklist of Required Schedules (continued)

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

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Part V Statements Regarding Other IRS Filings and Tax Compliance

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable	59	
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	0	
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	1209	
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return. (see instructions)	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?		X
3b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
b	If "Yes," enter the name of the foreign country: _____ See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
d	If "Yes," indicate the number of Forms 8282 filed during the year		
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?		X
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?		X
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		X
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the organization make any taxable distributions under section 4966?		X
b	Did the organization make a distribution to a donor, donor advisor, or related person?		X
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders		
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year		

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

Section A. Governing Body and Management

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

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

	Yes	No
10a Does the organization have local chapters, branches, or affiliates?		X
10b If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?		
11 Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	X	
11A Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
12a Does the organization have a written conflict of interest policy? If "No," go to line 13	X	
12b Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
12c Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	X	
13 Does the organization have a written whistleblower policy?	X	
14 Does the organization have a written document retention and destruction policy?	X	
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a The organization's CEO, Executive Director, or top management official	X	
b Other officers or key employees of the organization	X	
If "Yes" to line 15a or 15b, describe the process in Schedule O. (See instructions.)		
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
16b If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

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

18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply.
☐ Own website ☐ Another's website ☒ Upon request

19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public.

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization **JANET LEE (508) 754-1176 - EXT. 119**
484 MAIN STREET, WORCESTER, MA 01608

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			
DEBORAH PENTA CHAIR	1.00	X		X				0.	0.	0.
WILLIAM VAN DAM VICE CHAIR	1.00	X		X				0.	0.	0.
JACK FOLEY TREASURER	1.00	X		X				0.	0.	0.
MICHAEL KEEGAN ASSISTANT TREASURER	1.00	X		X				0.	0.	0.
BARBARA G. HALLER ASSISTANT CLERK	1.00	X		X				0.	0.	0.
MELISSA MADERA DIRECTOR	1.00	X						0.	0.	0.
DALE H. ALLEN DIRECTOR	1.00	X						0.	0.	0.
NANCY CONCEMI DIRECTOR	1.00	X						0.	0.	0.
KATHLEEN G. JOHNSON DIRECTOR	1.00	X						0.	0.	0.
WINIFRED A. OCTAVE DIRECTOR	1.00	X						0.	0.	0.
JEAN F. PERKINS, FOR SEN. HARRIETTE DIRECTOR	1.00	X						0.	0.	0.
JONATHAN R. SIGEL, ESQUIRE DIRECTOR	1.00	X						0.	0.	0.
STEVE JOSEPH CLERK	1.00	X		X				0.	0.	0.
JOANNE GRAVELL DIRECTOR	1.00	X						0.	0.	0.
JOZEFINA LANTZ DIRECTOR	1.00	X						0.	0.	0.
THUHA LE DIRECTOR	1.00	X						0.	0.	0.
EDWARD LOPES DIRECTOR	1.00	X						0.	0.	0.

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

(A) Name and title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
MICHELLE MANN DIRECTOR	1.00	X						0.	0.	0.
SUSAN A OBIERO DIRECTOR	1.00	X						0.	0.	0.
PAULA BUONOMO DIRECTOR	1.00	X						0.	0.	0.
JOSEPH EARLY JR. DIRECTOR	1.00	X						0.	0.	0.
JILL C. DAGILIS EXECUTIVE DIRECTOR	37.50			X				123,220.	0.	2,927.
PRISCILLA HOLMES DEPUTY DIRECTOR	37.50			X				91,006.	0.	10,767.
JANET M. LEE DIRECTOR OF FINANCE	37.50			X				90,719.	0.	10,010.
1b Total								304,945.	0.	23,704.

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? If "Yes," complete Schedule J for such individual		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? If "Yes," complete Schedule J for such individual		X
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? If "Yes," complete Schedule J for such person		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.

(A) Name and business address	(B) Description of services	(C) Compensation
ACCELERATE ENERGY P.O. BOX 107, WORCESTER, MA 01613		763,769.
E.J.T. SIDING & CUSTOM EXTERIOR 10 FISHER ST., MEDWAY, MA 02053		291,135.
ENERGY SAVER ENABLERS LLC 52 FITZGERALD DR., JAFFREY, NH 03452		267,868.
KENNETH P. MARTINETTY, 236 MAIN STREET, P.O. BOX 429, BLACKSTONE, MA 01504		265,861.
LIBERTY INSULATION 15 UNDERWOOD RD., HUBBARDSTON, MA 01452		256,874.

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 **6**

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				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	273,776.			
	g	Noncash contributions included in lines 1a-1f \$					
	h	Total. Add lines 1a-1f			273,776.		
Program Service Revenue	2 a	PROGRAM FEES	Business Code 900099	24390550.	24390550.		
	b						
	c						
	d						
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f			24390550.		
	3	Investment income (including dividends, interest, and other similar amounts)			772.	772.	
4	Income from investment of tax-exempt bond proceeds						
5	Royalties						
Other Revenue	6 a	Gross Rents	(i) Real (ii) Personal				
	b	Less: rental expenses					
	c	Rental income or (loss)					
	d	Net rental income or (loss)					
	7 a	Gross amount from sales of assets other than inventory	(i) Securities (ii) Other				
	b	Less: cost or other basis and sales expenses					
	c	Gain or (loss)					
	d	Net gain or (loss)					
	8 a	Gross income from fundraising events (not including \$ of contributions reported on line 1c) See Part IV, line 18	a				
	b	Less: direct expenses	b				
	c	Net income or (loss) from fundraising events					
	9 a	Gross income from gaming activities See Part IV, line 19	a				
	b	Less: direct expenses	b				
	c	Net income or (loss) from gaming activities					
	10 a	Gross sales of inventory, less returns and allowances	a				
	b	Less: cost of goods sold	b				
	c	Net income or (loss) from sales of inventory					
	Miscellaneous Revenue			Business Code			
	11 a						
	b						
c							
d	All other revenue						
e	Total. Add lines 11a-11d						
12	Total revenue. See instructions.			24665098.	24391322.	0.	0.

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	13,228,284.	13,228,284.		
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	329,303.	143,158.	183,758.	2,387.
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	3,870,708.	3,528,066.	338,230.	4,412.
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	49,945.	41,670.	8,135.	140.
9 Other employee benefits	583,001.	519,530.	62,495.	976.
10 Payroll taxes	431,572.	384,814.	46,155.	603.
11 Fees for services (non-employees):				
a Management				
b Legal	3,260.	3,260.		
c Accounting	44,121.		44,121.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other	476,777.	446,878.	29,899.	
12 Advertising and promotion	55,983.	48,867.	6,616.	500.
13 Office expenses	172,263.	151,308.	11,003.	9,952.
14 Information technology	83,492.	60,580.	22,912.	
15 Royalties				
16 Occupancy	376,191.	307,196.	65,425.	3,570.
17 Travel	55,110.	54,133.	796.	181.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	7,077.	1,636.	5,441.	
20 Interest	4,724.	4,724.		
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	73,624.	70,540.	3,084.	
23 Insurance	40,757.	23,460.	17,297.	
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 PROGRAM OPERATIONS	4,259,529.	4,245,109.	618.	13,802.
b REPAIRS AND MAINTENANCE	93,140.	91,711.	1,429.	
c TRAINING	79,100.	66,805.	12,225.	70.
d UTILITIES	73,985.	69,438.	4,547.	
e CHILD CARE	43,680.	43,680.		
f All other expenses	29,718.	19,287.	8,928.	1,503.
25 Total functional expenses. Add lines 1 through 24f	24,465,344.	23,554,134.	873,114.	38,096.
26 Joint costs. Check here ☐ if following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	2,676,877.	1	2,167,712.
	2 Savings and temporary cash investments	38,761.	2	
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	689,778.	4	869,948.
	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	51,413.	9	40,787.
	10a Land, buildings, and equipment. cost or other basis. Complete Part VI of Schedule D	10a 1,486,900.		
	b Less accumulated depreciation	10b 1,112,237.	10c	374,663.
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15	
16 Total assets. Add lines 1 through 15 (must equal line 34)	3,835,859.	16	3,453,110.	
Liabilities	17 Accounts payable and accrued expenses	565,204.	17	528,371.
	18 Grants payable		18	
	19 Deferred revenue	1,769,902.	19	1,482,024.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D	55,687.	21	67,055.
	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	67,562.	23	55,840.
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities. Complete Part X of Schedule D	315,844.	25	58,406.
	26 Total liabilities. Add lines 17 through 25	2,774,199.	26	2,191,696.
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here ☒ and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	860,961.	27	1,065,329.
	28 Temporarily restricted net assets	200,699.	28	196,085.
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117, check here ☐ and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances	1,061,660.	33	1,261,414.
	34 Total liabilities and net assets/fund balances	3,835,859.	34	3,453,110.

Form 990 (2009)

Part XI Financial Statements and Reporting

1 Accounting method used to prepare the Form 990. ☐ Cash ☒ Accrual ☐ Other _____

If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O

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

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

c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?

If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O

d If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a consolidated basis, separate basis, or both:

☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis

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

b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits

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

Form 990 (2009)

Department of the Treasury
Internal Revenue Service

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

WORCESTER COMMUNITY ACTION COUNCIL, INC.

Employer identification number

04-2382160

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)		

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

[illegible]

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.")	15457016.	13060046.	16642126.	24879982.	24621072.	94660242.
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	15457016.	13060046.	16642126.	24879982.	24621072.	94660242.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4						94660242.

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	15457016.	13060046.	16642126.	24879982.	24621072.	94660242.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	15,021.	14,245.	6,813.	1,395.	772.	38,246.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV)	11,730.		44,800.	6,872.	43,254.	106,656.
11 Total support. Add lines 7 through 10						94805144.
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ☐						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2009 (line 6, column (f) divided by line 11, column (f))	14	99.85 %
15 Public support percentage from 2008 Schedule A, Part II, line 14	15	99.88 %
16a 33 1/3% support test - 2009. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ☒		
b 33 1/3% support test - 2008. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ☐		
17a 10% -facts-and-circumstances test - 2009. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ☐		
b 10% -facts-and-circumstances test - 2008. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ☐		
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ☐		

Schedule A (Form 990 or 990-EZ) 2009

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

Calendar year (or fiscal year beginning in) ►	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
13 Total support (Add lines 9, 10c, 11, and 12)						
14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ► ☐						

Section C. Computation of Public Support Percentage

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

Section D. Computation of Investment Income Percentage

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

19a 33 1/3% support tests - 2009. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ► ☐

b 33 1/3% support tests - 2008. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ► ☐

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

Schedule D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

- Complete if the organization answered "Yes," to Form 990,
Part IV, line 6, 7, 8, 9, 10, 11, or 12.
► Attach to Form 990. ► See separate instructions.

OMB No 1545-0047

2009

Open to Public
Inspection

Name of the organization

WORCESTER COMMUNITY ACTION COUNCIL, INC.

Employer identification number

04-2382160

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	15	
2 Aggregate contributions to (during year)	99,550.	
3 Aggregate grants from (during year)		
4 Aggregate value at end of year	196,085.	

- 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☒ No
- 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☒ No

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

- 1 Purpose(s) of conservation easements held by the organization (check all that apply)
- | | |
|---|--|
| ☐ Preservation of land for public use (e.g., recreation or pleasure) | ☐ Preservation of an historically important land area |
| ☐ Protection of natural habitat | ☐ Preservation of a certified historic structure |
| ☐ Preservation of open space | |
- 2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.
- | | Held at the End of the Tax Year |
|--|---------------------------------|
| a Total number of conservation easements | 2a |
| b Total acreage restricted by conservation easements | 2b |
| c Number of conservation easements on a certified historic structure included in (a) | 2c |
| d Number of conservation easements included in (c) acquired after 8/17/06 | 2d |
- 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ► _____
- 4 Number of states where property subject to conservation easement is located ► _____
- 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No
- 6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ► _____
- 7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ► \$ _____
- 8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No
- 9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

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

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

- 1a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items.
- b If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items.
- | | |
|--|------------|
| (i) Revenues included in Form 990, Part VIII, line 1 | ► \$ _____ |
| (ii) Assets included in Form 990, Part X | ► \$ _____ |
- 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items
- | | |
|--|------------|
| a Revenues included in Form 990, Part VIII, line 1 | ► \$ _____ |
| b Assets included in Form 990, Part X | ► \$ _____ |

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

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

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

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

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

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

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

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

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

	Amount
1c	55,687.
1d	11,368.
1e	
1f	67,055.

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					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

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

- a** Board designated or quasi-endowment ► _____ %
b Permanent endowment ► _____ %
c Term endowment ► _____ %

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

- (i)** unrelated organizations
(ii) related organizations

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

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

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

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

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings		556,103.	365,160.	190,943.
c Leasehold improvements		361,354.	346,800.	14,554.
d Equipment		457,520.	305,119.	152,401.
e Other		111,923.	95,158.	16,765.
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c))				374,663.

Schedule D (Form 990) 2009

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

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	24,665,098.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	24,465,344.
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3	199,754.
4	Net unrealized gains (losses) on investments	4	
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV.)	8	
9	Total adjustments (net). Add lines 4 through 8	9	0.
10	Excess or (deficit) for the year per audited financial statements. Combine lines 3 and 9	10	199,754.

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	25,120,810.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains on investments	2a	
b	Donated services and use of facilities	2b	455,712.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV.)	2d	
e	Add lines 2a through 2d	2e	455,712.
3	Subtract line 2e from line 1	3	24,665,098.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	24,665,098.

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

1	Total expenses and losses per audited financial statements	1	24,921,056.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	455,712.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIV.)	2d	
e	Add lines 2a through 2d	2e	455,712.
3	Subtract line 2e from line 1	3	24,465,344.
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	24,465,344.

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 IV, LINE 1B: INDIVIDUAL DEVELOPMENT ACCOUNT (IDA) PROGRAM HELPS LOW

INCOME FAMILIES PURCHASE THEIR FIRST HOME, PAY FOR COLLEGE, OR START A BUSINESS, WITH MATCHED SAVINGS ACCOUNTS.

PART IV, LINE 2B: INDIVIDUAL DEVELOPMENT ACCOUNT (IDA) PROGRAM HELPS LOW

INCOME FAMILIES PURCHASE THEIR FIRST HOME, PAY FOR COLLEGE, OR START A BUSINESS, WITH MATCHED SAVINGS ACCOUNTS.

Part XIV Supplemental Information (continued)

PART X: LINE 2 - THE COUNCIL IS EXEMPT FROM FEDERAL INCOME

TAXES UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE AND IS EXEMPT FROM STATE INCOME TAXES UNDER CHAPTER 180 OF THE MASSACHUSETTS GENERAL LAWS. UNRELATED BUSINESS INCOME, OF WHICH THERE WAS NONE FOR THE FISCAL YEARS ENDED SEPTEMBER 30, 2010 AND 2009, WOULD BE SUBJECT TO FEDERAL AND STATE INCOME TAXES. CONSEQUENTLY, THE ACCOMPANYING FINANCIAL STATEMENTS DO NOT REFLECT ANY PROVISION FOR INCOME TAXES.

THE COUNCIL HAS EVALUATED THE TAX POSITIONS TAKEN IN ITS PREVIOUSLY FILED RETURNS AND THOSE EXPECTED TO BE TAKEN IN ITS 2010 RETURNS AND BELIEVES THEY ARE MORE-LIKELY-THAN-NOT OF BEING SUSTAINED IF EXAMINED BY FEDERAL OR STATE TAX AUTHORITIES. THE COUNCIL'S 2003 THROUGH 2009 TAX YEARS REMAIN SUBJECT TO EXAMINATION BY FEDERAL AND STATE TAX AUTHORITIES

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

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

► Attach to Form 990.

2009

**Open to Public
Inspection**

Name of the organization

Employer identification number
04-2382160

WORCESTER COMMUNITY ACTION COUNCIL, INC.

Part I	General Information on Grants and Assistance
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1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☒ Yes ☐ No

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

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

[illegible]

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

3 Enter total number of other organizations

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

Schedule I (Form 990) 2009

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
SUMMER YOUTH STIPENDS	795	900,758.	0.		
FUEL EXPENSE	39863	12,327,526.	0.		

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

SCHEDULE I, PART I, LINE 2: SUMMER YOUTH STIPENDS: THIS AMOUNT REPRESENTS WAGES AND RELATED PAYROLL COSTS PAID AS STIPENDS TO YOUTH ENROLLED IN AFTER-SCHOOL AND SUMMER YOUTH EMPLOYMENT PROGRAMS. YOUTHS ARE RIGOROUSLY SCREENED FOR ELIGIBILITY FOR THESE PROGRAMS BEFORE BEING ASSIGNED TO AREA EMPLOYERS. THE EMPLOYERS WORK CLOSELY WITH WCAC PROGRAM PERSONNEL TO TRAIN THE PARTICIPANTS AND MONITOR THEIR EMPLOYMENT. YOUTH WORK AN AVERAGE OF 25 HOURS PER WEEK FOR SIX TO EIGHT WEEKS.

EACH YOUTH PARTICIPANT COMPLETES AND SIGNS A WEEKLY TIMESHEET DOCUMENTING

Part IV Supplemental Information

THEIR DAILY WORK HOURS, WHICH IS ALSO SIGNED BY THE EMPLOYER REPRESENTATIVE AND THEN REVIEWED BY WCAC PROGRAM PERSONNEL. TIMESHEETS ARE REVIEWED FOR ACCURACY AND SIGNATURES, AND ENTERED INTO THE PAYROLL SYSTEM BY FISCAL STAFF. PRE-PROCESSING TOTALS ARE CHECKED FOR ACCURACY OF DATA ENTRY. UNDELIVERED WEEKLY PAYCHECKS ARE KEPT IN A SECURE, LOCKED SAFE UNTIL PAYDAY, AT WHICH TIME THEY ARE HAND-DELIVERED TO THE YOUTH, WHO ARE REQUIRED TO SIGN FOR RECEIPT OF EACH PAYCHECK.

PROGRAM EVALUATIONS HAVE BEEN CONDUCTED BY INDEPENDENT EVALUATORS TO DETERMINE QUALITATIVE AND QUANTITATIVE OUTCOMES. THESE EVALUATIONS ARE USED TO DETERMINE WHETHER PROGRAM MODIFICATIONS ARE NECESSARY DURING THE PROGRAM YEAR OR IN ANTICIPATION OF FUTURE PROGRAMS.

FUEL EXPENSE: THE ORGANIZATION PROVIDES ASSISTANCE TO: (A) HOUSEHOLDS IN WHICH ONE OR MORE INDIVIDUALS ARE RECEIVING TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF), SUPPLEMENTAL SECURITY INCOME (SSI), FOOD STAMPS, OR CERTAIN NEEDS-TESTED VETERANS BENEFITS; OR (B) HOUSEHOLDS WITH INCOMES WHICH DO NOT EXCEED THE GREATER OF 150 PERCENT OF THE STATE'S ESTABLISHED POVERTY LEVEL, OR 60 PERCENT OF THE STATE MEDIAN INCOME. THE ORGANIZATION MAY ESTABLISH LOWER INCOME ELIGIBILITY CRITERIA, BUT NO HOUSEHOLD IS EXCLUDED SOLELY ON THE BASIS OF INCOME IF THE HOUSEHOLD INCOME IS LESS THAN 110 PERCENT OF THE STATE'S POVERTY LEVEL. THE ORGANIZATION GIVES PRIORITY TO THOSE HOUSEHOLDS WITH THE HIGHEST HOME ENERGY COSTS OR NEEDS IN RELATION TO INCOME.

SCHEDULE L
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Transactions With Interested Persons

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

OMB No 1545-0047

2009

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Inspection**

Name of the organization

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Employer identification number

04-2382160

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

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

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

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

▶ \$

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

▶ \$

Part II Loans to and/or From Interested Persons.

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

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

Total ▶ \$

Part III Grants or Assistance Benefiting Interested Persons.

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

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount and type of assistance
WINIFRED A. OCTAVE	DIRECTOR	LOW INCOME HOME EN

Part IV Business Transactions Involving Interested Persons.

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

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No

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

Schedule L (Form 990 or 990-EZ) 2009

SEE SCHEDULE O FOR SCHEDULE L CONTINUATIONS

SCHEDULE O

(Form 990)

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

OMB No. 1545-0047

2009Open to Public
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FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

OPPORTUNITIES FOR ECONOMIC SELF-SUFFICIENCY THROUGH SERVICES,
PARTNERSHIP, AND ADVOCACY.

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

THE MOST RECENT STRATEGIC PLANNING PROCESS: EDUCATION, EMPLOYMENT,
ENERGY, ASSET DEVELOPMENT, AND ORGANIZATIONAL CAPACITY BUILDING.

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

TRAINING & EDUCATION - THE COUNCIL ALSO OFFERS FINANCIAL LITERACY
EDUCATION/SELF-SUFFICIENCY PROGRAMS THROUGH THE INDIVIDUAL DEVELOPMENT
ACCOUNT (IDA) PROJECT TO HELP LOW-INCOME FAMILIES PURCHASE THEIR FIRST
HOME, PAY FOR COLLEGE, OR START A BUSINESS WITH MATCHED SAVINGS
ACCOUNTS, AND THROUGH THE EARNED INCOME TAX CREDIT PROGRAM TO
COORDINATE COMMUNITY PARTNERS TO ASSIST LOW INCOME CUSTOMERS WITH FREE
TAX PREPARATION SERVICES.

EXPENSES \$ 743974. INCLUDING GRANTS OF \$ 0. REVENUE \$ 723683.

COMMUNITY PARTNERSHIP FOR CHILDREN - THE COUNCIL SERVES IN A CONVENING
ROLE FOR SOUTH COUNTY'S COORDINATED FAMILY AND COMMUNITY ENGAGEMENT
(CFCE) PROGRAM WITH MULTIPLE PUBLIC, PRIVATE, AND NON-PROFIT PARTNERS
TO PROVIDE COMPREHENSIVE SERVICES AND CHILD CARE TO THE CHILDREN OF
LOW-INCOME FAMILIES.

EXPENSES \$ 83752. INCLUDING GRANTS OF \$ 0. REVENUE \$ 86508.

COMMUNITY CONNECTIONS - THE COUNCIL IS HOST AGENCY TO WORCESTER

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

Schedule O (Form 990) 2009

932211
02-03-10

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

Complete to provide information for responses to specific questions on
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OMB No 1545-0047

2009

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04-2382160

COMMUNITY CONNECTIONS, A NEIGHBORHOOD-BASED PARENT AND FAMILY
EMPOWERMENT/EDUCATION PROGRAM THAT PROMOTES ADVOCACY AND INVOLVEMENT IN
SCHOOLS, NEIGHBORHOODS, AND THE COMMUNITY AND PROVIDES INFORMATION AND
REFERRAL (I+R).

EXPENSES \$ 260535. INCLUDING GRANTS OF \$ 0. REVENUE \$ 265457.

HEALTHY FAMILIES - THE HEALTHY FAMILIES PROGRAM PROVIDES HOME VISITS,
LEARNING OPPORTUNITIES, AND SUPPORT SERVICES FOR TEEN PARENTS WITH
YOUNG CHILDREN. THE COUNCIL OFFERS GED PREPARATION (PROJECT EXCEL,
WORCESTER POLICE GANG UNIT REFERRALS, AND WINGS/WIA PROGRAMS),
EMPLOYMENT AND SUPPORT, AND PARTNERS WITH WORCESTER PUBLIC SCHOOLS TO
OFFER SERVICES TO YOUNG, AT-RISK STUDENTS.

EXPENSES \$ 230713. INCLUDING GRANTS OF \$ 0. REVENUE \$ 241187.

FOOD PROGRAM - THE UNITED STATES DEPARTMENT OF AGRICULTURE REIMBURSES
KITCHEN FACILITIES WHICH PREPARE AND DELIVER TO ELIGIBLE PUBLIC OR
PRIVATE NON-PROFIT CHILDCARE CENTERS.

EXPENSES \$ 180224. INCLUDING GRANTS OF \$ 0. REVENUE \$ 208356.

OTHER - IN ADDITION, THE COUNCIL PARTICIPATES IN EXTENSIVE INTERAGENCY
PARTNERSHIPS THROUGHOUT 49 COMMUNITY SERVICE AREAS TO PROMOTE THE
AGENCY'S MISSION/WORK ON COMMUNITY NEEDS.

EXPENSES \$ 309489. INCLUDING GRANTS OF \$ 0. REVENUE \$ 302999.

FORM 990, PART VI, SECTION B, LINE 11: A DRAFT COPY OF THE 990 IS
PRESENTED BY THE AUDITORS TO THE FINANCE COMMITTEE. THE FINANCE COMMITTEE

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.
932211
02-03-10

Schedule O (Form 990) 2009

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

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

OMB No 1545-0047

2009

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04-2382160

THEN VOTES TO AUTHORIZE FINAL REVIEW AND APPROVAL RESPONSIBILITY TO THE
DIRECTOR OF FINANCE. ANY CHANGES ARE REPORTED TO THE AUDITORS BY THE
DIRECTOR OF FINANCE. COPIES OF THE FINAL 990 ARE THEN PROVIDED TO THE
FINANCE COMMITTEE AND BOARD OF DIRECTORS.

FORM 990, PART VI, SECTION B, LINE 12C: BOARD MEMBERS ARE REQUIRED TO FILL
OUT THE CONFLICT OF INTEREST DISCLOSURE STATEMENT ON AN ANNUAL BASIS.
SHOULD A CONFLICT ARISE IN THE COURSE OF THE YEAR, THEY ARE ASKED TO NOTIFY
THE EXECUTIVE DIRECTOR.

FORM 990, PART VI, SECTION B, LINE 15: ALL POSITIONS, INCLUDING THAT OF
THE EXECUTIVE DIRECTOR, ARE ASSIGNED A STARTING SALARY IN ACCORDANCE WITH
THE AGENCY'S SALARY PLAN. THE EXECUTIVE COMMITTEE OF THE BOARD IS
RESPONSIBLE FOR ESTABLISHING THE SALARY FOR THE EXECUTIVE DIRECTOR. THIS
COMPENSATION IS DETERMINED BASED ON FUNDING AVAILABLE AND SURVEY OF OTHER
COMPARABLE SIZED CAP AGENCY SALARIES. SALARY INCREASES THAT OCCUR TAKE THE
FORM OF MERIT INCREASES WHEN THE BUDGET PERMITS.

FORM 990, PART VI, SECTION C, LINE 19: COPIES OF ALL PUBLIC DOCUMENTS OF
THE ORGANIZATION ARE LOCATED AT THE AGENCY'S MAIN OFFICE AND ARE MADE
AVAILABLE TO THE PUBLIC UPON REQUEST.

FORM 990, PART XI, LINE 2C
COMMITTEE ASSUMING RESPONSIBILITY FOR OVERSIGHT OF AUDIT
THE ORGANIZATION HAS A COMMITTEE THAT ASSUMES RESPONSIBILITY FOR THE
OVERSIGHT OF THE AUDIT OF ITS FINANCIAL STATEMENTS, AND THE SELECTION OF

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.

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04-2382160

AN INDEPENDENT AUDITOR.

SCH L, PART III, GRANTS OR ASSISTANCE BENEFITTING INTERESTED PERSONS:

(A) NAME OF PERSON: WINIFRED A. OCTAVE

(C) AMOUNT OF GRANT \$ 1025.

(C) TYPE OF ASSISTANCE: LOW INCOME HOME ENERGY ASSISTANCE