

### 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



Form **990** 

Department of the Treasury

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

		Service	► The organization may have to use a copy of this return to satisfy st	ate reporting	requirements	Inspection
A Fo	r the .	2010 ca	lendar year, or tax year beginning 07-01-2010 and ending 06-30-2011			
		pplicable	C Name of organization LUND FAMILY CENTER INC			identification number
	ress ch	-	Doing Business As		03-0179	434
∏ Nar	me cha	nge	boing basiness to		E Telephone	number
	ıal retu		Number and street (or P O box if mail is not delivered to street address)	Room/suite	(802)86	4-7467
	mınate		76 GLEN ROAD PO BOX 4009		C Cross reserv	sto # 7.040.014
	ended		City or town, state or country, and ZIP + 4 BURLINGTON, VT 054064009		<b>G</b> Gloss receip	ots \$ 7,049,014
<b> </b> App	olication	n pending				
			F Name and address of principal officer	H(a) Is this a	group return for affil	ıates <sup>7</sup>
				<b>H(b)</b> Are all a	affiliates included	?
				If"No	," attach a lıs	t (see instructions)
Ta:	x-exem	npt status	✓ 501(c)(3)	H(c) Group	exemption n	umber 🟲
	ebsite	e: <b>►</b> WW	W LUNDFAMILYCENTER ORG			
<b>K</b> Forn	n of or	nanization	✓ Corporation Trust Association Other ►	L Year of for	nation 1890	<b>M</b> State of legal domicile VT
	rt I		mary		nation 1930	11 otate of legal dofficies 11
Governance		LUND FA MISSION AND YOU NEGLEC INCEPTI PAST 12 YEARS T CHILDRE CENTER	escribe the organization's mission or most significant activities MILY CENTER IS A STATEWIDE ORGANIZATION THAT OPERATES IN IS TO HELP CHILDREN THRIVE BY SERVING FAMILIES WITH CHUNG ADULTS, AND ADOPTIVE FAMILIES LUND FOCUSES ON THRICH TO CREATE NEW FAILON BACK IN 1890 AS "THE HOME FOR FRIENDLESS WOMEN," LUNG YEARS TO IMPROVE THE LIVES OF WOMEN AND CHILDREN LUTOMET THE CHANGING NEEDS OF SOCIETY, ALL THE WHILE, STEN THRIVE LUND IS A COMPREHENSIVE PARENT/CHILD RESOUR FOR FAMILIES IN CHITTENDEN COUNTY LUND IS ALSO VERMON ADOPTION AGENCY AND HAS COMPLETED MORE THAN 8,700 ADOPTION AGENCY AND HAS COMPLETED MORE THAN 8,700 ADOPTION AS A CHILD	ILDREN, PRECEE GOALS, RIMILIES THROWN THROWN COMMILY C	GNANT OR PEDUCING CHOUGH ADOPENTER HAS VENTER HAS TO OUR MIS DESIGNATE AND LARGE	ARENTING TEENS HILD ABUSE AND TION FROM ITS WORKED FOR THE EVOLVED OVER THE SION OF HELPING D PARENT CHILD ST PRIVATE NON-
Activities &	3 I	Number o Number o	is box If the organization discontinued its operations or disposed of voting members of the governing body (Part VI, line 1a) of independent voting members of the governing body (Part VI, line 1b) mber of individuals employed in calendar year 2010 (Part V, line 2a) .		5% of its net   3   4   5	23 23 168
	l		mber of volunteers (estimate if necessary)		6	400
	7a -	Total unr	related business revenue from Part VIII, column (C), line 12		7a	0
	ь	Net unrel	lated business taxable income from Form 990-T, line 34		7b	
				Prior	Year	Current Year
<u>o</u>	8		butions and grants (Part VIII, line 1h)		5,857,810	2,710,922
Revenue	9 10	_	m service revenue (Part VIII, line 2g)		170,793 28,975	3,514,592 25,394
Æ	11		revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		151,892	169,220
	12		evenue—add lines 8 through 11 (must equal Part VIII, column (A), line		101,001	
			<u> </u>		6,209,470	6,420,128
	13 14		and similar amounts paid (Part IX, column (A), lines 1-3)		87,470	105,848
	15		es, other compensation, employee benefits (Part IX, column (A), lines			
& &		5-10)			4,452,519	4,493,840
Expenses	16a b		sional fundraising fees (Part IX, column (A), line 11e)			0
五	17		ndraising expenses (Part IX, column (D), line 25) $\blacktriangleright$ 411,194 expenses (Part IX, column (A), lines 11a-11d, 11f-24f)		1,573,944	1,557,193
	18		expenses Add lines 13–17 (must equal Part IX, column (A), line 25)		6,113,933	6,156,881
	19		ue less expenses Subtract line 18 from line 12		95,537	263,247
8,8					of Current	End of Year
Not Assets or Fund Balances	20	Totala	ussets (Part X, line 16)	16	8,154,736	8,398,256
A AS	21		iabilities (Part X, line 26)		4,348,204	4,224,391
ŽĪ	22		sets or fund balances Subtract line 21 from line 20		3,806,532	4,173,865
Par	t II	Signa	ature Block	•		
knowl			erjury, I declare that I have examined this return, including accompanying so f, it is true, correct, and complete. Declaration of preparer (other than office			
		****	**		2.05.15	
Sign	ì		ture of officer	201 Dat	.2-05-15 e	
Here			ARA RACHELSON EXECUTIVE DIRECTOR			
		17 .7.	or print name and title			
		Print/Type preparer's	BDET HODODON BDET HODODON		heck if self- mployed •	PTIN
Paid			ne DAVIS & HODGDON ASSOCIATES CPAS PLC		P.	Firm's EIN
Prepa		Fırm's add	lress ▶ 33 BLAIR PARK RD STE 201			Phone no 🕨 (802) 878-

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

WILLISTON, VT 05495

**Use Only** 

▼Yes 「No

FUIIII	990 (2010)			Page
Par		m Service Accomplishments are a response to any question in this F	Part III	
	Briefly describe the organization	· · · · · · · · · · · · · · · · · · ·		
TO FAND FAM: FOR AND WHII RESO	D FAMILY CENTER IS A STATEW ELP CHILDREN THRIVE BY SER' ADOPTIVE FAMILIES LUND FO CREAT FRIENDLESS WOMEN," LUND FA CHILDREN LUND FAMILY CENT. E, STAYING TRUE TO OUR MISSOURCE AND IS A DESIGNATED FOR THE PROPERTY OF THE PRO	IDE ORGANIZATION THAT OPERATE VING FAMILIES WITH CHILDREN, PR CUSES ON THREE GOALS, REDUCIN E NEW FAMILIES THROUGH ADOPTION MILY CENTER HAS WORKED FOR THI ER HAS EVOLVED OVER THE YEARS SION OF HELPING CHILDREN THRIV PARENT CHILD CENTER FOR FAMILIE N-PROFIT ADOPTION AGENCY AND	EGNANT OR PARENTING TEEN G CHILD ABUSE AND NEGLECT ON FROM ITS INCEPTION BAC E PAST 122 YEARS TO IMPROV TO MEET THE CHANGING NEE E LUND IS A COMPREHENSIVE ES IN CHITTENDEN COUNTY L	S AND YOUNG ADULTS, T, STRENGTHENING CK IN 1890 AS "THE HOME /E THE LIVES OF WOMEN EDS OF SOCIETY, ALL THE E PARENT/CHILD UND IS ALSO VERMONT'S
2		ny significant program services during t · · · · · · · · · · · · · · · · · · ·		<b>▽</b> Yes <b> ̄</b> No
	If "Yes," describe these new serv	ices on Schedule O		
3	Did the organization cease conduservices?	cting, or make significant changes in ho	ow it conducts, any program	┌ Yes ┌ No
	If "Yes," describe these changes	on Schedule O		
4	Section 501(c)(3) and 501(c)(4)	nievements for each of the organization' organizations and section 4947(a)(1) i penses, and revenue, if any, for each pr	trusts are required to report the a	
4a	(Code ) (Expen	ses \$ 2,304,856 including grants	of \$ 41,594 ) (Revenue s	\$ 2,109,694)
	WORKING WITH PREGNANT AND PAREI PROVIDED THERAPEUTIC RESIDENTAL THEIR 41 CHILDREN OUTCOMES IN FI	EATMENT PROGRAM, WHICH IS LICENSED BY TH NTING YOUNG WOMEN, THEIR CHILDREN, AND O TREATMENT FOR 83 WOMEN AND THEIR 73 CHI SCAL YEAR 2011 INCLUDED 90% OF BABIES BOR ON PERIODS AND 71% OF THE WOMEN WHO MA	OTHER KEY FAMILY MEMBERS IN FISCAL LDREN AND THERAPEUTIC OUTPATIENT RN AT LUND WERE BORN SUBSTANCE FR	L YEAR 2011 THE ORGANIZATION TREATMENT FOR 94 WOMEN AND EE, 90% OF BABIES BORN AT LUNI
	/C-1-	1 002 402	20.051.\/D	÷ 001.000.)
4b	IN ADDITION TO WHAT IS OFFERED TH SERVICES IN FISCAL YEAR 2011 -TEEN PROGRAMMING FOR 490 INDIVIDUALS	ises \$ 1,983,482 including grants ITINUUM OF SERVICES IN THE MOST ACCESSIBL ROUGH ADOPTION AND RESIDENTIAL AND COMI I PREGNANCY PANELS TO 1,086 TEENS AT 19 SC -HOME VISITS TO 65 WOMEN AND THEIR 81 CH -QUALITY 5 STAR RATED CHILD CARE TO 60 CH	E WAY POSSIBLE TO CHILDREN AND FAM MUNITY TREATMENT, THE ORGANIZATION CHOOLS AND COMMUNITY CENTERS -RE ILDREN -HIGH SCHOOL, GED AND COLLE	AILIES THROUGHOUT THE COUNTY N PROVIDED THE FOLLOWING EACH UP WELFARE TO WORK
4c	SERVICES FOR BIRTH PARENTS, PRE-A PERMANENT HOMES FOR 167 CHILDRE	ses \$ 909,009 including grants WARDED ADOPTION PROGRAM, WHICH IS LICEN DOPTIVE AND POST-ADOPTIVE FAMILIES, AND AI N THROUGH ADOPTION SERVICES, INCLUDING SHILDREN AND FAMILY MEMBERS -SEARCH AND	SED BY THE STATE OF VERMONT, OFFER DOPTIVE CHILDREN IN FISCAL YEAR 201 147 CHILDREN WHO HAD BEEN IN FOSTE	RS COMPREHENSIVE LIFELONG 11 THE ORGANIZATION PROVIDED ER CARE -COMPREHENSIVE PRE AI
	Other program services (Descr	The in Schedule O )		
Tu	(Expenses \$	including grants of \$	) (Revenue \$	)
	Total program service expenses		· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·
	h 2 22 2 b. 0.1000	- / · /- · ·		

Part TV	Checklist of	Required	Schedules
	CHCCKH3COL	IXC GGII CG	Scriculics

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instruction)? 🖘	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part $I$	3		No
4	<b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If</i> "Yes," complete Schedule C, Part II	4		No
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5		No
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? If "Yes," complete Schedule D, Part I	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If "Yes," complete Schedule D, Part II	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		No
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9		No
10	Did the organization, directly or through a related organization, hold assets in term, permanent,or quasi- endowments? <i>If</i> " <i>Yes," complete Schedule D, Part V</i>	10		Νo
11	If the organization's answer to any of the following questions is 'Yes,' then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line10? If "Yes," complete Schedule D, Part VI.	11a	Yes	
b	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? If "Yes," complete Schedule D, Part VII.	11b		No
c	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? If "Yes," complete Schedule D, Part VIII.	11c		No
d	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? If "Yes," complete Schedule D, Part IX.	11d		No
e	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X.	11e		No
f	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 (ASC 740)? If "Yes," complete Schedule D, Part X.	11f	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII	12a	Yes	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered 'No' to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional	12b		No
13	Is the organization a school described in section 170(b)(1)(A)(II)? If "Yes," complete Schedule E	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		No
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</i> "Yes," complete Schedule F, Parts I and IV	14b		No
15	Did the organization report on Part IX, column (A), line 3, more than $$5,000$ of grants or assistance to any organization or entity located outside the U S ? If "Yes," complete Schedule F, Parts II and IV	15		No
16	Did the organization report on Part IX, column (A), line 3, more than $$5,000$ of aggregate grants or assistance to individuals located outside the U S ? If "Yes," complete Schedule F, Parts III and IV.	16		No
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? If "Yes," complete Schedule G, Part I (see instructions)	17		No
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	Yes	
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		No
20a	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20a		No
b	If "Yes" to line 20a, did the organization attach its audited financial statement to this return? <b>Note.</b> Some Form 990 filers that operate one or more hospitals must attach audited financial statements (see instructions)	20b		

Par	t IV Checklist of Required Schedules (continued)			
21	Did the organization report more than \$5,000 of grants and other assistance to governments and organizations the United States on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II.	<sup>In</sup> <b>21</b>		No
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? If "Yes," complete Schedule I, Parts I and III	22	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23		No
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b-24d and complete Schedule K. If "No," go to line 25	24a	Yes	
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		No
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	. 24c		No
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		No
25a	<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</i> "Yes," complete Schedule L, Part I	h <b>25a</b>		No
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? If "Yes," complete Schedule L, Part $I$	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, o disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	26		No
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? If "Yes," complete Schedule L, Part III	27		No
28	Was the organization a party to a business transaction with one of the following parties? (see Schedule L, Part I instructions for applicable filing thresholds, conditions, and exceptions)	/		
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part			
		28a		No
	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28b		No
C	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I	33		No
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1	34		No
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)?	35		No
а	Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 $\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ $			
36	<b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If</i> "Yes," complete Schedule R, Part V, line 2	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19?  Note: All Form 990 files are required to complete Schedule O	38	Yes	

Part V	Statements Regarding Other IRS Filings and Tax Compliance	

Enter the number reported in Box 3 of Form 1096 Enter -0 - if not applicable		Yes	No
<b>1b</b> 0			
gaming (gambling) winnings to prize winners?	<b>1</b> c		
Statements filed for the calendar year ending with or within the year covered by this			
If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	Yes	
Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)		1 03	
Did the organization have unrelated business gross income of \$1,000 or more during the	3a		No
	3b		.,,
At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		No
See instructions for filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts			
Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		Νo
Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		Νo
If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		
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?	6a		No
were not tax deductible?	6b		
	70	l vac	
services provided to the payor?	/a	165	
	7b	Yes	
file Form 8282?	<b>7</b> c		Νo
If "Yes," indicate the number of Forms 8282 filed during the year			
	7e		No
	7f		Νo
required?	<b>7</b> g		No
If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		Νo
<b>Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.</b> Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	8		
Sponsoring organizations maintaining donor advised funds.			
	9a		
	9b		
1 1			
Gross income from members or shareholders			
Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them )			
	12a		
If "Yes," enter the amount of tax-exempt interest received or accrued during the year			
Section 501(c)(29) qualified nonprofit health insurance issuers.			
Is the organization licensed to issue qualified health plans in more than one state? <b>Note.</b> See the instructions for additional information the organization must report on Schedule O	13a		
Enter the amount of reserves on hand			
	1.4-		NI ~
If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	14a 14b		No
	Dot the organization comply with backup withholding rules for reportable payments to evenders and reportable gaming (pamiling) withings to prize winers?  Enter the number of employees reported on Form W-3. Transmitted of Wage and Tax Sectionate 7 file of the Caledary reverse reding with or within the year covered by this return.  It all 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 (see instructions). Did the organization have surrelated business gross income of \$1,000 or more during the vera?  If Yes, has it filed a Form 990-T for this year? If Wo. Forunde an explanation in Schedule C.  At any time during the celedar year, did the organization in schedule C.  If Yes, has it filed a Form 990-T for this year? If Wo. Forunde an explanation in Schedule C.  If Yes, a steer the name of the foreign country (such as a bank account, securities account, or other financial account in a foreign country (such as a bank account, securities account, or other financial Accounts See instructions for filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts.  Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?  Did any taxable party notify the organization that it was or is a party to a prohibited fax shelter transaction? If Yes's to line 5 a or 5b, did the organization that it was or is a party to a prohibited fax shelter transaction? If Yes's to line 5 a or 5b, did the organization that it was or is a party to a prohibited fax shelter transaction? If Yes's did programation have annual gross receipts that are normally greater than \$100,000, and did the organization should with every solicitation an express statement that such centributions or gits were not tax deductible?  If Yes, if the organization receive a payment in excess of \$75 made party as a contribution and party for goods and services provide	Enter the number of Forms W-2G included in line 1a Enter-0- (Inst applicable   1b   0   0   0   0   0   0   0   0   0	Ester the number reported in Box 3 of Form 1096 Ester -0 - If not applicable  Ester the number of Forms W 20 included in line 1a Ester -0 - If not applicable  Did the organization comply with backup withholding ricles for reportable payments to vendors and reportable againing (promising to provide youngs) or your where?  Ester the number of employees reported on Form W-3. Transmitted of Wage and Tax  State of the number of employees reported on Form W-3. Transmitted of Wage and Tax  Ester the number of small years and inguistry of which the year covered by the Case Instructions of the Case Instruction of the Case Instructions of the Case Instruction of the Case Instructions of the Case Instruction of the Case I

(800)639-1741

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

Check if Schedule O contains a response to any question in this Part VI . . . . . . . . . . . . . . .

Se	ection A. Governing Body and Management			
			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year			
b	Enter the number of voting members included in line 1a, above, who 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?	2		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		No
6	Does the organization have members or stockholders?	6		No
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a		No
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
а	The governing body?	8a	Yes	
b	Each committee with authority to act on behalf of the governing body?	8b	Yes	
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	9		No
	ection B. Policies (This Section B requests information about policies not required by the Internal			
Re	evenue Code.)			
			Yes	No
	Does the organization have local chapters, branches, or affiliates?	10a		No
D	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		
11a	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
b	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	12a	Yes	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	Yes	
13	Does the organization have a written whistleblower policy?	13	Yes	
14	Does the organization have a written document retention and destruction policy?	14		No
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a	Yes	
	Other officers or key employees of the organization	15b	Yes	
	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?	16a		No
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		
Se	ection C. Disclosure	_00		I
17				

- 18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c) (3)s only) available for public inspection. Indicate how you make these available. Check all that apply 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 See Additional Data Table
- 20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization ► ROBERT ROBINSON
  76 GLEN ROAD
  BURLINGTON, VT 05406

# 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

- ◆ List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees Enter -0- in columns (D), (E), and (F) if no compensation was paid
- List all of the organization's current key employees, if any 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 neither the organization nor any related organization compensated any current officer, director, or trustee

(A) Name and Title	(B) A verage hours	Posi t	tion ( that a		II		( <b>D)</b> Reportable compensation from the	<b>(E)</b> Reportable compensation from related	(F) Estimated amount of other
	per week (describe hours for related organizations in Schedule O)	Highest complements of director		organization (W- 2/1099-MISC)	organizations (W- 2/1099- MISC)	compensation from the organization and related organizations			
(1) JEFFREY SMALL PRESIDENT	2 00	х		х			0	0	0
(2) LISA PIZZAGALLI VICE PRESIDE	2 00	х		х			0	0	0
(3) MATTHEW CARTER TREASURER	2 00	х		х			0	0	0
(4) LYNN BRENNAN SECRETARY	2 00	х		х			0	0	0
(5) EILEEN SIMOLLARDES PAST PRESIDE	2 00	х		х			0	0	0
(6) MICHELE AMBROSINO TRUSTEE	2 00	х					0	0	0
(7) ANDREW BARKER TRUSTEE	2 00	х					0	0	0
(8) ALLYSON BOLDUC TRUSTEE	2 00	х					0	0	0
(9) SARA BYERS TRUSTEE	2 00	х					0	0	0
(10) THOMAS DONOVAN TRUSTEE	2 00	х					0	0	0
(11) NIKKI FULLER TRUSTEE	2 00	х					0	0	0
(12) KATIE HALSEY TRUSTEE	2 00	х					0	0	0
(13) TIM HALVORSON TRUSTEE	2 00	х					0	0	0
(14) JEANNE KENNEDY TRUSTEE	2 00	х					0	0	0
(15) BARBARA LANDE TRUSTEE	2 00	х					0	0	0
(16) DAWN LEBARON TRUSTEE	2 00	х					0	0	0

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

(A) Name and Title		(B) Average hours per		tion (			II		( <b>D)</b> Reportable compensation from the	(E) Reportable compensation from related		(F) Estima amount o	ated fother
		week (describe hours for related organizations in Schedule O)	organization (W- 2/1099-MISC)  Institutional  Office  Office		;	from t organizati relati organiza	the ion and ed						
(17) A	MEE MARTI EE	2 00	х						0		0		0
(18) W TRUST	ILLIAM MASON EE	2 00	х						0		0		0
(19) K TRUST	Aren Paul Ee	2 00	х						0		0		0
(20) SI	HERRY PREHODA EE	2 00	х						0		0		0
	NULETTE THABAULT R AT LA	2 00	х		х				0		0		0
(22) TO	DM RUGG EE	2 00	х						0		0		0
(23) T	MARA STRAUSS EE	2 00	х						0		0		0
	ARBARA RACHELSON FIVE DI	40 00			х				100,802		0		2,309
1b	Sub-Total					•	<u> </u>	Þ					
c	Total from continuation sheets						•		100.000				
<u>d</u>								<b>▶</b> -	100,802	_			2,309
	Total number of individuals (incl \$100,000 in reportable compen	_				teu	above	) WIIC	received more tha	II.			
												Yes	No
	Did the organization list any <b>for</b>	·			-	ey e	mploy	ee, c	or highest compens	ated employee			
	on line 1a? <i>If "Yes," complete Sch</i>					•	•	•			3		No
	For any individual listed on line I organization and related organization and related organizations.										4		No
	Dıd any person listed on line 1a									r ındıvıdual for	•		
	services rendered to the organiz	ation? <i>If</i> "Yes," o	complet	e Sch	edul	e J fo	or suct	n per:	son	•	5		No
Se	ction B. Independent Con	tractors											
	Complete this table for your five \$100,000 of compensation from			ndep	ende	ent c	ontra	ctors	that received more	than			
	Nar	(A) ne and business add	dress						Descr	(B) option of services		(C Comper	
											4	•	

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 🕨

	•	2010)					Pa	age <b>9</b>
Part V	<b>//</b>	Statement of Reven	ue		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	
								512, 513, o
concributions, gills, grants and other similar amounts	1a	Federated campaigns	1a	123,295				
ביטר	b	Membership dues	. 1b					
<u>.</u> ₩	C	Fundraising events	. 1c	38,658				
투		Related organizations	. 1d					
를 등	е	Government grants (contributions)	<b>1e</b>	1,733,644				
2	f	All other contributions, gifts, grants similar amounts not included above	, and <b>1f</b> e	815,325				
Ö	g	Noncash contributions included in li	nes 1a-1f \$	212,448				
a a	h	Total. Add lines 1a-1f			2,710,922			
a e				Business Code				
Program Service Revenue	2a	STATE PROGRAM SRVC CONTRACT	rs		3.238.489	3,238,489		
Ę.	b	ADOPTION FEES & SERVICES			223,903		i	
2 9 9		CHILDCARE FEES			52,200	52,200		
ž.	d		<u></u>					
<u>@</u>	e •	All other program conuce re						
ာ် နို		All other program service re	venue					
			<u> </u>		3,514,592			
	3	Investment income (includir and other similar amounts)		-	26,716			26,7
	4	Income from investment of tax-ex		ŀ	,			,
	5	Royalties						
			(ı) Real	(II) Personal				
		Gross Rents	20,554					
	_	Less rental expenses						
	С	Rental income or (loss)	20,554					
	d	Net rental income or (loss)			20,554			20,5
	7a	Gross amount	(ı) Securities 593,180	(II) O ther				
	, u	from sales of assets other	,					
	<b>L</b>	than inventory Less cost or	594,502					
	D	other basis and sales expenses	334,302					
	c	Gain or (loss)	-1,322					
		Net gain or (loss)			-1,322			-1,3
:	8a	Gross income from fundraisi (not including	ng events					
		\$\$						
		of contributions reported on See Part IV, line 18						
			a	173,160				
		Less direct expenses .	_	34,384				
-		Net income or (loss) from ful			138,776			125,5
			ctivities See Part IV, line 19 . a					
		Net income or (loss) from ga						
ŀ		Gross sales of inventory, les						
		returns and allowances .	a					
	b	Less cost of goods sold .	. b					
		Net income or (loss) from sa					<u> </u>	
		Miscellaneous Revenue		Business Code				
	11a	MISCELLANEOUS INCOME	<u>:                                      </u>		9,890			9,8
	b							
	C							
		All other revenue						
	е	Total. Add lines 11a-11d			9,890			
	12	Total revenue. See Instructi	ons .	ŀ				
			-		6,420,128	I	I	181,4

# Part IX Statement of Functional Expenses

	Section $501(c)(3)$ and $501(c)(4)$ organizations must complete all columns.  All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).									
			(B)	(D).	(D)					
	ot include amounts reported on lines 6b, o, 9b, and 10b of Part VIII.	( <b>A</b> ) Total expenses	Program service expenses	Management and general expenses	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	105,848	105,848							
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	104,637		104,637						
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	3,544,289	3,056,272	264,032	223,985					
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	31,633	27,672	2,460	1,501					
9	Other employee benefits	527,891	461,785	41,049	25,057					
10	Payroll taxes	285,390	249,659	22,187	13,544					
а	Fees for services (non-employees) Management									
b	Legal	24,376	517	1,524	22,335					
c	Accounting	19,039	1,000	18,039						
d	Lobbying									
e	Professional fundraising services See Part IV, line 17				_					
f	Investment management fees	4,225			4,225					
g	Other									
12	Advertising and promotion	2,258			2,258					
13	Office expenses	20,820	6,201	1,285	13,334					
14	Information technology									
15	Royalties									
16	Occupancy	377,083	352,436	14,656	9,991					
17	Travel	102,849	100,686	1,395	768					
18	Payments of travel or entertainment expenses for any federal, state, or local public officials									
19	Conferences, conventions, and meetings	20,182	18,834	907	441					
20	Interest	211,644	211,644							
21	Payments to affiliates									
22	Depreciation, depletion, and amortization	234,305	195,097	30,082	9,126					
23	Insurance	38,599	32,329	4,841	1,429					
24	Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24f If line 24f amount exceeds 10% of line 25, column (A) amount, list line 24f expenses on Schedule O)									
a	FOOD	144,761	135,432	2,021	7,308					
b	PROFESSIONAL FEES	76,736	53,889	24	22,823					
c	ORGANIZATIONAL CONTRACTS	52,502	11,194	17,188	24,120					
d	FEES	40,707	26,405	8,155	6,147					
e	MEDICAID BILLING	33,824	33,824							
f	All other expenses	153,283	116,623	13,858	22,802					
25	Total functional expenses. Add lines 1 through 24f	6,156,881	5,197,347	548,340	411,194					
26	<b>Joint costs.</b> Check here ► □ If following									
	SOP 98-2 (ASC 958-720) Complete this line only if the organization reported in column (B) joint costs from a									
	combined educational campaign and fundraising solicitation									

Pa	irt X	Balance Sheet					
					(A) Beginning of year		(B) End of year
	1	Cash—non-interest-bearing			559,527	1	906,296
	2	Savings and temporary cash investments			71,100	2	71,263
	3	Pledges and grants receivable, net			281,158	3	108,592
	4	Accounts receivable, net			445,144	4	482,556
	5	Receivables from current and former officers, directors, trustees highest compensated employees Complete Part II of	, key e	mployees, and			
		Schedule L				5	
	6	Receivables from other disqualified persons (as defined under sepersons described in section $4958(c)(3)(B)$ , and contributing emsponsoring organizations of section $501(c)(9)$ voluntary employed organizations (see instructions)	rs, and				
ste		Schedule L				6	
Assets	7	Notes and loans receivable, net				7	
4	8	Inventories for sale or use			10,427	8	9,739
	9	Prepaid expenses and deferred charges			23,771	9	32,253
	10a	Land, buildings, and equipment cost or other basis <i>Complete Part VI of Schedule D</i>	10a	7,233,334			
	b	Less accumulated depreciation	10b	1,461,287	5,958,727	10c	5,772,047
	11	Investments—publicly traded securities			750,328	11	963,328
	12	Investments—other securities See Part IV, line 11				12	
	13	Investments—program-related See Part IV, line 11				13	
	14	Intangible assets			54,554	14	52,182
	15	Other assets See Part IV, line 11				15	
	16	Total assets. Add lines 1 through 15 (must equal line 34)			8,154,736	16	8,398,256
	17	Accounts payable and accrued expenses .			217,799	17	302,989
	18	Grants payable		18			
	19	Deferred revenue			114,515	19	24,814
_	20	Tax-exempt bond liabilities			3,982,628	20	3,896,588
<u> </u>	21	Escrow or custodial account liability Complete Part IV of Schedule	D.			21	
abilities	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified					
Lia		persons Complete Part II of Schedule L				22	
	23	Secured mortgages and notes payable to unrelated third parties				23	
	24	Unsecured notes and loans payable to unrelated third parties .				24	
	25	Other liabilities Complete Part X of Schedule D	•		33,262	25	
	26	Total liabilities. Add lines 17 through 25			4,348,204	26	4,224,391
Balances		Organizations that follow SFAS 117, check here ► ✓ and complethrough 29, and lines 33 and 34.	ete lin	es 27			
an	27	Unrestricted net assets			3,708,076	27	4,044,128
Ba	28	Temporarily restricted net assets			98,456	28	129,737
됟	29	Permanently restricted net assets				29	
or Fund		Organizations that do not follow SFAS 117, check here ► and lines 30 through 34.	d comp	lete			
	30	Capital stock or trust principal, or current funds				30	
Assets	31	Paid-in or capital surplus, or land, building or equipment fund .				31	
ΑS	32	Retained earnings, endowment, accumulated income, or other fur	nds			32	
Net	33	Total net assets or fund balances			3,806,532	33	4,173,865
2	34	Total liabilities and net assets/fund balances			8,154,736	34	8,398,256

Pal	Check if Schedule O contains a response to any question in this Part XI			- [		
1	Total revenue (must equal Part VIII, column (A), line 12)	1		6,4	120,12	
2	Total expenses (must equal Part IX, column (A), line 25)	2	6,156			
3	Revenue less expenses Subtract line 2 from line 1	3		2	263,24	
4	4 Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) 4					
5	Other changes in net assets or fund balances (explain in Schedule O)	5		1	.04,08	
6	Net assets or fund balances at end of year Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6		4,1	.73,86	
Par	T XII Financial Statements and Reporting  Check if Schedule O contains a response to any question in this Part XII			୮		
	Check if Schedule O contains a response to any question in this Part A11	• •	•	Yes	No	
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?		2a		Νo	
b	Were the organization's financial statements audited by an independent accountant?		2b	Yes		
C	If "Yes," to 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		2c	Yes		
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were is on a separate basis, consolidated basis, or both  Separate basis  One Consolidated basis  Both consolidated and separated basis	sued				
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?		3a	Yes		
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the reaudit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	equired	3b	Yes		

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As Filed Data -

DLN: 93493136040192

OMB No 1545-0047

Inspection

### **SCHEDULE A**

(Form 990 or 990EZ)

Name of the organization LUND FAMILY CENTER INC

Department of the Treasury Internal Revenue Service

## Complete if the organization is a section 501(c)(3) organization or a section

**Public Charity Status and Public Support** 

4947(a)(1) nonexempt charitable trust.

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

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)

03-0179434

**Employer identification number** 

1	Γ	A churc	h, conventi	on of churches, or as	ssociation of	churches de	scribed in <b>se</b>	ection 170(b	)(1)(A)(i).		
2		A scho	ol described	in <b>section 170(b)(1</b>	.)( <b>A)(ii).</b> (At	tach Schedu	le E)				
3		•		perative hospital sei	-						
4	Γ			n organization operat ty, and state	ed in conjun	ction with a l	hospital desc	ribed in <b>sec</b>	tion 170(b)(1	L)(A)(iii). E	nter the
5	Γ	An orga	An organization operated for the benefit of a college or university owned or operated by a governmental unit described in								
		sect ion	section 170(b)(1)(A)(iv). (Complete Part II )								
6	Γ	A feder	A federal, state, or local government or governmental unit described in <b>section 170(b)(1)(A)(v).</b>								
7	Γ	An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in									
_	_			A)(vi) (Complete P				,			
8	 			described in <b>section</b>						L L	
9	<u> </u>	_		at normally receives							-
				ities related to its ex	•	<del>-</del>			• •		
			_	oss investment inco				-		ax) from bu	sinesses
10	_			janization after June ganized and operated							
10 11	<u>'</u>			'	,	•	,		. , , ,	carry out t	ho nurnosos of
	'	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 <b>section 509(a)(3).</b> Check the box that describes the type of supporting organization and complete lines 11e through 11h  a									
e	Γ	By chec	king this b	ox, I certify that the on managers and oth	organızatıon						
f		If the o		received a written de	etermination	from the IRS	S that it is a T	Гуре I, Туре	e II or Type I	II supportin	ng organizatio <u>n,</u>
_			his box	2006 has the organi	72tion 2666n	tad any gift	or contribution	an fram any	of the		I
g			g persons?	2006, has the organı	zation accep	ited any gnt	or contribution	on from any	or the		
		(i) a pe	rson who di	rectly or indirectly c	ontrols, eithe	er alone or to	gether with p	persons des	crıbed ın (ıı)		Yes No
			•	governing body of th		_	tion?			11g	
				er of a person descril						11g(	
				led entity of a persoi						11g(	iii)
h		Provide	the followin	ng information about	the supporte	ed organızatı	on(s)				
(i) Name of supported organizatio		e of rted	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above or IRC section (see	(iv) Is the organizati col (i) list your gove docume	on in ced in rning	(v) Did you not organizati col (i) of suppor	on in your	(vi)  Is the organization in col (i) organized in the US?		(vii) A mount of support
				instructions))	Yes	No	Yes	No	Yes	No	
									<u> </u>		
<b>Fota</b>	I						I				

# 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 or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

S	ection A. Public Support		and to quanty t				
	endar year (or fiscal year beginning						
Care	in)	<b>(a)</b> 2006	<b>(b)</b> 2007	<b>(c)</b> 2008	<b>(d)</b> 2009	<b>(e)</b> 2010	<b>(f)</b> Total
1	Gifts, grants, contributions, and						
	membership fees received (Do not						
	ınclude any "unusual						
	grants ")						
2	Tax revenues levied for the						
	organization's benefit and either						
	paid to or expended on its						
_	behalf						
3	The value of services or facilities						
	furnished by a governmental unit to						
_	the organization without charge						
4	Total. Add lines 1 through 3						
5	The portion of total contributions						
	by each person (other than a						
	governmental unit or publicly						
	supported organization) included on line 1 that exceeds 2% of the						
	amount shown on line 11, column						
	(f)						
6	Public Support. Subtract line 5 from						
Ū	line 4						
S	ection B. Total Support		<u> </u>	<b>I</b> I.			
	endar year (or fiscal year beginning						
	ın) <b>&gt;</b>	<b>(a)</b> 2006	<b>(b)</b> 2007	<b>(c)</b> 2008	<b>(d)</b> 2009	<b>(e)</b> 2010	<b>(f)</b> Total
7	A mounts from line 4						
8	Gross income from interest,						
Ū	dividends, payments received on						
	securities loans, rents, royalties						
	and income from similar						
	sources						
9	Net income from unrelated						
	business activities, whether or						
	not the business is regularly						
	carried on						
10	Other income Do not include gain						
	or loss from the sale of capital						
	assets (Explain in Part IV )						
11	Total support (Add lines 7						
	through 10)						
12	Gross receipts from related activiti	es, etc (See inst	ructions )			12	
13	First Five Years If the Form 990 is t	for the organizati	on's first, second	, thırd, fourth, or	fifth tax year as a	501(c)(3) organı	
	check this box and <b>stop here</b>						<b>►</b>
	-tiC Ct-tiC D-l	L'a Carana at B					
<u> </u>	ection C. Computation of Pub Public Support Percentage for 2010			11 column (f))			
	· ·		•	II Column (1))		14	
15	Public Support Percentage for 2009	Schedule A, Pa	rt II, line 14			15	
16a	<b>33 1/3% support test—2010.</b> If the				line 14 is 33 1/3%	or more, check	
_	and <b>stop here.</b> The organization qua						<b>▶</b> □
b	<b>33 1/3% support test—2009.</b> If the				5a, and line 15 is 3	33 1/3% or more,	- <del>-</del>
	box and <b>stop here.</b> The organization				45.46		<b>►</b>
1/a	10%-facts-and-circumstances test-						
	is 10% or more, and if the organization made						rt a d
	in Part IV how the organization mee	ts the "racts and	circumstances"	test ine organiz	ration qualifies as	a publicly suppo	
L	organization	_2000 If+b	anization did not	chack a hay an l	no 12 165 166 -	r 17a and line	<b>►</b> □
D	<b>10%-facts-and-circumstances test-</b> 15 is 10% or more, and if the organ						
	Explain in Part IV how the organization						v
	supported organization	aon meets the 10	acts and circuilis	tances test file	z organizacion qual	mes as a publici	y ▶[¯
18	Private Foundation If the organizati	on did not check	a box on line 13	. 16a. 16b. 17a o	r 17b, check this	box and see	- 1
	instructions	on ala not check	a box on fine 15	, 100, 100, 1700	I by check tills	SON GING SCC	<b>▶</b> □

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 or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

<u>Se</u>	ction A. Public Support						
Cale	ndar year (or fiscal year beginning in) ►	<b>(a)</b> 2006	<b>(b)</b> 2007	<b>(c)</b> 2008	<b>(d)</b> 2009	<b>(e)</b> 2010	<b>(f)</b> Total
1	Gifts, grants, contributions, and membership fees received (Do not	6,137,674	5,838,606	6,319,090	5,857,810	2,710,922	26,864,102
2	include any "unusual grants") 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	658,625	316,193	351,356	311,979	3,534,609	5,172,762
3	Gross receipts from activities that are not an unrelated trade or					153,143	153,143
4	business under section 513 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	6,796,299	6,154,799	6,670,446	6,169,789	6,398,674	32,190,007
7a	Amounts included on lines 1, 2, and 3 received from disqualified persons	56,976	47,647	43,514	40,640	30,655	219,432
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	56,976	47,647	43,514	40,640	30,655	219,432
8	<b>Public Support</b> (Subtract line 7 c from line 6)				·		31,970,57
	ation D. Tatal Command						
_Se	ction B. Total Support						
	ndar year (or fiscal year beginning	(a) 2006	<b>(b)</b> 2007	(c) 2008	(d) 2009	<b>(e)</b> 2010	<b>(f)</b> Total
		(a) 2006 6,796,299	<b>(b)</b> 2007 6,154,799	<b>(c)</b> 2008	( <b>d</b> ) 2009 6,169,789	<b>(e)</b> 2010 6,398,674	<b>(f)</b> Total
Cale 9 10a	ndar year (or fiscal year beginning in)  A mounts from line 6  Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources					` ′	
Cale 9	ndar year (or fiscal year beginning in) A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar	6,796,299	6,154,799	6,670,446	6,169,789	6,398,674	32,190,007
Cale 9 10a	ndar year (or fiscal year beginning in)  A mounts from line 6  Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after	6,796,299	6,154,799	6,670,446	6,169,789	6,398,674	32,190,007
Cale 9 10a b c 11	In) A mounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on	6,796,299 43,258	6,154,799 53,733	29,938	6,169,789 27,073	6,398,674 47,270	32,190,007 201,272
Cale 9 10a b	ndar year (or fiscal year beginning in)  A mounts from line 6  Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources  Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975  Add lines 10a and 10b  Net income from unrelated business activities not included in line 10b, whether or not the	6,796,299 43,258	6,154,799 53,733	29,938	6,169,789 27,073	6,398,674 47,270 47,270	32,190,007 201,272 201,272
Cale 9 10a  b  c 11	In)  A mounts from line 6  Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)  Total support (Add lines 9, 10c, 11 and 12)	6,796,299 43,258 43,258 7,856 6,847,413	53,733 53,733 19,612 6,228,144	6,670,446 29,938 29,938 6,690 6,707,074	27,073 27,073 27,026 6,223,888	6,398,674 47,270 47,270 8,890 30,444 6,485,278	32,190,007 201,272 201,272 8,890 91,628 32,491,797
Cale 9 10a  b  c 11  12	In)  A mounts from line 6  Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV )  Total support (Add lines 9, 10c, 11 and 12 )  First Five Years If the Form 990 is check this box and stop here	6,796,299 43,258 43,258 7,856 6,847,413 for the organization	6,154,799 53,733 53,733 19,612 6,228,144 on's first, second,	6,670,446 29,938 29,938 6,690 6,707,074	27,073 27,073 27,026 6,223,888	6,398,674 47,270 47,270 8,890 30,444 6,485,278	32,190,007 201,272 201,272 8,890 91,628 32,491,797
Cale 9 10a  b  c 11  12	In)  A mounts from line 6  Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)  Total support (Add lines 9, 10c, 11 and 12)  First Five Years If the Form 990 is	6,796,299  43,258  43,258  7,856  6,847,413  for the organization	6,154,799 53,733 53,733 19,612 6,228,144 on's first, second,	6,670,446 29,938 29,938 6,690 6,707,074 third, fourth, or f	27,073 27,073 27,026 6,223,888	6,398,674 47,270 47,270 8,890 30,444 6,485,278 section501(c)(3	32,190,007 201,272 8,890 91,628 32,491,797 ) organization,
Cale 9 10a  b  c 11  12  13 14	In)  A mounts from line 6  Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV )  Total support (Add lines 9, 10c, 11 and 12 ) First Five Years If the Form 990 is check this box and stop here	6,796,299  43,258  43,258  7,856  6,847,413  for the organization	6,154,799  53,733  53,733  19,612  6,228,144  on's first, second,	6,670,446 29,938 29,938 6,690 6,707,074 third, fourth, or f	27,073 27,073 27,026 6,223,888	6,398,674 47,270 47,270 8,890 30,444 6,485,278	32,190,007 201,272 201,272 8,890 91,628 32,491,797 ) organization,
Cale 9 10a  b  c 11  12  13 14  Se 15 16	In)  A mounts from line 6  Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV )  Total support (Add lines 9, 10c, 11 and 12 )  First Five Years If the Form 990 is check this box and stop here  ction C. Computation of Pub Public Support Percentage from 20	6,796,299  43,258  43,258  7,856  6,847,413  for the organization  lic Support Performance of the Column (1)  0 (line 8 column (1)  0 9 Schedule A , Pa	6,154,799  53,733  53,733  19,612  6,228,144  on's first, second,  ercentage  of divided by line: art III, line 15	6,670,446  29,938  29,938  6,690  6,707,074  third, fourth, or f	27,073 27,073 27,026 6,223,888	6,398,674 47,270 47,270 8,890 30,444 6,485,278 section501(c)(3	32,190,007 201,272 8,890 91,628 32,491,797 ) organization,  98 400 %
Cale 9 10a  b  c 11  12  13 14  Se 15 16	In)  A mounts from line 6  Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources  Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975  Add lines 10a and 10b  Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)  Total support (Add lines 9, 10c, 11 and 12)  First Five Years If the Form 990 is check this box and stop here  ction C. Computation of Pub Public Support Percentage for 201	6,796,299  43,258  43,258  7,856  6,847,413  for the organization  lic Support Pe 0 (line 8 column (10) 09 Schedule A, Pa estment Inco	6,154,799  53,733  53,733  19,612  6,228,144  on's first, second,  ercentage  f) divided by line 1  art III, line 15  me Percentage	6,670,446  29,938  29,938  6,690  6,707,074  third, fourth, or f	6,169,789 27,073 27,073 27,026 6,223,888 Ifth tax year as a	6,398,674 47,270 47,270 8,890 30,444 6,485,278 section501(c)(3	32,190,007 201,272 8,890 91,628 32,491,797 ) organization,  98 400 %

19a 33 1/3% support tests—2010. 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

33 1/3% support tests—2009. 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

Private Foundation If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions

Part IV

**Supplemental Information.** Supplemental Information. Complete this part to provide the explanations required by Part II, line 10; Part II, line 17a or 17b; and Part III, line 12. Also complete this part for any additional information. (See instructions).

Schedule A (Form 990 or 990-EZ) 2010

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Open to Public

**SCHEDULE D** (Form 990)

Department of the Treasury

## **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.

Interna	al Revenue Service	► Attach to Fo	orm 990. ► See separate instructions.			Inspec	tion
	me of the organi			Emp	loyer identific	ation numb	er
LUI	NO FAMILY CENTER .	INC		03-0	179434		
Pa			dvised Funds or Other Similar F	unds	or Account	<b>s.</b> Comple	te if the
	organiz	zation answered "Yes" to Form 99	(a) Donor advised funds		<b>b)</b> Funds and	other accou	ınte
1	Total number a	at end of year	(a) Donor advised funds	<b></b>	b) i ulius aliu	other accou	11103
2		tributions to (during year)					
3		nts from (during year)					
4	Aggregate valu	ue at end of year					
5		zation inform all donors and donor advi organization's property, subject to the	sors in writing that the assets held in dor organization's exclusive legal control?	or advi	sed	┌ Yes	√ No
6	used only for c		donor advisors in writing that grant funds efit of the donor or donor advisor, or for a			☐ Yes	√ No
Pa	rt III Conse	rvation Easements. Complete	ıf the organization answered "Yes" t	o Forn	າ 990, Part 1	V, line 7.	
2	Protection Preservati Complete lines	n of natural habitat tion of open space	on or pleasure) Preservation of ar Preservation of a fied conservation contribution in the form	certifie	d historic stru	•	ea
		,,			Held at th	e End of the	Year
а	Total number o	of conservation easements		2a			
b	Total acreage	restricted by conservation easements		2b			
C	Number of con	servation easements on a certified his	toric structure included in (a)	2c			
d	Number of con	servation easements included in (c) ac	cquired after 8/17/06	2d			
3	Number of con	servation easements modified, transfe	rred, released, extinguished, or terminate	ed by th	e organızatıoı	n during	
	the taxable yea	ar ►					
4	Number of stat	tes where property subject to conserva	ation easement is located ►				
5		nization have a written policy regarding f the conservation easements it holds?	g the periodic monitoring, inspection, han	dlıng of	violations, ar	rid <b>┌ Yes</b>	√ No
6	Staff and volun	iteer hours devoted to monitoring, insp	pecting and enforcing conservation easen	nents d	uring the year	<b>-</b>	
7	A mount of exp	enses incurred in monitoring, inspecti	ng, and enforcing conservation easement	s during	the year 🟲 \$		
8		nservation easement reported on line 2 i) and 170(h)(4)(B)(ii)?	(d) above satisfy the requirements of sec	tion		┌ Yes	✓ No
9	balance sheet,		onservation easements in its revenue and the footnote to the organization's financia nents				
Pai			rns of Art, Historical Treasures, 'Yes" to Form 990, Part IV, line 8.	or Otl	ner Similar	Assets.	
1a	art, historical t	treasures, or other similar assets held	116, not to report in its revenue stateme for public exhibition, education or resear ancial statements that describes these i	ch ın fu			e,
b	historical treas		116, to report in its revenue statement a public exhibition, education, or research i s				
	(i) Revenues i	included in Form 990, Part VIII, line 1			<b>►</b> \$		
	(ii) Assets inc	luded in Form 990, Part X					
2	If the organiza	•	orical treasures, or other similar assets fo S 116 relating to these items	or finan			
а	Revenues incli	uded in Form 990. Part VIII. line 1			<b>▶</b> \$		

**b** Assets included in Form 990, Part X

Par	<b>311</b> Organizations Maintaining Co	llections of Art	t, His	tori	cal Ti	<u>reasu</u>	res, or C	the	r Similar <i>i</i>	Asset	<b>S</b> (co	<u>ntınued)</u>
3	Using the organization's accession and othe items (check all that apply)	r records, check an	y of th	he fol	owing	that ar	e a signific	ant u	se of its colle	ection		
а	Public exhibition		d	Γ	Loan	orexc	hange prog	rams				
b	Scholarly research		e	$\Gamma$	Othe	r						
c	Preservation for future generations											
4	Provide a description of the organization's co	ollections and expla	aın hov	w the	v furthe	er the o	organization	ı's ex	cempt purpos	e in		
	Part XIV						_			·		
5	During the year, did the organization solicition assets to be sold to raise funds rather than t								nılar	Гγ	'es	√ No
Par	Escrow and Custodial Arrang Part IV, line 9, or reported an an	ements. Compl	ete ıf	the	organ	ızatıoı			es" to Form			,
1a	Is the organization an agent, trustee, custod included on Form 990, Part X?						or other ass	ets i	not		'es	√ No
b	If "Yes," explain the arrangement in Part XI	/ and complete the	follov	ving t	able		-					
										Amour	nt	
С	Beginning balance							<b>1</b> c				
d	Additions during the year							1d				
e	Distributions during the year						L	1e				
f	Ending balance							1f				
2a	Did the organization include an amount on Fo	orm 990, Part X, lin	ne 21?	,						<b>┌</b>	'es	✓ No
b	If "Yes," explain the arrangement in Part XIV	•										
Pa	rt V Endowment Funds. Complete	f the organizatio	n ans	wer	ed "Ye							
		(a)Current Year	(b	<b>)</b> Prior	Year	<b>(c)</b> Tw	o Years Back	(d)	Three Years Bac	k (e)	our Ye	ears Back
1a	Beginning of year balance											
b	Contributions							_				
C	Investment earnings or 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 yea	r end balance held	as			•						
а	Board designated or quasi-endowment											
ь	Permanent endowment 🕨											
С	Term endowment ▶											
3a	Are there endowment funds not in the posse	ssion of the organiz	zation	that	are hel	d and a	dministere	d for	the			
	organization by										Yes	No
	(i) unrelated organizations								<u> </u>	Ba(i)		No
	(ii) related organizations								🔼	a(ii)		No
	If "Yes" to 3a(II), are the related organizatio							•		3b		No
4	Describe in Part XIV the intended uses of th					100 D	V   los -	10				
Pali	t VI Investments—Land, Building	s, and Equipme	ent. S									
	Description of investment				) Cost or is (inves		( <b>b)</b> Cost or o		(c) Accumula depreciation		<b>(d)</b> Bo	ok value
1a	Land						233	3,177				233,177
b I	Buildings						6,40	1,133	1,103	,339		5,297,794
c I	Leasehold improvements											
d I	Equipment						45:	1,988	217	,034		234,954
e (	Other						147	7,036	140	,914		6,122
	I. Add lines 1a-1e <i>(Column (d) should equal Fo</i>			), line	10(c).	)						5,772,047
	,	· · · · · · · · · · · · · · · · · · ·	. ,	•	. , ,				Schedule	e D (Fo		

Pari VIII Investments—Other Securities. See	Form 990, Part X, line 1.	
(a) Description of security or category	(b)Book value	(c) Method of valuation
(including name of security)	(5)200. Talab	Cost or end-of-year market value
(1)Financial derivatives		
(2)Closely-held equity interests		
Other		
Other		
Total. (Column (b) should equal Form 990, Part X, col (B) line 12)		
		12
Part VIII Investments—Program Related. See	Porm 990, Part X, line	
(a) Description of investment type	(b) Book value	<b>(c)</b> Method of valuation Cost or end-of-year market value
	-	Cost or end-or-year market value
Total. (Column (b) should equal Form 990, Part X, col (B) line 13)	•	
Part IX Other Assets. See Form 990, Part X, lir	ne 15.	
(a) Descrip	otion	(b) Book value
Total. (Column (b) should equal Form 990, Part X, col.(B) line 1	25.)	
Part X Other Liabilities. See Form 990, Part X	(, line 25.	
Part X Other Liabilities. See Form 990, Part X	(, line 25.	
1 Other Liabilities. See Form 990, Part X 1 (a) Description of Liability	(, line 25.	
1 Other Liabilities. See Form 990, Part X 1 (a) Description of Liability	(, line 25.	
1 Other Liabilities. See Form 990, Part X 1 (a) Description of Liability	(, line 25.	
1 Other Liabilities. See Form 990, Part X 1 (a) Description of Liability	(, line 25.	
1 Other Liabilities. See Form 990, Part X 1 (a) Description of Liability	(, line 25.	
1 Other Liabilities. See Form 990, Part X 1 (a) Description of Liability	(, line 25.	
1 Other Liabilities. See Form 990, Part X 1 (a) Description of Liability	(, line 25.	
1 Other Liabilities. See Form 990, Part X 1 (a) Description of Liability	(, line 25.	
1 Other Liabilities. See Form 990, Part X 1 (a) Description of Liability	(, line 25.	
1 Other Liabilities. See Form 990, Part X 1 (a) Description of Liability	(, line 25.	
1 Other Liabilities. See Form 990, Part X 1 (a) Description of Liability	(, line 25.	
1 Other Liabilities. See Form 990, Part X 1 (a) Description of Liability	(, line 25.	
1 Other Liabilities. See Form 990, Part X 1 (a) Description of Liability	(, line 25.	
1 Other Liabilities. See Form 990, Part X 1 (a) Description of Liability	(, line 25.	
1 Other Liabilities. See Form 990, Part X 1 (a) Description of Liability	(, line 25.	
1 Other Liabilities. See Form 990, Part X 1 (a) Description of Liability	(, line 25.	
Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability	(, line 25.	
Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability	(, line 25.	
Part X Other Liabilities. See Form 990, Part X  1 (a) Description of Liability	(, line 25.	

Par	t XI Reconciliation of Change in Net Assets from Form 990 to Financial Statemer	nts	
1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	6,420,128
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	6,156,881
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	263,247
4	Net unrealized gains (losses) on investments	4	-5,330
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net) Add lines 4 - 8	9	-5,330
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	257,917
Part	Reconciliation of Revenue per Audited Financial Statements With Revenue p	er Ret	<u> </u>
1	Total revenue, gains, and other support per audited financial statements	1	6,414,798
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
а	Net unrealized gains on investments		
b	Donated services and use of facilities		
c	Recoveries of prior year grants		
d	Other (Describe in Part XIV) 2d		
e	Add lines <b>2a</b> through <b>2d</b>	2e	-5,330
3	Subtract line <b>2e</b> from line <b>1</b>	3	6,420,128
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
а	Investment expenses not included on Form 990, Part VIII, line 7b . 4a		
b	Other (Describe in Part XIV) 4b		
c	Add lines <b>4a</b> and <b>4b</b>	4c	
5	Total Revenue Add lines <b>3</b> and <b>4c.</b> (This should equal Form 990, Part I, line 12)	5	6,420,128
	Reconciliation of Expenses per Audited Financial Statements With Expenses	per R	
1	Total expenses and losses per audited financial	1	6,156,881
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
_ а	Donated services and use of facilities		
ь	Prior year adjustments		
c	Other losses		
d	Other (Describe in Part XIV) 2d		
e	Add lines <b>2a</b> through <b>2d</b>	2e	
3	Subtract line <b>2e</b> from line <b>1</b>	3	6,156,881
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
а	Investment expenses not included on Form 990, Part VIII, line 7b 4a		
b	Other (Describe in Part XIV)		
c	Add lines <b>4a</b> and <b>4b</b>	4c	
5	Total expenses Add lines <b>3</b> and <b>4c.</b> (This should equal Form 990, Part I, line 18)	5	6,156,881
Par	t XIV Supplemental Information		
Com	plete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Pa	art IV , lır	nes 1b and 2b,

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 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

Identifier	Return Reference	Explanation
LIABILITY UNDER FIN 48 FOOTNOTE		THE CENTER ANNUALLY FILES AN IRS FORM 990, RETURN OF ORGANIZATION EXEMPT FROM INCOME TAX, TAX RETURN IN THE US FEDERAL JURISDICTION THE CENTER IS NO LONGER SUBJECT TO US FEDERAL INCOME TAX EXAMINATION BY TAX AUTHORITIES FOR THE YEARS PRIOR TO JUNE 30, 2008 IN THE NORMAL COURSE OF BUSINESS, THE CENTER IS SUBJECT TO EXAMINATION BY VARIOUS TAXING AUTHORITIES ALTHOUGH THE OUTCOME OF TAX AUDITS IS ALWAYS UNCERTAIN, THE MANAGEMENT OF THE CENTER BELIEVES THAT THERE ARE NO SIGNIFICANT UNRECOGNIZED TAX LIABILITIES AT JUNE 30, 2011

Department of the Treasury

Internal Revenue Service

DLN: 93493136040192

OMB No 1545-0047

**Supplemental Information Regarding SCHEDULE G** (Form 990 or 990-EZ) **Fundraising or Gaming Activities** 

> Complete if the organization answered "Yes" to Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a. Attach to Form 990 or Form 990-EZ. See separate instructions.

Name of the organization **Employer identification number** LUND FAMILY CENTER INC 03-0179434 Fundraising Activities. Complete if the organization answered "Yes" to Form 990, Part IV, line 17. Indicate whether the organization raised funds through any of the following activities. Check all that apply Mail solicitations e Solicitation of non-government grants Solicitation of government grants Internet and e-mail solicitations Phone solicitations Special fundraising events In-person solicitations Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization Form 990-EZ filers are not required to complete this table (i) Name and address of (ii) Activity (iii) Did (iv) Gross receipts (v) A mount paid to (vi) A mount paid to ındıvıdual fundraiser have from activity (or retained by) (or retained by) or entity (fundraiser) custody or fundraiser listed in organization control of col (i) contributions? Yes List all states in which the organization is registered or licensed to solicit funds or has been notified it is exempt from registration or licensing

Pai	rt II	Fundraising Events. Com more than \$15,000 on Form				
			(a) Event #1  BIKE-A-THON (event type)	(b) Event #2  MAD HATTER TEA (event type)	(c) Other Events  3 (total number)	(d) Total Events (Add col (a) through col (c))
Ж	1	Gross receipts	72,919	40,190	98,709	211,818
Reveilue	2	Less Charitable contributions			38,658	38,658
<u> </u>	3	Gross income (line 1 minus line 2)	72,919	40,190	60,051	173,160
	4	Cash prizes				
မှ	5	Non-cash prizes				
Expenses	6	Rent/facility costs	600			600
	7	Food and beverages	106		6,306	6,412
Direct	8	Entertainment				
Δ	9	Other direct expenses .	9,137	4,043	14,192	27,372
	10	Direct expense summary Add line	es 4 through 9 ın column	(d)	🛌	34,384
	11	Net income summary Combine lin	nes 3 and 10 in column (d	d)		138,776
Par	t III	Gaming. Complete if the or \$15,000 on Form 990-EZ, lin		'Yes" to Form 990, Pa	rt IV, line 19, or repo	rted more than
Revenue			(a) Bingo	( <b>b)</b> Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (Add col (a) through col (c))
		Gross revenue				
Ses	2	Cash prizes				
Expenses	3	Non-cash prizes				
ш g	4	Rent/facility costs				
Direct	5	Other direct expenses				
	6	Volunteer labor	Г Yes	Г Yes <u>%</u> Г No	Г Yes <u>%</u> Г No	
		Direct expense summary Add lines  Net gaming income summary Com				
9 a b	Ent Is t	er the state(s) in which the organiza he organization licensed to operate No," Explain	tion operates gaming act gaming activities in each	ivities		
10a b		re any of the organization's gaming l Yes," Explain	icenses revoked, suspen	ded or terminated during	the tax year?	· · 「Yes 「No

11	Does the organization operate ga	aming activities with nonmembers? .		$\Gamma_{ m Yes}$ $\Gamma_{ m No}$
12	Is the organization a grantor, be	neficiary or trustee of a trust or a mem	ber of a partnership or other entity	
	formed to administer charitable of	gaming?		. Г <sub>Yes</sub> Г <sub>No</sub>
13	Indicate the percentage of gamin	ng activity operated in		
а	The organization's facility		13a	
b	An outside facility		13b	
14	Provide the name and address of records	f the person who prepares the organiza	tion's gaming/special events books and	
	Name 🟲			
	Address 🟲			
15a	Does the organization have a co	ntract with a third party from whom the	organization receives gaming	
	<del>-</del>	· ·		. $\Gamma_{Yes}$ $\Gamma_{No}$
b			tion 🟲 \$ and the	, , , , , , , , , , , , , , , , , , , ,
	amount of gaming revenue retain	ned by the third party 🟲 \$		
c	If "Yes," enter name and address	s		
	Name 🟲			
	Address ►			
16	Gaming manager information			
	Name 🟲			
	Gaming manager compensation I	<b>&gt;</b> \$		
	Description of services provided	<b></b>		
	Director/officer	□ Employee	Independent contractor	
17	Mandatory distributions			
а		er state law to make charitable distribu		
				Tyes No
b		required under state law distributed t	o other exempt organizations or spent	
D		activities during the tax year \$	reconnect to question on Cohedule C./	
Pa	t IV Complete this part to proceed instructions.)	provide additional information for	responses to question on Schedule G (	see 
	Identifier	ReturnReference	Explanation	

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Schedule I

(Form 990)

Department of the Treasury

Internal Revenue Service

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

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

OMB No 1545-0047

DLN: 93493136040192

**Inspection** 

Name of the organization Employer identification number LUND FAMILY CENTER INC 03-0179434 Part I General Information on Grants and Assistance Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States 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. Part II can be 1 (a) Name and address of **(b)** EIN (c) IRC Code (d) Amount of cash (f) Method of (a) Description of (h) Purpose of grant (e) A mount of nonorganization section grant valuation non-cash assistance or assistance cash or government ıf applicable (book, FMV, assistance appraisal, other)

	recipients	(c)A mount of cash grant	(d)A mount of non-cash assistance	(e)Method of valuation (book, FMV, appraisal, other)	(f)Description of non-cash assistance
See Addıtıonal Data Table					

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

Identifier Return Reference Explanation

Schedule I (Form 990) 2010

Software ID: Software Version:

**EIN:** 03-0179434

Name: LUND FAMILY CENTER INC

### Form 990, Schedule I, Part III, Grants and Other Assistance to Individuals in the United States

(a)Type of grant or assistance	<b>(b)</b> Number of recipients	<b>(c)</b> A mount of cash grant	(d)A mount of non-cash assistance	(e)Method of valuation (book, FMV, appraisal, other)	(f)Description of non-cash assistance
RESPITE	30	21,547			
RESIDENTIAL TREATMENT	156	33,533	2,146		CLOTHING
RESIDENTIAL TREATMENT		2,503			
JOB TRAINING	29	134			
JOB TRAINING		867			
JOB TRAINING		2,838			
FAMILY ASSISTANCE	127	12,019			
FAMILY ASSISTANCE		5,048			
FAMILY ASSISTANCE		25,213			

Schedule K

**Supplemental Information on Tax Exempt Bonds** 

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 24a. Provide descriptions, explanations, and any additional information in Schedule O (Form 990). ► Attach to Form 990. ► See separate instructions.

OMB No 1545-0047

DLN: 93493136040192

Open to Public **Inspection** 

Department of the Treasury Internal Revenue Service Name of the organization

LUND FAMILY CENTER INC

(Form 990)

03-0179434

Employer identification number

	To Dond Tooms													
Pa	(a) Issuer Name	(b) Issuer EIN	(c) CUSIP #	(d) Date Issued	(e) Issue Pri	ce (	<b>f)</b> Description	of Purpose	( <b>g</b> ) De	feased	Beh	On alf of suer		Pool ncing
									Yes	No	Yes	No '	Yes	No
A	VT ECONOMIC DEVELOMPENT AUTHORITY	03-6024497		04-01-2007	3,200,0	000 CON	NSTRUCTION LDING	OF		Х		X		Х
В	VT ECONOMIC DEVELOPMENT AUTHORITY	03-6024497		04-01-2007	934,0	1781	NSTRUCTION LDING	OF		Х		×		х
_														
-														
Pa	rt II Proceeds												•	
					А			В		С			D	
1	A mount of bonds retired													
2	Amount of bonds legally defea	sed												
3	Total proceeds of issue					3,200,00	00	934,028						
4	Gross proceeds in reserve fun	ds												
5	Capitalized interest from proce	eeds												
6	Proceeds in refunding escrow													
7	Issuance costs from proceeds	3												
8	Credit enhancement from proc	eeds												
9	Working capital expenditures f	from proceeds												
10	Capital expenditures from prod	ceeds												
11	Other spent proceeds													
12	Other unspent proceeds													
13	Year of substantial completion	1			200	) 9	2.0	009						
					Yes	No	Yes	No	Yes		No	Yes	1	No
14	Were the bonds issued as part	of a current refundi	ing issue?			Х		Х						
15	Were the bonds issued as part	of an advance refu	nding issue?			Х		х						
16	Has the final allocation of proc	eeds been made?			×			Х						
17	Does the organization maintal allocation of proceeds?	n adequate books a	nd records to sup	port the final	×		×							
Pai	TTTT Private Business U	lse												
					A			В		С			D	
					Yes	No	Yes	No	Yes		No	Yes	$\bot$	No

property financed by tax-exempt bonds?

financed property?

Was the organization a partner in a partnership, or a member of an LLC, which owned

Are there any lease arrangements that may result in private business use of bond-

Χ

Χ

Χ

Part III Private Business Use (Continued)

		-	4	ı	В		С	I	<u> </u>
		Yes	No	Yes	No	Yes	No	Yes	No
3a	Are there any management or service contracts that may result in private business use?		х		×				
b	Are there any research agreements that may result in private business use of bond-financed property?		Х		×				
С	Does the organization routinely engage bond counsel or other outside counsel to review any management or service contracts or research agreements relating to the financed property?		Х		x				
4	Enter the percentage of financed property used in a private business use by entities other than a section 501(c)(3) organization or a state or local government								
5	Enter the percentage of financed property used in a private business use as a result of unrelated trade or business activity carried on by your organization, another section 501(c)(3) organization, or a state or local government								
6	Total of lines 4 and 5						·		_
7	Has the organization adopted management practices and procedures to ensure the post-issuance compliance of its tax-exempt bond liabilities?		Х		Х				

|--|

		Α		В		С		D	
		Yes	No	Yes	No	Yes	No	Yes	No
1	Has a Form 8038-T, Arbitrage Rebate, Yield Reduction and								
	Penalty in Lieu of Arbitrage Rebate, been filed with respect to the bond issue?								
	Dolla Issue		×		×				
2	Is the bond issue a variable rate issue?	Х			X				
	Has the organization or the governmental issuer entered								
	into a hedge with respect to the bond issue?								
		X			X				
		TD DA NIK NA							
b	Name of provider	TD BANK NA							
	Term of hedge		25 8						
	Was the hedge superintegrated?		<u></u>		1				
u	was the heage supermitegrated		×						
е	Was a hedge terminated?								
			X						
	Were gross proceeds invested in a GIC?		X		X				
<del>4a</del>			<u> </u>		<u> </u>				
b	Name of provider								
С	Term of GIC								
	Was the regulatory safe harbor for establishing the fair market								
-	value of the GIC satisfied?								
5	Were any gross proceeds invested beyond an available temporary								
	period?		X		X				
6	Did the bond issue qualify for an exception to rebate?								
			X		X				

### Part V Supplemental Information

Complete this part to provide additional information for responses to questions on Schedule K (see instructions)

Identifier	Return Reference	Explanation

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DLN: 93493136040192

OMB No 1545-0047

Open to Public Inspection

#### **SCHEDULE M NonCash Contributions** (Form 990)

Department of the Treasury Internal Revenue Service

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

Name of the organization LUND FAMILY CENTER INC

**Employer identification number** 03-0179434

Pā	rt I Types of Property							
		(a) Check if applicable	<b>(b)</b> Number of Contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining o amounts		contribut	ion
1	Art—Works of art							
2	Art—Historical treasures							
3	Art—Fractional interests							
4	Books and publications							
5	Clothing and household							
goo								
6	Cars and other vehicles .							
7	Boats and planes							
8	Intellectual property							
9	Securities—Publicly traded	X	1	198,720				
	Securities—Closely held stock							
11	Securities—Partnership, LLC, or trust interests .							
12	Securities—Miscellaneous							
	Qualified conservation contribution—Historic structures							
14	Qualified conservation contribution—Other							
15	Real estate—Residential .							
16	Real estate—Commercial							
17	Real estate—O ther							
18	Collectibles							
19	Food inventory							
20	Drugs and medical supplies							
21	Taxıdermy							
22	Historical artifacts							
23	Scientific specimens							
24	Archeological artifacts .							
25	Other►( <u>SERVERS</u> )	Х	2	13,728				
26	O ther ▶()							
27	Other ▶()							
28	O ther ▶ ()							
29	Number of Forms 8283 received by for which the organization complete				29			
	Dominia kha wasa dadal		a har a a mhortacha a c	uko uzuzuko don Bortoni	1 20 46-4-4		Yes	No
30a	During the year, did the organization							
	must hold for at least three years f			on, and which is not require	d to be used			
	for exempt purposes for the entire					30a		No
Ŀ	If "Yes," describe the arrangement							
31	Does the organization have a gift a	cceptano	ce policy that requires the r	eview of any non-standard	contributions?	31	Yes	
32a	Does the organization hire or use t contributions?	hırd partı • • •	es or related organizations	to solicit, process, or sell i	non-cash	32a	Yes	
33 	If "Yes," describe in Part II If the organization did not report re describe in Part II	venues i	n column (c) for a type of p	roperty for which column (a	) is checked,			

#### Part II

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

Identifier	Return Reference	Explanation
THIRD PARTY USED TO PROCESS	SCHEDULE M, PAGE 1, PART I,	THE CENTER USES A LOCAL BANK TO IMMEDIATELY
NONCASH CONTRIBUTIONS	LINE 32B	LIQUIDATE ALL NON-CASH SECURITY CONTRIBUTIONS

Schedule M (Form 990) 2010

#### OMB No 1545-0047

2010

Open to Public Inspection

### **SCHEDULE 0**

(Form 990 or 990-EZ)

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

▶ Attach to Form 990 or 990-EZ.

Supplemental Information to Form 990 or 990-EZ

Name of the organization LUND FAMILY CENTER INC

**Employer identification number** 

03-0179434

		·
ldentifier	Return Reference	Explanation
ORGANIZATIONS MISSION	FORM 990 - ORGANIZATION'S MISSION	LUND FAMILY CENTER IS A STATEWIDE ORGANIZATION THAT OPERATES IN ALL OF VERNONTS 14 COLINTES THE MISSION IS TO HELP CHILDREN THRIVE BY SERVING FAMILES WITH CHILDREN, PREGNANT OR PARENTING TEENS AND YOUNG ADULTS, AND ADOPTIVE FAMILES LUND FOCUSES ON THREE GOALS, REDUCING CHILD ABUSE AND NEGLECT, STRENGTHENING FAMILES, AND HELPING TO CREATE NEW FAMILES THROUGH ADOPTION FROM ITS INCEPTION BACK IN 1898 AS "THE HOME FOR FREINDLESS WOMEN," LUND FAMILY CENTER HAS WORKED FOR THE PAST 122 YEARS TO IMPROVE THE LIVES OF WOMEN AND CHILDREN LUND FAMILY CENTER HAS EVOLVED OVER THE YEARS TO MEET THE CHANGING NEEDS OF SOCIETY, ALL THE WHILE, STAYING TRUE TO OUR MISSION OF HELPING CHILDREN THRIVE LUND IS A COMPREHENSIVE PARENTICHILD RESOURCE AND IS A DESIGNATED PARENT CHILD CENTER FOR FAMILES IN CHITTENDEN COUNTY LUND IS ALSO VERMONT'S OLDEST AND LARGEST RRIVATE NON-PROFIT ADOPTION AGENCY AND HAS COMPREHENSIVE PARENTICHILD RESOURCE AND IS A DESIGNATED PARENT CHILD CENTER FOR FAMILES IN CHITTENDEN COUNTY LUND IS ALSO VERMONT'S OLDEST AND LARGEST RRIVATE NON-PROFIT ADOPTION AGENCY AND HAS COMPREHENSIVE LIFETING A CHILDREN CHILD AND HAS RECEIVED AN AWARD IN EXCELLENT FOR THE US DEPARTMENT OF HEALTH AND HUMAN SERVICES, A MARCH OF DIMES LIFETING COUNTY AND HAS CHILD AND AND ADD SOME THAN 8,700 ADOPTION AWARD AND HAS RECEIVED AN AWARD IN EXCELLENT FOR THE US DEPARTMENT OF HEALTH AND HUMAN SERVICES, AMBRICH OF DIMES LIFETING ACHIEVEMENT AWARD, AND 2009 SAMHSA AWARD LUND'S ADOPTION SERVICES INCLIDE COMPREHENSIVE LIFELONS SERVICES TO SUPPORT SERVICES, SEARCH AND ADDOPTION SERVICES INCLIDE COUNSELING, POST-ADOPTION SUPPORT SERVICES, SEARCH AND RELINFOND SERVICES, HAD ADDOPTION SERVICES INCLIDE COUNSELING, POST-ADOPTION SUPPORT SERVICES, SEARCH AND ADDOPTION SERVICES, HOME STUDIES AND REP-LACEMENT SERVICES LUND WORKS IN PARTITISES FOR LUND. SERVICES, HOME STUDIES AND PREP-LACEMENT SERVICES LUND WORKS IN PARTITISES FOR ADDOPTION SERVICES, HOME STAY OF SERVICES LUND WORKS IN PARTITISES FOR ADDOPTION SERVICES, HOME SERVICES LUND WORKS IN PART

ldentifier	Return Reference	Explanation
ANY SIGNIFICANT NEW PROGRAM SERVICES NOT LISTED ON A PRIOR RETURN	FORM 990, PAGE 2, PART III, LINE 2	LUND'S KIDS-A-PART PROGRAM AIMS TO KEEP FAMILIES CONNECTED WHEN A PARENT IS INCARCERATED BY OFFERING A VARIETY OF SERVICES, INCLUDING EDUCATION AND ADVOCACY, AS WELL AS DIRECT SERVICES, SUCH AS PARENTING EDUCATION, COMMUNICATION SKILLS, FINANCIAL ASSISTANCE, AND REFERRALS TO OTHER COMMUNITY RESOURCES TO CHILDREN AND FAMILIES AFFECTED BY A PARENT'S INCARCERATION, WE WORK TO LESSEN THE NEGATIVE EFFECTS OF SEPARATION DURING THIS CHALLENGING TIME IN A FAMILY'S LIFE

ldentifier	Return Reference	Explanation
ORGANIZATION'S PROCESS USED TO REVIEW FORM 990	FORM 990, PAGE 6, PART VI, LINE 11B	IT IS THE POLICY OF THE LUND FAMILY CENTER TO PRESENT THE FORM 990 TO ITS BOARD OF DIRECTORS EACH MEMBER OF THE BOARD OF DIRECTORS WILL RECEIVE A COPY OF THE FORM 990, INCLUDING SIGNIFICANT SCHEDULES PRIOR TO THE SUBMISSION OF THE FORM 990 TO THE INTERNAL REVENUE SERVICE. LUND WILL NOT FILE THE FORM 990 UNTIL ALL MEMBERS OF THE BOARD HAVE HAD THE OPPORTUNITY TO REVIEW THE COMPLETED FORM 990

ldentifier	Return Reference	Explanation
ENFORCEMENT OF CONFLICTS POLICY	FORM 990, PAGE 6, PART VI, LINE 12C	THE LUND FAMILY CENTER REGULARLY AND CONSISTENTLY MONITORS AND ENFORCES COMPLIANCE WITH THE CONFLICT OF INTEREST STATEMENT AND CODE OF ETHICS THIS IS DONE THROUGH DIRECT BOARD COMMUNICATION AT BOARD MEETINGS AND IN ESTABLISHED COMMITTEE MEETINGS THE BOARD ROUTINELY AND AS NEEDED, REVIEWS ITS ESTABLICHED POLICIES TO DETERMINED THEIR RELEVANCY AND CURRENCY

ldentifier	Return Reference	Explanation
COMPENSATION PROCESS FOR TOP OFFICIAL	FORM 990, PAGE 6, PART VI, LINE 15A	LUND'S HR CONSULTANT DOES ANALYSIS ANNUALLY FOR MARKET COMPARISON SALARIES OF ALL EMPLOYEES AND THE EXECUTIVE DIRECTOR AND KEY EMPLOYEES ARE DETERMINED TAKING INTO CONSIDERATION MARKET DATA, INCLUDING LOCAL NONPROFIT SALARY DATA, LONGEVITY WITH AGENCY, EDUCATION, AND YEARS OF EXPERIENCE. THE EXECUTIVE DIRECTOR APPROVES THE SALARY AND SALARY ADJUSTMENTS OF KEY EMPLOYEES AND OTHER EMPLOYEES TAKING INTO CONSIDERATION HR CONSULTANT AND HR RECOMMENDATION AND THE BOARD OF TRUSTEES EXECUTIVE COMMITTEE APPROVES THE SALARY AND SALARY ADJUSTMENTS OF THE EXECUTIVE DIRECTOR TAKING INTO CONSIDERATION HR CONSULTANT RECOMMENDATION

ldentifier	Return Reference	Explanation
COMPENSATION PROCESS FOR OFFICERS	FORM 990, PAGE 6, PART VI, LINE 15B	LUND'S HR CONSULTANT DOES ANALYSIS ANNUALLY FOR MARKET COMPARISON SALARIES OF ALL EMPLOYEES AND THE EXECUTIVE DIRECTOR AND KEY EMPLOYEES ARE DETERMINED TAKING INTO CONSIDERATION MARKET DATA, INCLUDING LOCAL NONPROFIT SALARY DATA, LONGEVITY WITH AGENCY, EDUCATION, AND YEARS OF EXPERIENCE THE EXECUTIVE DIRECTOR APPROVES THE SALARY AND SALARY ADJUSTMENTS OF KEY EMPLOYEES AND OTHER EMPLOYEES TAKING INTO CONSIDERATION HR CONSULTANT AND HR RECOMMENDATION AND THE BOARD OF TRUSTEES EXECUTIVE COMMITTEE APPROVES THE SALARY AND SALARY ADJUSTMENTS OF THE EXECUTIVE DIRECTOR TAKING INTO CONSIDERATION HR CONSULTANT RECOMMENDATION

ldentifier	Return Reference	Explanation
GOVERNING DOCUMENTS DISCLOSURE EXPLANATION	· · · · · · · · · · · · · · · · · · ·	THE LUND FAMILY CENTER MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS AVAILABLE UPON REQUEST FINANCIAL STATEMENTS CONSIST OF AUDITED FINANCIALS AND FORM 990