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Form 990 Return of Organization Exempt From Income Tax

OMB No 1545-0047

2010

Open to Public Inspection

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

Department of the Treasury
Internal Revenue Service

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

A For the 2010 calendar year, or tax year beginning 07-01-2010 and ending 06-30-2011

B Check if applicable
☐ Address change
☐ Name change
☐ Initial return
☐ Terminated
☐ Amended return
☐ Application pending

C Name of organization
Interfaith Community Services Inc

Doing Business As

Number and street (or P O box if mail is not delivered to street address)
2820 W Ina Road

Room/suite

City or town, state or country, and ZIP + 4
Tucson, AZ 85741

D Employer identification number
86-0520997

E Telephone number
(520) 297-2738

G Gross receipts $ 3,135,987

F Name and address of principal officer
Edmund Jenkins
2820 W Ina Rd
Tucson, AZ 85741

H(a) Is this a group return for affiliates? ☐ Yes ☑ No

H(b) Are all affiliates included? ☐ Yes ☑ No
If "No," attach a list (see instructions)

H(c) Group exemption number ▶

I Tax-exempt status ☑ 501(c)(3) ☐ 501(c) ( ) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ www icstucson org

K Form of organization ☑ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation 1985

M State of legal domicile AZ

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
To help Pima County seniors, disabled individuals and people in financial crisis achieve stable and independent lives through programs and services supported by staff, volunteers, faith communities and the community-at-large

2 Check this box ▶☐ if the organization discontinued its operations or disposed of more than 25% of its net assets

3	Number of voting members of the governing body (Part VI, line 1a)	3	15
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	15
5	Total number of individuals employed in calendar year 2010 (Part V, line 2a)	5	21
6	Total number of volunteers (estimate if necessary)	6	617
7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b	Net unrelated business taxable income from Form 990-T, line 34	7b	

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	2,985,239	2,953,016
	9	Program service revenue (Part VIII, line 2g)	84,478	96,844
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	24,296	44,393
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	70,746	11,003
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	3,164,759	3,105,256
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)		1,373,328
	14	Benefits paid to or for members (Part IX, column (A), line 4)		0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	580,834	676,027
	16a	Professional fundraising fees (Part IX, column (A), line 11e)		0
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶200,576		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f)	1,814,969	489,752
	18	Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	2,395,803	2,539,107
	19	Revenue less expenses Subtract line 18 from line 12	768,956	566,149
			Beginning of Current Year	**End of Year**
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	2,144,796	3,109,156
	21	Total liabilities (Part X, line 26)	91,628	75,766
	22	Net assets or fund balances Subtract line 21 from line 20	2,053,168	3,033,390

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

****** 2011-12-14
Signature of officer Date

Edmund Jenkins President
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check if self-employed ▶ ☐	PTIN
Mike DeVries	Mike DeVries			

Firm's name ▶ DeVries CPAs of Arizona PC — Firm's EIN ▶

Firm's address ▶ 4349 East Fifth Street, Tucson, AZ 857112025 — Phone no ▶ (520) 298-6200

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

Part III **Statement of Program Service Accomplishments**

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

1 Briefly describe the organization's mission

To help Pima County seniors, disabled individuals and people in financial crisis achieve stable and independent lives through programs and services supported by staff, volunteers, faith communities and the community-at-large

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? . . . . ☐ **Yes** ☑ **No**

If "Yes," describe these new services on Schedule O

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? . . . . ☐ **Yes** ☑ **No**

If "Yes," describe these changes on Schedule O

4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a (Code) (Expenses $ 2,097,132 including grants of $ 1,373,328) (Revenue $ 96,844)

Since 1985, Interfaith Community Services (ICS) has pursued a single mission to help Pima County seniors, disabled individuals, and families in financial crisis achieve stable and independent lives ICS accomplishes this mission by bringing together the caring power of more than 600 volunteers, over 60 faith communities, and numerous community and business partners ICS helps clients with basic needs such as emergency financial assistance, the ICS Food Bank, Mobile Meals, health advocacy, transportation, and caregiving During FY 2011, 617 ICS volunteers gave 41,406 hours to provide nearly 21,000 clients with over 49,000 services See statement attached for detail

4b (Code) (Expenses $ including grants of $) (Revenue $)

4c (Code) (Expenses $ including grants of $) (Revenue $)

4d Other program services (Describe in Schedule O)

(Expenses $ including grants of $) (Revenue $)

4e **Total program service expenses** ▶$ 2,097,132

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *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	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? *If "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? *If "Yes," complete Schedule D, Part V*	10	Yes	
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			
a	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		No
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? *If "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? **Note.** Some Form 990 filers that operate one or more hospitals must attach audited financial statements (see instructions)	20b		

Part IV Checklist of Required Schedules *(continued)*

21	Did the organization report more than $5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	21		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		No
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	**Section 501(c)(3) and 501(c)(4) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	25a		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, or 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 IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28a		No
b	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
a	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* ☐ **Yes** ☑ **No**			
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	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 filers are required to complete Schedule O	38	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

					Yes	No
1a	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable	1a	79			
b	Enter the number of Forms W-2G included in line 1a *Enter -0-* if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	Yes	
2a	Enter the number of employees reported on Form W-3, *Transmittal of Wage and Tax Statements* filed for the calendar year ending with or within the year covered by this return	2a	21			
b	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)					
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?			3a		No
b	If "Yes," has it filed a Form 990-T for this year? *If "No," provide an explanation in Schedule O*			3b		No
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			4a		No
b	If "Yes," enter the name of the foreign country ▶ See instructions for filing requirements for Form TD F 90-22 1, Report of Foreign Bank and Financial Accounts					
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b		No
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?			5c		No
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible?			6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			6b		No
7	**Organizations that may receive deductible contributions under section 170(c).**					
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?			7a	Yes	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b	Yes	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c		No
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d	0			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		No
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?			7g		No
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?			7h		No
8	**Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.** Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?			8		No
9	**Sponsoring organizations maintaining donor advised funds.**					
a	Did the organization make any taxable distributions under section 4966?			9a		No
b	Did the organization make a distribution to a donor, donor advisor, or related person?			9b		No
10	**Section 501(c)(7) organizations.** Enter					
a	Initiation fees and capital contributions included on Part VIII, line 12	10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11	**Section 501(c)(12) organizations.** Enter					
a	Gross income from members or shareholders	11a				
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	11b				
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?			12a		No
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b				
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**					
a	Is the organization licensed to issue qualified health plans in more than one state? **Note.** See the instructions for additional information the organization must report on Schedule O			13a		No
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b				
c	Enter the amount of reserves on hand	13c				
14a	Did the organization receive any payments for indoor tanning services during the tax year?			14a		No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O*			14b		No

Part VI **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 . . . . ☑

Section 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	1a 15			
b	Enter the number of voting members included in line 1a, above, who are independent	1b 15			
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	Yes	
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				
a	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

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

			Yes	No
10a	Does the organization have local chapters, branches, or affiliates?	10a		No
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	10b		No
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	Yes	
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	
b	Other officers or key employees of the organization	15b		No
	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		No

Section C. Disclosure

17 List the States with which a copy of this Form 990 is required to be filed ▶AZ

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 ▶

The corporation
2820 W Ina Road
Tucson, AZ 85741
(520) 297-2738

Part VII Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

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

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) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) Vicky Johnson Member	5 00	X						0	0	0
(2) Steve Pollyea Vice President	5 00	X		X				0	0	0
(3) Scott Summerford Treasurer	5 00	X		X				0	0	0
(4) Mike Mumford Member	5 00	X						0	0	0
(5) Mary Ann Brody Member	5 00	X						0	0	0
(6) Macneil Fiske Member	5 00	X						0	0	0
(7) Kristin Behrens Member	5 00	X						0	0	0
(8) Kevin Koch Vice President	5 00	X		X				0	0	0
(9) Ken Blanchard Member	5 00	X						0	0	0
(10) Kathy Goff Member	5 00	X						0	0	0
(11) Janet Grace Member	5 00	X						0	0	0
(12) Edmund Jenkins President	5 00	X		X				0	0	0
(13) Doug Haynes Member	5 00	X						0	0	0
(14) Bonnie Kampa Executive Direc	40 00			X				74,961	0	0
(15) Betsy Sandlin Secretary	5 00	X		X				0	0	0
(16) Art McDonald Member	5 00	X						0	0	0

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

(A) Name and Title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position (check all that apply): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations

1b	**Sub-Total** . . . . ▶			
c	**Total from continuation sheets to Part VII, Section A** . . . . ▶			
d	**Total (add lines 1b and 1c)** . . . . ▶	74,961		

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 in reportable compensation from the organization ▶0

			Yes	No
3	Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	**3**		No
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? *If "Yes," complete Schedule J for such individual*	**4**		No
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*	**5**		No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than $100,000 of compensation from the organization

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

2 Total number of independent contractors (including but not limited to those listed above) who received more than $100,000 in compensation from the organization ▶0

Part VIII Statement of Revenue

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1a Federated campaigns . . . 1a					
	b Membership dues 1b					
	c Fundraising events 1c	22,971				
	d Related organizations . . . 1d					
	e Government grants (contributions) 1e	408,351				
	f All other contributions, gifts, grants, and similar amounts not included above 1f	2,521,694				
	g Noncash contributions included in lines 1a-1f $	1,234,378				
	h **Total.** Add lines 1a-1f . . . . ▶		2,953,016			
Program Service Revenue		Business Code				
	2a Mobile meals		96,844	96,844		
	b					
	c					
	d					
	e					
	f All other program service revenue					
	g **Total.** Add lines 2a–2f . . . . ▶		96,844			
Other Revenue	3 Investment income (including dividends, interest and other similar amounts) . . . . . ▶		44,093			44,093
	4 Income from investment of tax-exempt bond proceeds . . ▶		0			
	5 Royalties . . . . ▶		0			
		(i) Real / (ii) Personal				
	6a Gross Rents					
	b Less rental expenses					
	c Rental income or (loss)					
	d Net rental income or (loss) . . . . ▶		0			
		(i) Securities / (ii) Other				
	7a Gross amount from sales of assets other than inventory	9,639				
	b Less cost or other basis and sales expenses	9,339				
	c Gain or (loss)	300				
	d Net gain or (loss) . . . . ▶		300			300
	8a Gross income from fundraising events (not including $ 22,971 of contributions reported on line 1c) See Part IV, line 18 . . . a	32,395				
	b Less direct expenses . . . b	21,392				
	c Net income or (loss) from fundraising events . . ▶		11,003			11,003
	9a Gross income from gaming activities See Part IV, line 19 . a					
	b Less direct expenses . . . . b					
	c Net income or (loss) from gaming activities . . ▶		0			
	10a Gross sales of inventory, less returns and allowances . a					
	b Less cost of goods sold . . b					
	c Net income or (loss) from sales of inventory . . ▶		0			
	Miscellaneous Revenue	Business Code				
	11a					
	b					
	c					
	d All other revenue					
	e **Total.** Add lines 11a–11d . . . . . ▶		0			
	12 **Total revenue.** See Instructions . . . ▶		3,105,256	96,844		55,396

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.
All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

	Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	**(A)** Total expenses	**(B)** Program service expenses	**(C)** Management and general expenses	**(D)** Fundraising expenses
1	Grants and other assistance to governments and organizations in the U S See Part IV, line 21	0			
2	Grants and other assistance to individuals in the U S See Part IV, line 22	1,373,328	1,373,328		
3	Grants and other assistance to governments, organizations, and individuals outside the U S See Part IV, lines 15 and 16	0			
4	Benefits paid to or for members	0			
5	Compensation of current officers, directors, trustees, and key employees	74,961		74,961	
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0			
7	Other salaries and wages	510,506	316,688	75,382	118,436
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	0			
9	Other employee benefits	44,819	25,181	8,763	10,875
10	Payroll taxes	45,741	24,005	11,852	9,884
a	Fees for services (non-employees) Management	0			
b	Legal	3,600		3,600	
c	Accounting	8,085		8,085	
d	Lobbying	0			
e	Professional fundraising services *See Part IV, line 17*	0			
f	Investment management fees	12,435		12,435	
g	Other	18,048	6,606	10,105	1,337
12	Advertising and promotion	0			
13	Office expenses	46,587	34,476	6,251	5,860
14	Information technology	0			
15	Royalties	0			
16	Occupancy	22,426	17,135	3,208	2,083
17	Travel	7,180	6,409	415	356
18	Payments of travel or entertainment expenses for any federal, state, or local public officials	0			
19	Conferences, conventions, and meetings	0			
20	Interest	0			
21	Payments to affiliates	0			
22	Depreciation, depletion, and amortization	24,813	18,786	3,759	2,268
23	Insurance	9,767	5,995	3,255	517
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	Volunteer mileage reimbursed	72,906	72,906		
b	Supplies	23,476	13,030	4,748	5,698
c	Printing and Publications	35,262	5,071	458	29,733
d	Miscellaneous	30,837	10,233	13,317	7,287
e	Client expenses	160,688	160,688		
f	All other expenses	13,642	6,595	805	6,242
25	**Total functional expenses.** Add lines 1 through 24f	2,539,107	2,097,132	241,399	200,576
26	**Joint costs.** 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				

Part X Balance Sheet

					(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing			310,171	1	1,461
	2	Savings and temporary cash investments				2	532,814
	3	Pledges and grants receivable, net			151,243	3	237,350
	4	Accounts receivable, net			20,810	4	121,315
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L				5	0
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers, and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Schedule L				6	0
	7	Notes and loans receivable, net				7	0
	8	Inventories for sale or use			1,000	8	24,709
	9	Prepaid expenses and deferred charges			4,484	9	5,021
	10a	Land, buildings, and equipment cost or other basis *Complete Part VI of Schedule D*	10a	750,394			
	b	Less accumulated depreciation	10b	135,595	565,698	10c	614,799
	11	Investments—publicly traded securities			1,070,254	11	1,547,228
	12	Investments—other securities See Part IV, line 11				12	0
	13	Investments—program-related See Part IV, line 11				13	0
	14	Intangible assets				14	0
	15	Other assets See Part IV, line 11			21,136	15	24,459
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)			2,144,796	16	3,109,156
Liabilities	17	Accounts payable and accrued expenses			91,628	17	75,766
	18	Grants payable				18	
	19	Deferred revenue				19	
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability *Complete Part IV of Schedule D*				21	
	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons *Complete Part II of Schedule L*				22	
	23	Secured mortgages and notes payable to unrelated third parties				23	
	24	Unsecured notes and loans payable to unrelated third parties				24	
	25	Other liabilities Complete Part X of Schedule D				25	
	26	**Total liabilities.** Add lines 17 through 25			91,628	26	75,766
Net Assets or Fund Balances		**Organizations that follow SFAS 117, check here ▶ ☑ and complete lines 27 through 29, and lines 33 and 34.**					
	27	Unrestricted net assets			791,611	27	967,080
	28	Temporarily restricted net assets			25,000	28	637,759
	29	Permanently restricted net assets			1,236,557	29	1,428,551
		Organizations that do not follow SFAS 117, check here ▶ ☐ and complete lines 30 through 34.					
	30	Capital stock or trust principal, or current funds				30	
	31	Paid-in or capital surplus, or land, building or equipment fund				31	
	32	Retained earnings, endowment, accumulated income, or other funds				32	
	33	Total net assets or fund balances			2,053,168	33	3,033,390
	34	Total liabilities and net assets/fund balances			2,144,796	34	3,109,156

Part XI **Reconcilliation of Net Assets**

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	3,105,256
2	Total expenses (must equal Part IX, column (A), line 25)	2	2,539,107
3	Revenue less expenses Subtract line 2 from line 1	3	566,149
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A)) . .	4	2,053,168
5	Other changes in net assets or fund balances (explain in Schedule O)	5	414,073
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	3,033,390

Part XII **Financial Statements and Reporting**

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

			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		No
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 issued on a separate basis, consolidated basis, or both ☑ Separate basis ☐ Consolidated basis ☐ Both consolidated and separated basis			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a		No
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits . .	3b		No

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SCHEDULE A (Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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

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

OMB No 1545-0047

2010

Open to Public Inspection

Name of the organization
Interfaith Community Services Inc

Employer identification number
86-0520997

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

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

1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**

2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E)

3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state

5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II)

6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7 ☑ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)** (Complete Part II)

8 ☐ A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II)

9 ☐ An organization that normally receives (1) more than 331/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 331/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III)

10 ☐ An organization organized and operated exclusively to test for public safety See **section 509(a)(4).**

11 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h

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

e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)

f If the organization received a written determination from the IRS that it is a Type I, Type II or Type III supporting organization, check this box ☐

g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

		Yes	No
(i) a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the the supported organization?	**11g(i)**		
(ii) a family member of a person described in (i) above?	**11g(ii)**		
(iii) a 35% controlled entity of a person described in (i) or (ii) above?	**11g(iii)**		

h Provide the following information about the supported organization(s)

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

Part II **Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**
(Complete only if you checked the box on line 5, 7, or 8 of Part I 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.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")	1,596,651	2,320,379	2,229,753	3,069,577	2,953,016	12,169,376
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						0
3 The value of services or facilities furnished by a governmental unit to the organization without charge						0
4 **Total.** Add lines 1 through 3	1,596,651	2,320,379	2,229,753	3,069,577	2,953,016	12,169,376
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)						839,211
6 **Public Support.** Subtract line 5 from line 4						11,330,165

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
7 Amounts from line 4	1,596,651	2,320,379	2,229,753	3,069,577	2,953,016	12,169,376
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	8,026	13,600	25,803	27,896	44,093	119,418
9 Net income from unrelated business activities, whether or not the business is regularly carried on						0
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						0
11 **Total support** (Add lines 7 through 10)						12,288,794

12 Gross receipts from related activities, etc (See instructions) **12** 364,400

13 **First Five Years** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and **stop here** ▶☐

Section C. Computation of Public Support Percentage

14 Public Support Percentage for 2010 (line 6 column (f) divided by line 11 column (f)) **14** 92 200 %

15 Public Support Percentage for 2009 Schedule A, Part II, line 14 **15** 99 150 %

16a **33 1/3% support test—2010.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶☑

b **33 1/3% support test—2009.** If the organization did not check the box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶☐

17a **10%-facts-and-circumstances test—2010.** If the organization did not check a box on line 13, 16a, or 16b and line 14 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization ▶☐

b **10%-facts-and-circumstances test—2009.** If the organization did not check a box on line 13, 16a, 16b, or 17a and line 15 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization ▶☐

18 **Private Foundation** If the organization did not check a box on line 13, 16a, 16b, 17a or 17b, check this box and see instructions ▶☐

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 **Public Support** (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) 2010	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
13 **Total support** (Add lines 9, 10c, 11 and 12)						

14 **First Five Years** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section501(c)(3) organization, check this box and **stop here** ▶☐

Section C. Computation of Public Support Percentage

15 Public Support Percentage for 2010 (line 8 column (f) divided by line 13 column (f))	15	
16 Public support percentage from 2009 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2010** (line 10c column (f) divided by line 13 column (f))	17	
18 Investment income percentage from **2009** Schedule A, Part III, line 17	18	

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 ▶☐

b **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 ▶☐

20 **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).

Facts And Circumstances Test

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

OMB No 1545-0047
2010
Open to Public Inspection

Name of the organization
Interfaith Community Services Inc

Employer identification number
86-0520997

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

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate contributions to (during year)		
3	Aggregate grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit ☐ Yes ☐ No

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

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

☐ Preservation of land for public use (e g , recreation or pleasure)
☐ Preservation of an historically importantly land area
☐ Protection of natural habitat
☐ Preservation of a certified historic structure
☐ Preservation of open space

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

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

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

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

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

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

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

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

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

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

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

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

(i) Revenues included in Form 990, Part VIII, line 1 ▶ $ ______

(ii) Assets included in Form 990, Part X ▶ $ ______

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

a Revenues included in Form 990, Part VIII, line 1 ▶ $ ______

b Assets included in Form 990, Part X ▶ $ ______

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

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

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

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

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

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

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

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

			Amount
c	Beginning balance	1c	
d	Additions during the year	1d	
e	Distributions during the year	1e	
f	Ending balance	1f	

2a Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☐ No

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

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

		(a) Current Year	(b) Prior Year	(c) Two Years Back	(d) Three Years Back	(e) Four Years Back
1a	Beginning of year balance	1,201,970	444,163	357,993		
b	Contributions	173,348	698,669	149,330		
c	Investment earnings or losses	301,699	59,138	-60,825		
d	Grants or scholarships					
e	Other expenditures for facilities and programs	25,234				
f	Administrative expenses	6,123		2,335		
g	End of year balance	1,645,660	1,201,970	444,163		

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

a Board designated or quasi-endowment ▶

b Permanent endowment ▶ 86 800 %

c Term endowment ▶ 13 200 %

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

			Yes	No
	(i) unrelated organizations	3a(i)		No
	(ii) related organizations	3a(ii)		No
b	If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	3b		No

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

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

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings	614,550		83,795	530,755
c Leasehold improvements				
d Equipment	58,729		47,600	11,129
e Other	77,115		4,200	72,915
Total. Add lines 1a-1e *(Column (d) should equal Form 990, Part X, column (B), line 10(c).)* ▶				614,799

Part VII Investments—Other Securities. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
Other		
Total. *(Column (b) should equal Form 990, Part X, col (B) line 12)* ▶		

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

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-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, line 15.

(a) Description	(b) Book value
Total. *(Column (b) should equal Form 990, Part X, col.(B) line 15.)* . . . . ▶	

Part X Other Liabilities. See Form 990, Part X, line 25.

1 (a) Description of Liability	(b) Amount
Federal Income Taxes	
Total. *(Column (b) should equal Form 990, Part X, col (B) line 25)* ▶	

2. Fin 48 (ASC 740) Footnote In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC740)

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

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	3,105,256
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	2,539,107
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	566,149
4	Net unrealized gains (losses) on investments	4	232,283
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	181,790
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net) Add lines 4 - 8	9	414,073
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	980,222

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements			1	3,454,494
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
a	Net unrealized gains on investments	2a	232,283		
b	Donated services and use of facilities	2b	123,078		
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIV)	2d	-6,123		
e	Add lines **2a** through **2d**			2e	349,238
3	Subtract line **2e** from line **1**			3	3,105,256
4	Amounts included on Form 990, Part VIII, line 12, but not on line **1**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIV)	4b			
c	Add lines **4a** and **4b**			4c	
5	Total Revenue Add lines **3** and **4c.** (This should equal Form 990, Part I, line 12)			5	3,105,256

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

1	Total expenses and losses per audited financial statements			1	2,656,062
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a	123,078		
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIV)	2d			
e	Add lines **2a** through **2d**			2e	123,078
3	Subtract line **2e** from line **1**			3	2,532,984
4	Amounts included on Form 990, Part IX, line 25, but not on line **1:**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIV)	4b	6,123		
c	Add lines **4a** and **4b**			4c	6,123
5	Total expenses Add lines **3** and **4c.** (This should equal Form 990, Part I, line 18)			5	2,539,107

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b Also complete this part to provide any additional information

Identifier	Return Reference	Explanation
Part XIII, Line 4b	Part XIII, Line 4b Other revenue amounts included on 990 but not included in F/S	Investment fees $6123
Part V, Line 4	Part V, Line 4 Intended uses of the endowment fund	Endowment funds are restricted for purposes determined by the contributor

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SCHEDULE G
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding 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.

OMB No 1545-0047

2010

Open to Public Inspection

Name of the organization	Employer identification number
Interfaith Community Services Inc	86-0520997

Part I Fundraising Activities. Complete if the organization answered "Yes" to Form 990, Part IV, line 17.

1 Indicate whether the organization raised funds through any of the following activities Check all that apply

a ☐ Mail solicitations
b ☐ Internet and e-mail solicitations
c ☐ Phone solicitations
d ☐ In-person solicitations
e ☐ Solicitation of non-government grants
f ☐ Solicitation of government grants
g ☐ Special fundraising events

2a 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? ☐ **Yes** ☑ **No**

b If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least $5,000 by the organization Form 990-EZ filers are not required to complete this table

(i) Name and address of individual or entity (fundraiser)	**(ii)** Activity	**(iii)** Did fundraiser have custody or control of contributions? Yes	No	**(iv)** Gross receipts from activity	**(v)** Amount paid to (or retained by) fundraiser listed in col **(i)**	**(vi)** Amount paid to (or retained by) organization
Total . . . . ▶						

3 List all states in which the organization is registered or licensed to solicit funds or has been notified it is exempt from registration or licensing

Part II **Fundraising Events.** Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than $15,000 on Form 990-EZ, line 6a. List events with gross receipts greater than $5,000.

		(a) Event #1 Golf Classic (event type)	**(b)** Event #2 ICS Concert (event type)	**(c)** Other Events (total number)	**(d)** Total Events (Add col **(a)** through col **(c)**)
Revenue	1 Gross receipts	34,142	18,343		52,485
	2 Less Charitable contributions	20,942			20,942
	3 Gross income (line 1 minus line 2)	13,200	18,343		31,543
Direct Expenses	4 Cash prizes				
	5 Non-cash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses	14,909	6,483		21,392
	10 Direct expense summary Add lines 4 through 9 in column (d) ▶				21,392
	11 Net income summary Combine lines 3 and 10 in column (d). ▶				10,151

Part III **Gaming.** Complete if the organization answered "Yes" to Form 990, Part IV, line 19, or reported more than $15,000 on Form 990-EZ, line 6a.

		(a) Bingo	**(b)** Pull tabs/Instant bingo/progressive bingo	**(c)** Other gaming	**(d)** Total gaming (Add col **(a)** through col **(c)**)
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Non-cash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	☐ Yes % ☐ No	☐ Yes % ☐ No	☐ Yes % ☐ No	
	7 Direct expense summary Add lines 2 through 5 in column (d) ▶				
	8 Net gaming income summary Combine lines 1 and 7 in column (d) ▶				

9 Enter the state(s) in which the organization operates gaming activities

a Is the organization licensed to operate gaming activities in each of these states? ☐ Yes ☐ No

b If "No," Explain

10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? ☐ Yes ☐ No

b If "Yes," Explain

11 Does the organization operate gaming activities with nonmembers? . . . . ☐ Yes ☐ No

12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? . . . . ☐ Yes ☐ No

13 Indicate the percentage of gaming activity operated in

a The organization's facility	**13a**	
b An outside facility	**13b**	

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

Name ▶

Address ▶

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? . . . . ☐ Yes ☐ No

b If "Yes," enter the amount of gaming revenue received by the organization ▶ $ ____________________ and the amount of gaming revenue retained by the third party ▶ $ ____________________

c If "Yes," enter name and address

Name ▶

Address ▶

16 Gaming manager information

Name ▶

Gaming manager compensation ▶ $

Description of services provided ▶

☐ Director/officer ☐ Employee ☐ Independent contractor

17 Mandatory distributions

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? . . . . ☐ Yes ☐ No

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

Part IV Complete this part to provide additional information for responses to question on Schedule G (see instructions.)

Identifier	ReturnReference	Explanation

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

2010

Open to Public Inspection

Name of the organization
Interfaith Community Services Inc

Employer identification number
86-0520997

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . ☐ Yes ☐ No

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

Part II Grants and Other Assistance to Governments and Organizations in the United States.

Complete if the organization answered "Yes" to Form 990, Part IV, line 21 for any recipient that received more than $5,000. Check this box if no one recipient received more than $5,000. Part II can be duplicated if additional space is needed. . . . . ▶ ☑

1 (a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance

2 Enter total number of section 501(c)(3) and government organizations . . . . ▶ 0

3 Enter total number of other organizations . . . . ▶ 0

Part III **Grants and Other Assistance to Individuals in the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 22. Use Schedule I-1 (Form 990) if additional space is needed.

(a) Type of grant or assistance	**(b)** Number of recipients	**(c)** Amount of cash grant	**(d)** Amount of non-cash assistance	**(e)** Method of valuation (book, FMV, appraisal, other)	**(f)** Description of non-cash assistance
(1) Food	12325		868,449	Mkt Value	Food Boxes
(2) Financial Assistance	3663	504,879			

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 M
(Form 990)

Department of the Treasury
Internal Revenue Service

NonCash Contributions

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

OMB No 1545-0047

2010

Open to Public Inspection

Name of the organization
Interfaith Community Services Inc

Employer identification number
86-0520997

Part I Types of Property

	(a) Check if applicable	(b) Number of Contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining oncash contribution amounts
1 Art—Works of art . . .				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles .				
7 Boats and planes . . .				
8 Intellectual property . .				
9 Securities—Publicly traded				
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests .				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other . .				
15 Real estate—Residential .				
16 Real estate—Commercial				
17 Real estate—Other . .				
18 Collectibles				
19 Food inventory	X	102,608	942,902	Content prices
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts . .				
23 Scientific specimens . .				
24 Archeological artifacts .				
25 Other ▶ (Christmas Gifts)	X	82	30,572	Mkt Value
26 Other ▶ (Utility Assist)	X	570	260,904	Utility cost
27 Other ▶( )				
28 Other ▶ ( )				

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

		Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1-28 that it must hold for at least three years from the date of the initial contribution, and which is not required to be used for exempt purposes for the entire holding period?	30a		No
b If "Yes," describe the arrangement in Part II			
31 Does the organization have a gift acceptance policy that requires the review of any non-standard contributions?	31	Yes	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell non-cash contributions?	32a		No
b If "Yes," describe in Part II			
33 If the organization did not report revenues in column (c) for a type of property for which column (a) is checked, describe in Part II			

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

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SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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.

OMB No 1545-0047

2010

Open to Public Inspection

Name of the organization	Employer identification number
Interfaith Community Services Inc	86-0520997

Identifier	Return Reference	Explanation
Form 990, Part VI, Line 19	Form 990, Part VI, Line 19 Other Organization Documents Publicly Available	Annual audit, Form 990, Annual Report and Strategic Plan are published on website Those documents and others are available at the office

Identifier	Return Reference	Explanation
Form 990, Part VI, Line 12c	Form 990, Part VI, Line 12c Explanation of Monitoring and Enforcement of Conflicts	During review of annual disclosures, if conflicts are discovered, the Board addresses procedural changes to remove the person from affected decisions

Identifier	Return Reference	Explanation
Form 990, Part VI, Line 11	Form 990, Part VI, Line 11 Form 990 Review Process	Finance Committee members each receive a copy of the 990, and will review and recommend the 990 to the Board of Directors Each member of the Board of Directors receives a copy of the 990 as recommended by the Finance Committee and will approve the 990 for filing with the IRS

Identifier	Return Reference	Explanation
Form 990, Part VI, Line 4	Form 990, Part VI, Line 4 Description of Significant Changes to Organizational Documents	Amended Bylaws attached

Interfaith Community Services
86-0520997

AMENDED BYLAWS

The Bylaws dated May 17, 2011 are a true copy of those approved by the Board of Directors at its meeting on that date.

Edmund Jenkins 8-26-11

Edmund Jenkins, Board President

INTERFAITH COMMUNITY SERVICES

BYLAWS
INTERFAITH COMMUNITY SERVICES
Revisions approved by the Board of Directors - May 17, 2011

ARTICLE I
NAME AND LOCATION

1.01 NAME
The name of this organization is **INTERFAITH COMMUNITY SERVICES** hereafter referred to as ICS

1.02 INCORPORATION
This organization is a tax exempt, charitable corporation and shall be non-profit, non-sectarian and non-discriminatory in all its policies and activities

1.03 LOCATION
The principal office for the transaction of business of this organization is hereby fixed and located at 2820 W. Ina Road, Tucson, Arizona 85741-2502. The area to be served is Pima County.

ARTICLE II
PURPOSE AND MISSION

2.01 PURPOSE
The purpose of this organization shall be as stated in its Articles of Incorporation:

> As a non-sectarian religious organization concerned with the physical, spiritual and emotional well-being of all individuals, ICS will seek to identify the needs of the community and to facilitate effective responses to these needs.

2.02 MISSION
The ICS mission is to help Pima County seniors, disabled individuals and people in financial crisis to achieve stable and independent lives through programs and services supported by staff, volunteers, faith communities and the community-at-large.

ARTICLE III
MEMBERSHIP

3.01 MEMBERSHIP
Membership in ICS is open to FAITH COMMUNITIES who are identified with enduring faith traditions, who support the purpose of ICS, and who are located within the territorial limits of the corporation Prerequisites for membership are as follows:

a. The governing body of the FAITH COMMUNITY will agree to membership in ICS, and this agreement will be stipulated in the form of a "Covenant Letter" signed by an official of the prospective FAITH COMMUNITY.
b. Members agree to sustain the purpose of ICS by pledging financial support
c. Members agree to promote the services and volunteer opportunities of ICS.
d. Members will provide a representative to the ICS COUNCIL.

3.02 ADMISSION TO MEMBERSHIP
Membership will be approved by the BOARD OF DIRECTORS

3.03 DISSOLUTION OF MEMBERSHIP
Any member may withdraw its membership by submitting a formal letter to the BOARD OF DIRECTORS. The BOARD OF DIRECTORS may dissolve membership of any member who fails to adhere to the membership requirements defined in 3.01 of these bylaws.

3.04 ADDITIONAL MEMBERSHIP CATEGORIES
The BOARD OF DIRECTORS may approve additional non-voting membership categories at any time.

ARTICLE IV
GOVERNING BODY

4.01 GENERAL POWERS
The governing body of ICS shall be the BOARD OF DIRECTORS which shall establish all corporate policy.

4.02 COMPOSITION AND RESPONSIBILITIES OF THE BOARD OF DIRECTORS
The BOARD OF DIRECTORS shall be composed of a maximum of 17 members The responsibilities of the BOARD OF DIRECTORS are to·

a. Approve the chairpersons and members of standing committees annually
b. Select BOARD MEMBERS and OFFICERS
c. Approve the annual budget
d. Approve major capital expenses
e. Approve the appointment of the Executive Director and conduct annual performance appraisal for the Executive Director
f Approve new member faith communities
g. Approve bylaw changes
h. Hold a minimum of ten meetings per year
i. Call special meetings as needed
j. Approve the annual appointment of the independent auditor as per 9.02
k. Review and monitor progress of strategic plan of the organization
l. Annually review the report on investment performance of the ICS Endowment Fund
m Approve modifications to asset allocation of the ICS Endowment Fund
n. Approve the appointment of DIRECTORS EMERITUS

4.03 COMPOSITION AND RESPONSIBILITIES OF THE ICS COUNCIL
The ICS COUNCIL will be composed of one representative from each member FAITH COMMUNITY and any additional members approved by the BOARD OF DIRECTORS (see 3.04) to include but not be limited to the following responsibilities·

a Serve as liaison to faith communities
b. Promote and assist in providing program services
c. Recruit volunteers
d. Assist in ICS events and fundraising activities
e. Hold a minimum of four meetings per year

4.04 TERMS OF OFFICE

a. BOARD OF DIRECTORS· Each member is elected for a minimum term of two (2) years with a limit of four (4) consecutive terms. The first term begins with the first full fiscal year following joining the BOARD or becoming an OFFICER
b ICS COUNCIL. Each member FAITH COMMUNITY will appoint a representative to serve for a minimum term of two (2) years with a limit of two (2) consecutive terms. The first term begins with the first fiscal year following joining the BOARD OF DIRECTORS or becoming an OFFICER.

4.05 DIRECTORS EMERITUS

Board members leaving the board due to the expiration of their term or for other reasons may be eligible for consideration as DIRECTORS EMERITUS should the board continue to want access to their knowledge, abilities and experiences DIRECTORS EMERITUS should have provided over the years an outstanding contribution to the success and advancement of the organization.

DIRECTORS EMERITUS may attend meetings of the BOARD OF DIRECTORS and committees, participate in the deliberations of such bodies but shall not have voting rights; provide advice and counsel to the BOARD OF DIRECTORS and its members as well as to management of the organization as requested from time to time; and participate in and represent the organization at various public events and other activities DIRECTORS EMERITUS shall be appointed by majority vote of the members of the BOARD OF DIRECTORS and are subject to removal with or without cause by the same process

4.06 RESIGNATION, REMOVAL and REPLACEMENT

a. BOARD OF DIRECTORS.

1) Resignation. Members may resign at any time by submitting written notice to the PRESIDENT of the BOARD OF DIRECTORS. Resignations shall take effect on the date of receipt or any later date specified.

2) Removal: Representatives can be removed by a two-thirds majority vote of the BOARD OF DIRECTORS at any regular or special meeting.

3) Replacement: The President may appoint a replacement to serve the vacant term of office.

b. ICS COUNCIL:

1) Resignation: Member representatives may resign at any time by submitting written notice to the VICE PRESIDENT OF FAITH COMMUNITIES. Resignations shall take effect on the date of receipt or any later date specified.

2) Removal: Any member representative absent from three (3) consecutive meetings may be subject to removal by the member organization.

3) Replacement: All vacancies will be filled by the member organization upon the notification by the VICE PRESIDENT OF FAITH COMMUNITIES.

ARTICLE V
OFFICERS AND THEIR DUTIES

5.01 OFFICERS

The OFFICERS of the corporation shall be the PRESIDENT, VICE PRESIDENT, VICE PRESIDENT OF FAITH COMMUNITIES, SECRETARY, and TREASURER selected by the BOARD OF DIRECTORS itself

5.02 ADDITIONAL OFFICERS

Additional OFFICER positions can be selected if determined advantageous to the operations of the corporation.

5.03 ELECTION AND TERM LIMITS

The OFFICERS shall be selected by the BOARD OF DIRECTORS itself. Terms are two (2) years OFFICERS may serve four (4) consecutive terms. OFFICERS may serve consecutively in more than one OFFICER position, but are limited to a total of four (4) consecutive years in the same office

5.04 RESIGNATION AND REMOVAL AND VACANCIES

1) OFFICERS may resign at any time by submitting written notice to the BOARD OF DIRECTORS. Resignations shall take effect on the date of receipt or any later date specified.

2) OFFICERS can be removed by a two-thirds majority vote of the BOARD OF DIRECTORS at any regular or special meeting.

3) Vacancies for any reason may be filled by the BOARD OF DIRECTORS for the unexpired portion of the term

5.05 PRESIDENT
The PRESIDENT shall be the chief executive officer of the corporation; shall preside at meetings of the BOARD OF DIRECTORS: may appoint a Parliamentarian; may appoint Standing Committee Chairpersons and may appoint Special Committees and their Chairpersons; shall sign legal documents with the Executive Director and is a signatory on corporation bank accounts

5.06 VICE PRESIDENT
In the absence of the PRESIDENT or in the event of his/her inability or refusal to act, the VICE PRESIDENT shall perform the duties of the PRESIDENT, and when so acting shall have all the powers of and be subject to all the restrictions upon the PRESIDENT. The VICE PRESIDENT shall perform other such duties as may be assigned to him/her by the BOARD OF DIRECTORS.

5.07 VICE PRESIDENT OF FAITH COMMUNITIES
The VICE PRESIDENT OF FAITH COMMUNITIES represents the ICS COUNCIL at all meetings of the BOARD OF DIRECTORS. This individual serves as chairperson of the ICS COUNCIL, is responsible for organizing and developing its leadership team, and serves as liaison between the faith communities and the BOARD OF DIRECTORS. The VICE PRESIDENT OF FAITH COMMUNITIES is also responsible for establishing meeting agendas for the ICS COUNCIL and recording meeting actions

5.08 SECRETARY
The SECRETARY shall be responsible for or make provisions for the following: record the minutes of regular and special meetings of the BOARD OF DIRECTORS; have custody of all records and reports of the corporation minutes; give notice of all meetings; and maintain a current roster of the BOARD OF DIRECTORS members.

5.09 TREASURER
The TREASURER shall be responsible for or make provisions for the following: have charge and custody of and be responsible for all funds and securities of the corporation; report the financial status of the corporation at the BOARD OF DIRECTORS meetings, chair the Finance Committee; and, perform such other duties as are prescribed by the corporation. The TREASURER shall be signatory on corporation bank accounts.

ARTICLE VI
NOMINATIONS AND ELECTIONS

6.01 NOMINATING PROCESS
No fewer than two months prior to the annual meeting, the Committee on Directorship shall meet for the purpose of preparing a slate of Officers and members of the Board of Directors to be presented for approval at the annual meeting. Notification of this slate shall be submitted to the BOARD OF DIRECTORS at least ten days prior to the annual meeting.

ARTICLE VII
STANDING AND SPECIAL COMMITTEES

7.01 STANDING COMMITTEES
Standing Committees shall be Finance, Development, Human Resources, Program, Committee on Directorship, Faith Community, and Volunteer Management. The committee chairpersons shall be appointed by the President and approved by the BOARD OF DIRECTORS. Whenever possible, the committee chairpersons shall be members of the Board. Members of the committees will be approved by the BOARD OF DIRECTORS. The committees shall have a minimum of three members. Committees should meet a minimum of four times a year, and more often as necessary. A job description will be maintained for each committee's responsibility. Changes to the number and responsibilities of the Standing Committees can be made by the BOARD OF DIRECTORS The PRESIDENT shall be an ex-officio member of all committees The committees are:

a. Finance – Prepare the budget, review financial reports, oversee audits and financial reviews. Responsible for investments and management of the ICS Endowment Fund, major capital expenditures, and other fiscal responsibilities deemed necessary to maintain a sound financial position. Also responsible for an annual review related to the prevention, determent and detection of material misstatements in the financial statements due to fraud.

b. Development - Formulate and implement fundraising and planned giving activities, marketing, and public awareness goals to support the overall goals and objectives; monitor progress and seek the approval and involvement of the BOARD OF DIRECTORS as appropriate.

c. Human Resources – Establish policies related to staff development necessary to support the goals and objectives of ICS. Recommend the appointment of the Executive Director for approval by the BOARD OF DIRECTORS.

d. Program – Design and conduct periodic needs assessments, evaluate current programs and activities, recommend policy issues related to volunteers, and recommend short- and long-range program goals and revisions to services.

e. Committee on Directorship – Plan and implement the ongoing development of the BOARD OF DIRECTORS, including recruitment and nominations of board members and officers, planning orientations and retreats, and annual board self-evaluations.

f. Faith Community – Guide outreach to current and potential member faith communities and oversee the work of the Council. Specific activities include setting the Council meeting agendas and recommending new faith communities to the Board of Directors for approval as new ICS members.

g Volunteer Management - Provide guidance for volunteer management activities, including volunteer policies and procedures, orientation and training, volunteer satisfaction surveys, volunteer communications, and recognition activities. A sub-group of this committee will assist with the annual volunteer recognition event.

7.02 SPECIAL COMMITTEES

Special Committees shall include the Bylaws Committee and any other committees deemed necessary by the BOARD OF DIRECTORS as outlined in 7.03. A full job description will be maintained for each committee's responsibility.

a. Bylaws Committee – A Bylaws Committee may be appointed by the PRESIDENT to recommend bylaw amendments or revised bylaws for approval by the BOARD OF DIRECTORS. See Article X – AMENDMENTS
b. Strategic Planning Committee - Plan and oversee a strategic planning process for the organization, including *annual* reviews and revisions

7.03 OTHER COMMITTEES

The PRESIDENT shall have the authority to establish other committees for the accomplishment of a specific task and shall appoint a chairperson and, when deemed necessary, the members of the committee. In general these committees will develop recommendations for consideration by the BOARD OF DIRECTORS.

ARTICLE VIII
REGULAR AND SPECIAL MEETINGS

8.01 FREQUENCY OF MEETINGS

a. The BOARD OF DIRECTORS shall hold a minimum of ten (10) meetings per year.
b. The ICS COUNCIL shall hold a minimum of four (4) meetings per year.

8.02 ANNUAL MEETING

The annual meeting of the BOARD OF DIRECTORS shall be held in the fourth quarter of the fiscal year or any other time as designated by the BOARD OF DIRECTORS for the approval of the following year's annual budget, election of BOARD OF DIRECTORS and OFFICERS and any other such business that may require the approval of the BOARD OF DIRECTORS.

8.03 SPECIAL MEETINGS
Special meetings may be called by the PRESIDENT, or shall be called upon written request of six (6) members of the BOARD OF DIRECTORS. The purpose of the meeting shall be stated in the meeting notice. Except in emergencies, at least ten (10) days notice shall be given.

8.04 PARLIAMENTARY AUTHORITY
Meetings shall be conducted in accordance with Robert's Rules of Order Newly Revised.

ARTICLE IX
FISCAL AND FINANCE

9.01 FISCAL YEAR
The fiscal year of the corporation shall be July 1 through June 30.

9.02 ANNUAL FINANCIAL REVIEW
A review or audit of the fiscal year financial statements shall be performed by an independent certified public accountant approved by the BOARD OF DIRECTORS.

9.03 FUNDRAISING
Fundraising activities shall be in accordance with accepted non-profit standards The corporation shall not act as a fundraising agent for individuals or other organizations

9.04 CONTRACTS
The BOARD OF DIRECTORS may authorize any officer or officers, agent or agents of the corporation, in addition to the OFFICERS so authorized by these bylaws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation. Such authority may be general or confined to specific instances.

9.05 DEPOSITS
All corporate funds shall be deposited to the credit of the corporation in such banks, funds, or other depositories as the BOARD OF DIRECTORS may select. The BOARD OF DIRECTORS will act as a reasonable prudent investor in making decisions with respect to management and investment of funds of the corporation.

9.06 GIFTS
The corporation may accept on behalf of the corporation any contribution, gift, bequest, or device for carrying out the charitable purposes of this corporation, subject to an approved gift acceptance policy, if any is in effect at the time of receipt.

9.07 ACCOUNTING PROCEDURES
The corporation will adhere to accepted accounting procedures for accounts payable, accounts receivable, and in the preparation of financial statements. The Finance Committee will establish and maintain guidelines which outline appropriate division of responsibilities.

ARTICLE X
AMENDMENTS

10.01 AMENDMENTS
These bylaws may be amended, or new bylaws adopted, at any regular meeting of the BOARD OF DIRECTORS or at any special meeting of the BOARD OF DIRECTORS called for that purpose, provided that written notice of each proposed amendment, or proposed new bylaws, shall have been given to each voting member at least thirty (30) days prior to the date of any such meeting.

10.02 REQUIRED MAJORITY
Bylaw amendments and changes require a two-thirds majority vote of a quorum for approval.

10.03 TRANSITION
When amendments and changes to the bylaws affect the terms of any elected person or position, the Committee on Directorship shall have the responsibility for recommending a transition plan.

ARTICLE XI
MISCELLANEOUS PROVISIONS

11.01 QUORUM

A majority of the decision-making body shall constitute a quorum.

11.02 PARLIAMENTARY AUTHORITY

The current edition of Robert's Rules of Order Newly Revised shall be the authority on all questions of Parliamentary Law, unless in conflict with these Bylaws or with the laws of the State of Arizona.

11.03 EXECUTIVE DIRECTOR

The Executive Director serves as the manager and spokesperson for the organization and reports to the BOARD OF DIRECTORS Together with the BOARD OF DIRECTORS, the Executive Director is accountable for ICS's activities and operations. The Executive Director will participate as a non-voting representative of the BOARD OF DIRECTORS and may attend, or delegate the responsibility to attend, committee meetings. The Executive Director has the authority to sign contracts, grant requests, and agreements in the normal course of business as long as they do not materially encumber the assets of the organization.

11.04 RECORDS

The corporation shall keep, at the registered or principal office, complete books of account, minutes of the proceedings of the BOARD OF DIRECTORS, and all other official meetings of the corporation. All corporate records may be inspected by any BOARD OF DIRECTORS member, or their agent or attorney, for any proper purpose at any reasonable time.

11.05 CONFLICT OF INTEREST

To eliminate the potential of conflict of interest, paid staff shall not serve in any elected or voting capacity of the corporation. Volunteers should disqualify themselves from voting on any issues which may benefit or be perceived as benefiting any exterior organization and/or business with which he/she is affiliated.

Whenever a DIRECTOR, OFFICER, other key volunteer or senior staff has a financial or personal interest in any matter coming before the BOARD OF DIRECTORS, the affected person shall a) fully disclose the nature of the interest and b) withdraw from discussion, lobbying, and voting on the matter. Any transaction or vote involving a potential conflict of interest shall be approved only when a majority of disinterested directors determine that it is in the best interest of the agency to do so. The minutes of meetings at which such votes are taken shall record such disclosure, abstention and rationale for approval. Key individuals as listed above will be asked to sign a conflict of interest disclosure statement on an annual basis.

11.06 IRS 501(c)(3) TAX EXEMPTION PROVISIONS

The corporation will operate as a charitable organization qualifying for exemption under IRS 501(c)(3) and will adhere to the following requirements:

No part of its net earnings shall inure to the benefit of any private shareholder or individual; no substantial part of its activities shall be carrying on of propaganda, or otherwise attempting to influence legislation (except as otherwise provided in IRS 501(h), and, the organization will not participate in or intervene in (including publishing or distributing statements) any political campaign on behalf of or in opposition to any candidate for public office.

11.07 INDEMNIFICATION

The corporation shall indemnify all officers, BOARD OF DIRECTORS, and volunteers to the full extent permitted by law and shall be entitled to purchase insurance for such indemnification to the full extent as determined from time to time by the corporation.

11.08 DISSOLUTION

The corporation may be dissolved by an affirmative vote of at least two-thirds (2/3) of all members of the BOARD OF DIRECTORS entitled to vote Upon dissolution, any assets remaining after the payments of all debts, claims, and obligations shall be distributed to any corporations that are then qualified as tax-exempt organizations under section 501(c)(3) of the Internal Revenue Code.

2010-2011 ICS Services and Programs In Review

Program/Activity	# of Volunteers	Volunteer hours	# of Recipients	Services
Health Advocacy: Home interviews, education and advocacy for seniors and disabled...help in navigating the healthcare system.	44	852	637	737
Caregiving Services: Transportation, Shopping, Handy Helper, TeleCARE, TeleCHAT, Friendly visiting, etc.	259	16,452	386	10,376 (18% increase in transportation services)
Mobile Meals: Delivery of two meals per day, 5 days per week.	155	10,743	178	19,577 daily deliveries
Food Bank: Operate Food Bank, pack and hand out holiday boxes. 930 new households visited the Food Bank this year.	80	4,940	Households: 3,758 Individuals: 12,325	13,907 (+13% annual increase)
Emergency Financial Assistance: Case management, financial aid, Gifts of Love. Two offices (Ina Road and East Side)	12	609	Households: 3,041 Individuals: 7,426	4,080 (Provided $525,639 in financial assistance)
Volunteer Income Tax Assistance (VITA)	15	743	202	202 ($293,156 in state and federal refunds)
Resource Center: Employment assistance, job coaching, financial literacy	8	444	234	234
Total	401*	34,783	20,824**	49,113

* Volunteers often provide services in more than one area. Total does not include episodic, office or event volunteers.
** Recipients may receive multiple services.

August 15, 2011