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Form 990  Department of the Treasury Internal Revenue Service	Return of Organization Exempt From Income Tax Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation) The organization may have to use a copy of this return to satisfy state reporting requirements	OMB No 1545-0047 2010 Open to Public Inspection
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A For the 2010 calendar year, or tax year beginning 10-01-2010 and ending 09-30-2011		
B Check if applicable ☐ Address change ☐ Name change ☐ Initial return ☐ Terminated ☐ Amended return ☐ Application pending	C Name of organization CENTRAL VERMONT COMMUNITY ACTION COUNCIL Doing Business As Number and street (or P O box if mail is not delivered to street address) Room/suite 195 US ROUTE 302 City or town, state or country, and ZIP + 4 BARRE, VT 05641	D Employer identification number 03-0216254 E Telephone number (802) 479-1053 G Gross receipts \$ 19,713,991
	F Name and address of principal officer HAL COHEN 195 US ROUTE 302 BARRE, VT 05641	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.CVCAC.ORG	
	K Form of organization ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶	
L Year of formation 1965		
M State of legal domicile VT		

Part I		Summary	
Activities & Governance	1 Briefly describe the organization’s mission or most significant activities CVCAC HELPS PEOPLE ACHIEVE ECONOMIC SUFFICIENCY WITH DIGNITY THROUGH INDIVIDUAL AND FAMILY DEVELOPMENT OUR GOALS ARE TO ALLEVIATE THE EFFECTS OF POVERTY, TO ASSIST INDIVIDUALS AND FAMILIES TO MOVE OUT OF POVERTY, AND TO ADVOCATE FOR LONG-TERM CHANGE FOR ECONOMIC JUSTICE		
	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	23
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	22
	5 Total number of individuals employed in calendar year 2010 (Part V, line 2a)	5	244
6 Total number of volunteers (estimate if necessary)	6	535	
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	622,686	
b Net unrelated business taxable income from Form 990-T, line 34	7b	-58,935	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	14,741,029	18,249,126
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	983,070	1,371,966
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	-177	5,203
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	0	0
		15,723,922	19,626,295
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	5,294,169	8,278,058
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	8,099,933	8,288,234
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b Total fundraising expenses (Part IX, column (D), line 25) ☐ 52,846		
	17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f)	2,248,682	1,940,507
	18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	15,642,784	18,506,799
	19 Revenue less expenses Subtract line 18 from line 12	81,138	1,119,496
Net Assets or Fund Balances		Beginning of Current Year	End of Year
	20 Total assets (Part X, line 16)	5,392,138	7,591,748
	21 Total liabilities (Part X, line 26)	3,125,904	4,190,179
	22 Net assets or fund balances Subtract line 21 from line 20	2,266,234	3,401,569

Part II Signature Block					
Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.					
Sign Here	Signature of officer			2012-03-01 Date	
	HAL COHEN EXECUTIVE DIRECTOR Type or print name and title				
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check if self-employed ☐	PTIN
	Firm's name ▶ LEONE MCDONNELL & ROBERTS PA				Firm's EIN ▶
	Firm's address ▶ 5 NELSON STREET DOVER, NH 03820				Phone no ▶ (603) 749-2700
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

CVCAC HELPS PEOPLE ACHIEVE ECONOMIC SUFFICENCY WITH DIGNITY THROUGH INDIVIDUAL AND FAMILY DEVELOPMENT
OUR GOALS ARE TO ALLEVIATE THE EFFECTS OF POVERTY, TO ASSIST INDIVIDUALS AND FAMILIES TO MOVE OUT OF
POVERTY, AND TO ADVOCATE FOR LONG-TERM CHANGE FOR ECONOMIC JUSTICE

2

Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

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?

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 \$ 4,268,314 including grants of \$ 422,202) (Revenue \$ 129,612)
	CVCAC HEAD START AND EARLY HEAD START PROGRAMS, THE AGENCY’S COMPREHENSIVE CHILD AND FAMILY DEVELOPMENT ACTIVITIES, PREPARE YOUNG CHILDREN FOR FUTURE SUCCESS IN SCHOOL AND IN LIFE THROUGH THE OPERATION OF LICENSED CHILD CARE CENTERS, THROUGH PARTNERSHIPS WITH LOCAL SCHOOLS AND BY PROVIDING SERVICES TO FAMILIES IN THEIR HOMES. IN ADDITION TO EARLY CHILDHOOD EDUCATION, THE AGENCY PROVIDES PARENT EDUCATION, PARENT LEADERSHIP OPPORTUNITIES, MALE INVOLVEMENT ACTIVITIES, HEALTH, DENTAL AND NUTRITION SERVICES, DISABILITY SERVICES, MENTAL HEALTH SERVICES, AND RESOURCE AND REFERRAL FOR OTHER NEEDED SOCIAL SERVICES. THE COUNCIL’S FEDERALLY FUNDED ENROLLMENTS ARE MINIMUMS OF 207 HEAD START CHILDREN AND 131 EARLY HEAD START CHILDREN. FAMILY LITERACY PROGRAMMING, PARTIALLY FUNDED THROUGH TEEN PARENT EDUCATION AND EVEN START, IS PROVIDED IN THE HOME AND ON-SITE AT THE AGENCY’S BROOK STREET SCHOOL LEARNING TOGETHER CENTER. THROUGH ATTRITION AND ONGOING ENROLLMENT, 533 CHILDREN WERE ENROLLED IN 2010-2011 AND 1,055 ADDITIONAL FAMILY MEMBERS BENEFITED FROM PROGRAMS AND SERVICES. 175 HEAD START PARENTS PARTICIPATED IN VERMONT FAMILY MATTERS TO STRENGTHEN FAMILY RELATIONSHIPS. 21 PARENTS PARTICIPATED IN FAMILY LITERACY PROGRAMS.

4b	(Code) (Expenses \$ 2,120,020 including grants of \$ 1,361,250) (Revenue \$ 119,887)
	CVCAC’S MICRO BUSINESS DEVELOPMENT PROGRAM ASSISTS LOW TO MODERATE INCOME VERMONTERS INTERESTED IN IMPROVING THEIR ECONOMIC OUTLOOK THROUGH SELF-EMPLOYMENT. STAFF MEMBERS WORK WITH BUDDING ENTREPRENEURS TO NAVIGATE THE COMPLEXITIES OF BUSINESS START UP AND EXPANSION. THE COUNCIL OFFERS COMPREHENSIVE TRAININGS IN BUSINESS BASICS AND SPECIALIZED TRAININGS IN AREAS SUCH AS CHILD CARE AND LEAD ABATEMENT CONTRACTING. INDIVIDUALIZED COUNSELING IS PROVIDED TO PARTICIPANTS IN AREAS OF BUSINESS PLAN DEVELOPMENT, PRODUCT DEVELOPMENT, MARKETING, FINANCE, MANAGING EMPLOYEES, AND MUCH MORE. 262 ENTREPRENEURS RECEIVED COUNSELING AND TECHNICAL ASSISTANCE ON STARTING OR EXPANDING A BUSINESS THROUGH THE MICRO BUSINESS DEVELOPMENT PROGRAM. 29 BUSINESSES WERE STARTED OR EXPANDED, CREATING 22 FULL-TIME EQUIVALENT JOBS. TANGIBLE ASSETS IS CVCAC’S MATCHED SAVINGS AND FINANCIAL LITERACY PROGRAM. 102 VERMONTERS COMPLETED A COMPREHENSIVE FINANCIAL LITERACY CURRICULUM, 81 CENTRAL VERMONTERS BEGAN ACCRUING SOME OF THEIR EARNED INCOME IN SAVINGS ACCOUNTS WHERE THEIR EFFORTS WERE MATCHED BY AS MUCH AS \$3 FOR EVERY \$1 DEPOSITED. WITH ADDITIONAL FEDERAL GRANTS AND STATE OF VERMONT ALLOCATIONS, THE COUNCIL CONTINUES TO ENCOURAGE OTHER VERMONTERS TO BECOME FINANCIALLY LITERATE WHILE THEY ACCRUE ASSETS FOR POST-SECONDARY EDUCATION, BUSINESS DEVELOPMENT, OR HOME OWNERSHIP. THE VERMONT WOMEN’S BUSINESS CENTER (VWBC) CONTINUES TO SERVE WOMEN AROUND THE STATE THROUGH PARTNERSHIPS WITH COMMUNITY ACTION AGENCIES AND OTHER SERVICE PROVIDERS. THE VWBC PROVIDES WOMEN WITH THE TRAINING, ASSISTANCE AND SUPPORT NEEDED TO START AND EXPAND SUCCESSFUL BUSINESSES, THEREBY PROMOTING ECONOMIC INDEPENDENCE AND HEALTHY COMMUNITIES. THIS YEAR 254 WOMEN ENTREPRENEURS PARTICIPATED IN A VARIETY OF TRAININGS, SEMINARS, AND NETWORKING EVENTS AND RECEIVED ONE-ON-ONE COUNSELING TO PURSUE THEIR DREAMS OF ENTREPRENEURSHIP. 30 BUSINESSES WERE STARTED AND 14 JOBS WERE CREATED. CVCAC’S CHILD CARE FOOD PROGRAM WORKED WITH 210 CHILD CARE PROVIDERS WHO PROVIDED HEALTHY, NUTRITIOUS MEALS AND SNACKS TO THE 1,470 CHILDREN IN THEIR CARE.

4c	(Code) (Expenses \$ 4,643,865 including grants of \$ 2,519,865) (Revenue \$ 876,517)
	CVCAC’S WEATHERIZATION TEAM CONDUCTED HOME ENERGY AUDITS FOR INCOME ELIGIBLE CENTRAL VERMONT HOUSEHOLDS. THE TEAM AND PARTNERING CONTRACTORS FOLLOWED UP WITH COST SAVINGS MEASURES SUCH AS ADDED INSULATION, DRAFT REDUCTION, HEATING SYSTEM EFFICIENCY IMPROVEMENTS, INSTALLATION OF ENERGY EFFICIENT LIGHTING, HOT WATER HEATER REPLACEMENT OR INSULATION, AND MORE. CVCAC WEATHERIZED 309 HOUSING UNITS, 364 CENTRAL VERMONTERS WILL BE WARMER THIS WINTER. IN ADDITION, CVCAC MADE EMERGENCY HEATING SYSTEM REPLACEMENTS FOR 20 HOUSEHOLDS AND REPAIRS FOR 41 HOUSEHOLDS TO ENSURE THE PROPER SAFETY AND FUNCTIONING OF THEIR HOME HEATING SYSTEMS. EXPENSES INCLUDE THOSE FUNDED BY AMERICAN RECOVERY AND REINVESTMENT ACT FUNDS.

4d	Other program services (Describe in Schedule O) See also Additional Data for Description
	(Expenses \$ 5,870,296 including grants of \$ 3,974,741) (Revenue \$ 242,316)
4e	Total program service expenses \$ 16,902,495

Part IV

Checklist of Required Schedules

		Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A.</i> 	1	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? <i>If "Yes," complete Schedule C, Part I.</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? <i>If "Yes," complete Schedule C, Part II.</i>	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? <i>If "Yes," complete Schedule C, Part III.</i>	5	
6	Did the organization maintain any donor advised funds or any similar funds or accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I.</i> 	6	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? <i>If "Yes," complete Schedule D, Part II.</i> 	7	No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III.</i> 	8	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? <i>If "Yes," complete Schedule D, Part IV.</i> 	9	No
10	Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V.</i> 	10	No
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, line 10? <i>If "Yes," complete Schedule D, Part VI.</i> 	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? <i>If "Yes," complete Schedule D, Part VII.</i> 	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? <i>If "Yes," complete Schedule D, Part VIII.</i> 	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? <i>If "Yes," complete Schedule D, Part IX.</i> 	11d	No
e	Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X.</i> 	11e	Yes
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)? <i>If "Yes," complete Schedule D, Part X.</i> 	11f	Yes
12a	Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII.</i> 	12a	Yes
b	Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered 'No' to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional.</i> 	12b	No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E.</i>	13	No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a	No
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the United States? <i>If "Yes," complete Schedule F, Parts I and IV.</i>	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? <i>If "Yes," complete Schedule F, Parts II and IV.</i>	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? <i>If "Yes," complete Schedule F, Parts III and IV.</i>	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? <i>If "Yes," complete Schedule G, Part I (see instructions).</i>	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? <i>If "Yes," complete Schedule G, Part II.</i>	18	No
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III.</i>	19	No
20a	Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H.</i>	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? <i>If "Yes," complete Schedule I, Parts I and II</i>	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? <i>If "Yes," complete Schedule I, Parts I and III</i>	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? <i>If "Yes," complete Schedule J</i>	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? <i>If "Yes," answer lines 24b–24d and complete Schedule K. If "No," go to line 25</i>	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
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		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	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? <i>If "Yes," complete Schedule L, Part I</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? <i>If "Yes," complete Schedule L, Part II</i>	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? <i>If "Yes," complete Schedule L, Part III</i>	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? <i>If "Yes," complete Schedule L, Part IV</i>	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b	Yes	
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? <i>If "Yes," complete Schedule L, Part IV</i>	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	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? <i>If "Yes," complete Schedule R, Part I</i>	33		No
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i>	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)? <i>If "Yes," complete Schedule R, Part V, line 2</i> ☐ Yes ☒ No			
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	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? <i>If "Yes," complete Schedule R, Part VI</i>	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	427
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	244
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	Yes
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O.	3b	Yes
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	
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	
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	No
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	
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	
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e	
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f	
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g	
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h	
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			
9 Sponsoring organizations maintaining donor advised funds.			
a	Did the organization make any taxable distributions under section 4966?	9a	
b	Did the organization make a distribution to a donor, donor advisor, or related person?	9b	
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?			
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	
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			
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		
1b	Enter the number of voting members included in line 1a, above, who are independent		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		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?		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		No
6	Does the organization have members or stockholders?		No
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?		No
7b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following		
8a	The governing body?	Yes	
8b	Each committee with authority to act on behalf of the governing body?	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		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?		No
10b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?		
11a	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	Yes	
11b	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	Yes	
12b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	Yes	
12c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	Yes	
13	Does the organization have a written whistleblower policy?	Yes	
14	Does the organization have a written document retention and destruction policy?	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?		
15a	The organization's CEO, Executive Director, or top management official	Yes	
15b	Other officers or key employees of the organization If "Yes" to line 15a or 15b, describe the process in Schedule O (See instructions)		No
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?		No
16b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

17	List the States with which a copy of this Form 990 is required to be filed ☒ VT
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. ☒ SHARON BERNARD 195 USROUTE 302 BARRE, VT 05641 (802) 479-1053

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) HAL COHEN EXECUTIVE DIRECTOR	45.00	X						129,184	0	0
(2) MICHAEL SHERMAN PRESIDENT	1.00	X		X				0	0	0
(3) FLOYD NEASE TREASURER	1.00	X		X				0	0	0
(4) JOHN PATERSON PARTICIPANT SECTOR REPRESENTAT	1.00	X						0	0	0
(5) DONNY OSMAN PRIVATE SECTOR REPRESENTAT	1.00	X						0	0	0
(6) RUBIN BENNETT SECRETARY	1.00	X		X				0	0	0
(7) CAROL O'NEILL PUBLIC SECTOR REPRESENTATI	1.00	X						0	0	0
(8) DEB MARKOWITZ PUBLIC SECTOR REPRESENTATI	1.00	X						0	0	0
(9) MARY S HOOPER PUBLIC SECTOR REPRESENTATI	1.00	X						0	0	0
(10) LORI BELDING VICE PRESIDENT	1.00	X		X				0	0	0
(11) SANDRA LOVEJOY PARTICIPANT SECTOR REPRESE	1.00	X						0	0	0
(12) MICHELE PACKARD PARTICIPANT SECTOR ALTERNA	1.00	X						0	0	0
(13) KAREN DYER PARTICIPANT SECTOR ALTERNA	1.00	X						0	0	0
(14) BERT MANNING PARTICIPANT SECTOR REPRESE	1.00	X						0	0	0
(15) KELLY INGRAM PARTICIPANT SECTOR REPRESE	1.00	X						0	0	0
(16) SHIRLEY MASON PARTICIPANT SECTOR ALTERNA	1.00	X						0	0	0

Part VII

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

(A) Name and Title	(B) Average hours per week (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			
(17) CONNIE DECOSTE PARTICIPANT SECTOR REPRESE	1 00	X						0	0	0
(18) BOBBISUE CHAMPNEY PARTICIPANT SECTOR REPRESE	1 00	X						0	0	0
(19) HEATHER PAYE PARTICIPANT SECTOR ALTERNA	1 00	X						0	0	0
(20) FAITH RYAN PARTICIPANT SECTOR ALTERNA	1 00	X						0	0	0
(21) ANITA CHADDERTON PUBLIC SECTOR REPRESENTATI	1 00	X						0	0	0
(22) BARBARA VACARR PRIVATE SECTOR REPRESENTAT	1 00	X						0	0	0
(23) CINDY SENNING PRIVATE SECTOR REPRESENTAT	1 00	X						0	0	0
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								129,184	0	0

2Total number of individuals (including but not limited to those listed above) who received more than \$100,000 in reportable compensation from the organization1

	Yes	No
3Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		No
4For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>		No
5Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		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)	(B)	(C)	(D)		
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512, 513, or 514		
Contributions, gifts, grants and other similar amounts	1a	Federated campaigns	1a	19,953				
	b	Membership dues	1b					
	c	Fundraising events	1c					
	d	Related organizations	1d					
	e	Government grants (contributions)	1e	16,923,340				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	1,305,833				
	g	Noncash contributions included in lines 1a-1f \$						
	h	Total. Add lines 1a-1f		18,249,126				
	Program Service Revenue			Business Code				
2a		WEATHERIZATION	230000	876,517	253,831	622,686		
b		COMMUNITY ECONOMIC DEV	624200	119,887	119,887			
c		HOUSING RENTALS	624200	104,744	104,744			
d								
e								
f		All other program service revenue		270,818	270,818			
g		Total. Add lines 2a-2f		1,371,966				
Other Revenue	3	Investment income (including dividends, interest and other similar amounts)		8,837			8,837	
	4	Income from investment of tax-exempt bond proceeds						
	5	Royalties						
	6a	(i) Real		(ii) Personal				
	b	Less rental expenses						
	c	Rental income or (loss)						
	d	Net rental income or (loss)						
	7a	(i) Securities		(ii) Other				
		11,960		72,102				
		11,923		75,773				
		37		-3,671				
	d	Net gain or (loss)		-3,634	-3,634			
	8a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18						
	a							
	b	Less direct expenses						
	c	Net income or (loss) from fundraising events						
	9a	Gross income from gaming activities See Part IV, line 19						
	b	Less direct expenses						
	c	Net income or (loss) from gaming activities						
10a	Gross sales of inventory, less returns and allowances							
a								
b	Less cost of goods sold							
c	Net income or (loss) from sales of inventory							
Miscellaneous Revenue		Business Code						
11a								
b								
c								
d	All other revenue							
e	Total. Add lines 11a-11d							
12	Total revenue. See Instructions		19,626,295	745,646	622,686	8,837		

Part IX

Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.

All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the U S See Part IV, line 21				
2	Grants and other assistance to individuals in the U S See Part IV, line 22	8,278,058	8,278,058		
3	Grants and other assistance to governments, organizations, and individuals outside the U S See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	126,245	106,955	18,760	530
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	6,369,358	5,396,020	946,724	26,614
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	50,114	42,456	7,447	211
9	Other employee benefits	1,249,389	1,058,457	185,712	5,220
10	Payroll taxes	493,128	417,778	73,279	2,071
a	Fees for services (non-employees)				
	Management				
b	Legal				
c	Accounting				
d	Lobbying				
e	Professional fundraising services See Part IV, line 17				
f	Investment management fees				
g	Other				
12	Advertising and promotion				
13	Office expenses				
14	Information technology				
15	Royalties				
16	Occupancy	752,465	680,843	71,460	162
17	Travel	387,735	377,982	9,209	544
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings				
20	Interest	31,687	31,687		
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	107,756	96,383	11,373	
23	Insurance				
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	OTHER	440,441	257,678	165,320	17,443
b	EQUIPMENT AND EXPENDABLE	188,142	126,767	61,324	51
c	MEETING	32,281	31,431	850	
d					
e					
f	All other expenses				
25	Total functional expenses. Add lines 1 through 24f	18,506,799	16,902,495	1,551,458	52,846
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)		(B)
					Beginning of year		End of year
Assets	1	Cash—non-interest-bearing				1	25,510
	2	Savings and temporary cash investments			1,932,786	2	1,264,851
	3	Pledges and grants receivable, net			1,244,024	3	2,563,472
	4	Accounts receivable, net			204,249	4	442,414
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L				5	
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)), 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	
	7	Notes and loans receivable, net				7	
	8	Inventories for sale or use			193,584	8	220,057
	9	Prepaid expenses and deferred charges			77,699	9	135,308
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D.	10a	3,477,433			
	b	Less: accumulated depreciation	10b	853,959	1,350,308	10c	2,623,474
	11	Investments—publicly traded securities			25,141	11	43,683
	12	Investments—other securities. See Part IV, line 11				12	
	13	Investments—program-related. See Part IV, line 11				13	
	14	Intangible assets				14	
	15	Other assets. See Part IV, line 11			364,347	15	272,979
16	Total assets. Add lines 1 through 15 (must equal line 34)			5,392,138	16	7,591,748	
Liabilities	17	Accounts payable and accrued expenses			1,503,835	17	1,882,884
	18	Grants payable				18	
	19	Deferred revenue			224,193	19	430,830
	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			643,997	23	1,321,626
	24	Unsecured notes and loans payable to unrelated third parties				24	
	25	Other liabilities. Complete Part X of Schedule D			753,879	25	554,839
	26	Total liabilities. Add lines 17 through 25			3,125,904	26	4,190,179
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			1,470,969	27	2,328,796
	28	Temporarily restricted net assets			795,265	28	1,072,773
	29	Permanently restricted net assets				29	
	Organizations that do not follow SFAS 117, check here ☐ and complete lines 30 through 34.						
	30	Capital stock or trust principal, or current funds				30	
	31	Paid-in or capital surplus, or land, building or equipment fund				31	
	32	Retained earnings, endowment, accumulated income, or other funds				32	
	33	Total net assets or fund balances			2,266,234	33	3,401,569
34	Total liabilities and net assets/fund balances			5,392,138	34	7,591,748	

Part XI Reconciliation 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	19,626,295
2	Total expenses (must equal Part IX, column (A), line 25)	2	18,506,799
3	Revenue less expenses Subtract line 2 from line 1	3	1,119,496
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	2,266,234
5	Other changes in net assets or fund balances (explain in Schedule O)	5	15,838
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	3,401,569

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?		No
b	Were the organization's financial statements audited by an independent accountant?	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	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?	Yes	
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	Yes	

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
CENTRAL VERMONT COMMUNITY ACTION COUNCIL

Employer identification number
03-0216254

Part I

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

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

1

☐

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

2

☐

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

3

☐

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

4

☐

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

5

☐

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

6

☐

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

7

☒

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

8

☐

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

9

☐

An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III)

10

☐

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

11

☐

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

a

☐

Type I

b

☐

Type II

c

☐

Type III - Functionally integrated

d

☐

Type III - Other

e

☐

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

f

☐

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

g

☐

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

(i)

a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the the supported organization?

(ii)

a family member of a person described in (i) above?

(iii)

a 35% controlled entity of a person described in (i) or (ii) above?

h

Provide the following information about the supported organization(s)

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

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 9 above or IRC section (see instructions))	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the U S ?		(vii) Amount of support
			Yes	No	Yes	No	Yes	No	
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.")	9,873,631	11,267,663	12,160,561	14,741,029	18,249,126	66,292,010
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	9,873,631	11,267,663	12,160,561	14,741,029	18,249,126	66,292,010
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public Support. Subtract line 5 from line 4						66,292,010

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	9,873,631	11,267,663	12,160,561	14,741,029	18,249,126	66,292,010
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	76,911	29,557	24,124	27,627	8,837	167,056
9 Net income from unrelated business activities, whether or not the business is regularly carried on		237,657	84,106			321,763
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)	16,462	40,586	308,325			365,373
11 Total support (Add lines 7 through 10)						67,146,202
12 Gross receipts from related activities, etc (See instructions)					12	1,396,283
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	98 730 %
15 Public Support Percentage for 2009 Schedule A, Part II, line 14	15	98 400 %
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 IIIPart 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

Additional Data

Software ID:
Software Version:
EIN: 03-0216254
Name: CENTRAL VERMONT COMMUNITY ACTION COUNCIL

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

4d. Other program services			
(Code)	(Expenses \$ 3,107,996	including grants of \$ 1,819,932)	(Revenue \$ 242,316)
FAMILY AND COMMUNITY SUPPORT SERVICES (FCSS) IS THE GATEWAY TO MANY OTHER CVCAC PROGRAMS AND SERVICES WITH OFFICES LOCATED IN BARRE, BERLIN, BRADFORD, MORRISVILLE, AND RANDOLPH. OFTEN WHEN PEOPLE CONTACT CVCAC THEY NEED IMMEDIATE ASSISTANCE WITH FOOD, SHELTER, UTILITIES, AND HOME HEATING FUEL. FCSS STAFF MEMBERS ARE TRAINED TO HELP PEOPLE ARTICULATE AND PRIORITIZE THEIR NEEDS, IDENTIFY OPPORTUNITIES FOR RESOURCES AND SERVICES, AND MAKE REFERRALS TO STATE AGENCIES AND OTHER COMMUNITY-BASED PROGRAMS (INCLUDING OTHER PROGRAMS WITHIN THE AGENCY). THIS YEAR 5,822 HOUSEHOLDS WITH 13,119 INDIVIDUALS WERE PROVIDED WITH EMERGENCY SERVICES, INCLUDING FOOD FROM THE FOOD SHELVES, AS WELL AS REFERRALS TO OTHER COMMUNITY RESOURCES TO ADDRESS CRITICAL NEEDS. DURING THE WINTER MONTHS, 1,593 HOUSEHOLDS WERE ASSISTED BY THE CRISIS FUEL PROGRAM AND WERE ABLE TO CONTINUE HEATING THEIR HOMES AND KEEP THE ELECTRICITY ON. THE AGENCY CONTINUED TO OPERATE THE AFTER HOURS EMERGENCY FUEL PROGRAM STATEWIDE IN PARTNERSHIP WITH OTHER COMMUNITY ACTION AGENCIES, FUEL DEALERS AND OTHER SERVICE PROVIDERS THROUGH AN ONGOING PARTNERSHIP WITH THE VERMONT FOOD BANK AND PRIVATE SUPPORT, THE AGENCY WAS ABLE TO STOCK ITS FOOD SHELVES IN BERLIN, MORRISVILLE, AND BRADFORD AND PROVIDE EMERGENCY FOOD. PRIVATE DONATIONS OF DOLLARS AND FOOD ITEMS FROM CHURCHES, INDIVIDUALS, AND OTHER ORGANIZATIONS GREATLY SUPPORTED THE AGENCY'S EMERGENCY/SUPPLEMENTAL FOOD EFFORT AS A HUD-CERTIFIED HOUSING COUNSELING AGENCY, CVCAC RECEIVES FEDERAL FUNDING TO PROVIDE SERVICES, REFERRALS AND DIRECT ASSISTANCE TO INDIVIDUALS AND FAMILIES WHO ARE HOMELESS OR ARE AT RISK OF BECOMING SO THROUGH EVICTION AND FORECLOSURE. IN FISCAL YEAR ENDING 2011, 646 FAMILIES AVOIDED HOMELESSNESS THROUGH THE COUNCIL'S FAMILY HOUSING PARTNERSHIP PROGRAM. CVCAC'S FREE TAX PREPARATION ASSISTANCE HELPS LOW-INCOME VERMONTERS CORRECTLY FILE THEIR TAX FORMS AND RECEIVE BOTH STATE AND FEDERAL EARNED INCOME TAX CREDITS, AS WELL AS OTHER REBATES FOR WHICH THEY WERE ELIGIBLE. THIS YEAR 858 HOUSEHOLDS RECEIVED FREE ASSISTANCE WITH COMPLETING AND FILING TAXES WITH THE IRS AND RECEIVED THE FULL BENEFIT OF REFUNDS, CREDITS AND REBATES DUE AND RECEIVED \$1,514,710 IN REFUNDS, CREDITS AND REBATES. 29 HOUSEHOLDS USE THE LOW INCOME TAXPAYER CLINIC FOR HELP WITH IRS CONTROVERSIES AND EDUCATIONAL RESOURCES REGARDING THEIR RIGHTS AND RESPONSIBILITIES AS TAXPAYERS. 32 FAMILIES USED THE CHILDREN'S HOUR SUPERVISED VISITATION AND EXCHANGE SERVICES TO ALLOW NONCUSTODIAL PARENTS OPPORTUNITIES TO VISIT WITH THEIR CHILDREN. THE COUNCIL CONTINUES TO PROVIDE SERVICE COORDINATION FOR VERMONT'S DEPARTMENT FOR CHILDREN AND FAMILIES TO PROVIDE DETAILED SERVICES FOR VERMONTERS WITH MULTIPLE NEEDS AND ESTABLISH COORDINATED TEAMS OF SERVICE PROVIDERS. CVCAC PROVIDES 9 AFFORDABLE HOUSING UNITS IN TWO BUILDINGS (HUD SECTION 8) IN RANDOLPH, VT CALLED PROSPECT FOREST HOMES. THIS GROUP OF FUNDS HOLDS PROPERTY, PLANT AND EQUIPMENT USED TO PROVIDE THESE HOUSING UNITS. CVCAC IS AN ACTIVE MEMBER OF VERMONT'S COMMUNITY SERVICES BLOCK GRANT AGENCY NETWORK THAT PROVIDES FAMILY DEVELOPMENT AND EMERGENCY SERVICES THROUGHOUT THE STATE. CSBG FUNDS ARE FEDERAL PASS-THROUGH RESOURCES ADMINISTERED BY THE STATE OF VERMONT OFFICE OF ECONOMIC OPPORTUNITY. CSBG IS AN IMPORTANT SOURCE OF BOTH DISCRETIONARY AND PROGRAMMATIC RESOURCES THAT ARE USED TO LEVERAGE OTHER SOURCES OF FUNDING, WHICH ENABLES STAFF TO ADDRESS THE FOLLOWING GOALS: 1) LOW-INCOME PEOPLE BECOME MORE SELF-SUFFICIENT, 2) CONDITIONS IN WHICH LOW-INCOME PEOPLE LIVE ARE IMPROVED, 3) LOW-INCOME PEOPLE OWN A STAKE IN THEIR COMMUNITIES, 4) PARTNERSHIP AMONG SUPPORTERS AND PROVIDERS OF SERVICES TO LOW-INCOME PEOPLE ARE ACHIEVED, 5) AGENCIES INCREASE THEIR CAPACITY TO ACHIEVE RESULTS, AND 6) LOW-INCOME PEOPLE, ESPECIALLY VULNERABLE POPULATIONS, ACHIEVE THEIR POTENTIAL BY STRENGTHENING THEIR FAMILY AND OTHER SUPPORT SYSTEMS. EXPENSES INCLUDE THOSE FUNDED BY AMERICAN RECOVERY AND REINVESTMENT ACT FUNDS.			
(Code)	(Expenses \$ 2,604,849	including grants of \$ 2,138,679)	(Revenue \$)
VERMONT GREEN, A PROGRAM OF CENTRAL VERMONT COMMUNITY ACTION COUNCIL, IS A STATEWIDE PUBLIC-PRIVATE PARTNERSHIP TO SUPPORT GREEN JOB TRAINING FOR THE RENEWABLE ENERGY AND ENERGY EFFICIENCY SECTORS. FUNDING IS PROVIDED BY A US DEPARTMENT OF LABOR, AMERICAN RECOVERY AND REINVESTMENT ACT, ENERGY TRAINING PARTNERSHIP GRANT. 1,530 PEOPLE WORKED WITH A VERMONT GREEN CARRIER COUNSELOR TO PREPARE FOR A JOB IN THE GREEN ECONOMY. 1,417 ATTENDED TRAINING TO BUILD GREEN JOB SKILLS, 1,335 RECEIVED INDUSTRY CREDENTIALS OR CERTIFICATION AND 183 PEOPLE RETAINED OR SECURED A JOB WITH THEIR ENHANCED SKILLS.			
(Code)	(Expenses \$ 157,451	including grants of \$ 16,130)	(Revenue \$)
THE VERMONT CAR COACH PROGRAM, A STATEWIDE PARTNERSHIP WITH THE VERMONT DEPARTMENT FOR CHILDREN AND FAMILIES AND VOCATIONAL REHABILITATION, ASSISTS INDIVIDUALS IN SECURING LOANS TO PURCHASE QUALITY CARS AND MAKING CAR REPAIRS. PARTICIPANTS RECEIVE EDUCATIONAL INFORMATION AND GUIDANCE ON CREDIT ISSUES, FINDING AND TEST DRIVING CARS, AND POST PURCHASE REPAIRS AND MAINTENANCE ISSUES. 248 VERMONTERS FOUND AND MAINTAINED RELIABLE TRANSPORTION WITH SUPPORT FROM THE VERMONT CAR COACH, INCLUDING 113 CARS PURCHASED AND 38 CAR REPAIRS.			

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
CENTRAL VERMONT COMMUNITY ACTION COUNCIL

Employer identification number
03-0216254

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

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

▶ \$ _____

For Privacy Act and Paperwork Reduction Act Notice, see the Intructions for Form 990

Cat No 52283D

Schedule D (Form 990) 2010

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

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

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

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIV

Part V

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

	(a)Current Year	(b)Prior Year	(c)Two Years Back	(d)Three Years Back	(e)Four Years Back
1a	Beginning of year balance				
b	Contributions				
c	Investment earnings or losses				
d	Grants or scholarships				
e	Other expenditures for facilities and programs				
f	Administrative expenses				
g	End of year balance				

2

Provide the estimated percentage of the year end balance held as

a

Board designated or quasi-endowment ▶

b

Permanent endowment ▶

c

Term endowment ▶

3a

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

(i)

unrelated organizations

(ii)

related organizations

3a(i)

Yes

No

3a(ii)

3b

b

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

4

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

Part VI

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

Description of investment	(a) Cost or other basis (investment)	(b)Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		315,818		315,818
b Buildings		2,814,839	689,220	2,125,619
c Leasehold improvements		59,755	36,863	22,892
d Equipment		157,622	80,788	76,834
e Other		129,399	47,088	82,311
Total. Add lines 1a-1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).) ▶				2,623,474

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	19,626,295
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	18,506,799
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	1,119,496
4	Net unrealized gains (losses) on investments	4	15,838
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net) Add lines 4 - 8	9	15,838
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	1,135,334

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	19,645,804
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains on investments	2a	15,838
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	3,671
e	Add lines 2a through 2d	2e	19,509
3	Subtract line 2e from line 1	3	19,626,295
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	0
5	Total Revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12)	5	19,626,295

Part XIII

Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements	1	18,506,799
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	0
3	Subtract line 2e from line 1	3	18,506,799
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	0
5	Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)	5	18,506,799

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
DESCRIPTION OF UNCERTAIN TAX POSITIONS UNDER FIN 48	PART X	ACCOUNTING STANDARD CODIFICATION NO. 740, "ACCOUNTING FOR INCOME TAXES," ESTABLISHED THE MINIMUM THRESHOLD FOR RECOGNIZING, AND A SYSTEM FOR MEASURING, THE BENEFITS OF TAX RETURN POSITIONS IN FINANCIAL STATEMENTS. THE COUNCIL HAS ANALYZED THE ORGANIZATION'S TAX POSITION TAKEN ON ITS INCOME TAX RETURNS FOR THE YEARS (2007 THROUGH 2010), FOR THE PURPOSES OF IMPLEMENTATION, AND HAS CONCLUDED THAT NO ADDITIONAL PROVISION FOR INCOME TAXES IS NECESSARY IN THE COUNCIL'S FINANCIAL STATEMENTS.
PART XII, LINE 2D - OTHER ADJUSTMENTS		OTHER LOSSES

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
CENTRAL VERMONT COMMUNITY ACTION COUNCIL

Employer identification number
03-0216254

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 ▶

3

Enter total number of other organizations ▶

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
See Additional Data Table					

Part IV

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

Identifier	Return Reference	Explanation
OTHER INFORMATION	PART IV	THE COUNCIL MAINTAINS CASE MANAGEMENT FILES TO TRACK THE GRANT ASSISTANCE TO INDIVIDUALS AND FAMILIES

Software ID:
Software Version:
EIN: 03-0216254
Name: CENTRAL VERMONT COMMUNITY ACTION COUNCIL

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

(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
EARLY CHILDHOOD EDUCATION AND FAMILY DEVELOPMENT SERVICES TO INDIVIDUALS	1588	422,202			
EMERGENCY SERVICES FOR INDIVIDUALS	13119	1,621,153			
FOOD FOR CHILDREN IN DAYCARE HOMES	2040	936,825			
COMMUNITY ECONOMIC DEVELOPMENT SERVICES FOR INDIVIDUALS	1486	424,425			
WEATHERIZATION AND EMERGENCY HEATING SYSTEM REPLACEMENTS AND REPAIRS FOR HOUSEHOLDS	420	2,519,864			
VT GREEN JOB TRAINING	1530	2,138,679			
CAR COACH	248	16,130			
CSBG	13119	198,780			

Schedule L
(Form 990 or 990-EZ)

Transactions with Interested Persons

OMB No 1545-0047

2010

Open to Public Inspection

▶ Complete if the organization answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V lines 38a or 40b.

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

Name of the organization

CENTRAL VERMONT COMMUNITY ACTION COUNCIL

Employer identification number

03-0216254

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

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

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

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

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

Part II Loans to and/or From Interested Persons.

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

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

Part III Grants or Assistance Benefitting Interested Persons.

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

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

Part IV

Business Transactions Involving Interested Persons.

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

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
(1) PAUL MARKOWITZ	HUSBAND TO BOARD MEMBER DEB MARKOWITZ	5,420	CONSULTING SERVICES		No

Part V

Supplemental Information

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

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 CENTRAL VERMONT COMMUNITY ACTION COUNCIL	Employer identification number 03-0216254
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Identifier	Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11		A COPY OF THE ANNUAL FORM FORM 990 WILL BE GIVEN TO EACH BOARD MEMBER PRIOR TO FILING

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 12C	A CONFLICT OF INTEREST POLICY IS UPDATED AND SIGNED BY EACH BOARD MEMBER ON AN ANNUAL BASIS

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION B, LINE 15A	THE COMPENSATION OF THE EXECUTIVE DIRECTOR IS DELIBERATED AND APPROVED BY THE BOARD

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION C, LINE 19	GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY , AND FINANCIAL STATEMENTS ARE AVAILABLE TO THE PUBLIC UPON REQUEST

Identifier	Return Reference	Explanation
CHANGES IN NET ASSETS OR FUND BALANCES	FORM 990, PART XI, LINE 5	NET UNREALIZED GAINS ON INVESTMENTS 15,838

Form

4562

Depreciation and Amortization
(Including Information on Listed Property)

OMB No 1545-0172

2010

Attachment
Sequence No 67

Department of the Treasury
Internal Revenue Service (99)

See separate instructions. Attach to your tax return.

Name(s) shown on return CENTRAL VERMONT COMMUNITY ACTION COUNCIL	Business or activity to which this form relates FORM 990 PAGE 10	Identifying number 03-0216254
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Part I Election To Expense Certain Property Under Section 179

Note: If you have any listed property, complete Part V before you complete Part I.

1	Maximum amount See the instructions for a higher limit for certain businesses	1	500,000
2	Total cost of section 179 property placed in service (see instructions)	2	
3	Threshold cost of section 179 property before reduction in limitation (see instructions)	3	2,000,000
4	Reduction in limitation Subtract line 3 from line 2 If zero or less, enter -0-	4	
5	Dollar limitation for tax year Subtract line 4 from line 1 If zero or less, enter -0- If married filing separately, see instructions	5	
6	(a) Description of property	(b) Cost (business use only)	(c) Elected cost
7	Listed property Enter the amount from line 29	7	
8	Total elected cost of section 179 property Add amounts in column (c), lines 6 and 7	8	
9	Tentative deduction Enter the smaller of line 5 or line 8	9	
10	Carryover of disallowed deduction from line 13 of your 2009 Form 4562	10	
11	Business income limitation Enter the smaller of business income (not less than zero) or line 5 (see instructions)	11	
12	Section 179 expense deduction Add lines 9 and 10, but do not enter more than line 11	12	
13	Carryover of disallowed deduction to 2011 Add lines 9 and 10, less line 12 .	13	

Note: Do not use Part II or Part III below for listed property. Instead, use Part V.

Part II Special Depreciation Allowance and Other Depreciation (Do not include listed property) (See instructions)

14	Special depreciation allowance for qualified property (other than listed property) placed in service during the tax year (see instructions)	14	
15	Property subject to section 168(f)(1) election	15	
16	Other depreciation (including ACRS)	16	83,670

Part III MACRS Depreciation (Do not include listed property.) (See instructions.)

Section A

17	MACRS deductions for assets placed in service in tax years beginning before 2010	17	
18	If you are electing to group any assets placed in service during the tax year into one or more general asset accounts, check here		

Section B—Assets Placed in Service During 2010 Tax Year Using the General Depreciation System

(a) Classification of property	(b) Month and year placed in service	(c) Basis for depreciation (business/investment use only—see instructions)	(d) Recovery period	(e) Convention	(f) Method	(g) Depreciation deduction
19a 3-year property						
b 5-year property						
c 7-year property						
d 10-year property						
e 15-year property						
f 20-year property						
g 25-year property			25 yrs		S/L	
h Residential rental property			27 5 yrs	MM	S/L	
			27 5 yrs	MM	S/L	
i Nonresidential real property	2011-03	667,344	39 yrs	MM	S/L	7,629
			39 yrs	MM	S/L	

Section C—Assets Placed in Service During 2010 Tax Year Using the Alternative Depreciation System

20a Class life					S/L	
b 12-year			12 yrs		S/L	
c 40-year			40 yrs	MM	S/L	

Part IV Summary (see instructions)

21	Listed property Enter amount from line 28	21	
22	Total. Add amounts from line 12, lines 14 through 17, lines 19 and 20 in column (g), and line 21 Enter here and on the appropriate lines of your return Partnerships and S corporations—see instructions	22	91,299
23	For assets shown above and placed in service during the current year, enter the portion of the basis attributable to section 263A costs	23	

Part V

Listed Property (Include automobiles, certain other vehicles, certain computers, and property used for entertainment, recreation, or amusement.)
Note: For any vehicle for which you are using the standard mileage rate or deducting lease expense, complete **only** 24a, 24b, columns (a) through (c) of Section A, all of Section B, and Section C if applicable.

Section A—Depreciation and Other Information (Caution: See the instructions for limits for passenger automobiles.)

24a Do you have evidence to support the business/investment use claimed? ☐ Yes ☐ No						24b If "Yes," is the evidence written? ☐ Yes ☐ No		
(a) Type of property (list vehicles first)	(b) Date placed in service	(c) Business/ investment use percentage	(d) Cost or other basis	(e) Basis for depreciation (business/investment use only)	(f) Recovery period	(g) Method/ Convention	(h) Depreciation/ deduction	(i) Elected section 179 cost
25Special depreciation allowance for qualified listed property placed in service during the tax year and used more than 50% in a qualified business use (see instructions)						25		
26 Property used more than 50% in a qualified business use								
		%						
		%						
		%						
27 Property used 50% or less in a qualified business use								
		%				S/L -		
		%				S/L -		
		%				S/L -		
28 Add amounts in column (h), lines 25 through 27 Enter here and on line 21, page 1						28		
29 Add amounts in column (i), line 26 Enter here and on line 7, page 1							29	

Section B—Information on Use of Vehicles

Complete this section for vehicles used by a sole proprietor, partner, or other "more than 5% owner," or related person
If you provided vehicles to your employees, first answer the questions in Section C to see if you meet an exception to completing this section for those vehicles

30 Total business/investment miles driven during the year (do not include commuting miles)	(a) Vehicle 1		(b) Vehicle 2		(c) Vehicle 3		(d) Vehicle 4		(e) Vehicle 5		(f) Vehicle 6	
31 Total commuting miles driven during the year												
32 Total other personal(noncommuting) miles driven												
33 Total miles driven during the year Add lines 30 through 32												
34 Was the vehicle available for personal use during off-duty hours?	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
35 Was the vehicle used primarily by a more than 5% owner or related person?												
36 Is another vehicle available for personal use?												

Section C—Questions for Employers Who Provide Vehicles for Use by Their Employees

Answer these questions to determine if you meet an exception to completing Section B for vehicles used by employees who **are not** more than 5% owners or related persons (see instructions)

37 Do you maintain a written policy statement that prohibits all personal use of vehicles, including commuting, by your employees?	Yes	No
38 Do you maintain a written policy statement that prohibits personal use of vehicles, except commuting, by your employees? See the instructions for vehicles used by corporate officers, directors, or 1% or more owners		
39 Do you treat all use of vehicles by employees as personal use?		
40 Do you provide more than five vehicles to your employees, obtain information from your employees about the use of the vehicles, and retain the information received?		
41 Do you meet the requirements concerning qualified automobile demonstration use? (See instructions)		
Note: If your answer to 37, 38, 39, 40, or 41 is "Yes," do not complete Section B for the covered vehicles		

Part VI Amortization

(a) Description of costs	(b) Date amortization begins	(c) Amortizable amount	(d) Code section	(e) A mortization period or percentage	(f) A mortization for this year
42 A mortization of costs that begins during your 2010 tax year (see instructions)					
43 A mortization of costs that began before your 2010 tax year				43	
44 Total. Add amounts in column (f) See the instructions for where to report				44	