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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

2012

Open to Public Inspection

A For the 2012 calendar year, or tax year beginning 1/1/2012 , and ending 12/31/2012

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

C Name of organization: Community Action, Inc

Doing Business As

Number and street (or P O box if mail is not delivered to street address): 145 Essex Street — Room/suite

City, town or post office, state, and ZIP code: Haverhill MA 01832

D Employer identification number: 04-2383153

E Telephone number: (978) 373-1971

G Gross receipts $ 14,925,476

F Name and address of principal officer: John Cuneo 145 Essex Street, Haverhill, MA 01832

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)

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

J Website: ▶ communityactioninc org

H(c) Group exemption number ▶

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

L Year of formation 1965

M State of legal domicile MA

SCANNED AUG 27 2013

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities: Community Action, Inc empowers individuals, families and communities to overcome poverty through education, training, advocacy, prevention and services to meet basic human needs We offer hope and assistance with respect and understanding

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	17
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	17
5	Total number of individuals employed in calendar year 2012 (Part V, line 2a)	5	213
6	Total number of volunteers (estimate if necessary)	6	
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	0

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	15,975,691	14,885,341
	9	Program service revenue (Part VIII, line 2g)	0	0
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	11,258	7,748
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	17,130	26,564
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	16,004,079	14,919,653
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	6,537,255	5,827,981
	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)	5,974,124	5,854,511
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 7,984		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	3,393,680	3,223,538
	18	Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)	15,905,059	14,906,030
	19	Revenue less expenses Subtract line 18 from line 12	99,020	13,623

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	4,980,532	4,930,681
	21	Total liabilities (Part X, line 26)	2,525,089	2,461,615
	22	Net assets or fund balances Subtract line 21 from line 20	2,455,443	2,469,066

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OGDEN, UT

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

▶ John Cuneo — Signature of officer — Date 8/9/13

▶ John Cuneo 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 ▶ — Firm's EIN ▶

Firm's address ▶ — Phone no

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

For Paperwork Reduction Act Notice, see the separate instructions. Form **990** (2012)

HTA

Part III **Statement of Program Service Accomplishments**

Check if Schedule O contains a response to any question in this Part III . . . . [X]

1 Briefly describe the organization's mission

Community Action, Inc. empowers individuals, families and communities to overcome poverty through education, training, advocacy, prevention and services to meet basic human needs We offer hope and assistance with respect and understanding

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

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

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? . . . [ ] Yes [X] No

If "Yes," describe these changes on Schedule O

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses Section 501(c)(3) and 501(c)(4) organizations 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 $ 5,814,787 including grants of $ 0) (Revenue $ 6,482,708)

Family, Child care, education, health and nutrition services Head Start, Early Head Start and Family Day Care system.

4b (Code) (Expenses $ 4,757,975 including grants of $) (Revenue $ 4,835,401)

Energy and Weatherizaiton for low income families and individuals

4c (Code) (Expenses $ 3,063,430 including grants of $) (Revenue $ 3,218,720)

Community services and Advocacy, Housing Assistance serivces. Woman , Infants and Children services.

4d Other program services (Describe in Schedule O)

(Expenses $ 284,202 including grants of $ 0) (Revenue $ 305,739)

4e **Total program service expenses** ▶ 13,920,394

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	X	
2	Is the organization required to complete *Schedule B, Schedule of Contributors* (see instructions)?	2		X
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		X
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		X
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		
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which 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		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		X
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, 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		X
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? *If "Yes," complete Schedule D, Part V*	10		X
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? *If "Yes," complete Schedule D, Part VI*	11a	X	
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		X
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		X
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		X
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e		X
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		X
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a	X	
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 and XII is optional*	12b		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? *If "Yes," complete Schedule F, Parts I and IV*	14b		X
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or assistance to any organization or entity located outside the United States? *If "Yes," complete Schedule F, Parts II and IV*	15		X
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or assistance to individuals located outside the United States? *If "Yes," complete Schedule F, Parts III and IV*	16		X
17	Did the organization report a total of more than $15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I (see instructions)*	17	X	
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18	X	
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		X
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		X
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		

Part IV Checklist of Required Schedules *(continued)*

			Yes	No
21	Did the organization report more than $5,000 of grants and other assistance to any government or organization in the United States on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	21		X
22	Did the organization report more than $5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22	X	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? *If "Yes," complete Schedule J*	23		X
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer lines 24b through 24d and complete Schedule K If "No," go to line 25*	24a		X
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? *If "Yes," complete Schedule L, Part I*	25a		X
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		X
26	Was a loan to or by a current or former officer, director, trustee, key employee, highest compensated employee, or disqualified person outstanding as of the end of the organization's tax year? *If "Yes," complete Schedule L, Part II*	26		X
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? *If "Yes," complete Schedule L, Part III*	27		X
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28a		X
b	A family member of a current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28b		X
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		X
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		X
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		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301 7701-2 and 301 7701-3? *If "Yes," complete Schedule R, Part I*	33		X
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	34		X
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
b	If "Yes" to line 35a, 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*	35b		
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		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		X
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? **Note.** All Form 990 filers are required to complete Schedule O	38	X	

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	95			
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	X	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	213			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?			2b	X	
	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		X
b	If "Yes," has it filed a Form 990-T for this year? *If "No," provide an explanation in Schedule O*			3b		
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		X
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		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b		X
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 as charitable contributions?			6a		X
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		X
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		X
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		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		X
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		X
9	**Sponsoring organizations maintaining donor advised funds.**					
a	Did the organization make any taxable distributions under section 4966?			9a		X
b	Did the organization make a distribution to a donor, donor advisor, or related person?			9b		X
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		
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?			13a		X
	Note. See the instructions for additional information the organization must report on Schedule O					
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		X
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O*			14b		

Part VI **Governance, Management, and Disclosure** *For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.*
Check if Schedule O contains a response to any question in this Part VI . . . . [X]

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 . If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.	1a 17			
b	Enter the number of voting members included in line 1a, above, who are independent	1b 17			
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		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person?		3		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		4	X	
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		5		X
6	Did the organization have members or stockholders?		6		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		7a		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following				
a	The governing body?		8a	X	
b	Each committee with authority to act on behalf of the governing body?		8b	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses in Schedule O*		9		X

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

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

Section C. Disclosure

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

18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection Indicate how you made these available Check all that apply
[ ] Own website [X] Another's website [X] Upon request [ ] Other *(explain in Schedule O)*

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

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization ► Charles Proctor , Director of Fiance (978) 373-1971
145 Essex Street, Haverhill, MA 01832

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 . . . . [X]

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 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 (list any hours for related organizations below dotted line)	(C) Position: 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
(1) Lucinda Nolet Chairperson	1 00	X		X						
(2) Maryann Dower Director	1 00	X		X						
(3) Harry Korslund Treasurer	1 00	X		X						
(4) Madeline Howard Asst Clerk	1 00	X		X						
(5) Patricia Gleason Vice Chairperson	1 00	X		X						
(6) Mary Ratkevicius Director	1 00	X								
(7) Diane Galvin Director	1 00	X								
(8) Nancy Earls Director	1 00	X								
(9) Reggie King Director	1 00	X								
(10) Amy Fowler Director	1.00	X								
(11) Bethel Keller Director	1.00	X								
(12) Mary Ellen McEvoy-Lawlor Director	1.00	X								
(13) Mike Nesson Director	1 00	X								
(14) Richard Pettengill Director	1 00	X								

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: 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
(15) Angie Estevez Clerk	1 00	X		X						
(16) Richard Jegorow,Jr. Director	1.00	X								
(17) Richard Pettengill Director	1 00	X								
(18) John Cuneo Executive Director	40 00	X			X	X		104,843	0	0
(19)										
(20)										
(21)										
(22)										
(23)										
(24)										
(25)										

		(D)	(E)	(F)
1b	**Sub-total** . . . . ▶	104,843	0	0
c	**Total from continuation sheets to Part VII, Section A** ▶	0	0	0
d	**Total (add lines 1b and 1c)** . . . ▶	104,843	0	0

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization ▶ 1

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

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than $100,000 of compensation from the organization Report compensation for the calendar year ending with or within the organization's tax year

(A) Name and business address	(B) Description of services	(C) Compensation
		0
		0
		0
		0
		0

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

Part VIII Statement of Revenue

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

Section	Line	Description			(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	0				
	b	Membership dues	1b	0				
	c	Fundraising events	1c	0				
	d	Related organizations	1d	0				
	e	Government grants (contributions)	1e	14,571,136				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	314,205				
	g	Noncash contributions included in lines 1a-1f.	$	0				
	h	**Total.** Add lines 1a–1f ▶			14,885,341			
Program Service Revenue				Business Code				
	2a				0			
	b				0			
	c				0			
	d				0			
	e				0			
	f	All other program service revenue			0			
	g	**Total.** Add lines 2a–2f ▶			0			
	3	Investment income (including dividends, interest, and other similar amounts) ▶			7,748			
	4	Income from investment of tax-exempt bond proceeds ▶			0			
	5	Royalties ▶			0			
Other Revenue			(i) Real	(ii) Personal				
	6a	Gross rents	19,580					
	b	Less rental expenses						
	c	Rental income or (loss)	19,580	0				
	d	Net rental income or (loss) ▶			19,580			
	7a	Gross amount from sales of assets other than inventory	(i) Securities 0	(ii) Other 0				
	b	Less cost or other basis and sales expenses	0	0				
	c	Gain or (loss)	0	0				
	d	Net gain or (loss) ▶			0			
	8a	Gross income from fundraising events (not including $ 0 of contributions reported on line 1c) See Part IV, line 18	a	12,807				
	b	Less direct expenses	b	5,823				
	c	Net income or (loss) from fundraising events ▶			6,984			
	9a	Gross income from gaming activities. See Part IV, line 19	a	0				
	b	Less direct expenses	b	0				
	c	Net income or (loss) from gaming activities ▶			0			
	10a	Gross sales of inventory, less returns and allowances	a	0				
	b	Less cost of goods sold	b	0				
	c	Net income or (loss) from sales of inventory ▶			0			
		Miscellaneous Revenue		Business Code				
	11a				0			
	b				0			
	c				0			
	d	All other revenue			0			
	e	**Total.** Add lines 11a–11d ▶			0			
	12	**Total revenue.** See instructions ▶			14,919,653	0	0	0

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns All other organizations must complete column (A)

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

	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 United States See Part IV, line 21	0			
2	Grants and other assistance to individuals in the United States See Part IV, line 22	5,827,981	5,827,981		
3	Grants and other assistance to governments, organizations, and individuals outside the United States 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	0			
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	0	0	0
7	Other salaries and wages	4,485,368	3,895,539	589,206	623
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	87,544	73,076	14,449	19
9	Other employee benefits	753,815	694,432	59,347	36
10	Payroll taxes	527,784	476,824	50,907	53
11	Fees for services (non-employees)				
a	Management	0			
b	Legal	3,769	0	3,769	0
c	Accounting	44,961		44,961	0
d	Lobbying	0	0	0	0
e	Professional fundraising services. See Part IV, line 17	0			
f	Investment management fees	0			
g	Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	0			
12	Advertising and promotion	11,501	11,501	0	0
13	Office expenses	344,600	293,318	44,187	7,095
14	Information technology	0	0	0	0
15	Royalties	0	0	0	0
16	Occupancy	522,866	470,072	52,794	0
17	Travel	32,700	31,079	1,621	0
18	Payments of travel or entertainment expenses for any federal, state, or local public officials	0			
19	Conferences, conventions, and meetings	87,384	78,579	8,805	0
20	Interest	69,145	58,753	10,392	0
21	Payments to affiliates	0			
22	Depreciation, depletion, and amortization	211,648	143,220	68,428	0
23	Insurance	0			
24	Other expenses Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O)				
a	Provider Day Care & Program Consultants	1,592,492	1,589,011	3,481	
b	Dues and Publications	52,967	31,844	20,965	158
c	Telephone	90,166	85,826	4,340	0
d	Vehicle Expenses	159,339	159,339	0	0
e	All other expenses	0			
25	**Total functional expenses.** Add lines 1 through 24e	14,906,030	13,920,394	977,652	7,984
26	**Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation Check here ▶ ☐ if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

Section	Line	Description			(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing			1,392,023	1	1,394,688
	2	Savings and temporary cash investments			25,318	2	26,241
	3	Pledges and grants receivable, net			0	3	0
	4	Accounts receivable, net			802,503	4	900,471
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L				5	
	6	Loans and other 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) Complete Part II of Schedule L				6	
	7	Notes and loans receivable, net			0	7	0
	8	Inventories for sale or use				8	
	9	Prepaid expenses and deferred charges			43,512	9	48,359
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a	3,759,866			
	b	Less accumulated depreciation	10b	1,198,944	2,717,176	10c	2,560,922
	11	Investments—publicly traded securities			0	11	0
	12	Investments—other securities See Part IV, line 11			0	12	0
	13	Investments—program-related See Part IV, line 11			0	13	0
	14	Intangible assets			0	14	0
	15	Other assets See Part IV, line 11			0	15	0
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)			4,980,532	16	4,930,681
Liabilities	17	Accounts payable and accrued expenses			508,871	17	618,541
	18	Grants payable				18	
	19	Deferred revenue			647,718	19	524,587
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability Complete Part IV of Schedule D				21	
	22	Loans and other 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			0	23	0
	24	Unsecured notes and loans payable to unrelated third parties			1,368,500	24	1,318,487
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D			0	25	0
	26	**Total liabilities.** Add lines 17 through 25			2,525,089	26	2,461,615
Net Assets or Fund Balances		**Organizations that follow SFAS 117 (ASC 958), check here ▶ ☒ and complete lines 27 through 29, and lines 33 and 34.**					
	27	Unrestricted net assets			2,280,362	27	2,281,230
	28	Temporarily restricted net assets			175,081	28	187,836
	29	Permanently restricted net assets				29	
		Organizations that do not follow SFAS 117 (ASC958), 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			2,455,443	33	2,469,066
	34	Total liabilities and net assets/fund balances			4,980,532	34	4,930,681

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	14,919,653
2	Total expenses (must equal Part IX, column (A), line 25)	2	14,906,030
3	Revenue less expenses Subtract line 2 from line 1	3	13,623
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	2,455,443
5	Net unrealized gains (losses) on investments	5	0
6	Donated services and use of facilities	6	0
7	Investment expenses	7	0
8	Prior period adjustments	8	0
9	Other changes in net assets or fund balances (explain in Schedule O)	9	
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	2,469,066

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		X
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	2b	X	
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both. ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	X	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O			
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	X	
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	X	

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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

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

OMB No 1545-0047
2012
Open to Public Inspection

Name of the organization	Employer identification number
Community Action, Inc	04-2383153

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–Non-functionally integrated

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 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? Yes	(iv) No	(v) Did you notify the organization in col (i) of your support? Yes	(v) No	(vi) Is the organization in col (i) organized in the US? Yes	(vi) No	(vii) Amount of monetary support
(A)									
(B)									
(C)									
(D)									
(E)									
Total									0

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) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
1	Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")	12,398,860	15,051,792	17,117,513	15,975,691	14,892,325	75,436,181
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf	0	0				0
3	The value of services or facilities furnished by a governmental unit to the organization without charge	0	0				0
4	**Total.** Add lines 1 through 3	12,398,860	15,051,792	17,117,513	15,975,691	14,892,325	75,436,181
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						75,436,181

Section B. Total Support

	Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
7	Amounts from line 4	12,398,860	15,051,792	17,117,513	15,975,691	14,892,325	75,436,181
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	19,544	16,544	11,905	11,258	7,748	66,999
9	Net income from unrelated business activities, whether or not the business is regularly carried on	0	0	0	0	0	0
10	Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)	0	0	0	0	0	0
11	**Total support.** Add lines 7 through 10						75,503,180

12 Gross receipts from related activities, etc (see instructions) . . . 12

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 2012 (line 6, column (f) divided by line 11, column (f)) . 14 99 91%

15 Public support percentage from 2011 Schedule A, Part II, line 14 . 15 99 89%

16a **33 1/3% support test—2012.** 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—2011.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization . ▶ ☐

17a **10%-facts-and-circumstances test—2012.** 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—2011.** 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) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")						0
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						0
3 Gross receipts from activities that are not an unrelated trade or business under section 513						0
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						0
5 The value of services or facilities furnished by a governmental unit to the organization without charge						0
6 **Total.** Add lines 1 through 5	0	0	0	0	0	0
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						0
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						0
c Add lines 7a and 7b	0	0	0	0	0	0
8 **Public support** (Subtract line 7c from line 6)						0

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
9 Amounts from line 6	0	0	0	0	0	0
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						0
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						0
c Add lines 10a and 10b	0	0	0	0	0	0
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						0
12 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						0
13 **Total support.** (Add lines 9, 10c, 11, and 12)	0	0	0	0	0	0

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

Section C. Computation of Public Support Percentage

15	Public support percentage for 2012 (line 8, column (f) divided by line 13, column (f))	15	0 00%
16	Public support percentage from 2011 Schedule A, Part III, line 15	16	0 00%

Section D. Computation of Investment Income Percentage

17	Investment income percentage for **2012** (line 10c, column (f) divided by line 13, column (f))	17	0 00%
18	Investment income percentage from **2011** Schedule A, Part III, line 17	18	0 00%

19a **33 1/3% support tests—2012.** 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—2011.** 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.** Complete this part to provide the explanations required by Part II, line 10, Part II, line 17a or 17b; and Part III, line 12. Also complete this part for any additional information. (See instructions).

SCHEDULE 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, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization	Employer identification number
Community Action, Inc	04-2383153

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 can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

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

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

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

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

			Held at the End of the Tax Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2d	

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

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

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

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

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

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

9 In Part XIII, 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 (ASC 958), 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 XIII, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under SFAS 116 (ASC 958), 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 (ASC 958) relating to these items

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

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

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

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

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

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

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 XIII and complete the following table

			Amount
c	Beginning balance	1c	0
d	Additions during the year	1d	
e	Distributions during the year	1e	
f	Ending balance	1f	0

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

b If "Yes," explain the arrangement in Part XIII Check here if the explanation has been provided in Part XIII ☐

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	0	0			
b	Contributions					
c	Net investment earnings, gains, and losses					
d	Grants or scholarships					
e	Other expenditures for facilities and programs					
f	Administrative expenses					
g	End of year balance	0	0	0	0	0

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as

a Board designated or quasi-endowment ▶ ________ %

b Permanent endowment ▶ ________ %

c Temporarily restricted endowment ▶ ________ %

The percentages in lines 2a, 2b, and 2c should equal 100%.

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

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

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

	Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a	Land	0	239,898		239,898
b	Buildings	0	2,143,677	437,944	1,705,733
c	Leasehold improvements	0	930,601	355,000	575,601
d	Equipment	0	445,690	406,000	39,690
e	Other	0	0	0	0
Total.	Add lines 1a through 1e *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* ▶				2,560,922

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	0	
(2) Closely-held equity interests	0	
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
Total. *(Column (b) must equal Form 990, Part X, col (B) line 12)* ▶	0	

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
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
Total. *(Column (b) must equal Form 990, Part X, col (B) line 13)* ▶	0	

Part IX Other Assets. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. *(Column (b) must equal Form 990, Part X, col (B) line 15)* ▶	0

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	0
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
(11)	
Total. *(Column (b) must equal Form 990, Part X, col (B) line 25)* ▶	0

2. FIN 48 (ASC 740) Footnote In Part XIII, 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 (ASC 740) Check here if the text of the footnote has been provided in Part XIII ☐

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

1	Total revenue, gains, and other support per audited financial statements			1	14,919,653
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12.				
a	Net unrealized gains on investments	2a			
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII)	2d			
e	Add lines **2a** through **2d**			2e	0
3	Subtract line **2e** from line **1**			3	14,919,653
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 XIII)	4b			
c	Add lines **4a** and **4b**			4c	0
5	Total revenue. Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 12)*			5	14,919,653

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

1	Total expenses and losses per audited financial statements			1	14,906,030
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 XIII)	2d			
e	Add lines **2a** through **2d**			2e	0
3	Subtract line **2e** from line **1**			3	14,906,030
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 XIII)	4b			
c	Add lines **4a** and **4b**			4c	0
5	Total expenses Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 18)*			5	14,906,030

Part XIII Supplemental Information

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

Part XIII Supplemental Information *(continued)*

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
2012
Open to Public Inspection

Name of the organization: Community Action, Inc
Employer identification number: 04-2383153

Part I **Fundraising Activities.** Complete if the organization answered "Yes" to Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

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

- a [X] Mail solicitations
- b [ ] Internet and email solicitations
- c [ ] Phone solicitations
- d [ ] In-person solicitations
- e [X] Solicitation of non-government grants
- f [ ] Solicitation of government grants
- g [X] 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 [X] 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

	(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
1					0	0	0
2					0	0	0
3					0	0	0
4					0	0	0
5					0	0	0
6					0	0	0
7					0	0	0
8					0	0	0
9					0	0	0
10					0	0	0
Total ▶					0	0	0

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

MA

Part II **Fundraising Events.** Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than $15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b List events with gross receipts greater than $5,000.

		(a) Event #1 edy Show / Silent Au (event type)	(b) Event #2 (event type)	(c) Other events NONE (total number)	(d) Total events (add col (a) through col (c))
Revenue	1 Gross receipts	12,807		0	12,807
	2 Less Contributions	0		0	0
	3 Gross income (line 1 minus line 2)	12,807		0	12,807
Direct Expenses	4 Cash prizes	0		0	0
	5 Noncash prizes	0		0	0
	6 Rent/facility costs	0		0	0
	7 Food and beverages	3,129		0	3,129
	8 Entertainment	1,500		0	1,500
	9 Other direct expenses	1,194		0	1,194
	10 Direct expense summary Add lines 4 through 9 in column (d) ▶				(5,823)
	11 Net income summary Combine line 3, column (d), and line 10 ▶				6,984

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				0
Direct Expenses	2 Cash prizes				0
	3 Noncash prizes				0
	4 Rent/facility costs				0
	5 Other direct expenses				0
	6 Volunteer labor	☐ Yes ____ % ☐ No	☐ Yes ____ % ☐ No	☐ Yes ____ % ☐ No	
	7 Direct expense summary Add lines 2 through 5 in column (d) ▶				(0)
	8 Net gaming income summary Combine line 1, column d, and line 7 ▶				0

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

Name ▶

Address ▶

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

b If "Yes," enter the amount of gaming revenue received by the organization ▶ $ 0 and the amount of gaming revenue retained by the third party ▶ $ 0

c If "Yes," enter name and address of the third party

Name ▶

Address ▶

16 Gaming manager information

Name ▶

Gaming manager compensation ▶ $ 0

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 to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ $ 0

Part IV Supplemental Information.

Complete this part to provide the explanations required by Part I, line 2b, columns (iii) and (v), and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable Also complete this part to provide any additional information (see instructions).

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
2012
Open to Public Inspection

Name of the organization: Community Action, Inc
Employer identification number: 04-2383153

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? . . [X] 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 Part II can be duplicated if additional space is needed

1 (a) Name and address of organization or government	(b) EIN	(c) IRC 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
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ▶

3 Enter total number of other organizations listed in the line 1 table . . ▶ 0

For Paperwork Reduction Act Notice, see the Instructions for Form 990.
(HTA)

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. Part III can be duplicated 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 Low Income energy assistance	8,350	4,134,270	0		
2 WIC nutrition assistance	4,350	1,638,623	0		
3 Rental Assistance to low income	150	55,088	0		
4					
5					
6					
7					

Part IV **Supplemental Information.** Complete this part to provide the information required in Part I, line 2, Part III, column (b), and any other additional information

SCHEDULE M
(Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

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

OMB No 1545-0047
2012
Open To Public Inspection

Name of the organization: Community Action, Inc

Employer identification number: 04-2383153

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 noncash 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				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ (__________________)				
26 Other ▶ (__________________)				
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 Acknowledgment . . . 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		
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		
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	32a		
b If "Yes," describe in Part II			
33 If the organization did not report an amount 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, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information

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 990-EZ or to provide any additional information.
▶ Attach to Form 990 or 990-EZ.

OMB No 1545-0047
2012
Open to Public Inspection

Name of the organization	Employer identification number
Community Action, Inc	04-2383153

Form 990, Part III, Line 4d Program Service Expenses 284,202, Grants and allocations 0, Revenue 305,739 Education and training programs ESOL, GED, ABE and nurse aid certification programs

Form 990 Part VI Section B Line 11A The agency presents its 990 for reveiw, comments, and revision to the finance committee of the agency board The finance committee then recommends to the full board for approval and submission of the 990 prior to submission

Form 990 Part VI Section B Line 12C Each year on or by October 1st, the agency requires all officers, directors and key employees to update and review the confict and related party policy

Form 990 Part VI Section B Line 15B The governing board requires the review of simiiar agencies salaries of key employees using the state UFR report and or their 990 to ensure the reasonableness of its Executive Director compensation This requires a 2 committe effort and review, along with a full board recommendation

Form 990 Part VII Section 2 Line C The finance committee reviews, meets with auditors to review the A-133 Audited Financial statements The committe makes recommendations to the governing board for a full board approval prior to the issuance

Form **8868**
(Rev January 2013)
Department of the Treasury

Application for Extension of Time To File an Exempt Organization Return

▶ **File a separate application for each return.**

OMB No 1545-1709

- If you are filing for an **Automatic 3-Month Extension, complete only Part I** and check this box ▶ ☐
- If you are filing for an **Additional (Not Automatic) 3-Month Extension, complete only Part II** (on page 2 of this form)

Do not complete Part II unless you have already been granted an automatic 3-month extension on a previously filed Form 8868

Electronic filing *(e-file)*. You can electronically file Form 8868 if you need a 3-month automatic extension of time to file (6 months for a corporation required to file Form 990-T), or an additional (not automatic) 3-month extension of time You can electronically file Form 8868 to request an extension of time to file any of the forms listed in Part I or Part II with the exception of Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts, which must be sent to the IRS in paper format (see instructions) For more details on the electronic filing of this form, visit *www irs gov/efile* and click on *e-file for Charities & Nonprofits*

Part I Automatic 3-Month Extension of Time. Only submit original (no copies needed)

A corporation required to file Form 990-T and requesting an automatic 6-month extension—check this box and complete Part I only ▶ ☐

All other corporations (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns

Enter filer's identifying number, see instructions

Type or print File by the due date for filing your return See instructions	Name of exempt organization or other filer, see instructions Community Action, Inc	Employer identification number (EIN) or 04-2383153
	Number, street, and room or suite no If a P O box, see instructions 145 Essex Street	Social security number (SSN)
	City, town or post office, state, and ZIP code For a foreign address, see instructions Haverhill MA 01832	

Enter the Return code for the return that this application is for (file a separate application for each return) 01

Application Is For	Return Code	Application Is For	Return Code
Form 990 or Form 990-EZ	01	Form 990-T (corporation)	07
Form 990-BL	02	Form 1041-A	08
Form 4720 (individual)	03	Form 4720	09
Form 990-PF	04	Form 5227	10
Form 990-T (sec 401(a) or 408(a) trust)	05	Form 6069	11
Form 990-T (trust other than above)	06	Form 8870	12

- The books are in the care of ▶ Charles Proctor , Director of Fiance

Telephone No ▶ (978) 373-1971 FAX No ▶

- If the organization does not have an office or place of business in the United States, check this box ▶ ☐
- If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) ______ If this is for the whole group, check this box ▶ ☐ If it is for part of the group, check this box ▶ ☐ and attach a list with the names and EINs of all members the extension is for

1 I request an automatic 3-month (6 months for a corporation required to file Form 990-T) extension of time until 8/15/2013, to file the exempt organization return for the organization named above The extension is for the organization's return for

▶ ☒ calendar year 2012 or

▶ ☐ tax year beginning ______, and ending ______

2 If the tax year entered in line 1 is for less than 12 months, check reason ☐ Initial return ☐ Final return ☐ Change in accounting period

3a	If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits See instructions	**3a**	$ 0
b	If this application is for Form 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made Include any prior year overpayment allowed as a credit	**3b**	$ 0
c	**Balance due.** Subtract line 3b from line 3a Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System) See instructions.	**3c**	$ 0

Caution. If you are going to make an electronic fund withdrawal with this Form 8868, see Form 8453-EO and Form 8879-EO for payment instructions

For Privacy Act and Paperwork Reduction Act Notice, see instructions.
HTA

Community
Action
Inc.
In the business of caring since 1965.

FINANCIAL STATEMENTS IN ACCORDANCE WITH
GOVERNMENT AUDITING STANDARDS AND
OMB CIRCULAR A-133
DECEMBER 31, 2012 AND 2011
TOGETHER WITH
INDEPENDENT AUDITOR'S REPORT

COMMUNITY ACTION, INC.

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DECEMBER 31, 2012 AND 2011

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Alexander Aronson Finning
CERTIFIED PUBLIC ACCOUNTANTS
& BUSINESS ADVISORS

Where Every Client Is A Valued Client

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UNQUALIFIED OPINION ON FINANCIAL STATEMENTS AND SUPPLEMENTARY SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS - NOT-FOR-PROFIT ORGANIZATION

Independent Auditor's Report

To the Board of Directors of
Community Action, Inc.:

Report on the Financial Statements

We have audited the accompanying financial statements of Community Action, Inc. (a Massachusetts corporation, not-for-profit) (the Agency) which comprise the statements of financial position as of December 31, 2012 and 2011, and the related statements of activities, changes in net assets, cash flows and functional expenses for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Agency's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Agency's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Community Action, Inc. as of December 31, 2012 and 2011, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Other Matters

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The Schedule of Expenditures of Federal Awards – Not-For-Profit Organization is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated, in all material respects, in relation to the financial statements as a whole.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated April 24, 2013 on our consideration of the Agency's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Agency's internal control over financial reporting and compliance.

Alexander, Aronson, Finning & Co., P.C.

Boston, Massachusetts
April 24, 2013

COMMUNITY ACTION, INC.

STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2012 AND 2011

ASSETS	2012	2011
CURRENT ASSETS:		
Cash	$ 1,394,688	$ 1,392,023
Cash - restricted	26,241	25,318
Accounts and contracts receivable, net of allowance for doubtful accounts of approximately $6,200 at December 31, 2012 and 2011	900,471	802,503
Prepaid expenses and deposits	48,359	43,512
Total current assets	2,369,759	2,263,356
PROPERTY AND EQUIPMENT:		
Land	239,898	239,898
Buildings and building improvements	2,401,565	2,346,171
Leasehold improvements	597,349	597,349
Furniture and equipment	306,398	306,398
Motor vehicles	214,656	214,656
	3,759,866	3,704,472
Less - accumulated depreciation	1,198,944	987,296
Net property and equipment	2,560,922	2,717,176
Total assets	$ 4,930,681	$ 4,980,532
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES:		
Current portion of long-term debt	$ 53,800	$ 50,189
Accounts payable and accrued expenses	618,541	508,871
Refundable advances	524,587	647,718
Total current liabilities	1,196,928	1,206,778
LONG-TERM DEBT, net of current portion	1,264,687	1,318,311
Total liabilities	2,461,615	2,525,089
NET ASSETS:		
Unrestricted:		
Operating	1,041,705	931,686
Property and equipment	1,239,525	1,348,676
Total unrestricted	2,281,230	2,280,362
Temporarily restricted	187,836	175,081
Total net assets	2,469,066	2,455,443
Total liabilities and net assets	$ 4,930,681	$ 4,980,532

The accompanying notes are an integral part of these statements.

COMMUNITY ACTION, INC.

STATEMENTS OF ACTIVITIES
FOR THE YEARS ENDED DECEMBER 31, 2012 AND 2011

	2012			2011		
	UNRESTRICTED	TEMPORARILY RESTRICTED	TOTAL	UNRESTRICTED	TEMPORARILY RESTRICTED	TOTAL
OPERATING REVENUES:						
Contracts	$ 14,077,292	$ -	$ 14,077,292	$ 15,124,306	$ -	$ 15,124,306
Contributions and grants	259,965	233,879	493,844	253,684	192,806	446,490
Program service fees	321,189	-	321,189	390,265	-	390,265
Rental income	19,580	-	19,580	17,130	-	17,130
Interest and miscellaneous	7,748	-	7,748	11,258	-	11,258
Net assets released from restrictions.						
Satisfaction of purpose restrictions	149,874	(149,874)	-	99,039	(99,039)	-
Satisfaction of time restrictions	71,250	(71,250)	-	73,125	(73,125)	-
Total operating revenues	14,906,898	12,755	14,919,653	15,968,807	20,642	15,989,449
OPERATING EXPENSES:						
Program services:						
Energy	4,757,975	-	4,757,975	5,568,776	-	5,568,776
Headstart	3,546,242	-	3,546,242	3,620,652	-	3,620,652
Family day care	2,268,545	-	2,268,545	2,415,531	-	2,415,531
Women, infants and children	2,135,645	-	2,135,645	1,962,677	-	1,962,677
Community services	702,625	-	702,625	748,462	-	748,462
Education and training	284,202	-	284,202	371,013	-	371,013
Housing services	225,160	-	225,160	222,475	-	222,475
Total program services	13,920,394	-	13,920,394	14,909,586	-	14,909,586
Support services						
General and administrative	977,652	-	977,652	977,960	-	977,960
Fundraising	7,984	-	7,984	17,513	-	17,513
Total support services	985,636	-	985,636	995,473	-	995,473
Total operating expenses	14,906,030	-	14,906,030	15,905,059	-	15,905,059
Changes in net assets from operations	868	12,755	13,623	63,748	20,642	84,390
NON-OPERATING REVENUE:						
Capital grants and contributions	-	-	-	-	14,630	14,630
Net assets released from capital restrictions	-	-	-	14,630	(14,630)	-
Total non-operating revenue	-	-	-	14,630	-	14,630
Changes in net assets	$ 868	$ 12,755	$ 13,623	$ 78,378	$ 20,642	$ 99,020

The accompanying notes are an integral part of these statements.

COMMUNITY ACTION, INC.

STATEMENTS OF CHANGES IN NET ASSETS
FOR THE YEARS ENDED DECEMBER 31, 2012 AND 2011

	UNRESTRICTED	TEMPORARILY RESTRICTED	TOTAL
NET ASSETS, December 31, 2010	$ 2,201,984	$ 154,439	$ 2,356,423
Changes in net assets	78,378	20,642	99,020
NET ASSETS, December 31, 2011	2,280,362	175,081	2,455,443
Changes in net assets	868	12,755	13,623
NET ASSETS, December 31, 2012	$ 2,281,230	$ 187,836	$ 2,469,066

The accompanying notes are an integral part of these statements.

COMMUNITY ACTION, INC.

STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED DECEMBER 31, 2012 AND 2011

	2012	2011
CASH FLOWS FROM OPERATING ACTIVITIES:		
Changes in net assets from operations	$ 13,623	$ 84,390
Adjustments to reconcile changes in net assets from operations to net cash provided by operating activities:		
Depreciation	211,648	207,536
Changes in operating assets and liabilities:		
Cash - restricted	(923)	-
Accounts and contracts receivable	(97,968)	65,221
Prepaid expenses and deposits	(4,847)	7,766
Accounts payable and accrued expenses	106,760	16,560
Refundable advances	(123,131)	96,961
Net cash provided by operating activities	105,162	478,434
CASH FLOWS FROM INVESTING ACTIVITIES:		
Acquisition of property and equipment	(52,484)	(14,630)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Payments on long-term debt	(50,013)	(46,472)
Proceeds from capital grants and contributions	-	14,630
Net cash used in financing activities	(50,013)	(31,842)
NET INCREASE IN CASH	2,665	431,962
CASH, beginning of year	1,392,023	960,061
CASH, end of year	$ 1,394,688	$ 1,392,023
SUPPLEMENTAL DISCLOSURE OF CASH FLOW INFORMATION:		
Cash paid for interest	$ 69,145	$ 68,972
SUPPLEMENTAL DISCLOSURE OF NON-CASH TRANSACTIONS:		
Property and equipment additions included in accounts payable	$ 2,910	$ -
Vehicle purchase financed by long-term debt	$ -	$ 98,716

The accompanying notes are an integral part of these statements.

2012

	PROGRAM SERVICES								SUPPORT SERVICES		
ENERGY	HEADSTART	FAMILY DAY CARE	WOMEN, INFANTS AND CHILDREN	COMMUNITY SERVICES	EDUCATION AND TRAINING	HOUSING SERVICES	TOTAL PROGRAMS	GENERAL AND ADMINIS-TRATIVE	FUND-RAISING	TO SUPI SER'
$ 381,493	$ 2,053,008	$ 476,429	$ 322,070	$ 373,669	$ 168,411	$ 120,459	$ 3,895,539	$ 589,206	$ 623	$ 5
118,528	703,712	156,943	95,198	98,683	49,777	21,759	1,244,600	124,704	110	1
500,021	2,756,720	633,372	417,268	472,352	218,188	142,218	5,140,139	713,910	733	7
28,620	3,600	-	40,325	96,095	25,965	1,087	195,692	31,436	-	
1,130	119,268	16,635	941	4,101	1,025	120	143,220	68,428	-	
10,804	110,415	8,159	3,137	13,473	3,130	150	149,268	10,129	-	
3,006	38,120	5,731	2,633	9,708	2,727	225	62,150	9,508	-	
-	49,659	8,458	-	636	-	-	58,753	10,392	-	
43,560	321,062	38,983	47,036	124,013	32,847	1,582	609,083	129,893	-	1
4,134,270	-	-	1,638,623	29,096	-	25,992	5,827,981	-	360	
-	9,678	1,471,423	630	-	-	14,716	1,496,447	-	-	
9,666	46,212	9,148	17,805	12,680	3,338	1,688	100,537	33,757	492	
15,010	84,613	7,084	1,603	8,570	11,789	2,136	130,805	-	-	
5,030	60,492	15,012	7,682	7,588	1,726	806	98,336	10,426	-	
17,550	32,131	300	-	31,568	3,595	7,390	92,534	3,481	-	
-	40,344	42,226	-	-	-	-	82,570	-	-	
4,283	20,771	29,044	1,899	2,899	6,953	1,697	67,546	9,025	433	
405	73,616	-	-	13	-	-	74,034	1,335	-	
2,285	14,803	8,512	184	4,357	2,827	40	33,008	20,965	158	
-	51,590	216	-	348	330	-	52,484	-	-	
-	-	-	-	-	-	-	-	48,730	-	
-	9,235	288	-	5,280	-	25,540	40,343	1,811	5,139	
19,178	4,258	3,204	1,211	1,235	450	772	30,308	4,319	669	
2,046	15,675	9,090	1,671	2,334	1,340	583	32,739	-	-	
4,671	5,042	643	33	292	819	-	11,500	-	-	
80,124	458,782	124,767	32,088	77,164	33,167	40,652	846,744	133,849	6,891	14
4,757,975	3,546,242	2,268,545	2,135,645	702,625	284,202	225,160	13,920,394	977,652	7,984	9
77,425	415,360	274,065	61,101	36,604	23,969	21,676	910,200	(910,200)	-	(91

	PROGRAM SERVICES								SUPPORT SE	
	ENERGY	HEADSTART	FAMILY DAY CARE	WOMEN, INFANTS AND CHILDREN	COMMUNITY SERVICES	EDUCATION AND TRAINING	HOUSING SERVICES	TOTAL PROGRAMS	GENERAL AND ADMINIS- TRATIVE	FUND- RAISIN
	$ 380,896	$ 2,083,027	$ 478,499	$ 323,295	$ 406,514	$ 220,771	$ 97,338	$ 3,990,340	$ 584,317	$ 5,67
	117,593	720,038	164,090	93,280	95,018	63,532	18,747	1,272,298	120,306	1,19
	498,489	2,803,065	642,589	416,575	501,532	284,303	116,085	5,262,638	704,623	6,86
	24,287	13,379	-	37,279	50,236	37,611	1,043	163,835	34,976	-
	2,329	122,665	14,633	1,921	5,316	3,724	104	150,692	56,844	-
	4,014	92,592	7,694	6,342	9,376	5,383	178	125,579	12,366	-
	3,071	35,608	6,079	2,800	6,524	4,711	252	59,045	9,830	-
	-	51,323	7,752	-	1,474	-	-	60,549	8,423	-
	33,701	315,567	36,158	48,342	72,926	51,429	1,577	559,700	122,439	-
	4,944,368	-	-	1,459,689	49,945	-	55,248	6,509,250	-	43
	-	16	1,612,657	9,008	280	-	11,660	1,633,621	-	-
	8,731	39,566	10,523	15,877	11,786	2,834	797	90,114	37,010	7
	16,243	112,226	9,813	712	10,906	14,723	-	164,623	-	-
	4,101	86,787	12,426	4,994	5,965	1,237	735	116,245	11,964	-
	14,750	36,433	400	-	61,616	750	8,074	122,023	8,317	-
	-	46,013	39,704	-	-	-		85,717	-	-
	3,502	19,124	38,329	2,760	2,871	7,070	170	73,826	12,870	65
	750	72,870	-	-	279	-	-	73,899	3,702	5,19
	11,546	10,604	5,131	1,242	7,893	5,437	15	41,868	20,847	44
	-	49,748	513	-	772	425	-	51,458	-	-
	-	-	-	-	-	-	-	-	45,679	-
	-	9,072	-	-	6,954	-	26,755	42,781	2,213	2,13
	21,848	2,439	3,192	2,127	12,714	314	1,359	43,993	4,832	1,71
	1,875	13,794	3,703	1,351	1,859	2,491	-	25,073	2,821	-
	8,872	3,328	393	-	164	-	-	12,757	643	-
	92,218	502,004	124,127	29,063	123,779	35,281	37,905	944,377	150,898	10,21
of enses	5,568,776	3,620,652	2,415,531	1,962,677	748,462	371,013	222,475	14,909,586	977,960	17,51
	79,016	442,608	294,969	62,105	30,942	33,465	17,365	960,470	(960,470)	-

(1) OPERATIONS, NONPROFIT STATUS AND SIGNIFICANT ACCOUNTING POLICIES

OPERATIONS AND NONPROFIT STATUS

Community Action, Inc. (the Agency) is a Massachusetts corporation, not-for-profit, founded in November, 1965, to address the causes and consequences of poverty in the Greater Haverhill, Amesbury and Newburyport areas of Massachusetts. The Agency's chartered mission provides resources and opportunities for individuals, families and communities to overcome poverty. Vision: The Agency envisions strong, thriving communities free of poverty. Values: We build hope and offer assistance with respect and understanding.

The Agency is exempt from Federal income taxes as an organization (not a private foundation) formed for charitable purposes under Section 501(c)(3) of the Internal Revenue Code (IRC). The Agency is also exempt from state income taxes. Donors may deduct contributions made to the Agency within IRC requirements.

SIGNIFICANT ACCOUNTING POLICIES

The Agency prepares its financial statements in accordance with generally accepted accounting standards and principles established by the Financial Accounting Standards Board (FASB). References to U.S. GAAP in these footnotes are to the FASB Accounting Standards Codification.

Net Assets

Unrestricted net assets are those net resources that bear no external restrictions and are generally available for use by the Agency. The Agency has grouped its unrestricted net assets into the following categories:

Operating net assets represent funds available to carry on the operations of the Agency.

Property and equipment net assets reflect the net book value of the activities relating to the Agency's property and equipment, net of related debt.

Temporarily restricted net assets consist of the following as of December 31:

	2012	2011
Purpose restrictions	$152,211	$139,456
Time restrictions	35,625	35,625
	$187,836	$175,081

Revenue Recognition and Refundable Advances

Contract revenue is recognized over the period covered by the contract as services are provided and costs are incurred. Unrestricted contributions and grants are recorded as revenue when received or unconditionally pledged. Restricted contributions and grants are recorded as temporarily restricted revenues and net assets when received or unconditionally pledged. Transfers are made to unrestricted net assets as costs are incurred or time or program restrictions have lapsed.

(1) OPERATIONS, NONPROFIT STATUS AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

SIGNIFICANT ACCOUNTING POLICIES (Continued)

Revenue Recognition and Refundable Advances (Continued)

Program service fees (including parent fees) and all other revenue are recognized as services are provided.

Refundable advances include contract and program service fees received in advance of costs incurred as of December 31, 2012 and 2011.

Cash - Restricted

Restricted cash represents funds set aside by the Agency for consumers under its Assets for Independence Program (see Note 7). These amounts will be disbursed to the individuals upon providing proof that they meet certain guidelines as outlined in the program.

Fair Value

The Agency follows the *Fair Value Measurements and Disclosures* standards. These standards define fair value, establish a framework for measuring fair value under U.S. GAAP, and expand disclosures about fair value measurements. This policy establishes a fair value hierarchy that prioritizes the inputs and assumptions used to measure fair value. The Agency values its qualifying assets and liabilities using Level I inputs. Level I inputs reflect unadjusted quoted prices in active markets for identical assets or liabilities at the measurement date. A qualifying asset or liability's level within the framework is based upon the lowest level of any input that is significant to the fair value measurement.

Estimates

The preparation of financial statements in accordance with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Property and Equipment

Purchased property and equipment are recorded at cost. Renewals and betterments are capitalized as additions to the related asset accounts, while repairs and maintenance are expensed as they are incurred. Depreciation is computed using the straight-line method over the following estimated useful lives:

	Estimated Useful Lives
Land	N/A
Buildings and building improvements	30 - 32 years
Leasehold improvements	Life of lease
Furniture and equipment	5 - 7 years
Motor vehicles	5 years

(1) OPERATIONS, NONPROFIT STATUS AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

SIGNIFICANT ACCOUNTING POLICIES (Continued)

Property and Equipment (Continued)

As of December 31, 2012 and 2011, the Agency had approximately $78,000 of assets acquired with funding from the Commonwealth of Massachusetts (the Commonwealth). The Commonwealth retains a reversionary interest in these assets.

See Note 9 for additional reversionary interests in certain property and equipment.

Accounts and Contracts Receivable and Allowance for Doubtful Accounts

Included in accounts and contracts receivable are amounts for program service fees which were not received by the Agency prior to year-end. The allowance for doubtful accounts is recorded based on management's analysis of specific amounts and their estimate of any that may be uncollectible. The allowance for doubtful accounts was $6,230 as of December 31, 2012 and 2011.

Expense Allocation

Expenses related directly to a program are distributed to that program, while other expenses are allocated to programs based upon management's estimate of the percentage attributable to each function.

Advertising

The Agency expenses advertising costs as they are incurred.

Donated Goods and Services

The Agency receives services of volunteers primarily for its Headstart program. The value of these services is not reflected in the accompanying financial statements, since the value assigned to these services by the donating volunteers does not meet the recognition criteria of U.S. GAAP. For 2012 and 2011, the estimated value of these donated services was approximately $412,000 and $199,000, respectively.

Uncertainty in Income Taxes

The Agency follows the standards for *Accounting for Uncertainty in Income Taxes,* which require the Agency to report any uncertain tax positions and to adjust its financial statements for the impact thereof. As of December 31, 2012, the Agency determined that it had no tax positions that did not meet the "more likely than not" threshold of being sustained by the applicable tax authority. The Agency files information returns in the United States (Federal) and Massachusetts (state) jurisdictions. These returns are generally subject to examination by tax authorities for the last three years.

Subsequent Events

Subsequent events have been evaluated through April 24, 2013, which is the date the financial statements were available to be issued. There were no events that met the criteria for recognition or disclosure in the financial statements.

(2) FUNDING

The Agency receives income from various funding sources for services rendered under cost reimbursement and unit rate contracts. These contracts are subject to possible audit by the appropriate government agencies. In the opinion of management, the results of such audits, if any, will not have a material effect on the financial position of the Agency as of December 31, 2012 and 2011, or on its changes in its net assets for the years then ended.

Approximately 70% and 64% of operating revenues were received from various departments of the Commonwealth during 2012 and 2011, respectively. Approximately 20% and 19% of operating revenues were received from the U.S. Department of Health and Human Services during 2012 and 2011, respectively.

Approximately 50% and 40% of accounts and contracts receivable at December 31, 2012 and 2011, respectively, are due from the various departments of the Commonwealth. Approximately 18% and 19% of accounts and contracts receivable as of December 31, 2012 and 2011, respectively, are due from the U.S. Department of Health and Human Services. Approximately 11% of accounts and contracts receivable as of December 31, 2012 are due from a nonprofit organization.

(3) CONDITIONAL GRANT

During 2010, the Agency was awarded a $225,000 conditional grant. The Agency has received commitments, recorded unrestricted operating revenues and temporarily restricted net assets, associated with this grant during 2012 and 2011 as follows:

Balance included in temporarily restricted net assets at December 31, 2010	$ 37,500
Amount committed during 2011	71,250
Amount released from temporarily restricted net assets and included in unrestricted operating revenues at December 31, 2011	(73,125)
Balance included in temporarily restricted net assets at December 31, 2011	35,625
Amount committed during 2012	71,250
Amount released from temporarily restricted net assets and included in unrestricted operating revenues at December 31, 2012	(71,250)
Balance included in temporarily restricted net assets at December 31, 2012	$ 35,625

As of December 31, 2011, the remaining $71,250 of this conditional grant was contingent upon meeting certain criteria as specified in the grant agreement. Accordingly, the remaining commitment was not included in the accompanying financial statements at December 31, 2011, as the conditions had not been met. However, the remaining conditions were met during 2012 and all amounts have been recognized as of December 31, 2012.

(4) LINE OF CREDIT

The Agency has available up to $400,000 under a line of credit agreement with a bank. Borrowings are due on demand and interest is payable monthly at the bank's base lending rate (3.25% at December 31, 2012 and 2011), plus 0.5%. The line of credit is secured by an assignment of various state and Federal contract receivables and certain equipment. As of December 31, 2012 and 2011, there was no outstanding balance under this agreement. Under this agreement, the Agency must meet certain financial ratios and covenants. The Agency was in compliance with these ratios and covenants as of December 31, 2012 and 2011. The line is renewable annually in June.

(5) LONG TERM DEBT

Long term debt consists of the following at December 31:

	2012	2011
5.3% note payable to a Quasi-government agency, payable in monthly installments of principal and interest of $5,512 through June, 2014, at which time a balloon payment of approximately $781,000 is due. The note is secured by a first mortgage and assignment of leases on property located in Haverhill, Massachusetts (see Note 9).	$ 816,585	$ 838,812
4.5% note payable to a bank, payable in monthly installments of principal and interest of $2,559 through October, 2025, at which time a balloon payment of approximately $246,000 is due. The loan is secured by a first mortgage on properties in Newburyport and Haverhill, Massachusetts, as well as a security interest in the assets of the Agency.	437,474	447,228
5.75% note payable to a bank, payable in monthly installments of principal and interest of $1,859 through March, 2016. The note payable is secured by a vehicle.	64,428	82,460
	1,318,487	1,368,500
Less - current maturities	53,800	50,189
	$1,264,687	$1,318,311

Aggregate maturities of long-term debt for the next five years are as follows:

2013	$ 53,800
2014	$825,161
2015	$ 33,745
2016	$ 16,584
2017	$ 13,485
Thereafter	$375,712

The first two note payable agreements contain various covenants with which the Agency must comply. The Agency was in compliance with these covenants at December 31, 2012 and 2011.

(6) PENSION PLAN

The Agency has a defined contribution pension plan covering all eligible employees in accordance with IRC Section 403(b). Employees become eligible to participate after completing three months of service and attaining the age of 21. The Agency contributes up to 3% of each employee's annual salary. Employer contributions are fully vested upon completion of fifteen months of service. For 2012 and 2011, pension expense was $87,546 and $83,157, respectively, and is included in payroll taxes and fringe benefits in the accompanying statements of functional expenses.

(7) FUNDS HELD FOR OTHERS

The Assets for Independence Program (AFI) is a matched savings and financial literacy program available to eligible individuals to strive to purchase a home, secure post-secondary education or training, or capitalize a small business.

The Agency receives funding from the U.S. Office for Community Services (OCS) which is passed through another not-for-profit agency (the Pass-Through Agency), to operate this program. The funds available to the Agency to operate the program are contingent upon the Pass-Through Agency's receipt of funds from OCS. The contract period of availability was from fiscal years 2007 through 2012. The Agency requested funds from the Pass-Through Agency to be held for others under this program, on an as needed basis.

Operating revenues are recognized as the funds are spent for their intended purpose. Revenues for participant funds are recognized as disbursements are made to participants. As of December 31, 2012 and 2011, funds raised for the AFI program that have not been paid out to participants are $26,241 and $25,318, respectively, and are reflected as cash - restricted on the accompanying statements of financial position (see Note 1).

(8) LEASE AGREEMENTS

Facility

The Agency leases space under various operating leases expiring through June, 2020. The Agency also occupies certain program space under tenant-at-will arrangements. Total rent expense under all leases was approximately $228,000 and $199,000 for 2012 and 2011, respectively, and is reflected as facility lease in the accompanying statements of functional expenses. Future minimum facility lease payments (not including tenant at will arrangements) over the next five years are as follows:

2013	$140,855
2014	$101,400
2015	$ 95,400
2016	$ 3,600
2017	$ 3,600

Certain lease agreements contain renewal options, which have not been exercised. The Agency is also responsible for certain operating costs as defined in the lease agreements. Certain lease agreements contain provisions for adjustment of rent based on increases in building operating costs.

(8) LEASE AGREEMENTS (Continued)

Equipment

The Agency has operating leases for equipment that expire at various dates through April, 2017. These leases require monthly payments ranging from approximately $250 to $1,700. Equipment rent expense was $77,004 and $87,355 for 2012 and 2011, respectively, and is reflected as leased equipment and vehicles in the accompanying statements of functional expenses.

Future minimum equipment lease payments over the remainder of the lease terms are as follows:

2013	$52,171
2014	$31,069
2015	$21,202
2016	$14,694
2017	$ 2,495

(9) CONTINGENCIES

In the course of the Agency's business, from time-to-time, the Agency is involved in legal disputes. In the opinion of management, there are no legal proceedings pending or involving the Agency whose outcome is likely to have a material effect on the accompanying financial statements.

The Agency is contingently liable for approximately $1,065,000 granted by the U.S. Department of Health and Human Services Administration for Children and Families (ACF) associated with the purchase and renovation of property located in Haverhill, Massachusetts (see Note 1). The property is occupied and utilized by the Agency's Headstart Program. ACF retains a reversionary interest in this property. ACF recorded a lien on the deed to the property in order to enforce the restrictions on the use of the facility. This lien is subordinate to the Quasi-government Agency loan (see Note 5).

(11) RECLASSIFICATIONS

Certain amounts in the 2011 financial statements were reclassified to conform with the 2012 presentation.

COMMUNITY ACTION, INC.

SUPPLEMENTARY SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS - NOT-FOR-PROFIT ORGANIZATION
FOR THE YEAR ENDED DECEMBER 31, 2012

FEDERAL GRANTOR/ PASS-THROUGH GRANTOR/ PROGRAM TITLE	FEDERAL CFDA NUMBER	AGENCY OR PASS-THROUGH NUMBER	FEDERAL EXPENDITURES
U.S Department of Health and Human Services			
Direct Program:			
Department of Health and Human Services			
Head Start (Head Start Cluster)	93.600	01CH106034 01CH106001	$ 2,980,743
Passed-through Commonwealth of Massachusetts, Department of Housing and Economic Development:			
Low-Income Home Energy Assistance	93.568	44001581529 44001592018	3,519,745
Community Services Block Grant (CSBG Cluster)	93.569	4200860BG06	322,284
Passed-through Commonwealth of Massachusetts, Department of Early Education and Care:			
CCDF Cluster:			
Child Care and Development Block Grant	93.575	300010COMMU 3100COMMUNI 3200COMMUNI 3300COMMUNI FLEXPOOLINC PRIORPOPSUP	630,772
Child Care Mandatory and Matching Funds of the Child Care and Development Fund	93.596	300010COMMU 3100COMMUNI 3200COMMUNI 3300COMMUNI FLEXPOOLINC PRIORPOPSUP	824,272
Total CCDF Cluster			1,455,044

COMMUNITY ACTION, INC.

SUPPLEMENTARY SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS - NOT-FOR-PROFIT ORGANIZATION
FOR THE YEAR ENDED DECEMBER 31, 2012
(Continued)

FEDERAL GRANTOR/ PASS-THROUGH GRANTOR/ PROGRAM TITLE	FEDERAL CFDA NUMBER	AGENCY OR PASS-THROUGH NUMBER	FEDERAL EXPENDITURES
U.S Department of Health and Human Services (Continued)			
Passed-through Commonwealth of Massachusetts, Department of Early Education and Care:			
Temporary Assistance for Needy Families (TANF Cluster)	93.558	300010COMMU 3200COMMUNI 3300COMMUNI FLEXPOOLINC	354,677
U.S Department of Agriculture			
Passed-through Commonwealth of Massachusetts, Department of Elementary and Secondary Education:			
Child and Adult Care Food Program	10.558	05-128-CF-78B	115,185
Passed-through Commonwealth of Massachusetts, Department of Public Health:			
Special Supplemental Nutrition Program for Women, Infants, and Children	10.557	3500J106010 3502M037009	1,999,265
Department of Homeland Security			
Passed-through United Way of Merrimack Valley:			
Emergency Food and Shelter National Board Program (Emergency Food and Shelter Program Cluster)	97.024	LRO#002	7,234
TOTAL EXPENDITURES OF FEDERAL AWARDS			$10,754,177

NOTE 1: BASIS OF PRESENTATION

The accompanying Supplementary Schedule of Expenditures of Federal Awards - Not-for-Profit Organization includes the Federal assistance activity of the Agency and is presented on the accrual basis of accounting. The information in this schedule is presented in accordance with the requirements of OMB Circular A-133, *Audits of States, Local Governments, and Non-Profit Organizations.*

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REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS

To the Board of Directors of
Community Action, Inc.:

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of Community Action, Inc. (the Agency), which comprise the statement of financial position as of December 31, 2012, and the related statements of activities, changes in net assets, cash flows and functional expenses for the year then ended, and the related notes to the financial statements, and have issued our report thereon dated April 24, 2013.

Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the Agency's internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Agency's internal control. Accordingly, we do not express an opinion on the effectiveness of the Agency's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the Agency's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

To the Board of Directors of
Community Action, Inc.
Page II

Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Agency's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Agency's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Agency's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Alexander, Aronson, Finning & Co., P.C.

Boston, Massachusetts
April 24, 2013

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REPORT ON COMPLIANCE FOR EACH MAJOR FEDERAL PROGRAM AND REPORT ON INTERNAL CONTROL OVER COMPLIANCE REQUIRED BY OMB CIRCULAR A-133

Independent Auditor's Report

To the Board of Directors of
Community Action, Inc.:

Report on Compliance for Each Major Federal Program

We have audited Community Action, Inc.'s (the Agency) compliance with the types of compliance requirements described in the *OMB Circular A-133 Compliance Supplement* that could have a direct and material effect on the Agency's major Federal programs for the year ended December 31, 2012. The Agency's major Federal programs are identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs.

Management's Responsibility

Management is responsible for compliance with the requirements of laws, regulations, contracts and grants applicable to its Federal programs.

Auditor's Responsibility

Our responsibility is to express an opinion on compliance for the Agency's major Federal programs based on our audit of the types of compliance requirements referred to above. We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and OMB Circular A-133, *Audits of States, Local Governments, and Non-Profit Organizations*. Those standards and OMB Circular A-133 require that we plan and perform the audit to obtain reasonable assurance about whether noncompliance with the types of compliance requirements referred to above that could have a direct and material effect on a major Federal program occurred. An audit includes examining, on a test basis, evidence about the Agency's compliance with those requirements and performing such other procedures as we considered necessary in the circumstances.

We believe that our audit provides a reasonable basis for our opinion on compliance for the major Federal programs. However, our audit does not provide a legal determination of the Agency's compliance.

Opinion on Each Major Federal Program

In our opinion, the Agency complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major Federal programs for the year ended December 31, 2012.

To the Board of Directors of
Community Action, Inc.
Page II

Report on Internal Control Over Compliance

Management of the Agency is responsible for establishing and maintaining effective internal control over compliance with the types of compliance requirements referred to above. In planning and performing our audit of compliance, we considered the Agency's internal control over compliance with the types of requirements that could have a direct and material effect on each of the major Federal programs to determine the auditing procedures that are appropriate in the circumstances for the purpose of expressing an opinion on compliance for each of the major Federal programs and to test and report on internal control over compliance in accordance with OMB Circular A-133, but not for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, we do not express an opinion on the effectiveness of the Agency's internal control over compliance.

A *deficiency in internal control over compliance* exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a Federal program on a timely basis. A *material weakness in internal control over compliance* is a deficiency, or combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a Federal program will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a Federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies. We did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of OMB Circular A-133. Accordingly, this report is not suitable for any other purpose.

Alexander, Aronson, Finning & Co., P.C.

Boston, Massachusetts
April 24, 2013

COMMUNITY ACTION, INC.

SCHEDULE OF FINDINGS AND QUESTIONED COSTS
DECEMBER 31, 2012

I. SUMMARY OF AUDITOR'S RESULTS

Financial Statements

An unqualified opinion was issued on the financial statements of the auditee.

Internal control over financial reporting:

• Material weakness identified?	____ Yes	X No
• Significant deficiency identified?	____ Yes	X None reported
Noncompliance material to financial statements noted?	____ Yes	X No

Federal Awards

Internal control over major programs:

• Material weakness identified?	____ Yes	X No
• Significant deficiency identified?	____ Yes	X None reported

An unqualified opinion was issued on compliance for major programs.

Any audit findings disclosed that are required to be reported in accordance with section 510(a) of OMB Circular A-133?	____ Yes	X No

Identification of major programs:

Program or Cluster Title	Federal CFDA Number
CCDF Cluster:	
Child Care and Development Block Grant	93.575
Child Care Mandatory and Matching Funds of the Child Care and Development Fund	93.596
Temporary Assistance For Needy Families (TANF Cluster)	93.558
Special Supplemental Nutrition Program for Women, Infants, and Children	10.557

The dollar threshold used to distinguish between Type A and Type B programs was $322,625.

Auditee qualified as low-risk auditee?	X Yes	____ No

COMMUNITY ACTION, INC.

SCHEDULE OF FINDINGS AND QUESTIONED COSTS
DECEMBER 31, 2012
(Continued)

II. FINANCIAL STATEMENT FINDINGS IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS

None

III. FINDINGS AND QUESTIONED COSTS FOR FEDERAL AWARDS

None