


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 07-01-2012 , 2012, and ending 06-30-2013

B Check if applicable <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization JEWISH FAMILY & CAREER SERVICES INC Doing Business As		D Employer identification number 58-1479212
	Number and street (or P O box if mail is not delivered to street address) Room/suite 4549 CHAMBLEE DUNWOODY ROAD		E Telephone number (770) 677-9300
	City or town, state or country, and ZIP + 4 ATLANTA, GA 30338		G Gross receipts \$ 11,676,550
	F Name and address of principal officer GARY MILLER 4549 CHAMBLEE DUNWOODY ROAD ATLANTA, GA 30338		
	H(a) Is this a group return for affiliates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
I Tax-exempt status <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () <input type="checkbox"/> (Insert no) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		H(b) Are all affiliates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list (see instructions)	
J Website: WWW.YOURTOOLSFORLIVING.ORG		H(c) Group exemption number	

K Form of organization <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other	L Year of formation 1997	M State of legal domicile GA
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Part I		Summary	
Activities & Governance	1 Briefly describe the organization's mission or most significant activities GUIDED BY THE WISDOM AND VALUES OF OUR TRADITION, JEWISH FAMILY & CAREER SERVICES OF ATLANTA PROVIDES HEALTH, CAREER, AND HUMAN SERVICES TO SUPPORT AND ENHANCE THE WELL-BEING OF INDIVIDUALS AND FAMILIES ACROSS ALL AGES, FAITHS, CULTURES AND LIFESTYLES		
	2 Check this box <input type="checkbox"/> 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 45
	4 Number of independent voting members of the governing body (Part VI, line 1b)		4 45
	5 Total number of individuals employed in calendar year 2012 (Part V, line 2a)		5 406
6 Total number of volunteers (estimate if necessary)		6 820	
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	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year 8,016,864	Current Year 7,210,493
	9 Program service revenue (Part VIII, line 2g)	4,272,632	4,385,866
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,047	9,171
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	24,638	7,792
	12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	12,315,181	11,613,322
	Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)	1,258,861
14 Benefits paid to or for members (Part IX, column (A), line 4)			0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)		8,106,510	8,525,052
16a Professional fundraising fees (Part IX, column (A), line 11e)			0
b Total fundraising expenses (Part IX, column (D), line 25) <u>656,481</u>			
17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)		2,816,054	2,307,709
18 Total expenses Add lines 13–17 (must equal Part IX, column (A), line 25)		12,181,425	12,033,948
19 Revenue less expenses Subtract line 18 from line 12		133,756	-420,626
Net Assets or Fund Balances		Beginning of Current Year	End of Year
	20 Total assets (Part X, line 16)	10,387,193	10,253,112
	21 Total liabilities (Part X, line 26)	1,486,101	1,631,543
	22 Net assets or fund balances Subtract line 21 from line 20	8,901,092	8,621,569

Part II

Signature Block

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

Sign Here	***** Signature of officer		2014-02-10 Date				
	DEBI MCNEIL CFO Type or print name and title						
Paid Preparer Use Only	Prnt/Type preparer's name JACK L MCGINNIS		Preparer's signature		Date 2014-02-10	Check <input type="checkbox"/> if self-employed	PTIN
	Firm's name BROOKS MCGINNIS & COMPANY LLC					Firm's EIN	
	Firm's address 5871 GLENRIDGE DR NE STE 200 ATLANTA, GA 303285305					Phone no (404) 531-4940	

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

Part III

Statement of Program Service Accomplishments

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

☐ Yes ☒ No

1

Briefly describe the organization's mission

GUIDED BY THE WISDOM AND VALUES OF OUR TRADITION, JEWISH FAMILY & CAREER SERVICES OF ATLANTA PROVIDES HEALTH, CAREER, AND HUMAN SERVICES TO SUPPORT AND ENHANCE THE WELL-BEING OF INDIVIDUALS AND FAMILIES ACROSS ALL AGES, FAITHS, CULTURES AND LIFESTYLES

2

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

☐ Yes ☒ No

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

3

Did the organization cease conducting, or make significant changes in how it conducts, any program services?

☒ Yes ☐ No

If "Yes," describe these changes on Schedule O

4

Describe the 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 \$ 1,784,867 including grants of \$ 311,801) (Revenue \$ 351,099)

COUNSELING, CHILD AND ADOLESCENT, AND SPECIALTY SERVICES PROFESSIONAL COUNSELING AND CASE MANAGEMENT SERVICES TO CLIENTS IN THE 13 COUNTY METRO-ATLANTA AREA, INCLUDING BOTH SHORT AND LONG-TERM CLINICAL, PRIVATE AND GROUP THERAPY SERVICES FOR CHILDREN, PARENTS AND FAMILIES PROGRAMS PROVIDED INCLUDE BIG BROTHER/BIG SISTER SERVICES, MENTAL HEALTH COUNSELING, ADOPTION PLACEMENT AND HOME STUDIES, ADOLESCENT TESTING, COUNSELING TO VICTIMS OF DOMESTIC VIOLENCE, OUTREACH PROGRAM, PREVENTION EDUCATION, AND A COMMUNITY CHAPLAIN WHO PROVIDES SPIRITUAL GUIDANCE FOR UNAFFILIATED JEWS IN THE ATLANTA COMMUNITY SERVICES ALSO INCLUDE CASE MANAGEMENT, SUBSTANCE ABUSE AWARENESS, AND EMERGENCY FINANCIAL ASSISTANCE WE PROCESSED 3983 CALLS FOR FINANCIAL ASSISTANCE, REPRESENTING AN AVERAGE OF 332 REQUESTS FOR MONTH 51% OF JF&CS CLIENTS FALL BELOW THE FEDERAL POVERTY GUIDELINES MOST CLIENTS REPRESENTED IN THE TOTAL HAD MULTIPLE INTERVENTIONS FROM JF&CS AS OPPOSED TO SINGLE-EPIISODES JF&CS' SUBSTANCE ABUSE SERVICES, INCLUDING OUTREACH AND EDUCATION AS WELL AS OUTPATIENT COUNSELING, HAS HAD SUBSTANTIAL MARKET PENETRATION, DEVELOPING NEW CONNECTIONS WITH MULTIPLE SYNAGOGUES AND DAY SCHOOLS THE TARGET OUTCOME FOR THESE SERVICES IS INCREASED HEALTH AND INCREASED COMMUNITY INTEGRATION

4b

(Code) (Expenses \$ 3,577,239 including grants of \$ 277,662) (Revenue \$ 2,817,438)

DEVELOPMENTAL DISABILITIES SERVICES SPECIALISTS COORDINATE COMMUNITY-WIDE SERVICES FOR ADULTS WITH DEVELOPMENTAL DISABILITIES SERVICES INCLUDE SUPPORTS TO ENABLE THESE ADULTS TO LIVE INDEPENDENTLY IN THEIR OWN HOMES, DAY PROGRAM AND WORK TEAMS TO TEACH LIFE AND VOCATIONAL SKILLS, SUPPORTED EMPLOYMENT SERVICES TO PROVIDE ONE ON ONE SUPPORTS TO INDIVIDUALS IN EMPLOYMENT POSITIONS IN THE COMMUNITY, AN INDEPENDENT LIVING PROGRAM, AND TRANSPORTATION SERVICES RESIDENTIAL CLIENT LEVEL HAS BEEN INTENTIONALLY ADJUSTED DOWN AT YEAR END DUE TO COST SAVING MEASURES AND IN AN EFFORT TO PROVIDE MORE FOCUSED SUPPORTS TO OUR CLIENTS THE VOCATIONAL SERVICES IN THE DISABILITIES DIVISION MAINTAINED HIGH VOLUME AT LAST YEARS LEVELS WE ARE AT CAPACITY IN EXISTING SPACE AND CONSIDERING OPTIONS IN THE FACE OF INCREASED DEMAND FOR OUR SERVICES THE TARGET OUTCOME FOR THIS SUITE OF SERVICES IS INCREASED SELF SUFFICIENCY AND INDEPENDENCE

4c

(Code) (Expenses \$ 973,453 including grants of \$) (Revenue \$)

BEN MASSELL DENTAL CLINIC COMPREHENSIVE NO-COST DENTAL CARE TO RESIDENTS IN THE METRO ATLANTA AREA WHO LIVE AT OR BELOW 125% OF THE FEDERAL POVERTY LEVEL SERVICES ARE PROVIDED BY OVER 150 VOLUNTEER DENTISTS UTILIZING STATE OF THE ART EQUIPMENT SERVICES ARE PROVIDED WITHOUT REGARD TO FAITH, CULTURE OR AGE THE CLIENT COUNT IS EXPECTED TO INCREASE DUE TO THE ADDIION OF DENTAL RESIDENTS AS PART OF A COLLABORATION WITH LUTHERAN MEDICAL ASSOCIATION AND GRADY HOSPITAL THE TARGET OUTCOME IN THIS AREA IS INCREASED HEALTH

(Code) (Expenses \$ 3,724,223 including grants of \$ 611,724) (Revenue \$ 1,217,329)

CAREERS & INTERNATIONAL SERVICES THE CAREER SERVICES DIVISION PROVIDES ACCESS TO EMPLOYMENT OPPORTUNITIES THROUGH TRAINING, CAREER EXPLORATION AND JOB DEVELOPMENT AND PLACEMENT FOR THE COMMUNITY AS A WHOLE ALONG WITH SPECIFIC PROGRAMMING GEARED DIRECTLY TOWARDS MARGINALIZED POPULATIONS INCLUDING REFUGEES, IMMIGRANTS, WELFARE RECIPIENTS, ADULTS OVER THE AGE OF 55 WHO ARE REENTERING THE WORKFORCE OR NEED TO LEARN NEW ON THE JOB SKILLS, ADULT WORKERS AND DISLOCATED WORKERS OVERALL, THE DIVISION PLACED OVER 242 CLIENTS INTO EMPLOYMENT WITHIN THE LAST 12 MONTHS IN ORDER TO FOCUS IMPACT ON FINANCIAL INDEPENDENCE, THE DIVISION ELIMINATED A SUBSET OF PROGRAMS INCLUDING RESETTLEMENT, TITLE V, CITIZENSHIP, AND ENGLISH AS A SECOND LANGUAGE(ESL) THIS YEAR FUTURE EFFORTS WILL FOCUS PRIMARILY ON CAREER COUNSELING, CAREER TRANSITION, JOB UPGRADES, AND JOB PLACEMENT A NEW DIRECTOR HAS BEEN HIRED TO FOCUS ON BUILDING CORPORATE RELATIONASHIPS AND DEVELOPING MUTUALLY BENEFICIAL COLLABORATIONS THE GOAL IN THIS AREA IS MOVING CLIENTS TOWARD SELF SUFFICIENCY AND FINANCIAL INDEPENDENCE OLDER ADULT SERVICES COMPREHENSIVE SERVICES TO OLDER ADULTS AND THEIR CAREGIVERS INCLUDING COUNSELING, CASE MANAGEMENT, TRANSPORTATION, FINANCIAL ASSISTANCE, GERIATRIC CASE MANAGEMENT, SERVICES TO HOLOCAUST SURVIVORS AND THEIR FAMILIES, KOSHER MEALS ON WHEELS FACILITATION, IN-HOME CARE SERVICES, AND A NATURALLY OCCURRING RETIREMENT COMMUNITY IN TOCO HILLS, GA (NORC) THE LEGACY HOME CARE PROGRAM INVESTED IN ITS INFRASTRUCTURE TO SUPPORT FUTURE PROGRAM GROWTH THE GOAL IN THIS PROGRAM AREA IS INCREASED FINANCIAL INDEPENDENCE AND SELF SUFFICIENCY

4d

Other program services (Describe in Schedule O)

(Expenses \$ 3,724,223 including grants of \$ 611,724) (Revenue \$ 1,217,329)



















4e

Total program service expenses

10,059,782

Part IV

Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i> 	Yes	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> (see instructions)? 	Yes	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		No
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		No
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>		No
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? <i>If "Yes," complete Schedule D, Part I</i> 		No
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i> 		No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i> 		No
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? <i>If "Yes," complete Schedule D, Part IV</i> 		No
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i> 		No
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i> 	Yes	
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i> 		No
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i> 		No
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i> 		No
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i> 	Yes	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i> 	Yes	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i> 		No
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i> 	Yes	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		No
14a Did the organization maintain an office, employees, or agents outside of the United States?		No
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? <i>If "Yes," complete Schedule F, Parts I and IV</i>		No
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? <i>If "Yes," complete Schedule F, Parts II and IV</i>		No
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If "Yes," complete Schedule F, Parts III and IV</i>		No
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I (see instructions)</i> 		No
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i> 	Yes	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i> 		No
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		

Part IV

Checklist of Required Schedules (continued)

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

Part V

Statements Regarding Other IRS Filings and Tax Compliance

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

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.		
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.		
1c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	Yes	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return.		
2b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).	Yes	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		No
3b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O.		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		No
b	If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		No
5b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		No
5c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		
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?		No
6b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
7a	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?		No
7b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
7c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		No
7d	If "Yes," indicate the number of Forms 8282 filed during the year.		
7e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		No
7f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		No
7g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
7h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
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?		
9	Sponsoring organizations maintaining donor advised funds.		
9a	Did the organization make any taxable distributions under section 4966?		
9b	Did the organization make a distribution to a donor, donor advisor, or related person?		
10	Section 501(c)(7) organizations. Enter		
10a	Initiation fees and capital contributions included on Part VIII, line 12.		
10b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.		
11	Section 501(c)(12) organizations. Enter		
11a	Gross income from members or shareholders.		
11b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them).		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
12b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
13a	Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.		
13b	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.		
13c	Enter the amount of reserves on hand.		
14a	Did the organization receive any payments for indoor tanning services during the tax year?		No
14b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.		

Part VI

Governance, Management, and Disclosure

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

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year		
1a	45		
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			
b	Enter the number of voting members included in line 1a, above, who are independent		
1b	45		
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	Yes
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3	No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5	No
6	Did the organization have members or stockholders?	6	No
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	No
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	No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following		
a	The governing body?	8a	Yes
b	Each committee with authority to act on behalf of the governing body?	8b	Yes
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9	No

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

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a	No
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	Yes
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	Yes
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes
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	Yes
13	Did the organization have a written whistleblower policy?	13	Yes
14	Did the organization have a written document retention and destruction policy?	14	Yes
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a	The organization's CEO, Executive Director, or top management official	15a	Yes
b	Other officers or key employees of the organization	15b	Yes
If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	No
b	If "Yes," 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	GA
18	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. <input checked="" type="checkbox"/> Own website <input checked="" type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request <input type="checkbox"/> 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	DEBI RICE MCNEIL 4549 CHAMBLEE DUNWOODY ROAD ATLANTA, GA (770) 677-9300

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

☐ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee

Form **990** (2012)

Part VII

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								650,556		105,133

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 4

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

Section B. Independent Contractors

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

(A)	(B)	(C)
Name and business address	Description of services	Compensation
A TO Z INFORMATION SERVICES , 6400 ATLANTIC BLVD SUITE 220 NORCROSS GA 30071	IT OUTSOURCING	187,990

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 ►1

Part VIII

Statement of Revenue

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

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514	
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns . . .	1a					
	b	Membership dues	1b					
	c	Fundraising events	1c	332,438				
	d	Related organizations	1d					
	e	Government grants (contributions)	1e	2,988,596				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	3,889,459				
	g	Noncash contributions included in lines 1a-1f \$						
	h	Total. Add lines 1a-1f		7,210,493				
Program Service Revenue	2a	DEVELOPMENT DISABILITIES	Business Code 624100	2,817,438	2,817,438			
	b	AVIV OLDER ADULT SERVICES	624100	1,014,141	1,014,141			
	c	COUNSELING SERVICES	624100	351,099	351,099			
	d	ADOPTION	624110	89,950	89,950			
	e	OTHER REVENUE	900099	54,605	54,605			
	f	All other program service revenue		58,633	58,633			
	g	Total. Add lines 2a-2f		4,385,866				
	Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		9,171			9,171
4		Income from investment of tax-exempt bond proceeds . .						
5		Royalties						
6a		Gross rents	(i) Real	(ii) Personal				
		b	Less rental expenses					
		c	Rental income or (loss)					
		d	Net rental income or (loss)					
7a		Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		b	Less cost or other basis and sales expenses					
		c	Gain or (loss)					
		d	Net gain or (loss)					
8a		Gross income from fundraising events (not including \$ 332,438 of contributions reported on line 1c) See Part IV, line 18						
		a	71,020					
		b	Less direct expenses	b	63,228			
c		Net income or (loss) from fundraising events . . .		7,792			7,792	
9a		Gross income from gaming activities See Part IV, line 19						
		a						
		b	Less direct expenses	b				
c		Net income or (loss) from gaming activities . . .						
10a		Gross sales of inventory, less returns and allowances						
	a							
	b	Less cost of goods sold	b					
c	Net income or (loss) from sales of inventory . . .							
Miscellaneous Revenue		Business Code						
11a								
b								
c								
d	All other revenue							
e	Total. Add lines 11a-11d							
12	Total revenue. See Instructions			11,613,322	4,385,866		16,963	

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.				
2	Grants and other assistance to individuals in the United States. See Part IV, line 22.	1,201,187	1,201,187		
3	Grants and other assistance to governments, organizations, and individuals outside the United States. See Part IV, lines 15 and 16.				
4	Benefits paid to or for members.				
5	Compensation of current officers, directors, trustees, and key employees.	650,556	546,375	70,975	33,206
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B).				
7	Other salaries and wages.	6,741,665	5,662,053	735,505	344,107
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions).				
9	Other employee benefits.	588,462	505,085	52,894	30,483
10	Payroll taxes.	544,369	467,239	48,931	28,199
11	Fees for services (non-employees):				
a	Management.				
b	Legal.				
c	Accounting.	55,100	43,981	6,507	4,612
d	Lobbying.				
e	Professional fundraising services. See Part IV, line 17.				
f	Investment management fees.				
g	Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O).	184,917	167,924	12,916	4,077
12	Advertising and promotion.	164,892	52,136	74,350	38,406
13	Office expenses.	294,176	244,924	27,392	21,860
14	Information technology.	200,825	158,805	27,149	14,871
15	Royalties.				
16	Occupancy.	255,070	223,658	19,346	12,066
17	Travel.	172,888	167,269	5,619	
18	Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19	Conferences, conventions, and meetings.	84,407	49,311	28,892	6,204
20	Interest.	3,173	1,347	1,669	157
21	Payments to affiliates.				
22	Depreciation, depletion, and amortization.	475,693	341,553	134,140	
23	Insurance.	190,285	158,087	19,145	13,053
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	ANNUAL CAMPAIGN EXPENSE	103,640			103,640
b	TELEPHONE	57,621	47,906	8,175	1,540
c	DUES AND SUBSCRIPTIONS	30,769	5,583	25,186	
d	OTHER EXPENSES	21,331	11,122	10,209	
e	All other expenses	12,922	4,237	8,685	
25	Total functional expenses. Add lines 1 through 24e.	12,033,948	10,059,782	1,317,685	656,481
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 <input type="checkbox"/> 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

☐

				(A)		(B)	
				Beginning of year		End of year	
Assets	1	Cash—non-interest-bearing		149,252	1	364,455	
	2	Savings and temporary cash investments			2		
	3	Pledges and grants receivable, net		3,239,090	3	3,139,819	
	4	Accounts receivable, net			4		
	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			7		
	8	Inventories for sale or use			8		
	9	Prepaid expenses and deferred charges		194,082	9	170,103	
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a	9,631,522			
	b	Less accumulated depreciation	10b	3,997,474	6,000,353	10c	5,634,048
	11	Investments—publicly traded securities		804,416	11	944,687	
	12	Investments—other securities See Part IV, line 11			12		
	13	Investments—program-related See Part IV, line 11			13		
	14	Intangible assets			14		
	15	Other assets See Part IV, line 11			15		
16	Total assets. Add lines 1 through 15 (must equal line 34)		10,387,193	16	10,253,112		
Liabilities	17	Accounts payable and accrued expenses		165,221	17	241,124	
	18	Grants payable			18		
	19	Deferred revenue		25,625	19	24,052	
	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			23		
	24	Unsecured notes and loans payable to unrelated third parties			24		
	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		1,295,255	25	1,366,367	
	26	Total liabilities. Add lines 17 through 25		1,486,101	26	1,631,543	
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.						
	27	Unrestricted net assets		6,104,646	27	5,666,550	
	28	Temporarily restricted net assets		2,796,446	28	2,955,019	
	29	Permanently restricted net assets			29		
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> 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		8,901,092	33	8,621,569	
34	Total liabilities and net assets/fund balances		10,387,193	34	10,253,112		

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	11,613,322
2	Total expenses (must equal Part IX, column (A), line 25)	2	12,033,948
3	Revenue less expenses Subtract line 2 from line 1	3	-420,626
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	8,901,092
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	141,103
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	8,621,569

Part XII Financial Statements and Reporting

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

		Yes	No
1	Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> 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? 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 <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
2b	Were the organization's financial statements audited by an independent accountant? 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 <input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	Yes	
2c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O	Yes	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	Yes	
3b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	Yes	

Additional Data

Software ID:

Software Version:

EIN: 58-1479212

Name: JEWISH FAMILY & CAREER SERVICES
INC

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
SETH COHEN PRESIDENT	5 00	X		X				0	0	0
LYNN REDD FIRST VP	5 00	X		X				0	0	0
DAN MASLIA VP RESOURCE	5 00	X		X				0	0	0
JEFF ALPERIN VP BOARD DEV	5 00	X		X				0	0	0
LISA OLENS VP PROGRAM P	5 00	X		X				0	0	0
MICHAEL MERLIN TREASURER	5 00	X		X				0	0	0
LENNY SIMON SECRETARY	5 00	X		X				0	0	0
DORI DEROSSET VP EXTERNAL	5 00	X		X				0	0	0
STACY FIALKOW PAST PRESIDE	5 00	X		X				0	0	0
JOHN PERLMAN VP OF BUILDI	5 00	X		X				0	0	0
RANDY GOLD DIRECTOR	1 00	X						0	0	0
MATT AMES DIRECTOR	1 00	X						0	0	0
CHERIE AVIV DIRECTOR	1 00	X						0	0	0
BOB BACHRACH DIRECTOR	1 00	X						0	0	0
AMANDA COHN DIRECTOR	1 00	X						0	0	0
RICHARD DEROSSET DIRECTOR	1 00	X						0	0	0
ROBIN FELDMAN DIRECTOR	1 00	X						0	0	0
JONATHAN GINBURG DIRECTOR	1 00	X						0	0	0
BILLIE GREENBERG DIRECTOR	1 00	X						0	0	0
LAUREN HARRIS DIRECTOR	1 00	X						0	0	0
ANN KAY DIRECTOR	1 00	X						0	0	0
MICHAEL LEVY DIRECTOR	1 00	X						0	0	0
ELLEN MAZER DIRECTOR	1 00	X						0	0	0
BILLY MEDOF DIRECTOR	1 00	X						0	0	0
CAROLYN OPPENHEIMER DIRECTOR	1 00	X						0	0	0

Form 990, Part VII - Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors										
(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
MARLA SHAINBERG DIRECTOR	1 00	X						0	0	0
MATT SIMON DIRECTOR	1 00	X						0	0	0
EVAN TOPOREK DIRECTOR	1 00	X						0	0	0
DAVID ZELBY DIRECTOR	1 00	X						0	0	0
BETH AROGETI DIRECTOR	1 00	X						0	0	0
STEPHEN BANKSTON DIRECTOR	1 00	X						0	0	0
CANDY BERMAN DIRECTOR	1 00	X						0	0	0
RASHELLE BERRY DIRECTOR	1 00	X						0	0	0
IRV BRIKS DIRECTOR	1 00	X						0	0	0
SHERYL BLECHNER DIRECTOR	1 00	X						0	0	0
REBECCA HOELTING-SHORT DIRECTOR	1 00	X						0	0	0
JEFF MOKOTOFF DIRECTOR	1 00	X						0	0	0
LANI PREIS DIRECTOR	1 00	X						0	0	0
BARBARA ROSENBERG DIRECTOR	1 00	X						0	0	0
RABBI NEIL SANDLER DIRECTOR	1 00	X						0	0	0
MARLENE J SCHWARTZ DIRECTOR	1 00	X						0	0	0
BRUCE TEICHMAN DIRECTOR	1 00	X						0	0	0
JODI WEINTRAUB DIRECTOR	1 00	X						0	0	0
LARRY WEXLER DIRECTOR	1 00	X						0	0	0
SAM ZAMARRIPA DIRECTOR	1 00	X						0	0	0
GARY MILLER CEO	40 00			X				269,730	0	85,352
RICK ARANSON COO	40 00			X				130,696	0	7,303
DEBRA RICE MCNEIL CFO	40 00			X				128,077	0	6,286
BRENDA FISKE CHIEF MRKTG	40 00			X				122,053	0	6,192

SCHEDULE A
(Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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

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

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization JEWISH FAMILY & CAREER SERVICES INC	Employer identification number 58-1479212
--	--

Part I

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

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

- 1

☐

A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2

☐

A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E)
- 3

☐

A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4

☐

A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state _____
- 5

☐

An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II)
- 6

☐

A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7

☒

An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II)
- 8

☐

A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II)
- 9

☐

An organization that normally receives (1) more than 33¹/₃% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33¹/₃% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III)
- 10

☐

An organization organized and operated exclusively to test for public safety See **section 509(a)(4).**
- 11

☐

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

a

☐

Type I

b

☐

Type II

c

☐

Type III - Functionally integrated

d

☐

Type III - 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?

(i)

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

(ii)

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

(iii)

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

☐

Provide the following information about the supported organization(s)

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

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

Part II

Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support						
Calendar year (or fiscal year beginning in) ▶	(a) 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 ")	7,275,403	6,994,925	7,231,300	8,016,864	7,210,493	36,728,985
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	7,275,403	6,994,925	7,231,300	8,016,864	7,210,493	36,728,985
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)						2,159,409
6 Public support. Subtract line 5 from line 4						34,569,576

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	7,275,403	6,994,925	7,231,300	8,016,864	7,210,493	36,728,985
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	10,320	181	221	1,047	9,171	20,940
9	Net income from unrelated business activities, whether or not the business is regularly carried on						
10	Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)	32,402	65,682	25,029	24,638	7,792	155,543
11	Total support (Add lines 7 through 10)						36,905,468
12	Gross receipts from related activities, etc (see instructions)					12	21,426,929
13	First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here ▶						

Section C. Computation of Public Support Percentage				
14	Public support percentage for 2012 (line 6, column (f) divided by line 11, column (f))	<table><tr><td>14</td><td>93 670 %</td></tr></table>	14	93 670 %
14	93 670 %			
15	Public support percentage for 2011 Schedule A, Part II, line 14	<table><tr><td>15</td><td>94 730 %</td></tr></table>	15	94 730 %
15	94 730 %			
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	<input checked="" type="checkbox"/>		
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	<input type="checkbox"/>		
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	<input type="checkbox"/>		
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	<input type="checkbox"/>		
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	<input type="checkbox"/>		

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

Section B. Total Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						
14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 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	
16 Public support percentage from 2011 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage		
17 Investment income percentage for 2012 (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from 2011 Schedule A, Part III, line 17	18	
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).

Facts And Circumstances Test

Explanation

SCHEDULE D
(Form 990)

Supplemental Financial Statements

OMB No 1545-0047

2012

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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.

Name of the organization JEWISH FAMILY & CAREER SERVICES INC	Employer identification number 58-1479212
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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? <div>YesNo</div>	
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? <div>YesNo</div>	

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 areaProtection of natural habitatPreservation of a certified historic structurePreservation 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 Year
a	Total number of conservation easements
b	Total acreage restricted by conservation easements
c	Number of conservation easements on a certified historic structure included in (a)
d	Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register

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?

YesNo

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)?

YesNo

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

d

☐ Loan or exchange programs

b

☐ Scholarly research

e

☐ Other

c

☐ Preservation for future generations

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

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

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

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part 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	b (c)Two years back	(d)Three years back	(e)Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2

Provide the estimated percentage of the 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

(i) unrelated organizations

(ii) related organizations

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

b

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

4

Describe in Part 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				
b Buildings		5,800,102	1,113,530	4,686,572
c Leasehold improvements		782,027	647,548	134,479
d Equipment		3,049,393	2,236,396	812,997
e Other				
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				5,634,048

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	13,669,141
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	1,745,883	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII)	2d	309,936	
e	Add lines 2a through 2d		2e	2,055,819
3	Subtract line 2e from line 1		3	11,613,322
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	
5	Total revenue Add lines 3 and 4c . (This must equal Form 990, Part I, line 12)		5	11,613,322
Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return				
1	Total expenses and losses per audited financial statements		1	13,948,664
2	Amounts included on line 1 but not on Form 990, Part IX, line 25			
a	Donated services and use of facilities	2a	1,745,883	
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII)	2d	168,833	
e	Add lines 2a through 2d		2e	1,914,716
3	Subtract line 2e from line 1		3	12,033,948
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	
5	Total expenses Add lines 3 and 4c . (This must equal Form 990, Part I, line 18)		5	12,033,948

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.

Identifier	Return Reference	Explanation
LIABILITY UNDER FIN 48 FOOTNOTE	SCHEDULE D, PAGE 3, PART X	THE ORGANIZATION IS A NONPROFIT ORGANIZATION EXEMPT FROM FEDERAL INCOME TAXES UNDER THE PROVISIONS OF SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE. INCOME FROM CERTAIN ACTIVITIES NOT DIRECTLY RELATED TO THE ORGANIZATION'S TAX-EXEMPT PURPOSE IS SUBJECT TO TAXATION AS UNRELATED BUSINESS INCOME. FOR THE YEARS ENDED JUNE 30, 2013 AND 2012, THE ORGANIZATION DID NOT HAVE ANY UNRELATED BUSINESS INCOME, AND ACCORDINGLY, NO UNRELATED BUSINESS INCOME TAX. THE ORGANIZATION BELIEVES THAT IT HAS APPROPRIATE SUPPORT FOR ANY TAX POSITIONS TAKEN, AND AS SUCH DOES NOT HAVE ANY UNCERTAIN TAX POSITIONS (BASED UPON A "MORE-LIKELY-THAN-NOT" STANDARD FOR SUBSTANTIATION) THAT ARE MATERIAL TO THE FINANCIAL STATEMENTS. THE ORGANIZATION'S INCOME TAX RETURNS ARE SUBJECT TO EXAMINATION BY THE APPROPRIATE REGULATORY AUTHORITIES FOR ALL OPEN YEARS, WHICH TYPICALLY INCLUDE THE LAST THREE YEARS FILED.
REVENUE AMOUNTS INCLUDED IN FINANCIALS - OTHER	SCHEDULE D, PAGE 4, PART XI, LINE 2D	TRANSFERS TO JEWISH FAMILY & CAREER SERVICES 309,936
EXPENSE AMOUNTS INCLUDED IN FINANCIALS - OTHER	SCHEDULE D, PAGE 4, PART XII, LINE 2D	TRANSFERS FROM JEWISH FAMILY & CAREER SERVICES 168,833

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.

Revenue			(a) Event #1	(b) Event #2	(c) Other events	(d) Total events	
			<u>ILP PARTIES</u>	<u>BMDC 100 YEAR A</u>	<u>2</u>	(add col (a) through	
			(event type)	(event type)	(total number)	col (c))	
	1	Gross receipts	209,577	115,558	78,323	403,458	
	2	Less Contributions . . .	169,760	104,261	58,417	332,438	
3	Gross income (line 1 minus line 2)	39,817	11,297	19,906	71,020		
Direct Expenses	4	Cash prizes					
	5	Noncash prizes . . .					
	6	Rent/facility costs . . .					
	7	Food and beverages .					
	8	Entertainment					
	9	Other direct expenses .	12,268	14,275	36,685	63,228	
	10	Direct expense summary Add lines 4 through 9 in column (d) ►					(63,228)
	11	Net income summary Combine line 3, column (d), and line 10 ►					7,792

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			
	2	Cash prizes			
Direct Expenses	3	Non-cash prizes			
	4	Rent/facility costs			
	5	Other direct expenses . . .			
	6	Volunteer labor	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
	7	Direct expense summary Add lines 2 through 5 in column (d) ▶			
	8	Net gaming income summary Combine lines 1 and 7 in column (d) ▶			

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

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

b If "No," explain _____

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

b If "Yes," explain _____

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 ▶ \$ and the amount of gaming revenue retained by the third party ▶ \$

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

Name ▶

Address ▶

16 Gaming manager information

Name ▶

Gaming manager compensation ▶ \$

Description of services provided ▶

☐ Director/officer ☐ Employee ☐ Independent contractor

17 Mandatory distributions

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

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

Part IV 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).

Identifier	Return Reference	Explanation
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Grants and Other Assistance to Organizations, Governments and Individuals in the United States

2012

Open to Public Inspection

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

58-1479212

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ Yes ☐ No
- 2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II **Grants and Other Assistance to Governments and Organizations in the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

[illegible]

- 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 _____

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) CLIENT ASSISTANCE	2194	1,201,187			

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

Identifier	Return Reference	Explanation
PROCEDURES FOR MONITORING THE USE OF GRANT FUNDS INSIDE THE UNITED STATES	SCHEDULE I, PAGE 1, PART I, LINE 2	GRANTS DEPARTMENT PREPARES A FUNDING REQUIREMENTS MEMO FOR EACH GRANT RECEIVED THE MEMO SUMMARIZES THE BUDGET FOR THE GRANT, THE REPORTING REQUIREMENTS, THE OUTCOMES/TRACKING REQUIRED UNDER THE GRANT, AND ANY OTHER PERTINENT INFORMATION THE MEMO IS DISTRIBUTED TO THE PROGRAM PERSONNEL, MANAGER/DIRECTOR, ACCOUNTING DEPARTMENT AND COO

Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ Complete if the organization answered "Yes" to Form 990, Part IV, question 23.

▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization
JEWISH FAMILY & CAREER SERVICES
INC

Employer identification number

58-1479212

Part I

Questions Regarding Compensation

	Yes	No
<div>1a</div> <div>Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items</div> <div><div><div><input type="checkbox"/> First-class or charter travel</div><div><input type="checkbox"/> Travel for companions</div><div><input type="checkbox"/> Tax idemnification and gross-up payments</div><div><input type="checkbox"/> Discretionary spending account</div></div><div><div><input type="checkbox"/> Housing allowance or residence for personal use</div><div><input type="checkbox"/> Payments for business use of personal residence</div><div><input type="checkbox"/> Health or social club dues or initiation fees</div><div><input type="checkbox"/> Personal services (e g , maid, chauffeur, chef)</div></div></div>		
<div>b</div> <div>If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain</div>	1b	
<div>2</div> <div>Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?</div>	2	
<div>3</div> <div>Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director Check all that apply Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III</div> <div><div><div><input type="checkbox"/> Compensation committee</div><div><input type="checkbox"/> Independent compensation consultant</div><div><input type="checkbox"/> Form 990 of other organizations</div></div><div><div><input type="checkbox"/> Written employment contract</div><div><input type="checkbox"/> Compensation survey or study</div><div><input type="checkbox"/> Approval by the board or compensation committee</div></div></div>		
<div>4</div> <div>During the year, did any person listed in Form 990, Part VII, Section A, line 1a with respect to the filing organization or a related organization</div>		
<div>a</div> <div>Receive a severance payment or change-of-control payment?</div>	4a	No
<div>b</div> <div>Participate in, or receive payment from, a supplemental nonqualified retirement plan?</div>	4b	No
<div>c</div> <div>Participate in, or receive payment from, an equity-based compensation arrangement?</div> <div>If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III</div>	4c	No
<div>Only 501(c)(3) and 501(c)(4) organizations only must complete lines 5-9.</div>		
<div>5</div> <div>For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of</div>		
<div>a</div> <div>The organization?</div>	5a	No
<div>b</div> <div>Any related organization?</div> <div>If "Yes," to line 5a or 5b, describe in Part III</div>	5b	No
<div>6</div> <div>For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of</div>		
<div>a</div> <div>The organization?</div>	6a	No
<div>b</div> <div>Any related organization?</div> <div>If "Yes," to line 6a or 6b, describe in Part III</div>	6b	No
<div>7</div> <div>For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III</div>	7	No
<div>8</div> <div>Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III</div>	8	No
<div>9</div> <div>If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?</div>	9	

Part II **Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii) Do not list any individuals that are not listed on Form 990, Part VII

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported as deferred in prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1)GARY MILLER CEO	(i) (ii)	269,730			85,352		355,082	

Part III **Supplemental Information**

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Identifier	Return Reference	Explanation
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2012

Open to Public Inspection

SCHEDULE O

(Form 990 or 990-EZ)

Department of the Treasury

Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on

Form 990 or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

Name of the organization JEWISH FAMILY & CAREER SERVICES INC	Employer identification number 58-1479212
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Identifier	Return Reference	Explanation
ORGANIZATION'S MISSION	FORM 990 - ORGANIZATION'S MISSION	GUIDED BY THE WISDOM AND VALUES OF OUR TRADITION, JEWISH FAMILY & CAREER SERVICES OF ATLANTA PROVIDES HEALTH, CAREER, AND HUMAN SERVICES TO SUPPORT AND ENHANCE THE WELL-BEING OF INDIVIDUALS AND FAMILIES ACROSS ALL AGES, FAITHS, CULTURES AND LIFESTYLES

Identifier	Return Reference	Explanation
ANY SIGNIFICANT CHANGES IN CONDUCT FOR PROGRAM SERVICES	FORM 990, PAGE 2, PART III, LINE 3	<p>DURING THE CURRENT YEAR, JF&CS EMBARKED ON AN AMBITIOUS PROJECT WHICH CONSIDERED ITS SCOPE OF SERVICES THROUGH THIS PROCESS, WHICH WAS A COMPONENT OF THE AGENCY'S STRATEGIC PLAN, JF&CS EVALUATED ITS OFFERINGS THROUGH 4 LENSES - MISSION ALIGNMENT, RESOURCES, CAPACITY, AND OTHER CRITERIA SUCH AS TRENDS, PROGRAMS AND PROGRAM INTERDEPENDENCIES. THE INTENT OF THIS ANALYSIS WAS TO IDENTIFY THOSE PROGRAMS THAT HAVE THE HIGHEST IMPACT POTENTIAL, AS WELL AS THOSE FOR WHICH JF&CS MAY NOT BE BEST IN CLASS OR BEST SUITED TO OFFER TO THE COMMUNITY. THE FOLLOWING PROGRAMS WERE CHANGED OR ARE BEING DIVESTED OVER TIME AS A RESULT OF THIS ANALYSIS: INTERNATIONAL SERVICES - JF&CS HAS OR IS IN PROCESS OF WINDING DOWN ITS INTERNATIONAL SERVICES PROGRAMS, INCLUDING RESETTLEMENT, CIVICS, ENGLISH AS A SECOND LANGUAGE (ESL) AND CITIZENSHIP. GIVEN THE SERVICE POPULATION, FUNDING UNCERTAINTIES, AND OTHER PROVIDERS IN OUR MARKET, JF&CS MADE THE DETERMINATION TO DIVEST FROM THESE PROGRAMS AND TRANSITION SERVICES TO OTHER LOCAL PROVIDERS. WAYS TO WORK - JF&CS IS IN THE PROCESS OF WINDING DOWN A COMPONENT OF ITS WAYS TO WORK LOAN PROGRAM. WAYS TO WORK PROVIDES LOW INTEREST LOANS TO CLIENTS THAT NEED A VEHICLE FOR TRANSPORTATION TO WORK. IN ADDITION, THIS PROGRAM TEACHES FINANCIAL LITERACY. THE AGENCY WILL CONTINUE TO PROVIDE FINANCIAL LITERACY SERVICES AND TO PROVIDE CASE MANAGEMENT SERVICES TO THE BORROWERS, HOWEVER, NO FURTHER VEHICLE LOANS WILL BE MADE. JF&CS HAS PARTNERED WITH FAMILIES FIRST ON THIS PROJECT WHO WILL ASSUME EXCLUSIVE RESPONSIBILITY FOR WRITING FUTURE LOANS. TRANSPORTATION SERVICES - JF&CS OPERATES A RELATIVELY SMALL TRANSPORTATION SERVICE CALLED JETS. GIVEN THE HIGH COST OF PROVIDING THIS SERVICE, AS WELL AS THE SMALL GEOGRAPHIC AREA THAT WE ARE ABLE TO SERVE, JF&CS HAS RECONFIGURED THIS SERVICE TO GIVE PRIORITY TO AGENCY CLIENTS AS OPPOSED TO THE GENERAL POPULATION. RAINBOW CENTER - THE RAINBOW CENTER IS A PROGRAM DESIGNED TO SUPPORT THE GAY, LESBIAN, BISEXUAL, AND TRANSGENDERED POPULATION. JF&CS WILL WRAP CLINICAL SUPPORTS FOR THIS POPULATION INTO ITS CLINICAL SERVICES DIVISION, AND WILL TRANSITION OTHER NON CLINICAL ACTIVITIES, MOST NOTABLY ADVOCACY, TO A NEW INDEPENDENT ENTITY CALLED SOJOURN.</p>

Identifier	Return Reference	Explanation
FIRST ACCOMPLISHMENT DESCRIPTION	FORM 990, PAGE 2, PART III, LINE 4A	OF 332 REQUESTS FOR MONTH 51% OF JF&CS CLIENTS FALL BELOW THE FEDERAL POVERTY GUIDELINES MOST CLIENTS REPRESENTED IN THE TOTAL HAD MULTIPLE INTERVENTIONS FROM JF&CS AS OPPOSED TO SINGLE-EPISODES JF&CS' SUBSTANCE ABUSE SERVICES, INCLUDING OUTREACH AND EDUCATION AS WELL AS OUTPATIENT COUNSELING, HAS HAD SUBSTANTIAL MARKET PENETRATION, DEVELOPING NEW CONNECTIONS WITH MULTIPLE SYNAGOGUES AND DAY SCHOOLS THE TARGET OUTCOME FOR THESE SERVICES IS INCREASED HEALTH AND INCREASED COMMUNITY INTEGRATION

Identifier	Return Reference	Explanation
SECOND ACCOMPLISHMENT DESCRIPTION	FORM 990, PAGE 2, PART III, LINE 4B	IN EXISTING SPACE AND CONSIDERING OPTIONS IN THE FACE OF INCREASED DEMAND FOR OUR SERVICES THE TARGET OUTCOME FOR THIS SUITE OF SERVICES IS INCREASED SELF SUFFICIENCY AND INDEPENDENCE

Identifier	Return Reference	Explanation
ALL OTHER ACCOMPLISHMENT DESCRIPTION	FORM 990, PAGE 2, PART III, LINE 4D	<p>CAREERS & INTERNATIONAL SERVICES THE CAREER SERVICES DIVISION PROVIDES ACCESS TO EMPLOYMENT OPPORTUNITIES THROUGH TRAINING, CAREER EXPLORATION AND JOB DEVELOPMENT AND PLACEMENT FOR THE COMMUNITY AS A WHOLE ALONG WITH SPECIFIC PROGRAMMING GEARED DIRECTLY TOWARDS MARGINALIZED POPULATIONS INCLUDING REFUGEES, IMMIGRANTS, WELFARE RECIPIENTS, ADULTS OVER THE AGE OF 55 WHO ARE REENTERING THE WORKFORCE OR NEED TO LEARN NEW ON THE JOB SKILLS, ADULT WORKERS AND DISLOCATED WORKERS OVERALL, THE DIVISION PLACED OVER 242 CLIENTS INTO EMPLOYMENT WITHIN THE LAST 12 MONTHS IN ORDER TO FOCUS IMPACT ON FINANCIAL INDEPENDENCE, THE DIVISION ELIMINATED A SUBSET OF PROGRAMS INCLUDING RESETTLEMENT, TITLE V, CITIZENSHIP, AND ENGLISH AS A SECOND LANGUAGE(ESL) THIS YEAR FUTURE EFFORTS WILL FOCUS PRIMARILY ON CAREER COUNSELING, CAREER TRANSITION, JOB UPGRADES, AND JOB PLACEMENT A NEW DIRECTOR HAS BEEN HIRED TO FOCUS ON BUILDING CORPORATE RELATIONSHIPS AND DEVELOPING MUTUALLY BENEFICIAL COLLABORATIONS THE GOAL IN THIS AREA IS MOVING CLIENTS TOWARD SELF SUFFICIENCY AND FINANCIAL INDEPENDENCE</p> <p>OLDER ADULT SERVICES COMPREHENSIVE SERVICES TO OLDER ADULTS AND THEIR CAREGIVERS INCLUDING COUNSELING, CASE MANAGEMENT, TRANSPORTATION, FINANCIAL ASSISTANCE, GERIATRIC CASE MANAGEMENT, SERVICES TO HOLOCAUST SURVIVORS AND THEIR FAMILIES, KOSHER MEALS ON WHEELS FACILITATION, IN-HOME CARE SERVICES, AND A NATURALLY OCCURRING RETIREMENT COMMUNITY IN TOCO HILLS, GA (NORC) THE LEGACY HOME CARE PROGRAM INVESTED IN ITS INFRASTRUCTURE TO SUPPORT FUTURE PROGRAM GROWTH THE GOAL IN THIS PROGRAM AREA IS INCREASED FINANCIAL INDEPENDENCE AND SELF SUFFICIENCY</p>

Identifier	Return Reference	Explanation
RELATED PARTY INFORMATION AMONG OFFICERS	FORM 990, PAGE 6, PART VI, LINE 2	DAVID WITT SETH COHEN PAST PRES PRESIDENT FATHER IN LAW/SON IN LAW RICHARD DEROSSET DORI DEROSSET BOARD MEMBER BOARD MEMBER HUSBAND/WIFE BILLIE GREENBERG DORI DEROSSET BOARD MEMBER BOARD MEMBER MOTHER/DAUGHTER BILLIE GREENBERG RICHARD DEROSSET BOARD MEMBER BOARD MEMBER MOTHER IN LAW/SON IN LAW

Identifier	Return Reference	Explanation
ORGANIZATION'S PROCESS USED TO REVIEW FORM 990	FORM 990, PAGE 6, PART VI, LINE 11B	A DRAFT COPY OF THE FORM 990 IS REVIEWED BY THE BOARD BEFORE IT IS FINALIZED

Identifier	Return Reference	Explanation
ENFORCEMENT OF CONFLICTS POLICY	FORM 990, PAGE 6, PART VI, LINE 12C	ANNUAL DISCLOSURE PROCESS STARTED IN FY09

Identifier	Return Reference	Explanation
COMPENSATION PROCESS FOR TOP OFFICIAL	FORM 990, PAGE 6, PART VI, LINE 15A	THE CHIEF EXECUTIVE OFFICER EMPLOYMENT CONTRACT IS ESTABLISHED AND APPROVED BY AN INDEPENDENT COMMITTEE CONSISTING OF THE BOARD PRESIDENT, IMMEDIATE PAST PRESIDENT AND FIRST VICE PRESIDENT THE BOARD OF DIRECTOR AUTHORIZES THE CHIEF EXECUTIVE OFFICER TO DETERMINE PAYROLL FOR ALL STAFF INCLUDING THE CHIEF OPERATING OFFICER AND CHIEF FINANCIAL OFFICER COMPENSATION IS REVIEWED ANNUALLY FOR ALL EMPLOYEES AND ADJUSTED BASED ON PERFORMANCE, MARKET DATA, AND THE FINANCIAL CONDITION OF THE AGENCY

Identifier	Return Reference	Explanation
COMPENSATION PROCESS FOR OFFICERS	FORM 990, PAGE 6, PART VI, LINE 15B	THE CHIEF EXECUTIVE OFFICER EMPLOYMENT CONTRACT IS ESTABLISHED AND APPROVED BY AN INDEPENDENT COMMITTEE CONSISTING OF THE BOARD PRESIDENT, IMMEDIATE PAST PRESIDENT AND FIRST VICE PRESIDENT THE BOARD OF DIRECTOR AUTHORIZES THE CHIEF EXECUTIVE OFFICER TO DETERMINE PAYROLL FOR ALL STAFF INCLUDING THE CHIEF OPERATING OFFICER AND CHIEF FINANCIAL OFFICER COMPENSATION IS REVIEWED ANNUALLY FOR ALL EMPLOYEES AND ADJUSTED BASED ON PERFORMANCE, MARKET DATA, AND THE FINANCIAL CONDITION OF THE AGENCY

Identifier	Return Reference	Explanation
GOVERNING DOCUMENTS DISCLOSURE EXPLANATION	FORM 990, PAGE 6, PART VI, LINE 19	ANNUAL REPORT AND CONFLICT OF INTEREST POLICY ARE AVAILABLE ON WEBSITE. ALL OTHER DOCUMENTS ARE AVAILABLE UPON REQUEST.

Identifier	Return Reference	Explanation
RECONCILIATION OF CHANGES - OTHER	FORM 990, PART XI, LINE 9	TRANSFERS TO JEWISH FAMILY & CAREER SERVICES 309,936 TRANSFERS FROM JEWISH FAMILY & CAREER SERVICES -168,833

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 33, 34, 35, 36, or 37.
▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization
JEWISH FAMILY & CAREER SERVICES
INC

Employer identification number

58-1479212

Part I Identification of Disregarded Entities (Complete if the organization answered "Yes" to Form 990, Part IV, line 33.)

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II Identification of Related Tax-Exempt Organizations (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.)

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1) JF&CS FOUNDATION INC 4549 CHAMBLEE DUNWOODY ROAD ATLANTA, GA 30338 20-8060747	SUPPORT	GA	501C3	11A	JF&CS INC	Yes	

Part III

Identification of Related Organizations Taxable as a Partnership (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related organizations treated as a partnership during the tax year.)

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512- 514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV

Identification of Related Organizations Taxable as a Corporation or Trust (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.)

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end- of-year assets	(h) Percentage ownership	(i) Section 512 (b)(13) controlled entity?	
								Yes	No

Part V

Transactions With Related Organizations (Complete if the organization answered "Yes" to Form 990, Part IV, line 34, 35b, or 36.)

Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule

1

During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

a

Receipt of (i) interest (ii) annuities (iii) royalties or (iv) rent from a controlled entity

b

Gift, grant, or capital contribution to related organization(s)

c

Gift, grant, or capital contribution from related organization(s)

d

Loans or loan guarantees to or for related organization(s)

e

Loans or loan guarantees by related organization(s)

f

Dividends from related organization(s)

g

Sale of assets to related organization(s)

h

Purchase of assets from related organization(s)

i

Exchange of assets with related organization(s)

j

Lease of facilities, equipment, or other assets to related organization(s)

k

Lease of facilities, equipment, or other assets from related organization(s)

l

Performance of services or membership or fundraising solicitations for related organization(s)

m

Performance of services or membership or fundraising solicitations by related organization(s)

n

Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)

o

Sharing of paid employees with related organization(s)

p

Reimbursement paid to related organization(s) for expenses

q

Reimbursement paid by related organization(s) for expenses

r

Other transfer of cash or property to related organization(s)

s

Other transfer of cash or property from related organization(s)

Yes

No

1a

1b

1c

1d

1e

1f

1g

1h

1i

1j

1k

1l

1m

1n

1o

1p

1q

1r

1s

No

No

No

No

No

No

No

No

No

No

No

No

No

No

No

No

No

No

No

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds

(a) Name of other organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) JF&CS FOUNDATION INC	B	168,833	CASH
(2) JF&CS FOUNDATION INC	C	309,936	CASH

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

[illegible]

Software ID:

Software Version:

EIN: 58-1479212

Name: JEWISH FAMILY & CAREER SERVICES
INC

Part VII

Supplemental Information

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

Identifier	Return Reference	Explanation	
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