Pilc & Moseley, LLC 4312 Grove Avenue Richmond, VA 23221

Jewish Family Services, Inc. 6718 Patterson Avenue Richmond, VA 23226

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CLIENT'S COPY

Pilc & Moseley, LLC 4312 Grove Avenue Richmond, VA 23221

November 16, 2020

Jewish Family Services, Inc. 6718 Patterson Avenue Richmond, VA 23226

Jewish Family Services, Inc.:

Enclosed is the organization's 2019 Exempt Organization return.

Specific filing instructions are as follows.

FORM 990 RETURN:

This return has been prepared for electronic filing. If you wish to have it transmitted electronically to the IRS, please sign, date, and return Form 8879-EO to our office. We will then submit the electronic return to the IRS. Do not mail a paper copy of the return to the IRS.

We sincerely appreciate the opportunity to serve you. Please contact us if you have any questions concerning the tax return.

A copy of the return is enclosed for your files. We suggest that you retain this copy indefinitely.

Sincerely,

William C. Pilc

** PUBLIC DISCLOSURE COPY **

(Rev. January 2020) 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 private foundations)

OMB No. 154<u>5</u>-0047

▶ Do not enter social security numbers on this form as it may be made public.

► Go to www.irs.gov/Form990 for instructions and the latest information.

Open to Public Inspection

Α	For the	e 2019 calendar year, or tax year beginning U	UL I, ZUI9 and	ending J	UN 30, 2020	U				
В	Check if applicabl	e: C Name of organization			D Employer identi	fication number				
	Addre		, Inc.		_					
	Name chang	e Doing business as			54-0526	201				
	Initial return Final return	Number and street (or P.O. box if mail is not del	livered to street address)	Room/suite	E Telephone number 804-282-5644					
_	termin termin ated	· •	7IP or foreign postal code	<u>I</u>	G Gross receipts \$	4,149,318.				
	Amen	ded Dichmond VA 23226	Zii Si isisigii postal code		H(a) Is this a group					
F	Applic	-	ve Parkins		for subordinate					
	pendi	6718 Patterson Avenue,		3226	H(b) Are all subordinates					
$\overline{}$	Tay.ey				1 ' '	a list. (see instructions)				
		te: www.JFSRichmond.Org	(ποσιτιο.) [10 π (α)(π)	01 021	H(c) Group exempti					
			ssociation Other	I Vear		M State of legal domicile: VA				
	art I	Summary		L Tour	or formation.	W State of logal doffficite. + 22				
		Briefly describe the organization's mission or most	significant activities: JFS	transf	orms the 1	ives of				
Activities & Governance	'	individuals and families	and strengthens	our c	ommunity by	v providing				
ı.	2	Check this box if the organization disco								
Š	1	Number of voting members of the governing body			3	1 40				
ၓ		Number of independent voting members of the go				+				
οğ		Total number of individuals employed in calendar y								
iŧie		Total number of volunteers (estimate if necessary)								
ŧ		Total unrelated business revenue from Part VIII, co								
Ă		Net unrelated business taxable income from Form				<u></u>				
	<u> </u>	Tree differences business taxable moonle from Form		Prior Year	Current Year					
•	8	Contributions and grants (Part VIII, line 1h)			1,091,943					
nue	1				2,593,161					
Revenue		Investment income (Part VIII, column (A), lines 3, 4			5					
æ			Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)							
		Total revenue - add lines 8 through 11 (must equal		73,873 3,758,982						
		Grants and similar amounts paid (Part IX, column (35,414					
		Benefits paid to or for members (Part IX, column (A			0					
s		Salaries, other compensation, employee benefits (3,157,229					
Expenses	16a	Professional fundraising fees (Part IX, column (A),			0					
þei	b	Total fundraising expenses (Part IX, column (D), lin		71.						
Ж	17	Other expenses (Part IX, column (A), lines 11a-11d			566,361	530,473.				
		Total expenses. Add lines 13-17 (must equal Part I			3,759,004					
	1	Revenue less expenses. Subtract line 18 from line			-22					
Or Ses				Be	ginning of Current Year	<u> </u>				
ets	20	Total assets (Part X, line 16)			5,195,119					
ASS	21	Total liabilities (Part X, line 26)			303,022					
Net Assets or Find Balances	22	Net assets or fund balances. Subtract line 21 from	ı line 20		4,892,097					
	art II	Signature Block			· ·	<u> </u>				
Und	ler pena	alties of perjury, I declare that I have examined this return,	including accompanying schedule	es and statem	ents, and to the best of i	my knowledge and belief, it is				
true	, correc	ct, and complete. Declaration of preparer (other than office	er) is based on all information of w	hich preparer	has any knowledge.					
Sig	ın	Signature of officer			Date					
Hei		▲ Steve Parkins, CFO								
		Type or print name and title								
		Print/Type preparer's name	Preparer's signature] [Date Check	X PTIN				
Pai	d	William C. Pilc			if self-empl	oyed P00292400				
Pre	parer	Firm's name Pilc & Moseley,	LLC	<u> </u>	Firm's EIN	20 4006605				
Use	Only	Firm's address 4312 Grove Avenu	е							
		Richmond, VA 232			Phone no.8	04-918-8490				
Ma	v the II	RS discuss this return with the preparer shown abo	X Yes No.							

Pai	t III Statement of Program Service Accomplishments
	Check if Schedule O contains a response or note to any line in this Part III
1	Briefly describe the organization's mission: JFS transforms the lives of individuals and families and strengthens
	our community by providing the best options in care, counseling and
	adoption regardless of income, age, religion and race.
2	Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes X No
	If "Yes," describe these new services on Schedule O.
3	Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes X No If "Yes," describe these changes on Schedule O.
4	Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.
4a	(Code:)(Expenses \$ 2,462,981. Including grants of \$ 24,902.) (Revenue \$ 2,325,704. Care Services: JFS provides exceptional care to the Greater Richmond community serving older adults, individuals with disabilities and anyone needing help navigating the challenges of life. Our professional team of care managers, nurses, social workers and nursing assistants
	promote our clients' best quality of life through home care, care management and guardianship services.
4h	(Code:) (Expenses \$ 641,161. including grants of \$ 31,010.) (Revenue \$ 458,870.
76	Counseling Services: JFS offers experienced therapists who assist individuals of all ages, couples and families, children and adolescents, older adults and those with special needs to work through life's challenges.
	(Code:)(Expenses \$ 136,484. including grants of \$) (Revenue \$ 75,615. Adoption: at JFS, our social workers serve as guides though the adoption process whether you're hoping to adopt a child or considering placing a child for adoption.
	Other program services (Describe on Schedule O.) (Expenses \$ 28,893 • including grants of \$) (Revenue \$) Total program service expenses \$ 3,269,519 •
4e	Total program service expenses ► 3, 269, 519. Form 990 (2019)
	10111 444 (2010

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?			
	If "Yes," complete Schedule A	1	Х	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		x
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect			
	during the tax year? If "Yes," complete Schedule C, Part II	4		X
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5		x
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to			
	provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		Х
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,			
	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		Х
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		х
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for			
	amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services?			
	If "Yes," complete Schedule D, Part IV	9		Х
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments			
	or in quasi endowments? If "Yes," complete Schedule D, Part V	10		X
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,			
	Part VI	11a	Х	
b	Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total			
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		X
С	Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total			,,
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		X
d	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d	Х	
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e	X	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses			
	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f	Х	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete		37	
	Schedule D, Parts XI and XII	12a	Х	
b	Was the organization included in consolidated, independent audited financial statements for the tax year?			₩
40	If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States? Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business,	14a		
D	investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000			
	or more? If "Yes," complete Schedule F, Parts I and IV	14b		х
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any	110		
	foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		Х
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to			,,,
	or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		X
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,			\ \ •
46	column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I	17		X
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	Х	
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"			
-	complete Schedule G, Part III	19		х
20a		20a		Х
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or			
	domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		Х

	n 990 (2019) Jewish Family Services, Inc. 54-0526 rt IV Checklist of Required Schedules (continued)			age 4
			Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	х	
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</i> "Yes," <i>complete Schedule J</i>	23	X	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a	24a		х
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
С	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		
25 a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b		х
26	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II	26		X
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III.	27		х
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):			
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV	28a		х
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		Х
С	A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b?If "Yes," complete Schedule L, Part IV	28c		х
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	Х	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		Х
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		Х
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		х
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		х
34	Was the organization related to any tax-exempt or taxable entity? If "Yes." complete Schedule R. Part II, III, or IV, and			

Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI Х 37 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Х Note: All Form 990 filers are required to complete Schedule O Statements Regarding Other IRS Filings and Tax Compliance Part V Check if Schedule O contains a response or note to any line in this Part V 1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable ... **b** Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable 0

35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?

b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity

c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming

If "Yes," complete Schedule R, Part V, line 2

within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2

Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?

932004 01-20-20

Х Form **990** (2019)

34

35b

36

Х

(gambling) winnings to prize winners?

Form 990 (2019) Jewish Family Services, Inc. Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

				Yes	No				
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements,								
	filed for the calendar year ending with or within the year covered by this return	2a 218							
b	If at least one is reported on line 2a, did the organization file all required federal employment tax retur	ns?	2b	X					
	Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions	s)							
За	Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a		Х				
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule	0	3b						
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other a	authority over, a							
	financial account in a foreign country (such as a bank account, securities account, or other financial	account)?	4a		X				
b	If "Yes," enter the name of the foreign country								
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial A	· ·							
	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a		X				
	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transa		5b		Х				
	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		5с						
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the		0-		x				
	any contributions that were not tax deductible as charitable contributions?		6a		Λ				
D	If "Yes," did the organization include with every solicitation an express statement that such contribut	_	6h						
7	were not tax deductible? Organizations that may receive deductible contributions under section 170(c).		6b						
7	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and ser	vices provided to the payor?	7a	Х					
a b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b	X					
	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was		7.5						
Ŭ	to file Form 8282?		7c		х				
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d							
e									
f									
g	g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?								
h	h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?								
8	8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the								
	sponsoring organization have excess business holdings at any time during the year?								
9	Sponsoring organizations maintaining donor advised funds.								
а			9a						
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b						
10	Section 501(c)(7) organizations. Enter:	l I							
а	Initiation fees and capital contributions included on Part VIII, line 12	10a							
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b							
11	Section 501(c)(12) organizations. Enter:	440							
	Gross income from members or shareholders Gross income from other sources (Do not net amounts due or paid to other sources against	11a							
D	amounts due or received from them.)	11b							
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form		12a						
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b							
13	Section 501(c)(29) qualified nonprofit health insurance issuers.								
а	Is the organization licensed to issue qualified health plans in more than one state?		13a						
	Note: See the instructions for additional information the organization must report on Schedule O.								
b	Enter the amount of reserves the organization is required to maintain by the states in which the								
	organization is licensed to issue qualified health plans	13b							
С	Enter the amount of reserves on hand	13c							
14a			14a		X				
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedu	le O	14b						
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remune				<u>-</u> -				
	excess parachute payment(s) during the year?		15		X				
	If "Yes," see instructions and file Form 4720, Schedule N.				77				
16	Is the organization an educational institution subject to the section 4968 excise tax on net investmen	t income?	16		X				
	If "Yes," complete Form 4720, Schedule O.		F	990	(0040)				

Form **990** (2019)

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

	Check if Schedule O contains a response or note to any line in this Part VI					X					
Sec	tion A. Governing Body and Management										
			1.0		Yes	No					
1a	Enter the number of voting members of the governing body at the end of the tax year	1a	19	_							
	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 on Schedule O.		1.0								
b	Enter the number of voting members included on line 1a, above, who are independent	1b	19	_							
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationsh					,,,					
	officer, director, trustee, or key employee?			2		Х					
3	Did the organization delegate control over management duties customarily performed by or under the					,,					
	of officers, directors, trustees, or key employees to a management company or other person? \dots			3		X					
4	Did the organization make any significant changes to its governing documents since the prior Form			4		X					
5	Did the organization become aware during the year of a significant diversion of the organization's as			5 6		X					
6	• • • • • • • • • • • • • • • • • • • •										
7a	Did the organization have members, stockholders, or other persons who had the power to elect or a					٦,					
	more members of the governing body?			7a		Х					
b	Are any governance decisions of the organization reserved to (or subject to approval by) members,		•			,,					
	persons other than the governing body?			7b		Х					
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year				37						
а	The governing body?			8a	X						
b	Each committee with authority to act on behalf of the governing body?			8b	Х						
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be real			_		\ _{3,7}					
	organization's mailing address? If "Yes," provide the names and addresses on Schedule O			9		Х					
Sec	tion B. Policies (This Section B requests information about policies not required by the Internal Fi	Revenue	Code.)		.,	·					
40				10a	Yes	No X					
	Did the organization have local chapters, branches, or affiliates?										
D	If "Yes," did the organization have written policies and procedures governing the activities of such or and beginning to a second the procedure of the control of the contr			10b							
44-	and branches to ensure their operations are consistent with the organization's exempt purposes?										
	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? Passable in School to Other present if any years by the present in										
	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 12b	X						
b	Did the organization regularly and consistently monitor and enforce compliance with the policy? If ")			120	- 21						
С	in Schedule O how this was done			12c	Х						
13	Did the organization have a written whistleblower policy?			13	X						
14	Did the organization have a written document retention and destruction policy?			14	X						
15	Did the process for determining compensation of the following persons include a review and approv			17							
	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?	•	оронаст								
а	The organization's CEO, Executive Director, or top management official			15a	Х						
	Other officers or key employees of the organization			15b	X						
~	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).										
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrange	ment wi	th a								
	taxable entity during the year?			16a		Х					
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate										
	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organic	-	•								
	exempt status with respect to such arrangements?			16b							
Sec	tion C. Disclosure										
17	List the states with which a copy of this Form 990 is required to be filed ►VA										
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, a	and 990-	T (Section 501(c)(3	s)s only) avail	able					
	for public inspection. Indicate how you made these available. Check all that apply.			•							
	X Own website Another's website X Upon request Other (explain	n on Sch	edule O)								
19	Describe on Schedule O whether (and if so, how) the organization made its governing documents, c	onflict o	f interest policy, ar	nd finai	ncial						
	statements available to the public during the tax year.										
20	State the name, address, and telephone number of the person who possesses the organization's bo	ooks and	records >								
	Jewish Family Services, Inc 804-282-5644										
	6718 Patterson Avenue, Richmond, VA 23226										

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

Check if Schedule O contains a response or note to any line in this Part VII

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

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.
- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's current key employees, if any. See instructions for definition of "key employee."
- List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

See instructions for the order in which to list the persons above.

(A) Name and title	(B) Average	(do		Pos			one	(D) Reportable	(E) Reportable	(F) Estimated
	hours per week	box	lo not check more than or ox, unless person is both ficer and a director/truste		h an	compensation from	compensation from related	amount of other		
	(list any hours for related organizations below line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	the organization (W-2/1099-MISC)	organizations (W-2/1099-MISC)	compensation from the organization and related organizations
(1) Ronald Felmus	1.00	,,							_	0
Director	1 00	Х						0.	0.	0.
(2) Sandra Sisisky	1.00	ļ ,,		,,					0	0
President	1 00	Х		Х				0.	0.	0.
(3) Sara Griebel	1.00	₩		Į.,				0.	0.	0
2nd Vice President	1 00	Х		Х				0.	0.	0.
(4) Martin Miller	1.00	x		x				0.	0.	0.
1st Vice President	1.00	^		_				0.	0.	0.
(5) Rosemary Seltzer	1.00	x		x				0.	0.	0.
Secretary (6) Rabbi Martin P. Beifield, Jr	1.00	^		<u> </u>				0.	0.	<u> </u>
Director	1.00	X						0.	0.	0.
(7) Cindy Boswell	1.00	122						0.	•	
Director	1.00	x						0.	0.	0.
(8) Ken Golden	1.00	123							<u> </u>	
Director		X						0.	0.	0.
(9) Jake Hughes	1.00							-		
Director		x						0.	0.	0.
(10) Retta Leigh Keil	1.00									
Director		Х						0.	0.	0.
(11) Shanaye LaBeaud	1.00									
Director		Х						0.	0.	0.
(12) Michael Mandel	1.00									
Director		X						0.	0.	0.
(13) John Myers	1.00									
Director		Х						0.	0.	0.
(14) Seon Rockwell	1.00									_
Treasurer		Х		Х				0.	0.	0.
(15) Jessica Samet	1.00									
Director		Х						0.	0.	0.
(16) Tom Topinka	1.00]						_	_	_
Director		Х						0.	0.	0.
(17) Cheri Yochelson	1.00									_
Director		X						0.	0.	0. Form 990 (2010)

Form **990** (2019)

Part VII Section A. Officers, Directors, Trus	tees, Key Em	ploy	ees	, an	d Hi	ighe	st C	Compensated Employe	es (continued)				
(A)	(B)			(((D)	(E)			(F)	
Name and title	Average	(-1-		Pos				Reportable	Reportable		Es	stimat	ed
	hours per	box	, unle	ss pe	rson	than is bot	h an	compensation	compensation		an	nount	of
	week	offi	cer an	d a d	irecto	or/trus	tee)	from	from related			other	
	(list any	ector						the	organizations		com	pens	ation
	hours for	or dir	ao			ated		organization	(W-2/1099-MISC	(ز		om th	
	related organizations	Individual trustee or director	Institutional trustee		ao	Highest compensated employee		(W-2/1099-MISC)			_	aniza	
	below	ual trı	ional		ploye	t com						d rela [.] anizat	
	line)	divid	stitut	Officer	Key employee	ighes nploy	Former				orga	ai iizat	10115
(18) Eric Shoenfeld	1.00	드	드	0	포	工旨	프			\dashv			
Director	1.00	х						0.		0.			0.
(19) Michael Sievers	1.00							•		``			
Director	1.00	Х						0.		0.			0.
(20) Wendy Kreuter	40.00	^						1		" 			<u> </u>
CEO	40.00			Х				206,155.		0.	1	<i>1</i> 1	89.
(21) Steve Parkins	40.00			Λ				200,133.		" 		4,1	.09.
	40.00			х				98,260.		0.		5 1	.58.
CFO				Λ				90,200.		" 		э, т	.50.
		ļ											
										\dashv			
		ļ											
										\dashv			
										\dashv			
		ļ											
										\dashv			
							<u> </u>	204 415		\rightarrow	- 1	^ ^	47
1b Subtotal								304,415.		0.		9,3	47.
c Total from continuation sheets to Part VI								0.		0.		^ ^	0.
d Total (add lines 1b and 1c)							<u> </u>	304,415.		0.		9,3	47.
2 Total number of individuals (including but n	ot limited to th	ose	liste	ed al	bove	e) wł	no r	eceived more than \$100	,000 of reportable				
compensation from the organization													1
												Yes	No
3 Did the organization list any former officer,			кеу е	emp	loye	e, o	hiç	ghest compensated emp	loyee on				l
line 1a? If "Yes," complete Schedule J for s	uch individual									⊾	3		X
4 For any individual listed on line 1a, is the su													
and related organizations greater than \$150	0,000? If "Yes,	" co	mple	ete S	Sche	edule	e J i	for such individual		L	4	Х	
5 Did any person listed on line 1a receive or a	accrue comper	nsat	ion f	rom	any	/ unr	elat	ted organization or indivi	dual for services				
rendered to the organization? If "Yes," com	plete Schedul	e J f	or su	ıch	pers	son .				<u> </u>	5		<u> </u>
Section B. Independent Contractors													
1 Complete this table for your five highest co	mpensated ind	depe	ende	nt c	onti	racto	ors t	that received more than	\$100,000 of comp	ensa	ation 1	from	
the organization. Report compensation for	the calendar y	ear	endi	ng v	vith	or w	ithi	n the organization's tax	/ear.				
(A)								(B)			(0		
Name and business	address	N	INC	3				Description of s	ervices	Cc	ompe	nsatio	on
													_
2 Total number of independent contractors (i	ncluding but n	ot li	mite	d to	tho	se lis	stec	d above) who received m	ore than				
\$100,000 of compensation from the organic	zation 🕨				(0							
										F	orm	990	(2019)

Pa	πv	/111								
			Check if Schedule O	contains a r	esponse	or note to any li		(B)	(C)	
							(A) Total revenue	Related or exempt		(D) Revenue excluded
							Total revenue	function revenue		
10.10						125 504				sections 512 - 514
ants	1		Federated campaigns	·····	1a	135,594.	_			
يق			Membership dues		1b					
Ţs,			Fundraising events		1c	005 060	_			
ia ia			Related organizations	·····	1d	225,062.	_			
ns, Sim			Government grants (conti	· · ·	1e		_			
ıtio er (f	All other contributions, gifts,			700 067				
5 된			similar amounts not included		1f	790,267.				
Contributions, Gifts, Grants and Other Similar Amounts		_	Noncash contributions included in	-	1g \$	56,954.				
<u>a</u>		h	Total. Add lines 1a-1f			1	1,150,923.			
						Business Code	1 010 640	1 010 640		
<u>ice</u>	2		Home Health C				1,819,642.	1,819,642.		
erv ue			Counseling Pr			621610	458,870.			
n S			Care Manageme			624100	327,567.			
grai Re		d	Public Guardi		<u> </u>	621610	178,495.			
Program Service Revenue		е	Adoption Prog			621610	75,615.	75,615.		
ъ.			All other program service				2 060 100			
_	_		Total. Add lines 2a-2f				2,860,189.			
	3		Investment income (included the constraints)	-			358.			358.
	4		other similar amounts)				330.			330.
	4		Income from investment of	-		_				
	5		Royalties		Real	(ii) Personal				
		_	Cross rents		Ticai	(ii) i cisoriai	-			
	0		Gross rents	6a 6b			_			
			Less: rental expenses Rental income or (loss)	6c			_			
			Net rental income or (loss)	<u></u>						
	7		Gross amount from sales of	'——	curities	(ii) Other				
	′	а	assets other than inventory	7a	Carringo	(11) 511151	-			
		h	Less: cost or other basis	14			-			
e		b	and sales expenses	7b						
Revenue		_	Gain or (loss)				1			
3ev		ч	Net gain or (loss)	10						
ē	8		Gross income from fundraisi							
₹	Ĭ	_		- ,	of					
			contributions reported on							
			Part IV, line 18	•	I	70,637.				
		b	Less: direct expenses			17,916.				
			Net income or (loss) from			>	52,721.			52,721.
	9	а	Gross income from gamin	g activities.	See					
			Part IV, line 19							
		b	Less: direct expenses							
			Net income or (loss) from			>				
	10	а	Gross sales of inventory,	less returns						
			and allowances		10a	1				
		b	Less: cost of goods sold		10b					
		С	Net income or (loss) from	sales of inv	entory	>				
<u>8</u>						Business Code	4=			
Miscellaneous Revenue	11	а	Miscellaneous	5		900099	67,211.			67,211.
lan en		b								
Rev		С								
Ĕ			All other revenue				67 011			
			Total. Add lines 11a-11d			-	67,211.			120 200
	12		Total revenue. See instruction	ons		>	4,131,402.	∠, αου,⊥α9•	0.	120,290.

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

Da	Check if Schedule O contains a respons	se or note to any line in (A)	this Part IX	(C)	(D)
	not include amounts reported on lines 6b, 3b, 9b, and 10b of Part VIII.	Total expenses	Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2	Grants and other assistance to domestic				
_	individuals. See Part IV, line 22	55,912.	55,912.		
3	Grants and other assistance to foreign				
•	organizations, foreign governments, and foreign				
	individuals. See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors,				
5	trustees, and key employees	324,462.	194,499.	85,964.	43,999
6	Compensation not included above to disqualified	321,1321		00,7021	
U	persons (as defined under section 4958(f)(1)) and				
	paragna described in section 40E0(a)(2)(B)				
7		2,570,536.	2,423,397.	25,830.	121,309
8	Other salaries and wages	2,370,330.	2,423,337.	23,030.	121,505
0	section 401(k) and 403(b) employer contributions)				
9		194,964.	127,079.	58,711.	9,174
	Other employee benefits	216,180.	162,654.	43,045.	10,481
10	Payroll taxes	210,100.	102,034.	43,043.	10,401
11	Fees for services (nonemployees):				
	Management				
	Legal	14,500.	10,961.	2,847.	692
	Accounting	14,300.	10,901.	2,04/.	092
	Lobbying				
	Professional fundraising services. See Part IV, line 17				
	Investment management fees				
g	Other. (If line 11g amount exceeds 10% of line 25,	20 002	0 207	20 566	
	column (A) amount, list line 11g expenses on Sch 0.)	39,893.	9,327.	30,566.	
12	Advertising and promotion	110 750	24 422	70 415	F 000
13	Office expenses	112,759.	34,422.	72,415.	5,922
14	Information technology				
15	Royalties	160 560	100 070	21 706	
16	Occupancy	168,562.	129,078.	31,726.	7,758
17	Travel	22,760.	21,759.	1,001.	
18	Payments of travel or entertainment expenses				
	for any federal, state, or local public officials	10.00		1000	
19	Conferences, conventions, and meetings	13,320.	2,887.	10,307.	126
20	Interest	107.		107.	
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	63,015.	50,891.	9,194.	2,930
23	Insurance	36,317.	27,454.	7,130.	1,733
24	Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule 0.)				
а	Supplies	32,821.	9,933.	22,448.	440
b	Miscellaneous	26,419.	9,266.	16,846.	307
С					
d					
е	All other expenses				
25	Total functional expenses. Add lines 1 through 24e	3,892,527.	3,269,519.	418,137.	204,871
26	Joint costs. Complete this line only if the organization				· · · · · · · · · · · · · · · · · · ·
	reported in column (B) joint costs from a combined				
	educational campaign and fundraising solicitation.				

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Pa	rt X	Balance Sheet					
		Check if Schedule O contains a response or no	ote to an	y line in this Part X			
					(A) Beginning of year		(B) End of year
	1	Cash - non-interest-bearing		33,129.	1	979,698	
	2	Savings and temporary cash investments				2	
	3	Pledges and grants receivable, net			208,800.	3	77,459
	4	Accounts receivable, net			171,340.	4	189,267
	5	Loans and other receivables from any current					
		trustee, key employee, creator or founder, sub	stantial c	contributor, or 35%			
		controlled entity or family member of any of the	ese perso	ons		5	
	6	Loans and other receivables from other disqua					
		under section 4958(f)(1)), and persons describ	ed in sec	tion 4958(c)(3)(B)		6	
ţ	7	Notes and loans receivable, net				7	
Assets	8	Inventories for sale or use				8	
⋖	9				15,218.	9	14,187
	10a	Land, buildings, and equipment: cost or other					
		basis. Complete Part VI of Schedule D	10a	1,919,667.			
	b	Less: accumulated depreciation	10b	1,162,219.	770,370.	10c	757,448
	11	Investments - publicly traded securities		11			
	12	Investments - other securities. See Part IV, line		12			
	13	Investments - program-related. See Part IV, line		13			
	14	Intangible assets		14			
	15	Other assets. See Part IV, line 11	3,996,262.	15	3,832,847		
	16	Total assets. Add lines 1 through 15 (must eq	ual line 3	3)	5,195,119.	16	5,850,906
	17	Accounts payable and accrued expenses			267,020.	17	284,859
	18	Grants payable			18		
	19	Deferred revenue		19			
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability. Complete				21	
es	22	Loans and other payables to any current or for					
Liabilities		trustee, key employee, creator or founder, sub					
ā		controlled entity or family member of any of the	=			22	
	23	Secured mortgages and notes payable to unre				23	
	24	Unsecured notes and loans payable to unrelat				24	
	25	Other liabilities (including federal income tax, p					
		parties, and other liabilities not included on line	es 17-24)	. Complete Part X	36,002.		598,488
		of Schedule D			303,022.	 +	883,347
	26	Total liabilities. Add lines 17 through 25			303,022•	26	003,347
es		Organizations that follow FASB ASC 958, ch	ieck nere				
Š	07	and complete lines 27, 28, 32, and 33.			670,598.	27	914,609
3alg	27	Net assets with denor restrictions			4,221,499.	28	4,052,950
<u></u>	28	Net assets with donor restrictions Organizations that do not follow FASB ASC			1,001,100.	20	4,052,550
Ξ		and complete lines 29 through 33.	956, CHE	ck fiere			
9	20				29		
ets	29	Capital stock or trust principal, or current fund Paid-in or capital surplus, or land, building, or each surplus, or land, building, or each surplus are larger trusted by the s			30		
Ass	30	Retained earnings, endowment, accumulated				31	
Net Assets or Fund Balances	31	<u> </u>		4,892,097.	32	4,967,559	
Z	32	Total liabilities and net assets/fund balances			5,195,119.	-	5,850,906
	33	Total liabilities and net assets/fund balances			5,195,119.	33	5,850,9

Pa	rt XI Reconciliation of Net Assets							
	Check if Schedule O contains a response or note to any line in this Part XI					X		
1	Total revenue (must equal Part VIII, column (A), line 12)	1		,13				
2	Total expenses (must equal Part IX, column (A), line 25)	2	3	,89	2,5	27.		
3	Revenue less expenses. Subtract line 2 from line 1							
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A)) 4 4							
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 on Schedule O)	9		-16	3,4	13.		
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32,							
	column (B))	10	4	,96	7,5	59.		
Pa	rt XII Financial Statements and Reporting							
	Check if Schedule O contains a response or note to any line in this Part XII							
					Yes	No		
1	Accounting method used to prepare the Form 990: Cash X Accrual Other							
	If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.							
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?			2a		X		
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed	d on a						
	separate basis, consolidated basis, or both:							
	Separate basis Consolidated basis Both consolidated and separate basis							
b	Were the organization's financial statements audited by an independent accountant?			2b	X			
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separat	e basis	5,					
	consolidated basis, or both:							
	Separate basis Consolidated basis Both consolidated and separate basis							
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the	e audit	.,					
	review, or compilation of its financial statements and selection of an independent accountant?			2c	X			
	If the organization changed either its oversight process or selection process during the tax year, explain on Sch	nedule	Ο.					
За	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Si	ngle Au	ıdit					
	Act and OMB Circular A-133?			За		X		
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required	ired au	ıdit					
	or audits, explain why on Schedule O and describe any steps taken to undergo such audits			3b				

SCHEDULE A

(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Public Charity Status and Public Support Complete if the organization is a section 501(c)(3) organization or a section

4947(a)(1) nonexempt charitable trust.

► Attach to Form 990 or Form 990-EZ.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization **Employer identification number** 54-0526201 Jewish Family Services, Inc.

Pa	rt I	Reason for Public (Charity Status (All organizations must co	omplete th	is part.) Se	ee instructions.	
he	organ	ization is not a private found	ation because it is: (For lines 1 through 12, o	heck only	one box.)		
1	Ĭ.	A church, convention of ch	•		•	•		
2	Ħ	A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990 or 990-EZ).)						
				· ·			:: \	
3	H	A hospital or a cooperative					-	
4	ш	A medical research organiz	ation operated in col	njunction with a nospita	described	ın sectio	n 1/0(b)(1)(A)(III). Enter	the nospital's name,
		city, and state:						
5		An organization operated for	or the benefit of a co	llege or university owner	d or opera	ted by a g	overnmental unit describ	oed in
		section 170(b)(1)(A)(iv). (C	omplete Part II.)					
6		A federal, state, or local gov	ernment or governn	nental unit described in	section 17	70(b)(1)(A)	(v).	
7		An organization that norma	llv receives a substa	ntial part of its support	rom a gov	ernmental	unit or from the general	public described in
		section 170(b)(1)(A)(vi). (Co	•		Ü		ŭ	
8		A community trust describe		(1)(Δ)(vi) (Complete Par	+ II \			
9	\Box	An agricultural research org				nd in coni	inction with a land grant	collogo
9		-				-	-	-
		or university or a non-land-g	grant college of agric	ulture (see instructions)	Enter the	name, city	y, and state of the colleg	je or
	77	university:						
10	X	An organization that norma						
		activities related to its exen	•	· · · · · · · · · · · · · · · · · · ·				-
		income and unrelated busin	ness taxable income	(less section 511 tax) fr	om busine	sses acqu	ired by the organization	after June 30, 1975.
		See section 509(a)(2). (Cor	nplete Part III.)					
11		An organization organized a	and operated exclusi	ively to test for public sa	fety. See	section 50)9(a)(4).	
12		An organization organized a	and operated exclusi	ively for the benefit of, to	perform t	the functio	ons of, or to carry out the	e purposes of one or
		more publicly supported or	-	•	-		•	
		lines 12a through 12d that	-					
а		Type I. A supporting orga	• •			-	•	, aivina
u		the supported organization	· · · · · · · · · · · · · · · · · · ·	•				
		organization. You must c			a majority v	or tire dire	otors or trustees or the t	заррогинд
L		7 ·					iti(-)	u da a
D		■ Type II. A supporting organization	· ·					-
		control or management o			ame perso	ons that co	ontrol or manage the sup	pported
		organization(s). You mus						
С			grated. A supporting	g organization operated	in connec	tion with,	and functionally integrat	ed with,
		its supported organization	n(s) (see instructions	s). You must complete	Part IV, Se	ections A,	D, and E.	
d			integrated. A supp	orting organization oper	ated in co	nnection v	vith its supported organ	ization(s)
		that is not functionally int	egrated. The organiz	zation generally must sa	tisfy a dist	ribution re	quirement and an attent	iveness
		requirement (see instruct	ions). You must con	nplete Part IV, Sections	s A and D,	and Part	V.	
е		Check this box if the orga	anization received a	written determination fro	m the IRS	that it is a	a Type I, Type II, Type III	
		functionally integrated, or	Type III non-functio	nally integrated support	ing organiz	zation.		
f	Ente	er the number of supported o	organizations	, , , , , , , , , , , , , , , , , , , ,				
а		ride the following information		ed organization(s).				
		i) Name of supported	(ii) EIN	(iii) Type of organization	(iv) Is the orga in your governi	nization listed	(v) Amount of monetary	(vi) Amount of other
		organization		(described on lines 1-10 above (see instructions))	Yes	No	support (see instructions)	support (see instructions)
				above (see instructions))				
							1	1

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							
Cale	ndar year (or fiscal year beginning in) 🕨	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")						
2	Tax revenues levied for the organ-						
	ization's benefit and either paid to						
	or expended on its behalf						
3	The value of services or facilities						
	furnished by a governmental unit to						
	the organization without charge						
4	Total. Add lines 1 through 3						
5	The portion of total contributions						
	by each person (other than a						
	governmental unit or publicly						
	supported organization) included						
	on line 1 that exceeds 2% of the						
	amount shown on line 11,						
	column (f)						
	Public support. Subtract line 5 from line 4.						
	etion B. Total Support				1,000,0		
	ndar year (or fiscal year beginning in)	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
	Amounts from line 4						
8	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties,						
_	and income from similar sources						
9	Net income from unrelated business						
	activities, whether or not the						
40	business is regularly carried on						
10	Other income. Do not include gain						
	or loss from the sale of capital						
44	assets (Explain in Part VI.)						
	Gross receipts from related activities,	oto (soo instructi	one)			12	
	First five years. If the Form 990 is for			rd fourth or fifth t			
.0	organization, check this box and stop	ŭ	,				
Sed	ction C. Computation of Publ	ic Support Pe	rcentage				
	Public support percentage for 2019 (I			column (f))		14	%
	Public support percentage from 2018						%
	33 1/3% support test - 2019. If the c						
		-					
b	stop here. The organization qualifies as a publicly supported organization b 33 1/3% support test - 2018. 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 qual	ifies as a publicly	supported organiz	zation			▶□
17a	10% -facts-and-circumstances tes						
	and if the organization meets the "fac	ts-and-circumstan	ces" test, check t	his box and stop I	here. Explain in Pa	rt VI how the orga	nization
	meets the "facts-and-circumstances"	test. The organiza	tion qualifies as a	publicly supporte	ed organization		
b	10% -facts-and-circumstances tes						
	more, and if the organization meets th	ne "facts-and-circu	ımstances" test, c	heck this box and	stop here. Explain	n in Part VI how the	e
	organization meets the "facts-and-circ	cumstances" test.	The organization	qualifies as a publ	licly supported org	anization	>
18	Private foundation. If the organizatio	n did not check a	box on line 13, 16	6a, 16b, 17a, or <u>1</u> 7	b, check this box	and see instructior	ns ▶
					Scho	edule A (Form 990	or 990-EZ) 2019

Part III | Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 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.)

Sec	ction A. Public Support	ciow, picade comp	note i art ii.j				
	endar year (or fiscal year beginning in)	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
	Gifts, grants, contributions, and	` ,	` ,	` ,	` ,	. ,	,,,
	membership fees received. (Do not						
	include any "unusual grants.")	882,202.	875,557.	1053400.	1091943.	1150923.	5054025.
2	Gross receipts from admissions, merchandise sold or services per- formed, or facilities furnished in any activity that is related to the		2877333.	2832555.	2622834.	2020026	1 4 2 5 4 7 0 1
	organization's tax-exempt purpose	2991233.	40//333.	<u> </u>	2022034.	2930826.	14254781.
3	Gross receipts from activities that are not an unrelated trade or business under section 513	39,119.	30,085.	21,917.	44,200.	67,211.	202,532.
4	Tax revenues levied for the organ-	,	, , , , , , , ,	, -	,		, , , , ,
·	ization'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	3912554.	3782975.	3907872.	3758977.	4148960.	19511338.
7 <i>a</i>	Amounts included on lines 1, 2, and 3 received from disqualified persons						0.
b	Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						0.
c	Add lines 7a and 7b						0.
	Public support. (Subtract line 7c from line 6.)						19511338.
	ction B. Total Support						
Cale	ndar year (or fiscal year beginning in) 🕨	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
	Amounts from line 6 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	3912554. 30.	3782975.	3907872.	3758977. 5.	4148960. 358.	19511338.
k	Unrelated business taxable income (less section 511 taxes) from businesses						
	acquired after June 30, 1975						
	Add lines 10a and 10b Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on	30.	2.	13.	5.	358.	408.
12	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13	Total support. (Add lines 9, 10c, 11, and 12.)	3912584.	3782977.	3907885.	3758982.	4149318.	19511746.
14	First five years. If the Form 990 is for	the organization's	first, second, thir	d, fourth, or fifth ta	ax year as a sectio	n 501(c)(3) organiz	zation,
_	check this box and stop here						> L
	ction C. Computation of Publ						100 00
	Public support percentage for 2019 (I			column (f))			100.00 %
	Public support percentage from 2018					16	100.00 %
	ction D. Computation of Inves		<u>-</u>				00
17	Investment income percentage for 20					17	.00 %
18	Investment income percentage from 2					18	%
19a	a 33 1/3% support tests - 2019. If the						17 is not ▶X
b	more than 33 1/3%, check this box at 33 1/3% support tests - 2018. If the	organization did n	ot check a box on	line 14 or line 19a	a, and line 16 is mo	re than 33 1/3%,	and
	line 18 is not more than 33 1/3%, che						>
20	Private foundation. If the organization	n did not check a	nox on line 14 19:	a or 19b check th	us box and see ins	tructions	

Part IV | Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

- 1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.
- 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in **Part VI** how the organization determined that the supported organization was described in section 509(a)(1) or (2).
- **3a** Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.
- **b** Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in **Part VI** when and how the organization made the determination.
- c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.
- **4a** Was any supported organization not organized in the United States ("foreign supported organization")? *If* "Yes," *and if you checked 12a or 12b in Part I, answer (b) and (c) below.*
- **b** Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in **Part VI** how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.
- c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.
- 5a Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).
- **b** Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?
- c Substitutions only. Was the substitution the result of an event beyond the organization's control?
- 6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI.
- 7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).
- 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).
- 9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI.
- **b** Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI.
- c Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI.
- 10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer 10b below.
 - **b** Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)

	Yes	No
1		
2		
За		
3b		
3с		
_		
4a		
4b		
4c		
5a		
Ja		
5b		
5c		
6		
7		
8		
9a		
6.		
9b		
9c		
10a		
10b		

Par	t IV	Supporting Organizations (continued)			
		(Grantese)		Yes	No
11	Has th	ne organization accepted a gift or contribution from any of the following persons?			
а		son who directly or indirectly controls, either alone or together with persons described in (b) and (c)			
	below	, the governing body of a supported organization?	11a		
b	A fam	ily member of a person described in (a) above?	11b		
С	A 35%	6 controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.	11c		
		3. Type I Supporting Organizations			
				Yes	No
1	Did th	e directors, trustees, or membership of one or more supported organizations have the power to			
		rly appoint or elect at least a majority of the organization's directors or trustees at all times during the			
	•	ar? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or			
	contro	olled the organization's activities. If the organization had more than one supported organization,			
	descri	be how the powers to appoint and/or remove directors or trustees were allocated among the supported			
		izations and what conditions or restrictions, if any, applied to such powers during the tax year.	1		
2	Did th	e organization operate for the benefit of any supported organization other than the supported			
		ization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in			
	Part V	I how providing such benefit carried out the purposes of the supported organization(s) that operated,			
		vised, or controlled the supporting organization.	2		
Sec		C. Type II Supporting Organizations			
		- · · · · · · · · · · · · · · · · · · ·		Yes	No
1	Were	a majority of the organization's directors or trustees during the tax year also a majority of the directors			
	or trus	stees of each of the organization's supported organization(s)? If "No," describe in Part VI how control			
	or mai	nagement of the supporting organization was vested in the same persons that controlled or managed			
	the su	pported organization(s).	1		
Sec	tion [D. All Type III Supporting Organizations			
				Yes	No
1	Did th	e organization provide to each of its supported organizations, by the last day of the fifth month of the			
	organ	ization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax			
	year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the			
	organ	ization's governing documents in effect on the date of notification, to the extent not previously provided?	1		
2	Were	any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported			
	organ	ization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how			
	the or	ganization maintained a close and continuous working relationship with the supported organization(s).	2		
3	By rea	ason of the relationship described in (2), did the organization's supported organizations have a			
	signifi	cant voice in the organization's investment policies and in directing the use of the organization's			
	incom	e or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's			
	suppo	orted organizations played in this regard.	3		
Sec	tion E	E. Type III Functionally Integrated Supporting Organizations			
1	Check	the box next to the method that the organization used to satisfy the Integral Part Test during the yea(see instructions).			
а		The organization satisfied the Activities Test. Complete line 2 below.			
b		The organization is the parent of each of its supported organizations. Complete line 3 below.			
С		The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see inst	ructions	s).	
2	Activit	ties Test. Answer (a) and (b) below.		Yes	No
а	Did su	obstantially all of the organization's activities during the tax year directly further the exempt purposes of			
	the su	pported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify			
	those	supported organizations and explain how these activities directly furthered their exempt purposes,			
	how t	he organization was responsive to those supported organizations, and how the organization determined			
	that th	nese activities constituted substantially all of its activities.	2a		
b	Did th	e activities described in (a) constitute activities that, but for the organization's involvement, one or more			
	of the	organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the			
	reasor	ns for the organization's position that its supported organization(s) would have engaged in these			
	activit	ies but for the organization's involvement.	2b		
3		t of Supported Organizations. Answer (a) and (b) below.			
а	Did th	e organization have the power to regularly appoint or elect a majority of the officers, directors, or			
	truste	es of each of the supported organizations? Provide details in Part VI.	3a		
b		e organization exercise a substantial degree of direction over the policies, programs, and activities of each			
	of its	supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.	3b		

Pa	rt V Type III Non-Functionally Integrated 509(a)(3) Supportin	g Orga	anizations	
1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI). See ins				
	other Type III non-functionally integrated supporting organizations must co	mplete \$	Sections A through E.	
Sect	ion A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3.	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or			
	collection of gross income or for management, conservation, or			
	maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8		
Sect	ion B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see			
	instructions for short tax year or assets held for part of year):			
а	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
С	Fair market value of other non-exempt-use assets	1c		
d	Total (add lines 1a, 1b, and 1c)	1d		
е	Discount claimed for blockage or other			
	factors (explain in detail in Part VI):			
2	Acquisition indebtedness applicable to non-exempt-use assets	2		
3	Subtract line 2 from line 1d.	3		
4	Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount,			
	see instructions).	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by .035.	6		
7	Recoveries of prior-year distributions	7		
8	Minimum Asset Amount (add line 7 to line 6)	8		
Sect	ion C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1		
2	Enter 85% of line 1.	2		
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3		
4	Enter greater of line 2 or line 3.	4		
5	Income tax imposed in prior year	5		
6	Distributable Amount. Subtract line 5 from line 4, unless subject to			
	emergency temporary reduction (see instructions).	6		
7	Check here if the current year is the organization's first as a non-functional	y integra	ated Type III supporting org	ganization (see
	instructions).			

Schedule A (Form 990 or 990-EZ) 2019

Par	rt V Type III Non-Functionally Integrated 509	9(a)(3) Supporting Org	anizations _(continued)	
Secti	ion D - Distributions		,	Current Year
1	Amounts paid to supported organizations to accomplish ex	empt purposes		
2	Amounts paid to perform activity that directly furthers exem	pt purposes of supported		
	organizations, in excess of income from activity			
3	Administrative expenses paid to accomplish exempt purpos	ses of supported organization	าร	
4	Amounts paid to acquire exempt-use assets			
5	Qualified set-aside amounts (prior IRS approval required)			
6	Other distributions (describe in Part VI). See instructions.			
7	Total annual distributions. Add lines 1 through 6.			
8	Distributions to attentive supported organizations to which	the organization is responsiv	e	
	(provide details in Part VI). See instructions.			
9	Distributable amount for 2019 from Section C, line 6			
10	Line 8 amount divided by line 9 amount			
Secti	ion E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2019	(iii) Distributable Amount for 2019
1	Distributable amount for 2019 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2019 (reason-			
	able cause required- explain in Part VI). See instructions.			
3	Excess distributions carryover, if any, to 2019			
а	From 2014			
b	From 2015			
С	From 2016			
d	From 2017			
e	From 2018			
f	Total of lines 3a through e			
g	Applied to underdistributions of prior years			
h	Applied to 2019 distributable amount			
i	Carryover from 2014 not applied (see instructions)			
	Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4	Distributions for 2019 from Section D,			
	line 7: \$			
a	Applied to underdistributions of prior years			
b	Applied to 2019 distributable amount			
С	Remainder. Subtract lines 4a and 4b from 4.			
5	Remaining underdistributions for years prior to 2019, if			
	any. Subtract lines 3g and 4a from line 2. For result greater			
	than zero, explain in Part VI. See instructions.			
6	Remaining underdistributions for 2019. Subtract lines 3h			
	and 4b from line 1. For result greater than zero, explain in			
	Part VI. See instructions.			
7	Excess distributions carryover to 2020. Add lines 3j			
	and 4c.			
8	Breakdown of line 7:			
a	Excess from 2015			
	Excess from 2016			
	Excess from 2017			
	Excess from 2018			
	Excess from 2019			

Schedule A (Form 990 or 990-EZ) 2019

Schedule B

(Form 990, 990-EZ, or 990-PF)

Department of the Treasury Internal Revenue Service

Name of the organization

Schedule of Contributors

Attach to Form 990, Form 990-EZ, or Form 990-PF.
 Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2019

Employer identification number

Jewish Family Services, Inc. 54-0526201 Organization type (check one): Filers of: Section: X = 501(c)(3) (enter number) organization Form 990 or 990-EZ 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation 527 political organization Form 990-PF 501(c)(3) exempt private foundation 4947(a)(1) nonexempt charitable trust treated as a private foundation 501(c)(3) taxable private foundation Check if your organization is covered by the General Rule or a Special Rule. Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions. General Rule X For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions. Special Rules For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it must answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

is checked, enter here the total contributions that were received during the year for an exclusively religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received nonexclusively

religious, charitable, etc., contributions totaling \$5,000 or more during the year ______ 🕨 \$ _

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions exclusively for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box

LHA For Paperwork Reduction Act Notice, see the instructions for Form 990, 990-EZ, or 990-PF.

prevention of cruelty to children or animals. Complete Parts I, II, and III.

Schedule B (Form 990, 990-EZ, or 990-PF) (2019)

Name of organization

Family Services, Inc.

Employer identification number

54-0526201

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional	I space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1		\$50,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
2		\$ <u>169,094.</u>	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
3		\$ 63,500.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
4		\$ 225,062.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
5		\$ 26,870.	Person Payroll Noncash X (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
6		\$10,264.	Person Payroll Noncash (Complete Part II for

Name of organization

Employer identification number

Jewish Family Services, Inc.

54-0526201

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional additional copies of Part I if additional copi	itional space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7		\$\$	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
8		\$19,820.	Person Payroll Noncash X (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
9		\$11,375.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
10		\$10,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
11		\$7,500.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
12			Person X Payroll

Name of organization

Finally Services, Inc.

Employer identification number

54-0526201

Part I	Contributors (see instructions). Use duplicate copies of Part I if ac	dditional space is needed.
(a) No.	(b) Name, address, and ZIP + 4	(c) (d) Total contributions Type of contribution
13		\$ 5,000. Person X Payroll I Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) (d) Total contributions Type of contribution
14		Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) (d) Total contributions Type of contribution
15		\$ 36,000. Person X Payroll INONCASH (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) (d) Total contributions Type of contribution
16		Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) (d) Total contributions Type of contribution
17		Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) (d) Total contributions Type of contribution
18		Person X Payroll Noncash (Complete Part II for

Name of organization

Finally Services, Inc.

Employer identification number

54-0526201

Part I	Contributors (see instructions). Use duplicate copies of Part I if addition	onal space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
19		- \$\$10,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
20		- - \$\$	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
21		- \$ 7,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
22		\$\$	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
23		50,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
24		\$\$	Person X Payroll

Name of organization

Employer identification number

Jewis.	n Family Services, Inc.	54	1-0526201
Part I	Contributors (see instructions). Use duplicate copies of Part I if additional	al space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
25		\$7,800.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
26		\$\$	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
27		\$30,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
28		\$5,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
29		\$	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
30		\$5,000.	Person X Payroll Noncash (Complete Part II for noncash contributions.)

Name of organization

Employer identification number

Jewish Family Services, Inc.

54-0526201

Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.					
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution		
31		\$\$	Person X Payroll		
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution		
32		 \$7,974.	Person X Payroll		
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution		
33		\$\$	Person X Payroll		
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution		
34		\$\$	Person X Payroll		
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution		
		\$	Person Payroll Oncash (Complete Part II for noncash contributions.)		
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution		
		 \$	Person Payroll Noncash (Complete Part II for		

Name of organization Employer identification number

Jewish Family Services, Inc.

54-0526201

Part II	Noncash Property (see instructions). Use duplicate copies of Part II if a	additional space is needed.	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
5	578 shrs Brown Adv Growth Equity Inv Fund		
		\$8	05/20/20
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
6	83 shares of T. Rowe Price Blue Chip Growth Fund		
		\$10,264.	12/16/19
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
8	150 Shares of Pepsico Inc		
		\$19,820.	11/12/19
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	

Employer identification number

Name of organization

III E	Exclusively religious, charitable, etc., contribut	tions to organizations described in s	section 501(c)(7), (8), or (10) that to	tal more than \$1,000 for		
f	rom any one contributor. Complete columns (a) through (e) and the following line en	try For organizations			
c L	completing Part III, enter the total of exclusively religious, Jse duplicate copies of Part III if additional	space is needed.	less for the year. (Enter this into, once.)			
o.						
ו ו	(b) Purpose of gift	(c) Use of gift	(d) Descriptio	n of how gift is held		
_ _						
_						
		(e) Transfer of gif	t			
	Transferrado nomo addresa a		Dalatianahin at tuanatau	to turnefers.		
-	Transferee's name, address, a	nd ZIP + 4	Relationship of transfero	or to transferee		
-						
-						
-						
). 	(b) Durance of wift	(a) Han of with	(d) Description	n of how sift is hold		
<u> </u>	(b) Purpose of gift	(c) Use of gift	(d) Descriptio	n of how gift is held		
_						
- _						
_						
		(a) Transfer of all				
		(e) Transfer of git	τ			
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee			
	Transieros o name, adareso, a	III III	Ticiationomp of transfer			
-						
). 	(b) Purpose of gift	(c) Use of gift	(d) Descriptio	n of how gift is held		
<u> </u>	(2,1 11,1211 11 3.11	(-, 3	(,	g		
-						
- —						
-						
		(e) Transfer of git	 			
		(-,				
	Transferee's name, address, a	nd ZIP + 4	Relationship of transfer	or to transferee		
_						
_						
_						
		<u> </u>				
). I	(b) Purpose of gift	(c) Use of gift	(d) Descriptio	n of how gift is held		
-						
- -						
-						
	(e) Transfer of gift					
	Transferee's name, address, a	nd ZIP + 4	Relationship of transfer	or to transferee		
_						
1						
-						

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

► Complete if the organization answered "Yes" on Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

► Attach to Form 990.

►Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047 Open to Public Inspection

Name of the organization

Jewish Family Services, Inc.

Employer identification number 54-0526201

Par	t I Organizations Maintaining Donor Advise	ed Funds or Other	Similar Funds o	or Accounts. Complete if the
	organization answered "Yes" on Form 990, Part IV, lin	ne 6.		
		(a) Donor advise	ed funds	(b) Funds and other accounts
1	Total number at end of year			
2	Aggregate value of contributions to (during year)			
3	Aggregate value of grants from (during year)			
4	Aggregate value at end of year			
5	Did the organization inform all donors and donor advisors in	~		
	are the organization's property, subject to the organization's $% \left(1\right) =\left(1\right) \left(1$			
6	Did the organization inform all grantees, donors, and donor a			
	for charitable purposes and not for the benefit of the donor of	or donor advisor, or for a	ny other purpose co	
Da	impermissible private benefit?			
Par		-		rt IV, line 7.
1	Purpose(s) of conservation easements held by the organization	`	7	
	Preservation of land for public use (for example, recrea	ation or education)	7	historically important land area
	Protection of natural habitat		□ Preservation of a	certified historic structure
_	Preservation of open space			
2	Complete lines 2a through 2d if the organization held a quality	fied conservation contrib	oution in the form of	
	day of the tax year.			Held at the End of the Tax Year
а	Total number of conservation easements			
b	Total acreage restricted by conservation easements			****
	Number of conservation easements on a certified historic str			
d	Number of conservation easements included in (c) acquired			
_	listed in the National Register			2d
3	Number of conservation easements modified, transferred, re	eleased, extinguished, or	terminated by the c	organization during the tax
	year >			
4	Number of states where property subject to conservation ea	_		
5	Does the organization have a written policy regarding the per			□ vaa □ Na
	violations, and enforcement of the conservation easements i			
6	Staff and volunteer hours devoted to monitoring, inspecting,	, nandling of violations, a	na enforcing conse	rvation easements during the year
7	Amount of expenses incurred in monitoring, inspecting, hand	dling of violations, and o	aforcina conconvatio	on agraments during the year
′	\$\\$\$ \$\$	alling of violations, and el	norchig conservation	or easements during the year
8	Does each conservation easement reported on line 2(d) above	ve satisfy the requiremen	nts of section 170(h	\(4\(\R\(i\)
Ū	and section 170(h)(4)(B)(ii)?			
9	In Part XIII, describe how the organization reports conservati			
Ŭ	balance sheet, and include, if applicable, the text of the footi			
	organization's accounting for conservation easements.	note to the organization		its that describes the
Par	t III Organizations Maintaining Collections o	f Art, Historical Tr	easures, or Oth	ner Similar Assets.
	Complete if the organization answered "Yes" on Form	•	•	
1a	If the organization elected, as permitted under FASB ASC 95	58, not to report in its rev	enue statement an	d balance sheet works
	of art, historical treasures, or other similar assets held for pul	blic exhibition, educatior	n, or research in furt	herance of public
	service, provide in Part XIII the text of the footnote to its final	ncial statements that de	scribes these items	
b	If the organization elected, as permitted under FASB ASC 95			
	art, historical treasures, or other similar assets held for public			
	provide the following amounts relating to these items:	,		,
	(i) Revenue included on Form 990, Part VIII, line 1			> \$
				L 4
2	If the organization received or held works of art, historical tre			
	the following amounts required to be reported under FASB A			- · · · -
а	Revenue included on Form 990, Part VIII, line 1			• \$
b	Assets included in Form 990, Part X			

932051 10-02-19

Schedule D (Form 990) 2019

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Par	t III Organizations Maintaining C	collections of A	rt, Hist	torical Tr	easures, d	or Other	Similar As	sets(continued))
3	Using the organization's acquisition, access	on, and other record	ls, checl	k any of the	following tha	t make sig	nificant use of	its	
	collection items (check all that apply):								
а	Public exhibition	d		Loan or exc	hange progra	am			
b	Scholarly research	е	,	Other					
С	Preservation for future generations								
4	Provide a description of the organization's continuous	ollections and explai	n how th	ney further t	he organizati	on's exem	ot purpose in F	Part XIII.	
5	During the year, did the organization solicit of	or receive donations	of art, hi	storical trea	sures, or oth	er similar a	ssets		
	to be sold to raise funds rather than to be m	aintained as part of t	the orga	nization's c	ollection?			Yes	<u> No</u>
Par	t IV Escrow and Custodial Arran	gements. Comple	ete if the	organizatio	n answered '	'Yes" on F	orm 990, Part	IV, line 9, or	
	reported an amount on Form 990, Pa	rt X, line 21.							
1a	Is the organization an agent, trustee, custod	ian or other intermed	diary for	contribution	ns or other as	sets not in	cluded		_
	on Form 990, Part X?							Yes	No
b	If "Yes," explain the arrangement in Part XIII								
								Amount	
С	Beginning balance						1c		
	Additions during the year						1d		
	Distributions during the year						1e		
f	Ending balance						1f		
2a	Did the organization include an amount on F	orm 990, Part X, line	21, for	escrow or c	ustodial acco	unt liability	<i>i</i> ?	Yes	No
b	If "Yes," explain the arrangement in Part XIII.	. Check here if the ex	kplanatio	on has been	provided on	Part XIII .			
Par	t V Endowment Funds. Complete i	f the organization an	swered	"Yes" on Fo	orm 990, Part	IV, line 10			
		(a) Current year	(b) P	rior year	(c) Two year	rs back (d) Three years ba	ck (e) Four years	s back
1a	Beginning of year balance								
b	Contributions								
	Net investment earnings, gains, and losses								
d	Grants or scholarships								
е	Other expenditures for facilities								
	and programs								
f	Administrative expenses								
	End of year balance								
2	Provide the estimated percentage of the cur	rent year end baland	e (line 1	g, column (a	a)) held as:				
а	Board designated or quasi-endowment		_%						
b	Permanent endowment >	%							
С	Term endowment ▶	%							
	The percentages on lines 2a, 2b, and 2c sho	ould equal 100%.							
За	Are there endowment funds not in the posse	ession of the organiz	ation tha	at are held a	and administe	red for the	organization		
	by:							Yes	No
	(i) Unrelated organizations							3a(i)	
	(ii) Related organizations							3a(ii)	
b	If "Yes" on line 3a(ii), are the related organization	ations listed as requi	red on S	chedule R?				3b	
4	Describe in Part XIII the intended uses of the		wment	funds.					
Par	t VI Land, Buildings, and Equipm	nent.							
	Complete if the organization answere	d "Yes" on Form 990	D, Part I\	/, line 11a. S	See Form 990), Part X, lir	ne 10.		
	Description of property	(a) Cost or o	ther	(b) Cost	t or other	(c) Acc	umulated	(d) Book valu	ue
		basis (investr	ment)		(other)	depre	eciation		
1a	Land				7,544.			197,5	
b	Buildings			1,32	29,610.	79	97,605.	532,0	05.
С	Leasehold improvements								
d	Equipment			39	2,513.	36	54,614.	27,8	<u> </u>
	Other								
Total	. Add lines 1a through 1e. (Column (d) must e	aual Form 990. Part	X. colur	nn (B). line	10c.)		•	757,4	148.

Schedule D (Form 990) 2019

Part VII	Investments -	Other Securities.

Part VII Investments - Other Securities.		
Complete if the organization answered "Yes"	on Form 990, Part IV, line	11b. See Form 990, Part X, line 12.
(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶		
Part VIII Investments - Program Related.		
Complete if the organization answered "Yes"	on Form 990, Part IV, line	11c. See Form 990, Part X, line 13.
(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.)		

Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1) Equity Interest - Foundation	3,592,284.
(2) Beneficial Interest in Trust	240,563.
(3)	
(4)	
(5)	
(6)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.)	3,832,847.

Other Liabilities. Part X

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) Other current liabilities	13,615.
(3) Note payable - Truist	584,873.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.)	598,488.

^{2.} Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII... X

Schedule D (Form 990) 2019

Pai	rt XI Reconciliation of Revenue per Audited Financial S	tatements With Revenue	e per Returr	
	Complete if the organization answered "Yes" on Form 990, Part IV,	line 12a.	•	
1	Total revenue, gains, and other support per audited financial statements		1	3,967,988.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
а	Net unrealized gains (losses) on investments	2a		
b				
С				
d			414.	
е		<u>- </u>	2e	-163,414.
3	Subtract line 2e from line 1			4,131,402.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
а		4a		
b				
С	Add lines 4a and 4b	•	4c	0.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 1	12.)	5	4,131,402.
Pa	rt XII Reconciliation of Expenses per Audited Financial	Statements With Expens	es per Retu	rn.
	Complete if the organization answered "Yes" on Form 990, Part IV,	line 12a.		
1	Total expenses and losses per audited financial statements		1	3,892,527.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
а	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
С		_		
d	Other (Describe in Part XIII.)	2d		
е	Add lines 2a through 2d		2e	0.
3	Subtract line 2e from line 1		3	3,892,527.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
а	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
С	Add lines 4a and 4b		4c	0.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line	18.)	5	3,892,527.

Part XIII Supplemental Information.

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

Part X, Line 2:

JFS is recognized as exempt from income taxes under the Internal Revenue Code Section 501(c)(3) and the tax statutes of the Commonwealth of Virginia. Organizations described in that Section are taxable only on their unrelated business income. During the year ended June 30, 2020, JFS had no unrelated business income. JFS recognizes the effect of income tax positions only if those positions are more likely than not of being sustained. Management believes that no such uncertain tax positions exist for JFS for the year ending June 30, 2020.

Part XI, Line 2d - Other Adjustments:

Revenue Amounts Included in Financials - Other

Schedule D (Form 990) 2019

SCHEDULE G

Department of the Treasury

Internal Revenue Service

(Form 990 or 990-EZ)

Supplemental Information Regarding Fundraising or Gaming Activities

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

► Attach to Form 990 or Form 990-EZ.

► Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2019

Open to Public Inspection

Name of the organization Jewish	Family Services, I	nc.				Employer ide 54-0526	ntification number 2.0.1
Part I Fundraising Activities	Complete if the organization answe		es" or	n Form 990, Part IV,	ine 1		
required to complete this par Indicate whether the organization rais Mail solicitations Internet and email solicitations Phone solicitations In-person solicitations	sed funds through any of the following and solicitate and solicitate and solicitate and solicitate are solicitated. The solicitate are solicitated and solicitate are solicitated and solicitated are solicitated and solicitated are solicitated and solicitated and solicitated are solicitated and solicitated are solicitated and solicitated are solicitated and solicitated are solicitated and solicitated and solicitated are solicitated and solicitated and solicitated are solicitated and solicitated are solicitated and solicitated are solicitated and solicitated and solicitated are solicitated are solicitated and solicitated are solicitated and solicitated are solicitated and solicitated are solicitated and solicitated are solicita	tion of tion of fundra (includerofess	non-g gover lising o ding o ional f	overnment grants nment grants events fficers, directors, true undraising services?	stees	Yes	
(i) Name and address of individual or entity (fundraiser)	(ii) Activity	fundraiser have custody or control of from activity		to (c	Amount paid or retained by) fundraiser ted in col. (i)	(vi) Amount paid to (or retained by) organization	
		Yes	No				
Total			•				
3 List all states in which the organization or licensing.			utions	s or has been notified	d it is	exempt from re	egistration

Schedule G (Form 990 or 990-EZ) 2019

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule G (Form 990 or 990-EZ) 2019 Jewish Family Services, Inc. 54-0526201 Page 2 Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000. (a) Event #1 **(b)** Event #2 (c) Other events (d) Total events Giving None (add col. (a) through Tuesday Bowling Ball col. (c)) (event type) (event type) (total number) 9,817. 60,820. 70,637. 1 Gross receipts 2 Less: Contributions 9,817. 60,820. 70,637. **3** Gross income (line 1 minus line 2) 4 Cash prizes 5 Noncash prizes Direct Expenses 6 Rent/facility costs 7 Food and beverages 8 Entertainment 17,916. 9 Other direct expenses 17,916. 10 Direct expense summary. Add lines 4 through 9 in column (d) 11 Net income summary. Subtract line 10 from line 3, column (d) Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a. (b) Pull tabs/instant (d) Total gaming (add (a) Bingo (c) Other gaming Revenue bingo/progressive bingo col. (a) through col. (c)) Gross revenue 2 Cash prizes Direct Expenses 3 Noncash prizes 4 Rent/facility costs **5** Other direct expenses Yes Yes Yes 6 Volunteer labor 7 Direct expense summary. Add lines 2 through 5 in column (d) 8 Net gaming income summary. Subtract line 7 from line 1, column (d) **9** Enter the state(s) in which the organization conducts gaming activities: a Is the organization licensed to conduct gaming activities in each of these states? **b** If "No," explain: 10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? **b** If "Yes," explain:

Schedule G (Form 990 or 990-EZ) 2019

Sch	edule G (Form 990 or 990-EZ) 2019 Jewish Family Services, Inc. 54-0)526201	Page 3
	Does the organization conduct gaming activities with nonmembers?	Yes	No No
	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
12	Indicate the percentage of gaming activity conducted in:		
		امما	0/
	The organization's facility		<u>%</u>
	An outside facility	13b	<u>%</u>
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	olf "Yes," enter the amount of gaming revenue received by the organization > \$ and the amount		
	of gaming revenue retained by the third party \$\bigs\\$		
	e If "Yes," enter name and address of the third party:		
	Too, onto hame 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:		
	Is the organization required under state law to make charitable distributions from the gaming proceeds to		
	water the state manifesticanes.	Yes	☐ No
		— 163	NO
I.	Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the		
П	organization's own exempt activities during the tax year > \$		01 101
Pa	TT IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Pa	art III, lines 9,	9b, 10b,
	15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.		

Schedule G	G (Form 990 or 990-EZ)	Jewish Family mation (continued)	Services,	Inc.	54-0526201	Page 4
Part IV	Supplemental Infor	rmation (continued)				
•						
_						

SCHEDULE I (Form 990)

Department of the Treasury Internal Revenue Service

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

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

► Attach to Form 990.

► Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of t	he organization Jewish Fa	milv Serv	rices, Inc.					Employer identification number $54-0526201$
Part I	General Information on Grants a	_						3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3
	es the organization maintain records eria used to award the grants or assi		-			•		tion X Yes No
2 Des	scribe in Part IV the organization's pro	ocedures for mon	itoring the use of gran	t funds in the Unite	ed States.			
Part II	Grants and Other Assistance to	Domestic Organ	izations and Domest	ic Governments.	Complete if the org	anization answered "\	Yes" on Form 990, Par	t IV, line 21, for any
	recipient that received more than	\$5,000. Part II car	be duplicated if addi	tional space is nee	ded.			
1 (a)	Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
	er total number of section 501(c)(3) a			he line 1 table		<u> </u>		\
3 Ent	er total number of other organization	s iistea iii trie line	1 Laule					

(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 noncash assistance
	Toolpionto	- Cash grant	odori dodiotarioc	, , , , , , ,	
					Direct financial assistance
Direct financial assistance	60	53,412.	0.	Book (Cash)	for low-income families
					Scholarships for
Scholarships	2	2,500.	0.	Book (Cash)	post-secondary education
Part IV Supplemental Information. Provide the information rec	I quired in Part I, lin	e 2; Part III, column	(b); and any other a	l dditional information.	

SCHEDULE J (Form 990)

Compensation Information

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

Compensated Employees

Complete if the organization answered "Yes" on Form 990, Part IV, line 23. ► Attach to Form 990.

Open to Public

OMB No. 1545-0047

Inspection

Internal Revenue Service Name of the organization

Part I Questions Regarding Compensation

Department of the Treasury

► Go to www.irs.gov/Form990 for instructions and the latest information.

Jewish Family Services, Inc. **Employer identification number** 54-0526201

	·		Yes	No
1 a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990,			
	Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.			
	First-class or charter travel Housing allowance or residence for personal use			
	Travel for companions Payments for business use of personal residence			
	Tax indemnification and gross-up payments Health or social club dues or initiation fees			
	Discretionary spending account Personal services (such as maid, chauffeur, chef)			
b	If any of the boxes on 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	1b		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors,			
	trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?	2		
3	Indicate which, if any, of the following the 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.			
	Compensation committee X Written employment contract			
	Independent compensation consultant Compensation survey or study			
	Form 990 of other organizations Approval by the board or compensation committee			
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing			
	organization or a related organization:			
а	Receive a severance payment or change-of-control payment?	4a		X
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b		X
С	Participate in, or receive payment from, an equity-based compensation arrangement?	4c		X
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.			
	Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation			
	contingent on the revenues of:			
а	The organization?	5a		X
b	Any related organization?	5b		X
	If "Yes" on line 5a or 5b, describe in Part III.			
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation			
	contingent on the net earnings of:			
а	The organization?	6a		X
b	Any related organization?	6b		X
	If "Yes" on line 6a or 6b, describe in Part III.			
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments			
	not described on lines 5 and 6? If "Yes," describe in Part III	7		X
8	Were any amounts reported on 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	8		Х
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in			
	Regulations section 53.4958-6(c)?	9		

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2019

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 on 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 aren't 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.

	(B) Breakdown of	W-2 and/or 1099-MI	SC compensation	(C) Retirement and other deferred	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	imns (F) Compensation in column (B)		
(A) Name and Title	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	compensation	Derients	(B)(()-(U)	reported as deferred on prior Form 990		
(1) Wendy Kreuter (i)	206,155.	0.	0.	8,246.	5,943.	220,344.	0.		
CEO (ii)	0.	0.	0.	0.	0.	0.	0.		
(i)									
(ii)									
(i)									
(ii)									
(i)									
(ii)									
(i)									
(ii)									
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(ii)									
(i)									
(ii)									
(i)									
(ii)									
(i)									
(ii)									

Part III Supplemental Information
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.

SCHEDULE M (Form 990)

Noncash Contributions

OMB No. 1545-0047

Open to Public Inspection

Department of the Treasury Internal Revenue Service

► Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.

Attach to Form 990.

► Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization Jewish Family Services, Inc. Employer identification number 54-0526201

Pai	rt I Types of Property							
	·	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of de noncash contribu		•	s
1	Art - Works of art							
2	Art - Historical treasures							
3	Art - Fractional interests							
4	Books and publications							
5	Clothing and household goods							
6	Cars and other vehicles							
7	Boats and planes							
8	Intellectual property							
9	Securities - Publicly traded	X	3	56,954.				
10	Securities - Closely held stock							
11	Securities - Partnership, LLC, or							
	trust interests							
12	Securities - Miscellaneous							
13	Qualified conservation contribution -							
	Historic structures							
14	Qualified conservation contribution - Other $_{\dots}$							
15	Real estate - Residential							
16	Real estate - Commercial							
17	Real estate - Other							
18	Collectibles							
19	Food inventory							
20	Drugs and medical supplies							
21	Taxidermy							
22	Historical artifacts							
23	Scientific specimens							
24	Archeological artifacts							
25	Other ()							
26	Other ()							
27	Other ()							
28	Other ()	<u> </u>						
29	Number of Forms 8283 received by the organi							
	for which the organization completed Form 82	83, Part IV,	Donee Acknowled	gement 29			Vaa	No
200	During the year, did the organization receive b	v oontributie	on any proporty ro	aartad in Dart I linaa 1 throug	ah 20 that it		Yes	No
Sua	must hold for at least three years from the dat							
	exempt purposes for the entire holding period			-		30a		Х
h	If "Yes," describe the arrangement in Part II.	·				Jua		
31	Does the organization have a gift acceptance	nolicy that r	equires the review	of any nonstandard contribu	tions?	31	х	
	Does the organization hire or use third parties					31		
	contributions?		-	* *		32a		Х
	If "Yes," describe in Part II.							
33	If the organization didn't report an amount in o	column (c) fo	r a type of propert	y for which column (a) is che	cked,			
	describe in Part II.				Cabadula N			

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

Schedule M (Form 990) 2019

Schedule M (Form 990) 2019

932142 09-27-19

SCHEDULE O

(Form 990 or 990-EZ)

Department of the Treasury

Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

► Attach to Form 990 or 990-EZ.
 Go to www.irs.gov/Form990 for the latest information.

2019 Open to Public

OMB No. 1545-0047

Open to Public Inspection

Name of the organization

Jewish Family Services, Inc.

Employer identification number 54-0526201

Form 990, Part I, Line 1, Description of Organization Mission:

the best options in care, counseling and adoption regardless of income,

age, religion and race.

Form 990, Part I, Line 6

Volunteers visit JFS clients, call JFS clients, serve as receptionists and perform various administrative functions.

Form 990, Part III, Line 4d, Other Program Services:

All Other Accomplishments

Other program services include volunteer services.

Expenses \$ 28,893. including grants of \$ 0. Revenue \$ 0.

Form 990, Part VI, Section B, line 11b:

Organization's Process to Review Form 990

The CFO reviews the 990 in detail prior to filing. The CEO does a review of the 990 at a summary level also prior to filing.

Form 990, Part VI, Section B, Line 12c:

Enforcement of Conflicts Policy

The conflict of interest policy is reviewed with Directors, Trustees and key employees annually. No conflicts of interest have been reported.

Form 990, Part VI, Section B, Line 15:

Compensation Process for Top Officials

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990 or 990-EZ) (2019)

Name of the organization Jewish Family Services, Inc.	Employer identification number 54-0526201
The compensation for the CEO is confirmed by the executive	re committee
annually. The compensation for the CFO and COO are approve	red by the Board
during the budgeting process. Compensation for the three	e positions are
compared to market information annually.	_
Form 990, Part VI, Section C, Line 19:	
Governing Documents Disclosure Explanation	
The Organization does not make its governing documents, o	conflict of
interest policy or financial statements available to the	public.
Form 990, Part XI, line 9, Changes in Net Assets:	
Change in beneficial interest in trust	-4,239.
Change in equity interest - JFS	-159,174.
Total to Form 990, Part XI, Line 9	-163,413.

SCHEDULE R (Form 990)

Related Organizations and Unrelated Partnerships

Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.

➤ Attach to Form 990.

► Go to www.irs.gov/Form990 for instructions and the latest information.

2019 Open to Public Inspection

OMB No. 1545-0047

Department of the Treasury
Internal Revenue Service

Name of the organization

Jewish Family Services, Inc.

Employer identification number 54-0526201

Part I Identification of Disregarded Entities. Complet	e if the organization answered "Yes"	on Form 990, Part IV, line 3	3.				
(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity			me End-of-yea	r assets Direct	(f) Direct controlling entity	
Part II Identification of Related Tax-Exempt Organizations during the tax year.	ations. Complete if the organization a	answered "Yes" on Form 990	0, Part IV, line 34,	because it had one	e or more related tax-e	xempt	
(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	(f) Direct controlling entity	cont	g) 512(b)(13) rolled tity?
				501(c)(3))		Yes	No
- 54-1715275, 6718 Patterson Avenue,	-						
Richmond, VA 23226	Investment	Virginia	501C	7	N/A		Х

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

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(1	h)	(i)	(j)	(k)
Name, address, and EIN of related organization	Primary activity	Legal domicile (state or foreign	Direct controlling Predominant income Share of total Share of Diseases tionate			Genera	orPercentage				
		country)		sections 512-514)			Yes	No	K-1 (Form 1065)	Yes N	lo

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on 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)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i	i)
Name, address, and EIN of related organization	Primary activity	Legal domicile (state or foreign	Direct controlling entity	Type of entity (C corp, S corp, or trust)	Share of total income	Share of end-of-year assets	Percentage ownership	CITA	
		country)		,				Yes	No
									l
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Note: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

Yes No

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

1	During the tax year, did the organization engage in any of the following transaction	is with one or more r	elated organizations listed in F	'arts II-IV'?						
а	Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity	/			1a		X			
	Gift, grant, or capital contribution to related organization(s)				1b		X			
	Gift, grant, or capital contribution from related organization(s)				1c	Х				
d	Loans or loan guarantees to or for related organization(s)				1d		X			
	Loans or loan guarantees by related organization(s)				1e		X			
f	Dividends from related organization(s)				1f		X			
	g Sale of assets to related organization(s)									
h Purchase of assets from related organization(s)										
i	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 organizati	ion(s)			1n		X			
o Sharing of paid employees with related organization(s)										
							X			
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)				1r		X			
s	Other transfer of cash or property from related organization(s)				1s		X			
2	If the answer to any of the above is "Yes," see the instructions for information on w	vho must complete t	his line, including covered rela	tionships and transaction thresholds.						
	(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount in	volved					
,	Jewish Family Services Supporting									
1)]	Foundation	С	225,062.							
•										
2)										
3)										
4)										
5)										
6)										
3216	3 09-10-19	50		Schedule	R (Forr	n 990)	2019			

Part VI Unrelated Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

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.

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	Are a partners 501 (c) orgs) all s sec.)(3) .?	(f) Share of total income	(g) Share of end-of-year assets	Dispi tion alloca	n) ropor- nate tions?	(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	Gener mana partr	al or Perceiging er?	(k) entage ership
		oddinayy	36000013 3 12-3 14)	Yes	No	ee.me	400010	Yes	No	(1011111003)	Yes	No	

4562 Form

Depreciation and Amortization (Including Information on Listed Property)

Attach to your tax return.

aturn

Business or activity to which this form relates

Attachment
Sequence No

990

Department of the Treasury Internal Revenue Service (99) Name(s) shown on return

► Go to www.irs.gov/Form4562 for instructions and the latest information.

Sequence No. 17

OMB No. 1545-0172

Jewish Family Services, Inc. Form 990 Page 10 54-0526201 Part I Election To Expense Certain Property Under Section 179 Note: If you have any listed property, complete Part V before you complete Part I. 1 Maximum amount (see instructions) 1,020,000. 2 Total cost of section 179 property placed in service (see instructions) 2,550,000. 3 Threshold cost of section 179 property before reduction in limitation 4 Reduction in limitation. Subtract line 3 from line 2. If zero or less, enter -0-4 5 Dollar limitation for tax year. Subtract line 4 from line 1. If zero or less, enter -0-. If married filing separately, see instructions (a) Description of property 6 7 7 Listed property. Enter the amount from line 29 8 Total elected cost of section 179 property. Add amounts in column (c), lines 6 and 7 9 Tentative deduction. Enter the smaller of line 5 or line 8 9 10 Carryover of disallowed deduction from line 13 of your 2018 Form 4562 10 11 Business income limitation. Enter the smaller of business income (not less than zero) or line 5 11 12 Section 179 expense deduction. Add lines 9 and 10, but don't enter more than line 11 13 Carryover of disallowed deduction to 2020. Add lines 9 and 10, less line 12 Note: Don't use Part II or Part III below for listed property. Instead, use Part V. Special Depreciation Allowance and Other Depreciation (Don't include listed property.) 14 Special depreciation allowance for qualified property (other than listed property) placed in service during 14 15 Property subject to section 168(f)(1) election 15 59,009. 16 Other depreciation (including ACRS) MACRS Depreciation (Don't include listed property. See instructions.) Section A 17 17 MACRS deductions for assets placed in service in tax years beginning before 2019 18 If you are electing to group any assets placed in service during the tax year into one or more general asset accounts, check here Section B - Assets Placed in Service During 2019 Tax Year Using the General Depreciation System (b) Month and (c) Basis for depreciation (d) Recovery (a) Classification of property (business/investment use only - see instructions) (e) Convention (f) Method (a) Depreciation deduction 19a 3-year property 5-year property b 7-year property С 10-year property d 15-year property 20-year property S/L 25 yrs. g 25-year property S/L 27.5 yrs. MM Residential rental property h 27.5 yrs. MM S/L MM S/L 39 vrs. i Nonresidential real property S/L MM Section C - Assets Placed in Service During 2019 Tax Year Using the Alternative Depreciation System 20a Class life S/L 12-year 12 yrs. S/L b 30-year 30 yrs. MM S/L С 40 yrs. d 40-vear MM S/I Part IV Summary (See instructions.) 4,006. 21 Listed property. Enter amount from line 28 21 22 Total. Add amounts from line 12, lines 14 through 17, lines 19 and 20 in column (g), and line 21. 63,015. 22 Enter here and on the appropriate lines of your return. Partnerships and S corporations - see instr. 23 For assets shown above and placed in service during the current year, enter the portion of the basis attributable to section 263A costs

Listed Property (Include automobiles, certain other vehicles, certain aircraft, and property used for entertainment, recreation, or amusement.) Part V

	Note: For any 24b, columns (vehicle for w	hich you are us	ing the standar all of Section B	d m	ileage rate o d Section C	r dedu if appl	ucting leas licable.	se expense	e, com	plete only	24a,		
			•	nformation (Ca					mits for pa	sseng	er autom	obiles.)		
24a	Do you have evidence to s	support the bu	siness/investmer	t use claimed?	X	Yes	No	24b If "Y	es," is the	evide	nce writte	n? X	Yes	No
	(a) Type of property (list vehicles first)			other basis		(business/inve	(e) Basis for depreciation (business/investment use only)		(g) Method/ Convention		(h) Depreciation deduction		(i) Electe section cost	179
25	Special depreciation allo	owance for q	ualified listed p	roperty placed	in s	ervice during	the t	ax year an	ıd					
	used more than 50% in	a qualified b	usiness use							25				
26	Property used more tha	n 50% in a q	ualified busine	ss use:										
Ve	hicles 120710 % 33,721. 33,721.						06.							
		: :	%											
		: :	%											
27	Property used 50% or le	ess in a quali	fied business u	ise:										
		: :	%						S/L -					
		1 1	%						S/L -					
		: :	%						S/L -					
28	Add amounts in column	(h), lines 25	through 27. En	ter here and or	line	21, page 1				28	4,0	06.		
29	Add amounts in column	(i), line 26. E	nter here and o	on line 7, page	1							29		
				ection B - Infor										
Con	nplete this section for ve	hicles used	by a sole propr	ietor, partner, o	r otl	her "more th	an 5%	owner," o	or related p	oerson	ı. If you pı	rovided	l vehicles	
to y	our employees, first ans	wer the ques	stions in Section	n C to see if you	u me	eet an excep	tion to	o completi	ng this sed	ction f	or those v	ehicles	S.	
				1-1		(1-)		1-1	7-11		7-1		(6)	

	Total business/investment miles driven during the year (don't include commuting miles)		ű .		•	•	(b) (c) hicle Vehicle		•	(d) Vehicle		(e) Vehicle		(f) Vehicle	
31 Total commuting miles driven du32 Total other personal (noncommu driven	ring the year ting) miles														
33 Total miles driven during the year Add lines 30 through 32	r.														
34 Was the vehicle available for per during off-duty hours?	sonal use	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No		
35 Was the vehicle used primarily b than 5% owner or related persor	y a more														
36 Is another vehicle available for pouse?															

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

Answer these questions to determine if you meet an exception to completing Section B for vehicles used by employees who aren't more than 5% owners or related persons.

37 Do you maintain a written policy statement that prohibits all personal use of vehicles, including commuting, by your					
	employees?	X			
38	Do you maintain a written policy statement that prohibits personal use of vehicles, except commuting, by your				
	employees? See the instructions for vehicles used by corporate officers, directors, or 1% or more owners	X			
39	Do you treat all use of vehicles by employees as personal use?		X		
40	Do you provide more than five vehicles to your employees, obtain information from your employees about				
	the use of the vehicles, and retain the information received?		X		
41	Do you meet the requirements concerning qualified automobile demonstration use?		X		
	Note: If your answer to 37, 38, 39, 40, or 41 is "Yes," don't complete Section B for the covered vehicles.				
	1.77				

Pa	rt VI Amortization										
	(a) Description of costs	(b) Date amortization begins	(c) Amortizable amount	(d) Code section	(e) Amortizat period or pero		(f) Amortization for this year				
42 Amortization of costs that begins during your 2019 tax year:											
		: :									
		: :									
43	Amortization of costs that began before your 2		43								
44	Total. Add amounts in column (f). See the instr		44								

916252 12-12-19

Form **4562** (2019)