

Form **990****Return of Organization Exempt From Income Tax**

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

OMB No 1545-0047

2003**Open to Public Inspection**Department of the Treasury
Internal Revenue Service

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

A For the 2003 calendar year, or tax year beginning JULY 1, 2003, and ending JUNE 30, 2004**B** Check if applicable:

- ☐ Address change
☐ Name change
☐ Initial return
☐ Final return
☐ Amended return
☐ Application pending

Please use label print type See Special Instructions

73390 *****AUTO**5-DIGIT 37203
 FAMILY AND CHILDRENS SERVICE
 201 23RD AVE N
 NASHVILLE TN 37203-1501

P 87 R
B 19 S**D Employer identification number**

62-0499284

E Telephone number

(615) 320-0591

F Accounting method.☐ Cash ☒ Accrual☐ Other (specify) ▶

• Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ).

G Website: ▶ www.fcsnashville.org**J Organization type** (check only one) ☒ 501(c) (3) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

K Check here ☐ if the organization's gross receipts are normally not more than \$25,000. The organization need not file a return with the IRS, but if the organization received a Form 990 Package in the mail, it should file a return without financial data. Some states require a complete return.

L Gross receipts: Add lines 6b, 8b, 9b, and 10b to line 12 ▶ **6,504,215.64**

H and I are not applicable to section 527 organizations.

H(a) Is this a group return for affiliates? ☐ Yes ☒ No**H(b)** If "Yes," enter number of affiliates ▶

H(c) Are all affiliates included? ☐ Yes ☒ No
 (If "No," attach a list. See instructions.)

H(d) Is this a separate return filed by an organization covered by a group ruling? ☐ Yes ☒ No

I Group Exemption Number ▶

M Check ☐ if the organization is not required to attach Sch. B (Form 990, 990-EZ, or 990-PF).

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (See page 18 of the instructions.)**1** Contributions, gifts, grants, and similar amounts received:

a Direct public support	1a	717,213.90	
b Indirect public support	1b	660,646.66	
c Government contributions (grants)	1c	3,676,117.49	
d Total (add lines 1a through 1c) (cash \$ 706,872.18 noncash \$ 10,341.72)	1d		5,053,978.05

2 Program service revenue including government fees and contracts (from Part VII, line 93)

626,685.37

3 Membership dues and assessments

0

4 Interest on savings and temporary cash investments

1,542.95

5 Dividends and interest from securities

311,255.08

6a Gross rents**6a****b** Less: rental expenses**6b****c** Net rental income or (loss) (subtract line 6b from line 6a)**6c****7** Other investment income (describe ▶ **JOHN W. THOMAS FUND TRANSFER**)

446,312.00

8a Gross amount from sales of assets other than inventory

(A) Securities

(B) Other

8a**b** Less: cost or other basis and sales expenses**8b****c** Gain or (loss) (attach schedule)**8c****d** Net gain or (loss) (combine line 8c, columns (A) and (B))**8d****9** Special events and activities (attach schedule) If any amount is from gaming, check here ☐**a** Gross revenue (not including \$ 93,000.00 of contributions reported on line 1a)**9a**

123,006.51

b Less: direct expenses other than fundraising expenses**9b**

58,564.32

c Net income or (loss) from special events (subtract line 9b from line 9a)**9c**

64,442.19

10a Gross sales of inventory, less returns and allowances**10a****b** Less: cost of goods sold**10b****c** Gross profit or (loss) from sales of inventory (attach schedule) (subtract line 10b from line 10a)**10c****11** Other revenue (from Part VII, line 103)**11****12** Total revenue (add lines 1d, 2, 3, 4, 5, 6c, 7, 8d, 9c, 10c, and 11)**12**

6,504,215.64

13 Program services (from line 44, column (B))**13**

4,918,436.99

14 Management and general (from line 44, column (C))**14**

708,816.93

15 Fundraising (from line 44, column (D))**15**

124,167.03

16 Payments to affiliates (attach schedule)**16****17** Total expenses (add lines 16 and 44, column (A))**17**

5,751,420.95

18 Excess or (deficit) for the year (subtract line 17 from line 12)**18**

752,794.69

19 Net assets or fund balances at beginning of year (from line 73, column (A))**19**

3,886,319.00

20 Other changes in net assets or fund balances (attach explanation)**20****21** Net assets or fund balances at end of year (combine lines 18, 19, and 20)**21**

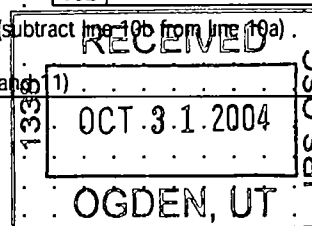
4,639,113.69

For Paperwork Reduction Act Notice, see the separate instructions.

Cat No 11282Y

Form 990 (2003)

SCANNED NOV 04 2004



Part II Statement of Functional Expenses

All organizations must complete column (A). Columns (B), (C), and (D) are required for section 501(c)(3) and (4) organizations and section 4947(a)(1) nonexempt charitable trusts but optional for others. (See page 22 of the instructions.)

Do not include amounts reported on line 6b, 8b, 9b, 10b, or 16 of Part I.		(A) Total	(B) Program services	(C) Management and general	(D) Fundraising
22	Grants and allocations (attach schedule) (cash \$ _____ noncash \$ _____)	22			
23	Specific assistance to individuals (attach schedule)	23	134,194.59	134,194.59	
24	Benefits paid to or for members (attach schedule)	24			
25	Compensation of officers, directors, etc.	25			
26	Other salaries and wages	26	3,745,178.92	3,127,831.51	546,644.46
27	Pension plan contributions	27	84,467.03	72,236.71	10,844.13
28	Other employee benefits	28	368,486.09	323,542.29	40,053.37
29	Payroll taxes	29	275,587.67	241,825.15	29,689.53
30	Professional fundraising fees	30			
31	Accounting fees	31			
32	Legal fees	32			
33	Supplies	33	95,607.26	78,645.62	13,038.65
34	Telephone	34	97,446.45	89,868.56	5,804.58
35	Postage and shipping	35	22,977.73	16,530.37	972.38
36	Occupancy	36	144,966.02	135,968.52	7,881.81
37	Equipment rental and maintenance	37	85,782.87	72,131.64	7,147.86
38	Printing and publications	38	48,010.28	36,723.29	961.56
39	Travel	39	152,830.59	147,937.66	3,363.64
40	Conferences, conventions, and meetings	40	11,814.30	9,336.95	2,034.35
41	Interest	41	1,175.14	1,160.14	15.00
42	Depreciation, depletion, etc. (attach schedule)	42	64,792.32	59,203.85	4,884.71
43	Other expenses not covered above (itemize): a	43a			
b	PROF. & COLLABORATION FEES & DUES	43b	337,853.44	314,096.69	15,685.96
c	AUDIT	43c	11,100.00	9,879.00	1,110.00
d	PROPERTY & LIABILITY INSURANCE	43d	50,440.31	43,054.05	6,377.89
e	MISCELLANEOUS EXPENSES	43e	18,709.94	4,270.40	12,307.05
44	Total functional expenses (add lines 22 through 43). Organizations completing columns (B)-(D), carry these totals to lines 13-15	44	5,751,420.95	4,918,436.99	708,816.93

Joint Costs. Check ☐ if you are following SOP 98-2.Are any joint costs from a combined educational campaign and fundraising solicitation reported in (B) Program services? ☐ Yes ☒ No

If "Yes," enter (i) the aggregate amount of these joint costs \$ _____; (ii) the amount allocated to Program services \$ _____;

(iii) the amount allocated to Management and general \$ _____; and (iv) the amount allocated to Fundraising \$ _____

Part III Statement of Program Service Accomplishments (See page 25 of the instructions.)

What is the organization's primary exempt purpose? ▶ _____

All organizations must describe their exempt purpose achievements in a clear and concise manner. State the number of clients served, publications issued, etc. Discuss achievements that are not measurable. (Section 501(c)(3) and (4) organizations and 4947(a)(1) nonexempt charitable trusts must also enter the amount of grants and allocations to others.)

		Program Service Expenses (Required for 501(c)(3) and (4) orgs., and 4947(a)(1) trusts, but optional for others.)
a	FAMILY & INDIVIDUAL COUNSELING - Provides assessment, crisis intervention, individual and family counseling and coordination of community resources for families experiencing problems marital, parent-child, family violence. Financial assistance to clients (Grants and allocations \$ 624,672.49)	1,052,594.61
b	LIFEWORKS - Offers plays to help families through the normal stages of development as well as crises. (Grants and allocations \$ 6,500.00)	93,698.25
c	ADOPTION - Provide adoption services to children with special needs in guardianship of Dept. of Children's Services as referred by Dept. Provide an exchange to match children with families. Provide training and provide counseling for children and families. (Grants and allocations \$ 1,263,563.29)	1,332,260.30
d	OUTREACH - Work in schools and other outposts doing counseling with children and families. Work with Dept of Human Services doing assessment and with Police Dept. doing training in handling family violence situations (Grants and allocations \$ 1,781,381.71)	2,439,883.83
e	Other program services (attach schedule) (Grants and allocations \$ _____)	
f	Total of Program Service Expenses (should equal line 44, column (B), Program services) ▶	4,918,436.99

Part IV Balance Sheets (See page 25 of the instructions.)

Note: Where required, attached schedules and amounts within the description column should be for end-of-year amounts only.		(A) Beginning of year		(B) End of year
Assets	45 Cash—non-interest-bearing	263,109.65	45	279,394.65
	46 Savings and temporary cash investments	234,750.86	46	250,294.99
	47a Accounts receivable	47a 563,807.71	472,717.52	47c 549,092.42
	b Less: allowance for doubtful accounts	47b 14,715.29		
	48a Pledges receivable	48a 5,000.00	48c 5,000.00	
	b Less: allowance for doubtful accounts	48b		
	49 Grants receivable	673,314.00	49	629,670.34
	50 Receivables from officers, directors, trustees, and key employees (attach schedule)		50	
	51a Other notes and loans receivable (attach schedule)	51a	51c	
	b Less: allowance for doubtful accounts	51b		
	52 Inventories for sale or use		52	
	53 Prepaid expenses and deferred charges	78,771.56	53	78,771.56
	54 Investments—securities (attach schedule) <input checked="" type="checkbox"/> Cost <input type="checkbox"/> FMV	1,676,578.92	54	2,456,990.99
	55a Investments—land, buildings, and equipment: basis	55a	55c	
	b Less: accumulated depreciation (attach schedule)	55b		
56 Investments—other (attach schedule)		56		
57a Land, buildings, and equipment: basis	57a 1,295,946.99	57c		
b Less: accumulated depreciation (attach schedule)	57b 567,333.81			
58 Other assets (describe ► 1992 Dodge Van)	4,365.00	58	4,365.00	
59 Total assets (add lines 45 through 58) (must equal line 74)	4,240,757.22	59	4,982,193.13	
Liabilities	60 Accounts payable and accrued expenses	179,516.41	60	210,289.88
	61 Grants payable		61	
	62 Deferred revenue	174,921.81	62	132,789.56
	63 Loans from officers, directors, trustees, and key employees (attach schedule)		63	
	64a Tax-exempt bond liabilities (attach schedule)		64a	
	b Mortgages and other notes payable (attach schedule)		64b	
	65 Other liabilities (describe ►)		65	
66 Total liabilities (add lines 60 through 65)	354,438.22	66	343,079.44	
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 67 through 69 and lines 73 and 74.			
	67 Unrestricted	728,022.78	67	480,871.95
	68 Temporarily restricted	920,663.54	68	968,272.57
	69 Permanently restricted	2,237,632.68	69	3,189,969.17
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 70 through 74.			
	70 Capital stock, trust principal, or current funds		70	
	71 Paid-in or capital surplus, or land, building, and equipment fund		71	
	72 Retained earnings, endowment, accumulated income, or other funds		72	
	73 Total net assets or fund balances (add lines 67 through 69 or lines 70 through 72; column (A) must equal line 19; column (B) must equal line 21).	3,886,319.00	73	4,639,113.69
	74 Total liabilities and net assets / fund balances (add lines 66 and 73)	4,240,757.22	74	4,982,193.13

Form 990 is available for public inspection and, for some people, serves as the primary or sole source of information about a particular organization. How the public perceives an organization in such cases may be determined by the information presented on its return. Therefore, please make sure the return is complete and accurate and fully describes, in Part III, the organization's programs and accomplishments.

Part IV-A Reconciliation of Revenue per Audited Financial Statements with Revenue per Return (See page 27 of the instructions.)

a Total revenue, gains, and other support per audited financial statements . . . ▶	a 6,504,216
b Amounts included on line a but not on line 12, Form 990:	<div style="background-color: #cccccc;"></div>
(1) Net unrealized gains on investments . . . \$ _____	<div style="background-color: #cccccc;"></div>
(2) Donated services and use of facilities \$ _____	<div style="background-color: #cccccc;"></div>
(3) Recoveries of prior year grants . . . \$ _____	<div style="background-color: #cccccc;"></div>
(4) Other (specify): _____ _____ \$ _____	<div style="background-color: #cccccc;"></div>
Add amounts on lines (1) through (4) ▶	b 0
c Line a minus line b ▶	c 6,504,216
d Amounts included on line 12, Form 990 but not on line a :	<div style="background-color: #cccccc;"></div>
(1) Investment expenses not included on line 6b, Form 990 . . . \$ _____	<div style="background-color: #cccccc;"></div>
(2) Other (specify): _____ _____ \$ _____	<div style="background-color: #cccccc;"></div>
Add amounts on lines (1) and (2) ▶	d 0
e Total revenue per line 12, Form 990 (line c plus line d) ▶	e 6,504,216

Part IV-B	Reconciliation of Expenses per Audited Financial Statements with Expenses per Return

a	Total expenses and losses per audited financial statements . . . ▶	a	5,751,421
b	Amounts included on line a but not on line 17, Form 990:		
(1)	Donated services and use of facilities \$ _____		
(2)	Prior year adjustments reported on line 20, Form 990 \$ _____		
(3)	Losses reported on line 20, Form 990 . . . \$ _____		
(4)	Other (specify): _____ \$ _____		
	Add amounts on lines (1) through (4) ▶	b	0
c	Line a minus line b ▶	c	5,751,421
d	Amounts included on line 17, Form 990 but not on line a :		
(1)	Investment expenses not included on line 6b, Form 990. . . \$ _____		
(2)	Other (specify): _____ \$ _____		
	Add amounts on lines (1) and (2) ▶	d	0
e	Total expenses per line 17, Form 990 (line c plus line d) ▶	e	5,751,421

Part V List of Officers, Directors, Trustees, and Key Employees (List each one even if not compensated; see page 27 of the instructions)

[illegible]

75 Did any officer, director, trustee, or key employee receive aggregate compensation of more than \$100,000 from your organization and all related organizations, of which more than \$10,000 was provided by the related organizations? **▶** ☐ Yes ☒ No
If "Yes," attach schedule—see page 28 of the instructions.

Part VI Other Information (See page 28 of the instructions.)

	Yes	No
76 Did the organization engage in any activity not previously reported to the IRS? If "Yes," attach a detailed description of each activity . . .	76	✓
77 Were any changes made in the organizing or governing documents but not reported to the IRS? . . . If "Yes," attach a conformed copy of the changes.	77	✓
78a Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return? . . .	78a	✓
b If "Yes," has it filed a tax return on Form 990-T for this year? . . .	78b	✓
79 Was there a liquidation, dissolution, termination, or substantial contraction during the year? If "Yes," attach a statement . . .	79	✓
80a Is the organization related (other than by association with a statewide or nationwide organization) through common membership, governing bodies, trustees, officers, etc., to any other exempt or nonexempt organization? . . .	80a	✓
b If "Yes," enter the name of the organization ▶ . . . and check whether it is <input type="checkbox"/> exempt or <input type="checkbox"/> nonexempt.		
81a Enter direct and indirect political expenditures. See line 81 instructions . . . 81a		
b Did the organization file Form 1120-POL for this year? . . .	81b	✓
82a Did the organization receive donated services or the use of materials, equipment, or facilities at no charge or at substantially less than fair rental value? . . .	82a	✓
b If "Yes," you may indicate the value of these items here. Do not include this amount as revenue in Part I or as an expense in Part II. (See instructions in Part III) . . . 82b		
83a Did the organization comply with the public inspection requirements for returns and exemption applications? . . .	83a	✓
b Did the organization comply with the disclosure requirements relating to quid pro quo contributions? . . .	83b	✓
84a Did the organization solicit any contributions or gifts that were not tax deductible? . . .	84a	✓
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? . . .	84b	✓
85 501(c)(4), (5), or (6) organizations. a Were substantially all dues nondeductible by members? . . .	85a	✓
b Did the organization make only in-house lobbying expenditures of \$2,000 or less? . . . If "Yes" was answered to either 85a or 85b, do not complete 85c through 85h below unless the organization received a waiver for proxy tax owed for the prior year.	85b	✓
c Dues, assessments, and similar amounts from members . . . 85c		
d Section 162(e) lobbying and political expenditures . . . 85d		
e Aggregate nondeductible amount of section 6033(e)(1)(A) dues notices . . . 85e		
f Taxable amount of lobbying and political expenditures (line 85d less 85e) . . . 85f		
g Does the organization elect to pay the section 6033(e) tax on the amount on line 85f? . . .	85g	✓
h If section 6033(e)(1)(A) dues notices were sent, does the organization agree to add the amount on line 85f to its reasonable estimate of dues allocable to nondeductible lobbying and political expenditures for the following tax year? . . .	85h	✓
86 501(c)(7) orgs. Enter: a Initiation fees and capital contributions included on line 12 . . . 86a		
b Gross receipts, included on line 12, for public use of club facilities. . . 86b		
87 501(c)(12) orgs. Enter: a Gross income from members or shareholders. . . 87a		
b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.) . . . 87b		
88 At any time during the year, did the organization own a 50% or greater interest in a taxable corporation or partnership, or an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Part IX . . .	88	✓
89a 501(c)(3) organizations. Enter. Amount of tax imposed on the organization during the year under: section 4911 ▶ ; section 4912 ▶ , section 4955 ▶ . . .		
b 501(c)(3) and 501(c)(4) orgs. Did the organization engage in any section 4958 excess benefit transaction during the year or did it become aware of an excess benefit transaction from a prior year? If "Yes," attach a statement explaining each transaction. . .	89b	✓
c Enter: Amount of tax imposed on the organization managers or disqualified persons during the year under sections 4912, 4955, and 4958. . . ▶		
d Enter: Amount of tax on line 89c, above, reimbursed by the organization. . . ▶		
90a List the states with which a copy of this return is filed ▶ . . .		
b Number of employees employed in the pay period that includes March 12, 2003 (See instructions.) 90b 112		
91 The books are in care of ▶ FAMILY & CHILDREN'S SERVICE Telephone no ▶ (615) 320-0591 Located at ▶ 201 23RD AVENUE NORTH, NASHVILLE, TENNESSEE ZIP + 4 ▶ 37203-1501		
92 Section 4947(a)(1) nonexempt charitable trusts filing Form 990 in lieu of Form 1041—Check here . . . ▶ <input type="checkbox"/> and enter the amount of tax-exempt interest received or accrued during the tax year . . . ▶ 92		

Part VII Analysis of Income-Producing Activities (See page 33 of the instructions.)**Note:** Enter gross amounts unless otherwise indicated.

	Unrelated business income		Excluded by section 512, 513, or 514		(E) Related or exempt function income
	(A) Business code	(B) Amount	(C) Exclusion code	(D) Amount	
93 Program service revenue:					
a COUNSELING FEES					362,131.22
b GROUP FEES					17,662.25
c LIFEWORK FEES					3,000.00
d EAP FEES					242,815.24
e CONSULTANT & INFORMATION FEES					1,076.66
f Medicare/Medicaid payments					
g Fees and contracts from government agencies					
94 Membership dues and assessments					1,542.95
95 Interest on savings and temporary cash investments					311,255.08
96 Dividends and interest from securities					
97 Net rental income or (loss) from real estate:					
a debt-financed property					
b not debt-financed property					
98 Net rental income or (loss) from personal property					
99 Other investment income					446,312.00
100 Gain or (loss) from sales of assets other than inventory					
101 Net income or (loss) from special events					64,442.19
102 Gross profit or (loss) from sales of inventory					
103 Other revenue a _____					
b _____					
c _____					
d _____					
e _____					
104 Subtotal (add columns (B), (D), and (E))					1,450,237.59
105 Total (add line 104, columns (B), (D), and (E)).					1,450,237.59

Note: Line 105 plus line 1d, Part I, should equal the amount on line 12, Part I.**Part VIII Relationship of Activities to the Accomplishment of Exempt Purposes** (See page 34 of the instructions.)

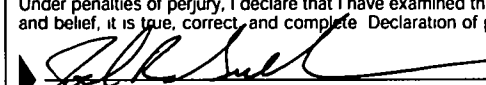
Line No.	Explain how each activity for which income is reported in column (E) of Part VII contributed importantly to the accomplishment of the organization's exempt purposes (other than by providing funds for such purposes).
93	PROGRAM SERVICES FEES TO HELP PAY A PORTION OF COST OF SERVICES TO CLIENTS
95-101	PROVIDE FUNDS TO SUPPORT PROGRAMS

Part IX Information Regarding Taxable Subsidiaries and Disregarded Entities (See page 34 of the instructions.)

(A) Name, address, and EIN of corporation, partnership, or disregarded entity	(B) Percentage of ownership interest	(C) Nature of activities	(D) Total income	(E) End-of-year assets
	%			
	%			
	%			
	%			

Part X Information Regarding Transfers Associated with Personal Benefit Contracts (See page 34 of the instructions.)(a) Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? ☐ Yes ☒ No(b) Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? ☐ Yes ☒ No**Note:** If "Yes" to (b), file Form 8870 and Form 4720 (see instructions).

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

Please Sign  Date 10/22/04

Signature of officer

Date	Check if self-employed <input type="checkbox"/>	Preparer's SSN or PTIN (See Gen. Inst. W)
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SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Organization Exempt Under Section 501(c)(3)

(Except Private Foundation) and Section 501(e), 501(f), 501(k),
501(n), or Section 4947(a)(1) Nonexempt Charitable Trust

Supplementary Information—(See separate instructions.)

OMB No. 1545-0047

2003

► **MUST be completed by the above organizations and attached to their Form 990 or 990-EZ**

Name of the organization

FAMILY & CHILDREN'S SERVICE

Employer identification number

62-0499284

Part I Compensation of the Five Highest Paid Employees Other Than Officers, Directors, and Trustees
(See page 1 of the instructions. List each one. If there are none, enter "None.")

(a) Name and address of each employee paid more than \$50,000	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans & deferred compensation	(e) Expense account and other allowances
LOUISE C. BURGESS 3823 DORCAS DR., NASHVILLE, TN. 37215	100% - 40 HR. WEEK PRESIDENT/CEO	102,000	15,896	
SUSAN D. BELL 1412 HARDING PL., NASHVILLE, TN. 37215	80% - 32 HR. WEEK EXEC. VP	58,479	2,339	
C. PHILLIP MANY 109 EVANDER ST., NASHVILLE, TN. 37206	100% - 40 HR. WEEK VP FINANCE & TECHNOLOGY	60,600	1,883	
KATHLEEN ROGERS 1482 COLEMAN RD., FRANKLIN 37064	100% - 40 HR. WEEK DIR. OF ADOPTION	58,402	2,336	
PAT SHEA 212 JACKSON BLVD. NASHVILLE, TN. 37205	100% - 40 HR. WEEK VP DEVELOPMENT	58,181	9,836	
Total number of other employees paid over \$50,000 ►	4			

Part II Compensation of the Five Highest Paid Independent Contractors for Professional Services
(See page 2 of the instructions. List each one (whether individuals or firms). If there are none, enter "None.")

(a) Name and address of each independent contractor paid more than \$50,000	(b) Type of service	(c) Compensation
	NONE	
Total number of others receiving over \$50,000 for professional services ►		

Part III Statements About Activities (See page 2 of the instructions.)

Yes No

- 1** During the year, has the organization attempted to influence national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum? If "Yes," enter the total expenses paid or incurred in connection with the lobbying activities ▶ \$ _____ (Must equal amounts on line 38, Part VI-A, or line i of Part VI-B.)

Organizations that made an election under section 501(h) by filing Form 5768 must complete Part VI-A. Other organizations checking "Yes" must complete Part VI-B AND attach a statement giving a detailed description of the lobbying activities.

- 2** During the year, has the organization, either directly or indirectly, engaged in any of the following acts with any substantial contributors, trustees, directors, officers, creators, key employees, or members of their families, or with any taxable organization with which any such person is affiliated as an officer, director, trustee, majority owner, or principal beneficiary? (If the answer to any question is "Yes," attach a detailed statement explaining the transactions.)

- | | | |
|--|-----------|---|
| a Sale, exchange, or leasing of property? | 2a | ✓ |
| b Lending of money or other extension of credit? | 2b | ✓ |
| c Furnishing of goods, services, or facilities? | 2c | ✓ |
| d Payment of compensation (or payment or reimbursement of expenses if more than \$1,000)? | 2d | ✓ |
| e Transfer of any part of its income or assets? | 2e | ✓ |
| 3a Do you make grants for scholarships, fellowships, student loans, etc.? (If "Yes," attach an explanation of how you determine that recipients qualify to receive payments.) | 3a | ✓ |
| b Do you have a section 403(b) annuity plan for your employees? | 3b | ✓ |
| 4 Did you maintain any separate account for participating donors where donors have the right to provide advice on the use or distribution of funds? | 4 | ✓ |

Part IV Reason for Non-Private Foundation Status (See pages 3 through 6 of the instructions.)

The organization is not a private foundation because it is: (Please check only **ONE** applicable box.)

- 5** ☐ A church, convention of churches, or association of churches. Section 170(b)(1)(A)(i).
- 6** ☐ A school. Section 170(b)(1)(A)(ii). (Also complete Part V.)
- 7** ☐ A hospital or a cooperative hospital service organization. Section 170(b)(1)(A)(iii).
- 8** ☐ A Federal, state, or local government or governmental unit. Section 170(b)(1)(A)(v).
- 9** ☐ A medical research organization operated in conjunction with a hospital. Section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state ▶ _____
- 10** ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit. Section 170(b)(1)(A)(iv). (Also complete the **Support Schedule** in Part IV-A.)
- 11a** ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public. Section 170(b)(1)(A)(vi). (Also complete the **Support Schedule** in Part IV-A.)
- 11b** ☐ A community trust. Section 170(b)(1)(A)(vi). (Also complete the **Support Schedule** in Part IV-A.)
- 12** ☐ An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its charitable, etc., functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Also complete the **Support Schedule** in Part IV-A.)
- 13** ☐ An organization that is not controlled by any disqualified persons (other than foundation managers) and supports organizations described in: (1) lines 5 through 12 above; or (2) section 501(c)(4), (5), or (6), if they meet the test of section 509(a)(2). (See section 509(a)(3).)

Provide the following information about the supported organizations. (See page 5 of the instructions.)

(a) Name(s) of supported organization(s)	(b) Line number from above

- 14** ☐ An organization organized and operated to test for public safety. Section 509(a)(4). (See page 6 of the instructions.)

Part IV-A Support Schedule (Complete only if you checked a box on line 10, 11, or 12.) *Use cash method of accounting.***Note:** You may use the worksheet in the instructions for converting from the accrual to the cash method of accounting.

Calendar year (or fiscal year beginning in) . ▶	(a) 2002	(b) 2001	(c) 2000	(d) 1999	(e) Total
15 Gifts, grants, and contributions received. (Do not include unusual grants. See line 28)	5,084,458	5,024,242	5,054,825	3,189,184	18,352,709
16 Membership fees received					
17 Gross receipts from admissions, merchandise sold or services performed, or furnishing of facilities in any activity that is related to the organization's charitable, etc., purpose	729,682	729,445	675,017	709,515	2,843,659
18 Gross income from interest, dividends, amounts received from payments on securities loans (section 512(a)(5)), rents, royalties, and unrelated business taxable income (less section 511 taxes) from businesses acquired by the organization after June 30, 1975	75,242	90,032	12,493	90,750	268,517
19 Net income from unrelated business activities not included in line 18					
20 Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf.					
21 The value of services or facilities furnished to the organization by a governmental unit without charge. Do not include the value of services or facilities generally furnished to the public without charge.					
22 Other income. Attach a schedule. Do not include gain or (loss) from sale of capital assets					
23 Total of lines 15 through 22.	5,889,382	5,843,719	5,742,335	3,989,449	21,464,885
24 Line 23 minus line 17.	5,159,700	5,114,274	5,067,318	3,279,934	18,621,226
25 Enter 1% of line 23	58,894	58,437	57,423	38,984	
26 Organizations described on lines 10 or 11: a Enter 2% of amount in column (e), line 24. . . . ▶					372,424
b Prepare a list for your records to show the name of and amount contributed by each person (other than a governmental unit or publicly supported organization) whose total gifts for 1999 through 2002 exceeded the amount shown in line 26a. Do not file this list with your return. Enter the total of all these excess amounts ▶					-0-
c Total support for section 509(a)(1) test. Enter line 24, column (e) ▶					
d Add: Amounts from column (e) for lines: 18 _____ 19 _____ 22 _____ 26b _____ ▶					
e Public support (line 26c minus line 26d total) ▶					
f Public support percentage (line 26e (numerator) divided by line 26c (denominator)) ▶					%
27 Organizations described on line 12: a For amounts included in lines 15, 16, and 17 that were received from a "disqualified person," prepare a list for your records to show the name of, and total amounts received in each year from, each "disqualified person." Do not file this list with your return. Enter the sum of such amounts for each year: (2002) _____ (2001) _____ (2000) _____ (1999) _____ b For any amount included in line 17 that was received from each person (other than "disqualified persons"), prepare a list for your records to show the name of, and amount received for each year, that was more than the larger of (1) the amount on line 25 for the year or (2) \$5,000 (Include in the list organizations described in lines 5 through 11, as well as individuals.) Do not file this list with your return. After computing the difference between the amount received and the larger amount described in (1) or (2), enter the sum of these differences (the excess amounts) for each year: (2002) _____ (2001) _____ (2000) _____ (1999) _____ c Add. Amounts from column (e) for lines: 15 _____ 16 _____ 17 _____ 20 _____ 21 _____ ▶					27c
d Add: Line 27a total _____ and line 27b total _____ ▶					27d
e Public support (line 27c total minus line 27d total). ▶					27e
f Total support for section 509(a)(2) test: Enter amount from line 23, column (e). . . . ▶					27f
g Public support percentage (line 27e (numerator) divided by line 27f (denominator)). . . . ▶					%
h Investment income percentage (line 18, column (e) (numerator) divided by line 27f (denominator)). ▶					%
28 Unusual Grants: For an organization described in line 10, 11, or 12 that received any unusual grants during 1999 through 2002, prepare a list for your records to show, for each year, the name of the contributor, the date and amount of the grant, and a brief description of the nature of the grant. Do not file this list with your return. Do not include these grants in line 15.					

Part V Private School Questionnaire (See page 7 of the instructions.)
(To be completed ONLY by schools that checked the box on line 6 in Part IV)

	Yes	No
29 Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?	29	
30 Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?	30	
31 Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe; if "No," please explain. (If you need more space, attach a separate statement.)	31	
32 Does the organization maintain the following.	32a	
a Records indicating the racial composition of the student body, faculty, and administrative staff?	32a	
b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?	32b	
c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?	32c	
d Copies of all material used by the organization or on its behalf to solicit contributions?	32d	
If you answered "No" to any of the above, please explain. (If you need more space, attach a separate statement.)		
33 Does the organization discriminate by race in any way with respect to:		
a Students' rights or privileges?	33a	
b Admissions policies?	33b	
c Employment of faculty or administrative staff?	33c	
d Scholarships or other financial assistance?	33d	
e Educational policies?	33e	
f Use of facilities?	33f	
g Athletic programs?	33g	
h Other extracurricular activities?	33h	
If you answered "Yes" to any of the above, please explain (If you need more space, attach a separate statement.)		
34a Does the organization receive any financial aid or assistance from a governmental agency?	34a	
b Has the organization's right to such aid ever been revoked or suspended? If you answered "Yes" to either 34a or b, please explain using an attached statement	34b	
35 Does the organization certify that it has complied with the applicable requirements of sections 4.01 through 4.05 of Rev. Proc. 75-50, 1975-2 C.B. 587, covering racial nondiscrimination? If "No," attach an explanation	35	

Part VI-A Lobbying Expenditures by Electing Public Charities (See page 9 of the instructions.)
 (To be completed **ONLY** by an eligible organization that filed Form 5768)

 Check ☐ **a** if the organization belongs to an affiliated group Check ☐ **b** if you checked "a" and "limited control" provisions apply

Limits on Lobbying Expenditures		(a) Affiliated group totals	(b) To be completed for ALL electing organizations
(The term "expenditures" means amounts paid or incurred)			
36	Total lobbying expenditures to influence public opinion (grassroots lobbying)	36	
37	Total lobbying expenditures to influence a legislative body (direct lobbying)	37	
38	Total lobbying expenditures (add lines 36 and 37)	38	
39	Other exempt purpose expenditures	39	
40	Total exempt purpose expenditures (add lines 38 and 39).	40	
41	Lobbying nontaxable amount. Enter the amount from the following table— If the amount on line 40 is— The lobbying nontaxable amount is— Not over \$500,000 20% of the amount on line 40 Over \$500,000 but not over \$1,000,000 . . . \$100,000 plus 15% of the excess over \$500,000 Over \$1,000,000 but not over \$1,500,000 . . \$175,000 plus 10% of the excess over \$1,000,000 Over \$1,500,000 but not over \$17,000,000 . \$225,000 plus 5% of the excess over \$1,500,000 Over \$17,000,000 \$1,000,000	41	
42	Grassroots nontaxable amount (enter 25% of line 41)	42	
43	Subtract line 42 from line 36. Enter -0- if line 42 is more than line 36	43	
44	Subtract line 41 from line 38. Enter -0- if line 41 is more than line 38	44	

Caution: If there is an amount on either line 43 or line 44, you must file Form 4720.

4-Year Averaging Period Under Section 501(h)

 (Some organizations that made a section 501(h) election do not have to complete all of the five columns below.
 See the instructions for lines 45 through 50 on page 11 of the instructions)

Calendar year (or fiscal year beginning in) ►	Lobbying Expenditures During 4-Year Averaging Period				
	(a) 2003	(b) 2002	(c) 2001	(d) 2000	(e) Total
45	Lobbying nontaxable amount.				
46	Lobbying ceiling amount (150% of line 45(e)).				
47	Total lobbying expenditures				
48	Grassroots nontaxable amount				
49	Grassroots ceiling amount (150% of line 48(e))				
50	Grassroots lobbying expenditures				

Part VI-B Lobbying Activity by Nonelecting Public Charities

(For reporting only by organizations that did not complete Part VI-A) (See page 12 of the instructions.)

During the year, did the organization attempt to influence national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of.	Yes	No	Amount
a Volunteers			
b Paid staff or management (Include compensation in expenses reported on lines c through h.)			
c Media advertisements			
d Mailings to members, legislators, or the public			
e Publications, or published or broadcast statements			
f Grants to other organizations for lobbying purposes			
g Direct contact with legislators, their staffs, government officials, or a legislative body			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means			
i Total lobbying expenditures (Add lines c through h.)			

If "Yes" to any of the above, also attach a statement giving a detailed description of the lobbying activities.

Part VII Information Regarding Transfers To and Transactions and Relationships With Noncharitable Exempt Organizations (See page 12 of the instructions.)

51 Did the reporting organization directly or indirectly engage in any of the following with any other organization described in section 501(c) of the Code (other than section 501(c)(3) organizations) or in section 527, relating to political organizations? _____

		Yes	No
a	Transfers from the reporting organization to a noncharitable exempt organization of:		
	(i) Cash	51a(i)	✓
	(ii) Other assets	a(ii)	✓
b	Other transactions:		✓
	(i) Sales or exchanges of assets with a noncharitable exempt organization	b(i)	
	(ii) Purchases of assets from a noncharitable exempt organization	b(ii)	✓
	(iii) Rental of facilities, equipment, or other assets	b(iii)	✓
	(iv) Reimbursement arrangements	b(iv)	✓
	(v) Loans or loan guarantees	b(v)	✓
	(vi) Performance of services or membership or fundraising solicitations	b(vi)	✓
c	Sharing of facilities, equipment, mailing lists, other assets, or paid employees	c	✓

d If the answer to any of the above is "Yes," complete the following schedule. Column (b) should always show the fair market value of the goods, other assets, or services given by the reporting organization. If the organization received less than fair market value in any transaction or sharing arrangement, show in column (d) the value of the goods, other assets, or services received:

[illegible]

52a Is the organization directly or indirectly affiliated with, or related to, one or more tax-exempt organizations described in section 501(c) of the Code (other than section 501(c)(3)) or in section 527? ☐ Yes ☐ No

b If "Yes," complete the following schedule:

[illegible]

FAMILY & CHILDREN'S SERVICE

EMPLOYER IDENTIFICATION NUMBER 62-0499284

FORM 990 - JULY, 2003- JUNE, 2004

PART I - CONTRIBUTIONS, GIFTS, GRANTS AND SIMILAR AMOUNTS RECEIVED

(b)

PART I - NUMBER 9 - Special Events and Activities

EVENT - Frivolities held January, 2004

Gross Receipts	\$216,006.51
Less: Contributions	<u>93,000.00</u>
Gross Revenue	\$123,006.51
Less: Direct Expenses	<u>\$ 58,564.32</u>
Net Income:	\$ 64,442.19

FAMILY & CHILDREN'S SERVICE

EMPLOYER IDENTIFICATION NUMBER 62-0499284

FORM 990 - JULY, 2003 - JUNE, 2004

BALANCE SHEET - PART IV

54 - Investments - securities

Balance 7/1/03	\$1,676,578.92
Withdrawals, Fees	65,996.19
Gain on Stocks	334,949.88
Interest & Dividends	65,146.38
John W. Thomas Fund	<u>446,312.00</u>
Ending Balance 6/30/04	\$2,456,990.99

Investments managed by Diversified Trust Co., Memphis, TN.

FAMILY & CHILDREN'S SERVICE

EMPLOYER IDENTIFICATION NUMBER 62-0499284

DEPRECIATION SCHEDULE FOR JULY, 2003- JUNE, 2004

DESCRIPTION	DATE ACQUIRED	COST	METHOD	RATE	DEPRECIATION
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EQUIPMENT & FURNITURE	Varies	\$453,944.96	S/L	3&5%	\$45,967.27
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BUILDING	June, 94	\$753,002.03	S/L	21/2%	<u>\$18,825.05</u>
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\$64,792.32

FAMILY & CHILDREN'S SERVICE

EMPLOYER IDENTIFICATION NUMBER 62-0499284

FORM 990 - JULY, 2003 - JUNE 2004

PART II - #23 - SPECIFIC ASSISTANCE TO INDIVIDUALS

Financial Assistance to Caregivers of grandchildren and other relatives.

Clothing - \$1,145.53
Rent - \$7,697.05
Tutoring, Homemaker - \$6,156.00
Telephone - \$266.35
Electric bills - \$6,496.09
Water Bills - \$1,995.50
Gas service - \$1,492.48
Child care - \$20,204.50
Furniture - \$3,279.55
Miscellaneous repairs - \$5,263.50
Loan Repayments - \$1,903.87
Food - \$280.00
Children's Camps - \$64,124.00
Family Recreation - \$13,492.17
Moving Service - \$398.00

Total Financial Assistance - \$134,194.59

Federal ID 62-0499284

Updated: August, 2003

**Family & Children's Service of Nashville, TN
2003 - 2004 BOARD OF DIRECTORS ROSTER**

NAME	Home Phone	Work Phone	Fax #	Address	E-Mail Address
EXECUTIVE COMMITTEE:					
Hill McAlister President	269-9208	254-1371	726-2704	Nashville Sash & Door Co., Inc. P O Box 40780 (37204-0780)	hill@nashvillesash.com
Pat Embry Vice-President	298-4709	664-2275 pg#214-9938	664-2280	1916 19 th Avenue South 37212	pembry@nashvillera.com assistant: Shannon Parrish
Joel Sullivan Secretary/Treasurer	MB# 481-1428	242-0900	866-271- 1345	APS, 1905 State Street Nashville, TN 37203	daddyjoel@comcast.net
David Bennett	376-4835	741-3456		6344 Murray Lane Brentwood, TN 37027	David.j.bennett@state.tn.us
Leigh Anne McWhorter	371-0557			1612 Edgewater Court Franklin, TN 37069	themcwhorters@comcast.net
Jeremy Werthan	353-5601	242-4919 MB#473-5601	353-6286	Werthan Granite, LLC 448 Chestnut Street 37203	iwertan@aol.com
Evette White	P#888-799- 6364	284-6869	284-7402	618 Church Street, Suite 520 Nashville, TN 37219 <i>Ben McWhorter hnter PLLC</i>	ewhite@imageiii.com ewhite@stthomas.org
Stephen Zralek	385-3651	850-8689 238-6300	244-6804 238-6302	Waller, Lansden, Dortch & Davis, PLLC (Attorney) Nville City Center 511 Union St 37219 <i>Suite 1600</i>	szralek@wallerlaw.com Asst: Conte chackett@wallerlaw.com
David Anderson Ex-officio	370-5735	344-8105 MB#491-5010	344-2015	WK: HCA, #1 Park Plaza, (Sr. VP of Finance) Nashville, TN 37203	david.anderson@hcahealthcare.com Assistant: Theresa Headlee theresa.headlee@hcahealthcare.com

Directors:

NAME	Home Phone	Work Phone	Fax #	Address	E-Mail Address
Drew Alexander		321-5080		3707 Princeton Avenue Nashville, TN 37205	dalexander@curb.com
Dorothy Berry		862-6400		533 Lemont Drive Nashville, TN 37216	
Marty Dickens	292-0929	214-6522 MB#214-6522	214-8858	BellSouth 333 Commerce St., Ste. 2104 37201-3300	marty.dickens@bellsouth.com Assistant: Linda Garner Linda.garner@bellsouth.com
Ellen Duncan	383-8899			4337 Sneed Road, 37215	emduncan@comcast.net
Laurie Eskind, National Council of Jewish Women Rep.	383-2105			2322 Golf Club Lane (37215)	leskind32@aol.com
Richard Francis	292-1525	234-5901	234-5999	WK: Symbion, Inc. (President/CEO) 40 Burton Hills Road #500 Nashville, TN 37215	rfrancis@symbioninc.com Assistant: Vickie Warren vwarren@symbioninc.com
Linda Isaacs	672-5322	338-0848	859-7692	361 W. Main Street Hendersonville, TN 37075-3321	lindalna@aol.com
Jeannie Hastings	297-6942	329-1399	329-1486	Hastings Architecture Assoc LLC 127 3rd Avenue South Nashville, TN 37201	jhastings@haa.us Assistant: Dorothy Gilmore dgilmore@hastingsarchitecture.com
Ruth Johnson	354-1975	Cell # 364-1741		5210 Close Circle Nashville, TN 37205	REJ625@comcast.net
Lou Lovett	868-7708	MB# 347-4995		1308 Valley Trail Whites Creek, TN 37189	
Bill Martin	391-9144	742-9998	742-9928	Cushion Employer Services 665 Mainstream Drive, Suite 200, 37228	BMartin@cushioncorp.com Assistant: Marcie MGHockett1@cushioncorp.com

Dr. Stephanie Perry	377-9957	741-1921	532-2419	110 Carriage Court Brentwood, TN 37027	Stephanie.Perry@state.tn.us Laurel Johnson – Assistant Laurel.A.Johnson@state.tn.us
Karen Rich, KAT Rep.	292-6432			3526 Richland Avenue, 37205	kgrich@comcast.net
Donna Richards	661-5085			1078 Vaughn Crest Drive Franklin, TN 37069	
Rabbi Ronald Roth	383-9048	269-4592	269-4695	West End Synagogue 3810 West End Ave., 37205	rabbi@westendsyn.org Assistant: Denise Kassman office@westendsyn.org
Judy Simmons	386-9273	MB#943-9703		1202 Chickering Road Nashville, TN 37215	Judysimmons01@msn.com
Debi Tate	269-3150	741-2904 ext. 121	741-5015	Tennessee Regulatory Authority 460 James Robertson Parkway Nashville, TN 37243-0505	debi.tate@state.tn.us
Bob Tuke	385-2786	256-8585	256-9236	Trauger, Ney & Tuke, 222 4 th Ave. N., 37219	rtuke@intlaw.net Assistant: Christina Currier ccurrier@intlaw.net
Joyce Vise	383-3040	292-0343		228 Burlington Place Nashville, TN 37215	
Paula Wilson	383-4183		383-8637	4343 Glen Eden Drive, 37205	paulanw@aol.com

9-01bc

** Evelyn Stancil **

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