Form 8879-E

## IRS e-file Signature Authorization for an Exempt Organization

Department of the Treasury

For calendar year 2018, or fiscal year beginning ..... ...., 2018, and ending ...., 20 ..... ▶ Do not send to the IRS. Keep for your records.

OMB No. 1545-1878

Internal Revenue Service Name of exempt organization ► Go to www.irs.gov/Form8879EO for the latest information.

Employer identification number VASHON YOUTH AND FAMILY SERVICES 91-1025994

Name and title of officer CAROL GOERTZEL

EXECUTIVE DIRECTOR

Part I Type of Return and Return Information (Whole Dollars Only)

Check the box for the return for which you are using this Form 8879-EO and enter the applicable amount, if any, from the return. If you check the box on line 1a, 2a, 3a, 4a, or 5a, below, and the amount on that line for the return being filed with this form was blank, then leave line 1b, 2b, 3b, 4b, or 5b, whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. **Do not** complete more than one line in Part I.

the applicable line below. <b>Do not</b> complete more than one line in rank i.		
1a Form 990 check here ► Total revenue, if any (Form 990, Part VIII, column (A), line 12)	1b	1,588,526
2a Form 990-EZ check here ▶	2b	
3a Form 1120-POL check here ▶	3b	
4a Form 990-PF check here ▶ b Tax based on investment income (Form 990-PF, Part VI, line 5)	4b	
5a Form 8868 check here ▶	5b	

## Part II **Declaration and Signature Authorization of Officer**

Under penalties of perjury, I declare that I am an officer of the above organization and that I have examined a copy of the organization's 2018 electronic return and accompanying schedules and statements and to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the organization's electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the organization's return to the IRS and to receive from the IRS (a) an acknowledgement of receipt or reason for rejection of the transmission, (b) the reason for any delay in processing the return or refund, and (c) the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the organization's federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the organization's electronic return and, if applicable, the organization's consent to electronic funds withdrawal.

fficer's PIN: check one box only	
X lauthorize LOVERIDGE HUNT & CO., CPA'S  ERO firm name	to enter my PIN 25994 as my signature Enter five numbers, but do not enter all zeros
on the organization's tax year 2018 electronically filed return. If I have indicated with being filed with a state agency(ies) regulating charities as part of the IRS Fed/State ERO to enter my PIN on the return's disclosure consent screen.	
As an officer of the organization, I will enter my PIN as my signature on the organization of If I have indicated within this return that a copy of the return is being filed with a state the IRS Fed/State program, I will enter my PIN on the return's disclosure consent so	e agency(ies) regulating charities as part of
fficer's signature	Date •

Certification and Authentication

ERO's EFIN/PIN. Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN.

91107498108

Do not enter all zeros

I certify that the above numeric entry is my PIN, which is my signature on the 2018 electronically filed return for the organization indicated above. I confirm that I am submitting this return in accordance with the requirements of Pub. 4163, Modernized e-File (MeF) Information for Authorized IRS e-file Providers for Business Returns.

08/22/19 Date

**ERO Must Retain This Form — See Instructions** Do Not Submit This Form to the IRS Unless Requested To Do So

For Paperwork Reduction Act Notice, see back of form.

Form **8879-EO** (2018)

ERO's signature

Form **990** 

Department of the Treasury

## **Return of Organization Exempt From Income Tax**

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

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

2018
Open to Public Inspection

Go to www.irs.gov/Form990 for instructions and the latest information. For the 2018 calendar year, or tax year beginning and ending C Name of organization D Employer identification number Check if applicable: VASHON YOUTH AND FAMILY SERVICES Address change Doing business as 91-1025994 Name change Number and street (or P.O. box if mail is not delivered to street address) Room/suite 206-463-5511 Initial return 20110 VASHON HWY SW Final return/ City or town, state or province, country, and ZIP or foreign postal code terminated VASHON WA 98070 1,593,737 G Gross receipts\$ Amended return Name and address of principal officer: Yes H(a) Is this a group return for subordinates? Application pending MARIA POTTINGER 20110 VASHON HWY SW H(b) Are all subordinates included? If "No," attach a list. (see instructions) VASHON WA 98070 **X** 501(c)(3) (insert no.) 501(c) ( 4947(a)(1) or 527 Tax-exempt status: HTTP://WWW.VYFS.ORG/ Website: **H(c)** Group exemption number ▶ Form of organization: X Corporation Trust Year of formation: 1977 Association M State of legal domicile: WA Other > Part I Summarv 1 Briefly describe the organization's mission or most significant activities: Activities & Governance SEE SCHEDULE O 2 Check this box | if the organization discontinued its operations or disposed of more than 25% of its net assets. 3 Number of voting members of the governing body (Part VI, line 1a) 9 4 Number of independent voting members of the governing body (Part VI, line 1b) 5 Total number of individuals employed in calendar year 2018 (Part V, line 2a) 59 5 6 **6** Total number of volunteers (estimate if necessary) 7a Total unrelated business revenue from Part VIII, column (C), line 12 0 **b** Net unrelated business taxable income from Form 990-T, line 38 **Current Year** 894,938 1,313,874 8 Contributions and grants (Part VIII, line 1h) 9 Program service revenue (Part VIII, line 2g) 277,615 234,717 10 Investment income (Part VIII, column (A), lines 3, 4, and 7d) .... 5,382 3,064 -3,005 **11** Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 1,138,101 1,588,526 12 Total revenue – add lines 8 through 11 (must equal Part VIII, column (A), line 12) **13** Grants and similar amounts paid (Part IX, column (A), lines 1–3) **14** Benefits paid to or for members (Part IX, column (A), line 4) 0 15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10) 1,051,633 1,169,138 **16a**Professional fundraising fees (Part IX, column (A), line 11e) **b** Total fundraising expenses (Part IX, column (D), line 25) 355,253 401,923 **17** Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e) 1,571,061 1,406,886 **18** Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25) 17,465 -268,785 **19** Revenue less expenses. Subtract line 18 from line 12 Beginning of Current Year End of Year 294,124 370,167 20 Total assets (Part X, line 16) 175,075 106,447 21 Total liabilities (Part X, line 26) 22 Net assets or fund balances. Subtract line 21 from line 20 187,677 195,092 Signature Block Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge. Signature of officer Sign CAROL GOERTZEL EXECUTIVE DIRECTOR Here Type or print name and title Print/Type preparer's name Preparer's signature Check Paid 08/22/19 self-employed JIE KLEMM P01939897 **Preparer** LOVERIDGE HUNT & CO., 91-1347576 Firm's EIN ▶ Firm's name **Use Only** 14725 SE 36TH ST STE 401 425-453-2088 BELLEVUE, WA 98006-1682 May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

1 Briefly des	VASHON YOUTH				Page <b>2</b>
1 Briefly des	•	Service Accomplishments			X
•	cribe the organization's miss	ontains a response or note to	any line in this Part III		<u>A</u> _
	מבטווו ב ַ ַ ַ				
-		nificant program services during the	•		
					Yes X No
-	escribe these new services o	on Schedule O. , or make significant changes in how	vit conducto, any program		
services?	,		. , , ,		Yes X No
	escribe these changes on Sc	chedule O.			100 11 110
	_	ervice accomplishments for each of i	its three largest program service	es, as measured by	
expenses.	Section 501(c)(3) and 501(c	c)(4) organizations are required to re	port the amount of grants and a	allocations to others,	
the total ex	openses, and revenue, if any	r, for each program service reported.			
<b>4a</b> (Code:	) (Expenses \$ • • • • • • • • • • • • • • • • • • •	808,386 including grants	of\$ )	(Revenue \$	<b>792,200</b> )
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<b>4b</b> (Code:	) (Expenses \$	279,258 including grants	of\$ )	(Revenue \$	497,783)
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# Part IV Checklist of Required Schedules

	art IV Checklist of Required Schedules		Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes,"			
	complete Schedule A	. 1	X	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	. 2	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to			37
	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)	4		v
5	election in effect during the tax year? If "Yes," complete Schedule C, Part II  Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues,	. 4		X
5	assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5		Х
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors	.		- 21
•	have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If</i>			
	"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		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes,"			
	complete Schedule D, Part III	8		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		X
0	Did the organization, directly or through a related organization, hold assets in temporarily restricted			
	endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	10		X
1	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	X	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more			
	of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		X
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	X	
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		X
2a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			
	Schedule D, Parts XI and XII	. 12a	X	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If			
_	"Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		X
3	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E			X
4a	Did the organization maintain an office, employees, or agents outside of the United States?	. 14a		X
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking,			
	fundraising, business, investment, and program service activities outside the United States, or aggregate			37
_	foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	. 14b		X
5	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or	45		37
_	for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	. 15		X
6	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other	40		37
-	assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	. 16		X
7	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on	47		v
0	Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	. 17		X
8	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on	40	v	
0	Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	. 18	X	
9	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a?	40		v
n-	If "Yes," complete Schedule G, Part III	20-		X
0a h	Did the organization operate one or more hospital facilities? <i>If</i> "Yes," <i>complete Schedule H</i>	20a 20b		
b 14	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?  Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or	. 200		
21	domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	. 21		X
	domestic government on Fattivi, column (A), line 1: IF Tes, complete schedule I, Fatts Fatti II		990	

Form **990** (2018)

**Checklist of Required Schedules** (continued) Yes No Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on 22 X Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III 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 X employees? If "Yes." complete Schedule J 23 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 X through 24d and complete Schedule K. If "No," go to line 25a 24a **b** Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? 24b c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? 24c **d** Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? 24d 25a Section 501(c)(3), 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 X 25a 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? X If "Yes," complete Schedule L, Part I 25b Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If "Yes," complete Schedule L, Part II X 26 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part III X 27 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): X a A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV 28a A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete X Schedule L, Part IV 28b An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV X 28c X Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M 29 29 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M 30 X 31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I X Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," X complete Schedule N, Part II 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 Х Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 X 34 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable X related organization? If "Yes," complete Schedule R, Part V, line 2 Did the organization conduct more than 5% of its activities through an entity that is not a related organization X and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI 38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and X 19? **Note.** All Form 990 filers are required to complete Schedule O. Statements Regarding Other IRS Filings and Tax Compliance Check if Schedule O contains a response or note to any line in this Part V Yes No 7 **1a** Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable 1a 0 Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable 1b c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?

Form 990 (2018) VASHON YOUTH AND FAMILY SERVICES 91-1025994

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 59			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X	
	<b>Note.</b> If the sum of lines 1a and 2a is greater than 250, you may be required to <i>e-file</i> (see instructions)			
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		X
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O	3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over,			l
	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 Accounts (FBAR).			
5a	, , , , , , , , , , , , , , , , , , , ,	5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		Х
С	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		<u> </u>
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the			
	organization solicit any contributions that were not tax deductible as charitable contributions?	6a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or			ł
	gifts were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).			
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods			
	and services provided to the payor?	7a		<u> </u>
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		<u> </u>
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was	_		
	required to file Form 8282?	7c		
d	If "Yes," indicate the number of Forms 8282 filed during the year 7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? <b>Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the	7h		
8	sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the	8		
9	Sponsoring organizations maintaining donor advised funds.	0		
a	Did the sponsoring organization make any taxable distributions under section 4966?	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:	30		
a	Initiation fees and capital contributions included on Part VIII, line 12			
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:			
а	Gross income from members or shareholders 11a			
b	Gross income from other sources (Do not net amounts due or paid to other sources			
	against amounts due or received from them.)			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year			
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		
	<b>Note.</b> 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			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		Х
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or			
	excess parachute payment(s) during the year?	15		X
4.6	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 investment income?	16		X
	If "Yes," complete Form 4720, Schedule O.			

Part VI

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

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

					Yes	No
a	Enter the number of voting members of the governing body at the end of the tax year	1a	9			
	If there are material differences in voting rights among members of the governing body, or					
	if the governing body delegated broad authority to an executive committee or similar					
	committee, explain in Schedule O.					
b	Enter the number of voting members included in line 1a, above, who are independent	1b	9			
	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with					
	any other officer, director, trustee, or key employee?			2		X
	Did the organization delegate control over management duties customarily performed by or under the direct					
	supervision of officers, directors, or trustees, or key employees to a management company or other person?			3		X
	Did the organization make any significant changes to its governing documents since the prior Form 990 was	filed?		4		X
	Did the organization become aware during the year of a significant diversion of the organization's assets?			5		X
	Did the organization have members or stockholders?			6		X
a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint					
	one or more members of the governing body?			7a		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members,					
	stockholders, or persons other than the governing body?			7b		Х
	Did the organization contemporaneously document the meetings held or written actions undertaken during the	ne yea	r by the follov	ving:		
a	The governing body?	-	,	8a	Х	
b	Each committee with authority to act on behalf of the governing body?			8b	X	
-	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached a	 !				
	the organization's mailing address? If "Yes," provide the names and addresses in Schedule O			9		X
ec	tion B. Policies (This Section B requests information about policies not required by the	Inte	rnal Reven	ue C	ode.	)
	the state of the s			0.0	Yes	N
а	Did the organization have local chapters, branches, or affiliates?			10a	100	X
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters,			100		_
	affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?			10b		
2	Has the organization provided a complete copy of this Form 990 to all members of its governing body before	filing	the form?	11a		X
a h	Describe in Schedule O the process, if any, used by the organization to review this Form 990.	illing	ine ionn:	Ha		- 21
b	Did the organization have a written conflict of interest policy? <i>If "No," go to line 13</i>			12a	X	
2a	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give		to conflicto?	12b	X	
b	Did the organization regularly and consistently monitor and enforce compliance with the policy? <i>If "Yes,"</i>	/e 115e	to confincts?	120	Λ	
С				120	Х	
	describe in Schedule O how this was done			12c	X	
3	Did the organization have a written whistleblower policy?				X	
	Did the organization have a written document retention and destruction policy?			14	Λ	
5	Did the process for determining compensation of the following persons include a review and approval by					
	independent persons, comparability data, and contemporaneous substantiation of the deliberation and decis	ion?			37	
а	The organization's CEO, Executive Director, or top management official			15a	X	
b	Other officers or key employees of the organization			15b	X	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).					
àa	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement					
	with a taxable entity during the year?			16a		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its					
	participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the					
	organization's exempt status with respect to such arrangements?			16b		
ec	tion C. Disclosure					
•	List the states with which a copy of this Form 990 is required to be filed ▶ NONE					
}	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A if applicable), 990, and 990-	T (Sec	tion 501(c)			
	(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.					
	Own website Another's website X Upon request Other (explain in Schedule O)					
)	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of	interes	st policy, and			
	financial statements available to the public during the tax year.		-			
)	State the name, address, and telephone number of the person who possesses the organization's books and	record	ds ►			
22	AROL GOERTZEL 20110 VASHON HWY SW					
V	ASHON WA 980	70	206	-46	3-5	5

## Form 990 (2018) VASHON YOUTH AND FAMILY SERVICES 91-1025994

**5994** Page **7** 

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. List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

 $|{f X}|$  Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

		, .		,	9			,,	
(A) Name and Title	week box, unle (list any officer a			s per	tion nore son i	than one s both an r/trustee)	( <b>D)</b> Reportable compensation from the organization	(E)  Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the
	related organizations below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Former Highest compensated employee	(W-2/1099-MISC)	(VV-2/1099-IVIIGC)	organization and related organizations
(1) MARIA POTTINGER	2.50								
PRESIDENT	0.00	X					0	0	0
(2) SUSAN FITZGERAL									
•	2.50								
VICE PRESIDENT	0.00	X					0	0	0
(3) NED-DANIEL KAMI	MURA								
TREASURER	2.00 0.00	x					0	0	0
(4) KYLIN BEESON									
	1.00								
SECRETARY	0.00	X					0	0	0
(5) MARILYN CAMPBEL	L 1.00								
BOARD MEMBER	0.00	X					0	0	0
(6) RITA BUNCH	1.00								
BOARD MEMBER	0.00	x					0	0	0
(7) SLADE MCSHEEHY									
•	1.00								
BOARD MEMBER	0.00	X					0	0	0
(8) COLLEEN MELODY	1.00								
BOARD MEMBER	0.00	X					0	0	0
(9) BARUCH ROTER, M								Diagos undato n	20
BOARD MEMBER	1.00	x					0	Please update n 2018	0
(10) CAROL GOERTZEL	2.00	<u></u>					./	compensation for	
· · · · · · · · · · · · · · · · · · ·	40.00							Carol and Barba	
EXECUTIVE DIRECTOR	0.00			x			0	0	0
(11)BARBARA GARRETT									
CLINICAL DIRECTOR	40.00			x			0	0	0
							4		

Form 990 (2018) VASHON YOUTH AND FAMILY SERVICES 91-1025994

Part VII Section A. Officer	s, Directors, Ti	rust	ees,	Key	Em	ploy	/ees	, and Highest Compens	ated Employees (contin	ued)
<b>(A)</b> Name and title	(B) Average hours per week (list any hours for	bo: off	x, unle icer a	Pos check ess pe nd a c	erson lirecto	than is both	n an tee)	( <b>D</b> )  Reportable  compensation  from  the  organization	(E)  Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the
	related organizations below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(W-2/1099-MISC)		organization and related organizations
to tal from continuation shad total (add lines 1b and 1c) Total number of individuals (reportable compensation from	eets to Part VIIincluding but no	, Se	ctio				► ► d ab	oove) who received more	than \$100,000 of	
<ul> <li>Did the organization list any employee on line 1a? If "Yes</li> <li>For any individual listed on li organization and related organization and related organization."</li> </ul>	s," complete Sch ne 1a, is the sul anizations great	nedu m of er th	<i>le J</i> repo an \$	for s ortab 3150	uch le c ,000	indivomp	vidua ensa "Yes	al ation and other compensa s," complete Schedule J fo	ntion from the	yes No
5 Did any person listed on line for services rendered to the of Section B. Independent Contract	organization? <i>If</i>								on or individual	5 X
Complete this table for your to compensation from the organ	five highest com	npen	sate	d ind	depe	nde	nt co	ontractors that received m	ore than \$100,000 of	tax vear
	(A) d business address		10011		511 10				(B) otion of services	(C) Compensation
2 Total number of independent received more than \$100,000	t contractors (in 0 of compensati	clud on fi	ing b	out n	ot lir	nitec nizat	to t	hose listed above) who	0	

Pa	rt V			entains a response	or note to any lin	e in this Part VIII		
<b>0</b> 00					(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
nt <del>s</del>	1a	Federated campaigns	1a	317,974				
S D D		Membership dues	1b					
ES, A	С	Fundraising events	1c	26,470				
a	d	Related organizations	1d					
B,S		Government grants (contributions)	1e	103,427				
io.		All other contributions, gifts, grants,		-				
the	-	and similar amounts not included above	1f	866,003				
ĒĎ	a	Noncash contributions included in lines						
Sol	_	Total. Add lines 1a–1f			1,313,874			
Program Service Revenue Contributions, Gifts, Grants				Busn. Code				
švel	2a	CLIENT FEES- CHILD	SERV	/ICE	277,525	277,525		
8 R	b				90	90		
Nice Vice	С							
Ser	d							
ш	е							
ogic	f	All other program service rev						
P		Total. Add lines 2a–2f			277,615			
	3	Investment income (including		i				
		and other similar amounts)		<b>&gt;</b>	42			42
	4	Income from investment of ta	ax-exe	mpt bond proceed				
	5	Royalties						
		(i) Real		(ii) Personal				
	6a	Gross rents						
	b	Less: rental exps.						
	С	Rental inc. or (loss)						
	_d	Net rental income or (loss)						
	7a	Gross amount from (i) Securities	3	(ii) Other				
		sales of assets other than inventory						
	b	Less: cost or other						
		basis & sales exps.						
	С	Gain or (loss)						
	d	Net gain or (loss)						
<u>e</u>	8a	Gross income from fundraising ev	ents/					
enr		(not including \$ 26,	470					
ě		of contributions reported on line 1						
ř		See Part IV, line 18	a					
Other Revenue	b	Less: direct expenses		5,211				
O	С	Net income or (loss) from fur	ndraisi	ng events 🕨	-5,211			
	9a	Gross income from gaming activit						
		See Part IV, line 19	а					
	b	Less: direct expenses	b					
		Net income or (loss) from ga	_	ctivities				
	10a	Gross sales of inventory, les						
		returns and allowances						
		Less: cost of goods sold						
	С	Net income or (loss) from sa	les of i	nventory				
		Miscellaneous Revenue		Busn. Code				
	11a	MISC FEES			2,206			2,206
	b							
	С							
		All other revenue			100000			
		Total. Add lines 11a–11d			2,206	_		-
	12	Total revenue. See instructi	ons		1,588,526	277,615	0	2,248

Part IX Statement of Functional Expenses

0000	tion 501(c)(3) and 501(c)(4) organizations must Check if Schedule O contains a resp			complete column (7 y).	
	not include amounts reported on lines 6b, Bb, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
	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				
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,				
	trustees, and key employees				
6	Compensation not included above, to disqualified				
	persons (as defined under section 4958(f)(1)) and				
	persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	1,029,936	889,519	90,952	49,465
8	Pension plan accruals and contributions (include				
	section 401(k) and 403(b) employer contributions)				
9	Other employee benefits				
10	Payroll taxes	139,202	120,874	12,901	5,427
11	( , , , ,				
а					
b	<u> </u>				
С	·				
d	· · · · · · · · · · · · · · · · · · ·				
е	<u> </u>				
f	Investment management fees				
g		04 776	02 010	10 041	0.2
	(A) amount, list line 11g expenses on Schedule O.)	94,776 5,335	83,812 2,973	10,941 828	1 524
12	· <u> </u>	14 016			1,534 3,767
13	Office expenses	14,016	8,898	1,351	3,/0/
14	Information technology				
15	Royalties	18,282	10 202		
16	Occupancy	4,895	18,282	5	446
17	Travel		7,111	3	110
18	Payments of travel or entertainment expenses				
40	for any federal, state, or local public officials	23,787	23,512	50	225
19	Conferences, conventions, and meetings	25,707	25,512	30	225
20 21	Interest Payments to affiliates				
22	Depreciation, depletion, and amortization	10,506	6,946	3,054	506
23	Insurance	9,262	3,084	6,065	113
24	Other expenses. Itemize expenses not covered	3/202	3,001	0,003	113
	above (List miscellaneous expenses in line 24e. If				
	line 24e amount exceeds 10% of line 25, column				
	(A) amount, list line 24e expenses on Schedule O.)				
а	DIDECE CUDDODE	95,691	92,985	1,734	972
b	PHSICAL PLANT AND EQUIP.	70,079	56,798	10,740	2,541
C	LICENSES AND FEES	23,803	16,095	4,938	2,770
d	TELEPHONE	17,330	12,023	1,917	3,390
e	All other expenses	14,161	8,166	5,667	328
25	Total functional expenses. Add lines 1 through 24e	1,571,061	1,348,411	151,143	71,507
26	Joint costs. Complete this line only if the	, , , , , , ,	,,	- 7	,
	organization reported in column (B) joint costs				
	from a combined educational campaign and fundraising solicitation. Check here ▶ if				
	following SOP 98-2 (ASC 958-720)				

				(A)		(B)					
Τ.				Beginning of year	4	End of year					
1	Cash—non-interest bearing			68,117	1	97,807					
2			84,912	2	144 004						
3	A		04,912	3	144,004						
4	·		4								
5											
	trustees, key employees, and highest compensate		-								
	Complete Part II of Schedule L  Loans and other receivables from other disqualifie		5								
6	4958(f)(1)), persons described in section 4958(c)(3			-							
	sponsoring organizations of section 501(c)(9) volu										
	organizations (see instructions). Complete Part II o				6						
7	Notes and leans receivable not	of Scriedule L			7						
7	,				8						
8					9						
-	Prepaid expenses and deferred charges  a Land, buildings, and equipment: cost or				9						
10	a Land, buildings, and equipment. Cost of	102	439 599								
١.	other basis. Complete Part VI of Schedule D Less: accumulated depreciation	10a	335 854	114,251	10c	103,745					
11		[100]	333,034	111,231	11	105,745					
12					12						
13	Investments—program-related See Part IV line 1	' 1			13						
14		Investments—program-related. See Part IV, line 11									
15			26,844	14 15	24,611						
16		294,124		370,167							
17				78,846	17	100,890					
18				707010	18	200,000					
19					19	45,962					
20	Tay avament hand liabilities				20	10,001					
21					21						
22	trustees, key employees, highest compensated en		-1								
	disqualified persons. Complete Part II of Schedule	1			22						
23	Secured mortgages and notes payable to unrelate				23						
24		hird parties		17,419	24	17,419					
25				•		•					
	parties, and other liabilities not included on lines 1										
	of Schedule D	, .		10,182	25	10,804					
26				106,447	26	175,075					
	Organizations that follow SFAS 117 (ASC 958),										
	complete lines 27 through 29, and lines 33 and										
27			177,627	27	195,092						
28				10,050	28						
29	Permanently restricted net assets				29						
	Organizations that do not follow SFAS 117 (AS	C 958), check	here ▶ and								
;	complete lines 30 through 34.										
27 28 29 30 31 32					30						
31					31						
32	3 .	me, or other fu	nds		32						
33	Total net assets or fund balances			187,677	33	195,092					
34	Total liabilities and net assets/fund balances			294,124	34	370,167					

Form **990** (2018)

	art XI Reconciliation of Net Assets				ı uç	<u>,c 12</u>
	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				526
2	Total expenses (must equal Part IX, column (A), line 25)	2				061
3	Revenue less expenses. Subtract line 2 from line 1	3				465
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4				677
5	Net unrealized gains (losses) on investments	5				
6	Donated services and use of facilities	6				
7	Investment expenses	7				
8	Prior period adjustments	8				
9	Other changes in net assets or fund balances (explain in Schedule O)	9		-1	0,0	050
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line					
	33, column (B))	10		19	5,0	092
Pa	art 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 on a separate basis, consolidated basis, or both:					
	Separate basis Consolidated basis Both consolidated and separate basis					
b	Were the organization's financial statements audited by an independent accountant?		🚅	2b	X	
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a					
	separate basis, consolidated basis, or both:					
	Separate basis X 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 audit, review, or compilation of its financial statements and selection of an independent accountant?		🚅	2c	X	
	If the organization changed either its oversight process or selection process during the tax year, explain in					
	Schedule O.					
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in					
	the Single Audit Act and OMB Circular A-133?		📑	3a		X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the					
	required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits		;	3b		i

Form **990** (2018)

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

VASHON YOUTH AND FAMILY SERVICES

Employer identification number

			VASHON YOUT	H AND FAMILY SE	RATC	<u> </u>	91-102	5994	
Р	art	Reas	on for Public Charity	<b>y Status</b> (All organization	ns mus	t compl	ete this part.) See instr	uctions.	
The	orga	inization is no	t a private foundation beca	use it is: (For lines 1 through 1	I2, check	only one	box.)		
1		A church, co	nvention of churches, or as	ssociation of churches describe	ed in <b>sec</b>	tion 170	(b)(1)(A)(i).		
2		A school described in <b>section 170(b)(1)(A)(ii).</b> (Attach Schedule E (Form 990 or 990-EZ).)							
3		A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).							
4		A medical re	search organization operat	ed in conjunction with a hospit	tal descri	oed in <b>se</b>	ction 170(b)(1)(A)(iii). Enter	the hospital's name,	
		city, and stat	te:						
5		An organizat	tion operated for the benefi	t of a college or university own	ned or ope	erated by	a governmental unit describe	ed in	
		section 170	(b)(1)(A)(iv). (Complete Pa	art II.)					
6		A federal, sta	ate, or local government or	governmental unit described i	n <b>sectio</b> i	170(b)(	1)(A)(v).		
7	X		tion that normally receives section 170(b)(1)(A)(vi).	a substantial part of its suppor Complete Part II.)	t from a g	jovernme	ental unit or from the general	oublic	
8		A community	trust described in section	170(b)(1)(A)(vi). (Complete F	Part II.)				
9				escribed in section 170(b)(1)(		erated in	conjunction with a land-grant	college	
		or university university:		e of agriculture (see instruction	-	the nam	e, city, and state of the colleg	e or	
10		receipts from support from	tion that normally receives:  n activities related to its exe gross investment income	(1) more than 33 1/3% of its sempt functions—subject to cert and unrelated business taxable 30, 1975. See <b>section 509(a)</b>	upport fro tain exce <sub>l</sub> e income	otions, ar (less sed	nd (2) no more than 33 1/3% option 511 tax) from businesse	of its	
11		-	-	d exclusively to test for public			•		
12	H	J		d exclusively for the benefit of,	•		` ' '	nurnoses	
12				nizations described in <b>section</b>					
				that describes the type of sup					
	а	Type I. A	A supporting organization o	perated, supervised, or contro	lled by its	support	ed organization(s), typically b	y giving	
				ower to regularly appoint or ele				, ,	
		supportir	ng organization. <b>You must</b>	complete Part IV, Sections A	A and B.				
	b	Type II.	A supporting organization s	supervised or controlled in con	nection v	ith its su	pported organization(s), by h	aving	
				orting organization vested in th		ersons t	hat control or manage the su	oported	
				te Part IV, Sections A and C.					
	С	its suppo	functionally integrated. A orted organization(s) (see ir	supporting organization operanstructions). <b>You must compl</b> e	ated in co <b>ete Part</b>	nnection I <b>V, Secti</b>	with, and functionally integra ons A, D, and E.	ted with,	
	d	that is no	ot functionally integrated. T	ed. A supporting organization of the organization generally must	t satisfy a	distribut	ion requirement and an atten		
	е	Check th	is box if the organization re	must complete Part IV, Sect eceived a written determination	n from the	IRS tha	t it is a Type I, Type II, Type I	II	
				on-functionally integrated supp	porting or	ganizatio	n.		
	f		mber of supported organization about	the supported organization(s).					
,.	g						() 4	(24 ) (	
(1		e of supported anization	(ii) EIN	(iii) Type of organization (described on lines 1–10		rganization ir governing	(v) Amount of monetary support (see	(vi) Amount of other support (see	
	•			above (see instructions))		ment?	instructions)	instructions)	
					Yes	No			
(A)									
(B)									
(C)									
(D)									
(E)									
Tota	al								

Page 2

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.)

Sec	tion A. Public Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2014	<b>(b)</b> 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	955,642	871,943	1,144,414	894,938	1,313,874	5,180,811
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3	The value of services or facilities furnished by a governmental unit to the organization without charge						
4	Total. Add lines 1 through 3	955,642	871,943	1,144,414	894,938	1,313,874	5,180,811
5	The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6	Public support. Subtract line 5 from line 4.						5,180,811
	tion B. Total Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2014	<b>(b)</b> 2015	(c) 2016	(d) 2017	(e) 2018	( <b>f)</b> Total
7	Amounts from line 4	955,642	871,943	1,144,414	894,938	1,313,874	5,180,811
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	32	56	92	25	42	247
9	Net income from unrelated business activities, whether or not the business is regularly carried on						
10	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	9,712	15,653	2,252	4,849	2,206	34,672
11	<b>Total support.</b> Add lines 7 through 10						5,215,730
12	Gross receipts from related activities, etc	•				12	512,332
13	First five years. If the Form 990 is for the	e organization's fir	rst, second, third,	fourth, or fifth tax	year as a section	501(c)(3)	
	organization, check this box and stop he						
Sec	tion C. Computation of Public S						
14	Public support percentage for 2018 (line			umn (f))		14	99.33%
15	Public support percentage from 2017 Sc	hedule A, Part II, li	ne 14			15	98.99%
16a	Public support percentage from 2017 Sc 33 1/3% support test—2018. If the organization of the support test—2018 is the organization of the support test—2018 is the support test and the support test and test a	nization did not ch	eck the box on li	ne 13, and line 14	is 33 1/3% or mo	re, check this	
	box and <b>stop here.</b> The organization qua						<b>&gt;</b> X
b	<b>33 1/3% support test—2017.</b> If the orga				ne 15 is 33 1/3% o	or more, check	
	this box and <b>stop here.</b> The organization						▶ ∐
17a	10%-facts-and-circumstances test—2						
	10% or more, and if the organization me						
	Part VI how the organization meets the "	tacts-and-circumst	ances" test. The	organization qual	ities as a publicly	supported	
	organization						▶ ⊔
b	10%-facts-and-circumstances test—2	-					
	15 is 10% or more, and if the organization						
	Explain in Part VI how the organization n	neets the "facts-an	id-circumstances'	test. The organiz	zation qualifies as	a publicly	
46							▶ ∐
18	<b>Private foundation.</b> If the organization of						▶ □
	instructions						<b>P</b> <u></u>

Schedule A (Form 990 or 990-EZ) 2018

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	tion A. Public Support	-		•		•	
	ndar year (or fiscal year beginning in)	(a) 2014	<b>(b)</b> 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	, ,		, ,	, ,	, ,	.,
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3	Gross receipts from activities that are not an unrelated trade or business under section 513						
4	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5	The value of services or facilities furnished by a governmental unit to the organization without charge						
6	Total. Add lines 1 through 5						
7a	Amounts included on lines 1, 2, and 3 received from disqualified persons						
b	Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
С	Add lines 7a and 7b						
8	<b>Public support.</b> (Subtract line 7c from line 6.)						
Sac	tion B. Total Support						<u> </u>
	ndar year (or fiscal year beginning in)	(a) 2014	<b>(b)</b> 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
9	Amounts from line 6	(a) 2014	(6) 2010	(6) 2010	(4) 2017	(6) 2010	(i) Total
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources.						
b	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
С	Add lines 10a and 10b						
11	Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13	<b>Total support.</b> (Add lines 9, 10c, 11, and 12.)						
14	First five years. If the Form 990 is for the organization, check this box and stop he	•	first, second, third		•	. , . ,	<b>▶</b> □
Sec	tion C. Computation of Public S						
15	Public support percentage for 2018 (line			olumn (f))		15	%
16	Public support percentage from 2017 Sc	hedule A, Part III	, line 15	· · · · · · · · · · · · · · · · · · ·		16	%
Sec	tion D. Computation of Investm	ent Income I	Percentage				
17	Investment income percentage for 2018	(line 10c, column	n (f), divided by line	e 13, column (f))			%
18	Investment income percentage from 201	7 Schedule A, Pa	art III, line 17			18	%
19a	33 1/3% support tests—2018. If the org						
	17 is not more than 33 1/3%, check this	-	_			-	▶ □
b	33 1/3% support tests—2017. If the org						
20	line 18 is not more than 33 1/3%, check	-	_			_	
20	<b>Private foundation.</b> If the organization of	aid flot check a b	אט אט וווט אע 14, 19a	or 190, check thi	is box and see ins	SUUCUONS	

Page 3

Schedule A (Form 990 or 990-EZ) 2018

Pag<u>e **4**</u>

## 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

- 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).
- Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer 3a (b) and (c) below.
- Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and b satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination.
- 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.
- 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.
- Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign b 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.
- 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)
- Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," 5a 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).
- 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?
- Substitutions only. Was the substitution the result of an event beyond the organization's control? С
- 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.
- 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).
- 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).
- Was the organization controlled directly or indirectly at any time during the tax year by one or more 9a 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.
- Did one or more disgualified 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.
- 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.
  - 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
4		
1		
2		
3a		
3b		
30		
3с		
4a		
4b		
4c		
5a		
5b		
5c		
6		
_		
7		
8		
U		
9a		
9b		
9с		
10a		
. 34		
10b		
	or 990	EZ) 2018

Schedule A (Form 990 or 990-EZ) 2018 VASHON YOUTH AND FAMILY	SERVIC	ES 91-1025	5 <b>994</b> Page <b>6</b>
Part V Type III Non-Functionally Integrated 509(a)(3) Support			
1 Check here if the organization satisfied the Integral Part Test as a qualifying			VI). See
instructions. All other Type III non-functionally integrated supporting organize			-
Section 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		
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
Aggregate fair market value of all non-exempt-use assets (see			
instructions for short tax year or assets held for part of year):			
Average monthly value of securities	1a		
<b>b</b> Average monthly cash balances	1b		
c Fair market value of other non-exempt-use assets	1c		
d Total (add lines 1a, 1b, and 1c)	1d		
e 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		
Section 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		

Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).

4

5

6

Schedule A (Form 990 or 990-EZ) 2018

4 Enter greater of line 2 or line 3.

5 Income tax imposed in prior year

emergency temporary reduction (see instructions).

6 Distributable Amount. Subtract line 5 from line 4, unless subject to

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)							
Sect	ion D - Distributions			Current Year			
1	1 Amounts paid to supported organizations to accomplish exempt purposes						
2	Amounts paid to perform activity that directly furthers exempt purpo	oses of supported					
	organizations, in excess of income from activity						
3	Administrative expenses paid to accomplish exempt purposes of si	upported organizations					
4	Amounts paid to acquire exempt-use assets						
5	Qualified set-aside amounts (prior IRS approval required)						
6	Other distributions (describe in <b>Part VI</b> ). See instructions.						
7	<b>Total annual distributions.</b> Add lines 1 through 6.						
8	Distributions to attentive supported organizations to which the organizations to which the organizations are supported organizations.	inization is responsive					
	(provide details in <b>Part VI</b> ). See instructions.						
9	Distributable amount for 2018 from Section C, line 6						
10	Line 8 amount divided by line 9 amount	1					
	Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2018	(iii) Distributable Amount for 2018			
1	Distributable amount for 2018 from Section C, line 6						
2	Underdistributions, if any, for years prior to 2018 (reasonable cause required-explain in <b>Part VI</b> ). See instructions.						
3	Excess distributions carryover, if any, to 2018						
а	From 2013						
b	From 2014						
С	From 2015						
d	From 2016						
е	From 2017						
f	Total of lines 3a through e						
g	Applied to underdistributions of prior years						
h	Applied to 2018 distributable amount						
i	Carryover from 2013 not applied (see instructions)						
j	Remainder. Subtract lines 3g, 3h, and 3i from 3f.						
4	Distributions for 2018 from						
	Section D, line 7: \$						
а	Applied to underdistributions of prior years						
	Applied to 2018 distributable amount						
С	Remainder. Subtract lines 4a and 4b from 4.						
5	Remaining underdistributions for years prior to 2018, if						
	any. Subtract lines 3g and 4a from line 2. For result						
	greater than zero, explain in <b>Part VI</b> . See instructions.						
6	Remaining underdistributions for 2018. Subtract lines 3h						
	and 4b from line 1. For result greater than zero, explain in						
	Part VI. See instructions.						
7	Excess distributions carryover to 2019. Add lines 3j						
	and 4c.						
8	Breakdown of line 7:						
	Excess from 2014						
	Excess from 2015						
	Excess from 2016						
	Excess from 2017						
е	Excess from 2018						

Schedule A (Form 990 or 990-EZ) 2018

Schedule A (Form 990 or 990-EZ) 2018							Page 8
Part VI Supplemental Info							
III, line 12; Part IV, 3 B, lines 1 and 2; Pa							
3a, and 3b; Part V,							
lines 2, 5, and 6. Al							, 
PART II, LINE 10 -	Отпро т	NCOME D	<b>ሮ</b> ሞል ፐፐ.				
PARI II, LINE IU -	OIREK I	NCOME D	CIVIT				
			\$	32,4	466		
SUPPLEMENTAL INFORM	MATION						
PART II, LINE 10- 0	OTHER IN	COME					
NATURE AND SOURCE	2016	2015	2014	2013	2012	2011	
MISCELLANEOUS \$	\$ 2,252	660	176	331	2,649	9 0	
		0	1 126	2 059	0	4 OE1	
FUNDRAISING EVENTS		0	1,436	2,058	0	4,851	
RENTS		14,93	3 8,100	13,710	0 11,29	96 13,835	

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

2018

VASHON YOUTH AND FAMILY SERVICES

Employer identification number

91-1025994

Organization type (check one):									
Filers of:	Section:								
Form 990 or 990-EZ  X 501(c)( 3 ) (enter number) organization									
4947(a)(1) nonexempt charitable trust <b>not</b> 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								
	covered by the <b>General Rule</b> or a <b>Special Rule</b> .  7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See								
General Rule									
	ing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 property) from any one contributor. Complete Parts I and II. See instructions for determining a tributions.								
Special Rules									
For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 <sup>1</sup> / <sub>3</sub> % 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.									
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 prevention of cruelty to children or animals. Complete Parts I (entering) "N/A" in column (b) instead of the contributor name and address), II, and III.									
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 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									
	t isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990,								

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

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).

Schedule B (Form 990, 990-EZ, or 990-PF) (2018)

age 2

Schedule B (Form 990, 990-EZ, or 990-PF) (2018)

Name of organization

VASHON YOUTH AND FAMILY SERVICES

Employer identification number

91-1025994

Contributors (see instructions). Use duplicate copies of Part I if additional space is needed. (a) Name, address, and ZIP + 4 **Total contributions** Type of contribution No. 1\_\_\_\_ NAVOS MENTAL HEALTH SOLUTIONS Person 2600 SW HOLDEN STREET **Payroll** 620,467 Noncash **SEATTLE** WA 98126 (Complete Part II for noncash contributions.) (a) (c) (d) **Total contributions** Name, address, and ZIP + 4 Type of contribution No. 2 KING COUNTY DEPT COMM HUMAN SERVICE X Person 401 5TH AVE, SUITE 500 **Payroll** 40,136 Noncash WA 98104 **SEATTLE** (Complete Part II for noncash contributions.) (d) (a) (c) Name, address, and ZIP + 4 **Total contributions** Type of contribution No. 3 GRANNY'S ATTIC Person X 17707 100TH AVE SW. Payroll 50,000 Noncash **VASHON** WA 98070 (Complete Part II for noncash contributions.) (a) (b) (c) (d) **Total contributions** Name, address, and ZIP + 4 Type of contribution No. 4... ROBERT HALLOWELL Person X 11225 SW CORBIN BEACH RD Payroll 40,000 Noncash WA 98070 VASHON (Complete Part II for noncash contributions.) (a) (b) (c) Name, address, and ZIP + 4 Type of contribution No. **Total contributions** Person **Payroll** Noncash (Complete Part II for noncash contributions.) (a) (b) (c) No. Name, address, and ZIP + 4 **Total contributions** Type of contribution Person **Payroll** Noncash (Complete Part II for noncash contributions.)

# 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

Employer identification number

	<b>.</b>		
v	ASHON YOUTH AND FAMILY SERVICES		91-1025994
	art I Organizations Maintaining Donor Advised F	unds or Other Similar Funds	
	Complete if the organization answered "Yes" or	n Form 990, Part IV, line 6.	
	·	(a) Donor advised 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 writing t	hat the assets held in donor advised	
	funds are the organization's property, subject to the organization's ex		Yes No
6	Did the organization inform all grantees, donors, and donor advisors		
	only for charitable purposes and not for the benefit of the donor or do		
			Yes No
Pa	art II Conservation Easements.		
	Complete if the organization answered "Yes" or	n Form 990, Part IV, line 7.	
1	Purpose(s) of conservation easements held by the organization (che	ck all that apply).	
	Preservation of land for public use (e.g., recreation or education)	Preservation of a historically im	portant land area
	Protection of natural habitat	Preservation of a certified histo	ric structure
	Preservation of open space		
2	Complete lines 2a through 2d if the organization held a qualified con	servation contribution in the form of a c	conservation
	easement on the last day of the tax year.		Held at the End of the Tax Year
а	Total number of conservation easements		2a
b			2b
С	Number of conservation easements on a certified historic structure in	ncluded in (a)	2c
d			
	historic structure listed in the National Register		2d
3	Number of conservation easements modified, transferred, released,	extinguished, or terminated by the orga	anization during the
	tax year ▶		
4	Number of states where property subject to conservation easement	s located ▶	
5	Does the organization have a written policy regarding the periodic m	onitoring, inspection, handling of	
	violations, and enforcement of the conservation easements it holds?		Yes No
6	Staff and volunteer hours devoted to monitoring, inspecting, handling		
	<b></b>		
7	Amount of expenses incurred in monitoring, inspecting, handling of v	riolations, and enforcing conservation e	easements during the year
	<b>&gt;</b> \$		
8	Does each conservation easement reported on line 2(d) above satisf	fy the requirements of section 170(h)(4	)(B)(i)
	and section 170(h)(4)(B)(ii)?		Yes No
9	In Part XIII, describe how the organization reports conservation ease	ements in its revenue and expense stat	ement, and
	balance sheet, and include, if applicable, the text of the footnote to the	ne organization's financial statements t	hat describes the
_	organization's accounting for conservation easements.		
P	art III Organizations Maintaining Collections of Ar	t, Historical Treasures, or Oth	ner Similar Assets.
	Complete if the organization answered "Yes" or		
1a	If the organization elected, as permitted under SFAS 116 (ASC 958)		
	works of art, historical treasures, or other similar assets held for publ		
	public service, provide, in Part XIII, the text of the footnote to its finar		
b	If the organization elected, as permitted under SFAS 116 (ASC 958)		
	works of art, historical treasures, or other similar assets held for publications and the state of the state		TUTTINETANCE OF
	public service, provide the following amounts relating to these items:		<b>.</b>
	(i) Revenue included on Form 990, Part VIII, line 1		
_	(ii) Assets included in Form 990, Part X		
2	,		n, provide the
	following amounts required to be reported under SFAS 116 (ASC 95		<b>▶</b> ♦
a	Revenue included on Form 990, Part VIII, line 1  Assets included in Form 990, Part X		
n	ASSES INCOORD IN FORM 990 PAR A		<b>—</b> .D

Pa	art III Organizations Maintain	ing Collections	of Art, Historica	l Treasures,	or Other S	Similar /	Assets (co	ontir	nued)
3	Using the organization's acquisition, acc collection items (check all that apply):	ession, and other red	cords, check any of the	e following that a	re a significa	nt use of it	ts		
а	Public exhibition	d	Loan or exchange pr	ograms					
b	Scholarly research	е	Other						
С	Preservation for future generations								
4	Provide a description of the organization XIII.	's collections and ex	plain how they further	the organization	's exempt pur	pose in P	art		
5	During the year, did the organization soli	cit or receive donation	one of art historical tre	asures or other	eimilar				
3	assets to be sold to raise funds rather th						Ye	· -	No
Pa	art IV Escrow and Custodial		as part of the organize	dion's conceilon	•			3	
	Complete if the organiza 990, Part X, line 21.		es" on Form 990	, Part IV, line	9, or repor	ted an a	amount on	For	m
1a	a Is the organization an agent, trustee, cus	stodian or other inter	mediary for contributio	ns or other asse	ts not				_
							Ye	s	No
b	o If "Yes," explain the arrangement in Part	XIII and complete th	e following table:						
							Amoun	1	
						1c			
d	Additions during the year					1d			
е	Distributions during the year					1e			
f	Ending balance					1f			
	Did the organization include an amount of							_	No
	of "Yes," explain the arrangement in Part	XIII. Check here if the	ne explanation has bee	en provided on P	art XIII		<u></u>		
Pa	art V Endowment Funds.	4: 1 <i>(</i> ()	/" <b>-</b> 000	D = =4 IV / I:== =	40				
	Complete if the organiza								
4.		(a) Current year	(b) Prior year	(c) Two years ba	ack (d) In	ree years bad	ck (e) Four	years	раск
	Beginning of year balance								
	Contributions								
С	Net investment earnings, gains, and								
اہ	losses						$\overline{}$		
	Grants or scholarships								
е	Other expenditures for facilities and								
	programs								
	Administrative expenses						-		
	Frovide the estimated percentage of the	ourrent year and ha	lanca (lina 1g. column	(a)) hold as:	L				
	Board designated or quasi-endowment		ance (line 19, column	(a)) Held as.					
	Permanent endowment								
	Temporarily restricted endowment ▶	%							
·	The percentages on lines 2a, 2b, and 2c								
3а	Are there endowment funds not in the po			and administere	d for the				
-	organization by:	occooler or the orga	anization that are nota	ana aaniiniotoro	4 101 1110			Yes	No
	m 1 ( ) ( )						3a(i)		
	(**)						0 - (**)		
b	If "Yes" on line 3a(ii), are the related orga	anizations listed as r	eguired on Schedule F	₹?					
4	Describe in Part XIII the intended uses o								
Pa	art VI Land, Buildings, and E								
	Complete if the organiza		es" on Form 990	Part IV, line	11a. See F	orm 99	0, Part X,	line	10.
	Description of property	(a) Cost or othe			(c) Accumulate		(d) Book		
	· · · · · · · · · · · · · · · · · · ·	(investmen	t) (oth	er)	depreciation				
1a	a Land								
	• Buildings		3	48,304	245	,463	10	2,	841
	Leasehold improvements			•		-			
	I Equipment			77,496	76	,357		1,	139
	Other			13,799		,034			235
	al. Add lines 1a through 1e. <i>(Column (d) m</i>					▶	10		745

91-1025994 Schedule D (Form 990) 2018 VASHON YOUTH AND FAMILY SERVICES

Part VII	Investments—Other Securities.  Complete if the organization answered "Yes	es" on Form 990 Part IV line	e 11b. See Form 990. F	Part X line 12
	(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuati	on:
(1) Financial	derivatives			
(2) Closely-h	eld equity interests			
(C)				
(H)				
	nn (b) must equal Form 990, Part X, col. (B) line 12.) ▶			
Part VIII	Investments—Program Related.			
	Complete if the organization answered "Y	es" on Form 990. Part IV. line	e 11c. See Form 990. F	Part X. line 13.
	(a) Description of investment	(b) Book value	(c) Method of valuati	on:
(4)			Cost or end-of-year mark	et value
(1)				
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
Total. (Colun	nn (b) must equal Form 990, Part X, col. (B) line 13.) ▶			
Part IX	Other Assets. Complete if the organization answered "Yes	es" on Form 990, Part IV, line	e 11d. See Form 990, F	
(1)	(a) Descriptio  CASH RESTRICTED	n		(b) Book value <b>24,61</b> :
(2)				21/01
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
	nn (b) must equal Form 990, Part X, col. (B) line 15.)		<b>&gt;</b>	24,61
Part X	Other Liabilities.		- 44 44f O F	000 D+V
	Complete if the organization answered "Y line 25.	es" on Form 990, Part IV, III	e 11e or 11f. See Form	1 990, Part X,
1.	(a) Description of liability	(b) Book value		
	income taxes	10 004		
	TO OTHER ORGANIZATIONS	10,804		
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
	nn (b) must equal Form 990, Part X, col. (B) line 25.) ▶	10,804		
	r uncertain tax positions. In Part XIII, provide the text of		nancial statements that repo	rts the

Pa	art XI Reconciliation of Revenue per Audited Financia			n.
	Complete if the organization answered "Yes" on Fo	orm 990, Part IV, line 12	a.	
1	Total revenue, gains, and other support per audited financial statements		1	1,588,526
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
а	J \ /	2a		
b		2b		
С	Recoveries of prior year grants	2c		
d	/	2d		
е	9		2e	
3	Subtract line 2e from line 1		3	1,588,526
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
а				
b	/	4b		
				1 500 506
	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, lin			1,588,526
Pa	Reconciliation of Expenses per Audited Financ			urn.
	Complete if the organization answered "Yes" on Fo	orm 990, Part IV, line 12		1 571 061
1			1	1,571,061
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a		2a		
b	* * * * * * * * * * * * * * * * * * * *	2b		
C				
d			20	
e			2e 3	1,571,061
3 4	Subtract line <b>2e</b> from line <b>1</b> Amounts included on Form 990, Part IX, line 25, but not on line 1:			1,3/1,001
a		4a		
b				
	/		4c	
С	Add lines 4a and 4b		4c 5	1,571,061
с 5	Add lines <b>4a</b> and <b>4b</b> Total expenses. Add lines <b>3</b> and <b>4c.</b> ( <i>This must equal Form 990, Part I, Ii</i>			1,571,061
5 Pa	Add lines <b>4a</b> and <b>4b</b> Total expenses. Add lines <b>3</b> and <b>4c</b> . ( <i>This must equal Form 990, Part I, I</i> <b>art XIII Supplemental Information.</b>	ine 18.)	5	
5 Pa	Add lines <b>4a</b> and <b>4b</b> Total expenses. Add lines <b>3</b> and <b>4c.</b> ( <i>This must equal Form 990, Part I, Ii</i>	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	
5 Pa	Add lines 4a and 4b  Total expenses. Add lines 3 and 4c. ( <i>This must equal Form 990, Part I, liart XIII</i> Supplemental Information.  ride the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a	ine 18.) and 4; Part IV, lines 1b and 2b	; Part V, line 4; Part	

Schedule D (F	Form 990) 2018	VASHON YO	OUTH AND	FAMILY	SERVICES	91-1025994	Page <b>5</b>
Part XIII	Supplemen	VASHON YO	(continued)				
	- сарріснісі		1 (00//////004/				
• • • • • • • • • • • • • • • • • • • •							

## **SCHEDULE G** (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

Open to Public Inspection

Internal Revenue Service

Department of the Treasury

lame of the organization  VASHON YOUTH AND	FAMILY S	FRV.	TCE	S	91-10259	
Part I Fundraising Activities. Complete	if the organiz	zation	ans			
Form 990-EZ filers are not required						
1 Indicate whether the organization raised funds through		_			у.	
a Mail solicitations			•	vernment grants		
b Internet and email solicitations		_		ment grants		
c Phone solicitations	g Special f	undrais	sing ev	vents		
d In-person solicitations						
<ul> <li>2a Did the organization have a written or oral agreemen or key employees listed in Form 990, Part VII) or enti</li> <li>b If "Yes," list the 10 highest paid individuals or entities</li> </ul>	ity in connection	with pr	ofessi	ional fundraising servic	es?	Yes No
compensated at least \$5,000 by the organization.	(luliulaiseis) pu			eements under which	the fullulaiser is to t	
(i) Name and address of individual or entity (fundraiser)	(ii) Activity	raise custo con	id fund- r have ody or trol of outions?	(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
1						
2						
_						
3						
4						
5						
6						
-						
7						
8						
9						
•						
0						
otal			▶			
3 List all states in which the organization is registered or registration or licensing.	or licensed to so	licit cor	ntributi	ions or has been notifie	ed it is exempt from	

Schedule G (Form 990 or 990-EZ) 2018 VASHON YOUTH AND FAMILY SERVICES 91-1025994 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 FUND RAISING-NONE (add col. (a) through col. (c)) (event type) (event type) (total number) Revenue 1 Gross receipts 26,470 26,470 26,470 26,470 2 Less: Contributions **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 ...... 5,211 5,211 9 Other direct expenses 10 Direct expense summary. Add lines 4 through 9 in column (d) 5,211 11 Net income summary. Subtract line 10 from line 3, column (d) ... 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 Revenue (a) Bingo (c) Other gaming bingo/progressive bingo col. (a) through col. (c)) 1 Gross revenue 2 Cash prizes ..... **Direct Expenses** 3 Noncash prizes ...... 4 Rent/facility costs .... **5** Other direct expenses Yes 6 Volunteer labor ...... No 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) 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? Yes **b** If "Yes," explain:

Sche	edule G (Form 990 or 990-EZ) 2018 VASHON YOUTH AND FAMILY SERVICES 91	-102599	<b>4</b> Page <b>3</b>
11	Does the organization conduct gaming activities with nonmembers?		Yes No
12	Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity		
	formed to administer charitable gaming?		Yes No
13	Indicate the percentage of gaming activity conducted in:		
а	The organization's facility	13a	%
b	An outside facility	401	%
14	Enter the name and address of the person who prepares the organization's gaming/special events books and		
	records:		
	Name ▶		
	Address ►		
15a	Does the organization have a contract with a third party from whom the organization receives gaming		
	revenue?		Yes No
b	If "Yes," enter the amount of gaming revenue received by the organization ▶\$ and the		
	amount of gaming revenue retained by the third party ▶\$		
С	If "Yes," enter name and address of the third party:		
	Name ▶		
	Address ▶		
16	Gaming manager information:		
	Name ▶		
	Gaming manager compensation ▶\$		
	Description of services provided ▶		
	Director/officer		
17	Mandatory distributions:		
а	Is the organization required under state law to make charitable distributions from the gaming proceeds to		
	retain the state gaming license?		Yes No
b	Enter the amount of distributions required under state law to be distributed to other exempt organizations of		
Da	spent in the organization's own exempt activities during the tax year ▶  Int IV Supplemental Information. Provide the explanations required by Part I, line 2b, col	umpe (iii) au	ad (v): and
ГО	Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any addi		
	See instructions.	lional imom	iation.
	OCC matructions.		

SCHEDULE O (Form 990 or 990-EZ)

## 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.

OMB No. 1545-0047 2018

► Attach to Form 990 or 990-EZ. Department of the Treasury Internal Revenue Service

Open to Public Inspection

Name of the organization

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

Employer identification number 91-1025994 VASHON YOUTH AND FAMILY SERVICES

FORM 990 - ORGANIZATION'S MISSION VASHON YOUTH AND FAMILY SERVICES (VYFS) IS A NON-PROFIT ORGANIZATION THAT HAS BEEN PROVIDING HUMAN SERVICES TO RESIDENTS OF VASHON ISLAND, WASHINGTON, FOR FORTY YEARS. THE AGENCY BEGAN AS A ONE-ROOM ORGANIZATION PROVIDING LIMITED COUNSELING AND JOB PLACEMENT. FORM 990, PART III, LINE 4C - THIRD ACCOMPLISHMENT FAMILY PLACE: FAMILY PLACE PROVIDES ACTIVITIES AND SERVICES DESIGNED TO BRING PARENTS AND CAREGIVERS OF BIRTH TO SIX YEAR OLD CHILDREN TOGETHER TO FORM SOCIAL SUPPORT NETWORKS AND INCREASE PARENT AND CAREGIVER UNDERSTANDING OF CHILD DEVELOPMENT. FP ORGANIZES THE VASHON EARLY LEARNING COALITION NETWORK OF EDUCATORS AND CARE PROVIDERS AND OFFERS THE FOLLOWING PROGRAMS AND SERVICES: PARENTS AS TEACHERS, A COMPREHENSIVE EARLY CHILDHOOD HOME VISITING PROGRAM, BILINGUAL KALEIDOSCOPE PLAY & LEARN GROUPS, PLAY 'N' CHAT DISCUSSION GROUP, CHILDCARE FOR PARENT'S NIGHT OUT, DROP-IN CHILDCARE, PARENT EDUCATION CLASSES, PARENT DISCUSSION GROUPS, AND DEVELOPMENTAL SCREENINGS TO ISLAND CHILDREN. IN 2018 FP SERVED 650 INDIVIDUALS FROM 160 FAMILIES. FORM 990, PART III, LINE 4D - ALL OTHER ACCOMPLISHMENTS HISPANIC AND LATINO SUPPORT SERVICES THE HISPANIC AND LATINX SUPPORT SERVICES PROGRAM PROVIDES BILINGUAL CASE

MANAGEMENT AND INTERPRETATION SERVICES IN PARTNERSHIP WITH VASHON ISLAND

Name of the organization

VASHON YOUTH AND FAMILY SERVICES

91-1025994

SCHOOL DISTRICT. ADDITIONALLY THIS PROGRAM ENSURES THAT SCHOOL DOCUMENTS (FOR STUDENTS) AND COMMUNICATION (FOR PARENTS AND FAMILIES) ARE TRANSLATED TO OR FROM SPANISH, AS NEEDED. THIS PROGRAM SUPPORTS A GROWING NUMBER OF HISPANIC AND LATINX MEMBERS OF THE VASHON COMMUNITY. IN 2018, THIS PROGRAM REACHED 52 FAMILIES

FORM 990, PART VI, LINE 11B - ORGANIZATION'S PROCESS TO REVIEW FORM 990 A COPY OF THE FORM 990 IS PRESENTED TO EACH MEMBER OF THE GOVERNING BOARD FOR THEIR REVIEW PRIOR TO FILING. ACCEPTANCE BY THE BOARD WILL BE REFLECTED IN THE CONTEMPORANEOUS BOARD MEETING MINUTES.

FORM 990, PART VI, LINE 12C - ENFORCEMENT OF CONFLICTS POLICY MEMBERS OF THE BOARD OF DIRECTORS ARE REQUIRED ANNUALLY TO COMPLETE AND SIGN A CONFLICT OF INTEREST STATEMENT, THE STANDARDIZED FORM OF WHICH IS INCLUDED IN THE STANDARD BOARD PACKET GIVEN TO EACH BOARD MEMBER. THE POLICY IS REVIEWED BY THE BOARD OF DIRECTORS AS JUDGED NECESSARY.

FORM 990, PART VI, LINE 15A - COMPENSATION PROCESS FOR TOP OFFICIAL REASONABLENESS OF SALARIES ARE RESEARCHED, REVIEWED, CONSIDERED, AND APPROVED BY THE BOARD OF DIRECTORS USING CURRENT INDUSTRY RELEVANT SURVEYS, SUCH AS THE UNITED WAY SURVEY. THE BOARD OF DIRECTORS DOCUMENT DIRECT APPROVAL OF ANY CHANGES TO THE EXECUTIVE DIRECTOR COMPENSATION.

FORM 990, PART VI, LINE 15B - COMPENSATION PROCESS FOR OFFICERS REASONABLENESS OF SALARIES ARE RESEARCHED, REVIEWED, CONSIDERED, AND APPROVED BY THE BOARD OF DIRECTORS USING CURRENT INDUSTRY RELEVANT SURVEYS, SUCH AS THE UNITED WAY SURVEY. THE BOARD OF DIRECTORS ANNUALLY APPROVES