

Alfiero & Lucia Palestro Foundation, Inc.

A Tax Exempt Private Foundation

333 Sylvan Avenue

Englewood Cliffs, NJ 07632

Phone (201) 568-8000 Fax (201) 568-6973

E-mail: Palestroni@hotmail.com

ALFIERO & LUCIA PALESTRONI FOUNDATION GRANT APPLICATION

Use this format only to apply for a grant

1. Name of Organization: Children's Aid and Family Services Inc

2. Address of Headquarters Office: 200 Robin Rd

Paramus, NJ 07652

3. Telephone:201-261-2800 Fax: 201-634-3672

E-mail: kmullane@cafsnj.org

Website: <https://cafsnj.org/>

4. Date Organized: March 27, 1899

5. Date and Place of Incorporation: March 27, 1899 in N.J.

6. Federal Tax Exempt Status: 501 (c) 3 non-profit

Please include IRS Code Determination and a Copy of IRS letter as Exhibit 1.

7. Staff Head

Name: Shavonda E. Sumter

Title: President & CEO

Volunteer or Compensated: Compensated

Amount of Compensation/Benefits (if any): \$250,000 annually

8. Staff Head

Name: Marie Reger

Title: CFO

Volunteer or Compensated: Compensated

Amount of Compensation/Benefits (if any): \$175,000 annually

Kindly list Officer/Members or the Board of Directors with Compensation/Benefits (if any) if they serve as Management as Exhibit 2.

9. Chief Purpose of the Organization: Children's Aid and Family Services is one of northern New Jersey's leading nonprofit human service organizations. Our mission is to strengthen families and empower individuals – children and adults alike – to reach their fullest potential. Motivated by compassion and in partnership with the community, we make positive, lasting differences in the lives of those we support. Each year, we help more than 20,000 individuals to build brighter futures.

10. Brief History of the Organization: Founded in 1899 with a focus on child protection and adoption, Children's Aid and Family Services has been a recognized leader in its work with children and families, celebrating its 125th anniversary this year! As an agency, we are focused on meeting ever-evolving social needs by expanding our programs to directly strengthen the lives of thousands of vulnerable individuals living in northern New Jersey.

Whether we are working with a child seeking an adoptive family, teaching life skills to individuals with intellectual and developmental disabilities, providing a neglected child with a therapeutic foster family, supplying nutritional formula and diapers to financially struggling families, educating a teen on the perils of substance abuse or providing support services for young adults aging out of foster care, we are helping to build futures for those living in the communities we serve.

The agency is proud to be among the nation's elite organizations fully accredited by the Council on Accreditation for Children and Family Services. Accreditation involves a rigorous review process that assures that the quality of our services, our ethics, and best management practices are all in place and working effectively.

11. Brief Description of the Organization's Programs in the Most Recent Year:
Please include descriptive materials, publications, etc. as Exhibit 3.

Recent program highlights of Children's Aid and Family Services:

Our Disability Support program has grown exponentially, and the agency now operates 18 homes in Bergen, Essex and Passaic Counties in addition to our STRIVE Day Habilitation Program in Paramus, and our 19th home to open soon in Ridgewood. Our STRIVE expansion that includes the kitchen upgrades funded in 2022 by the Alfiero & Lucia Palestroni Foundation have further enhanced the program for our participating members.

Our Baby Basics program, which also continues to grow, distributes formula, diapers and baby needs to low income working families. We distributed formula, baby essentials, and 400,000 diapers to over 600 babies in 2023 and we expect to exceed that in 2024.

Children's Aid and Family Services was chosen to be one of 15 providers selected to participate in the NJ Statewide Student Support Services (NJ4S) initiative to address mental health needs of students in schools and communities.

We are proud to be one of three organizations chosen by the New Jersey Dept. of Children and Families to pilot a program called Peer-to-Peer Mentoring for Foster youth. We have also mentored 43 at-risk youth aging out of foster care to date in our Mobility Mentoring program.

Our Center for Drug and Alcohol Resources is at the forefront of providing substance misuse education and resources to our local communities. Recently, their advocacy efforts resulted in the Bergen County Board of Commissioners passing a resolution, which would have Narcan placed in all the AED boxes in the County's buildings. Since then, Bergen Community College, the cities of Garfield and Hackensack as well as the Village of Ridgewood have followed suit.

12. Names of Six Major Contributors:

Please include amount of support given by each last year.

1. <u>Copper Beech Foundation</u>	\$225,000
2. <u>Dave Thomas Foundation for Adoption</u>	\$ 74,600
3. <u>Thomas R.S. Burgin Fund</u>	\$ 69,142
4. <u>Orange Orphan Society</u>	\$ 32,000
5. <u>Turrell Foundation</u>	\$ 30,000
6. <u>Johnson & Johnson</u>	\$ 27,120

13. Three Most Important Needs for Funding by the Palestroni Foundation and the amount you seek for each:

Please list in order of priority.

1. **Technology Center Upgrade, along with Necessary Safety Initiatives, for our STRIVE Day Program for Adults with Intellectual and Developmental Disabilities**

Our STRIVE program is a structured skill development day habilitation program for adults ages 21 and older with intellectual and developmental disabilities. This program is member-centered and honors personal development and choice by fostering independence, developing social and

life skills, and strengthening community inclusion. The program currently serves 83 members, and is projected to be at 91 by October of this year.

The requested grant would be for the implementation of a technology center upgrade, along with necessary safety initiatives, for our STRIVE program located at our 200 Robin Rd. Paramus NJ facility. The funds would be used to underwrite the cost of upgrading the current library used by STRIVE members to become both a library and a technology center. We have only desktop computers available to our members and feel they would especially benefit from the addition of Ipads and Virtual Reality (VR) devices. VR has been shown to visibly enhance the experience of people with disabilities, mainly because it offers them alternative forms of interaction.

Functional living skills are crucial for people with intellectual and developmental disabilities and their engagement in the community. These individuals face extraordinary challenges and ensuring access to the high-quality programs and services they need and deserve to lead meaningful lives of choice, independence and dignity is core to the mission of Children's Aid and Family Services. Having a safe and simulated environment where individuals can learn new life skills affords a unique opportunity for our members.

Virtual reality enables people with disabilities to perform activities otherwise unsafe for them to do. It can also help people with certain impairments to learn new skills. It allows people to virtually overcome certain physical limitations, for example, members who ambulate by wheelchair can improve their quality of life and open up new possibilities, providing a gateway into novel and exciting experiences. The requested technology would offer these members comfort and safety in virtual experiences as well as additional benefits through the use of easily moveable tablets.

The need for safety devices in tandem with the upgrade is due to the location of the proposed technology center being on the second floor of the STRIVE facility. To make this room accessible and safe for all members, we are requesting to include the purchase of two EVAC-Chairs, two steel storage containers and one AED.

EVAC or Evacuation Chairs are specially designed seats into which mobility-impaired people are secured and transported from a building via stairways during an emergency when elevator use is prohibited. This would be required to allow all STRIVE members to have access to the second floor location.

An AED, or automated external defibrillator, is used to help those experiencing sudden cardiac arrest. It's a sophisticated, yet easy-to-use, medical device that can analyze the heart's rhythm and, if necessary, deliver an electrical shock, or defibrillation, to help the heart re-establish an effective rhythm. We would like to also place one on our second floor.

Generous grants from the Alfiero and Lucia Palestro Foundation have already benefited our STRIVE program and allowed for its development and expansion, including renovating space on the second floor of the building. Continuing to build upon this, we want to expand technology offerings to give our STRIVE members practice in social skills or allow fun in a non-threatening environment.

In addition, STRIVE members that ambulate by wheelchair would be able to benefit from the refurbished library and technology center and other second floor offerings, if the proper safety equipment is in place. Although we have an elevator, it cannot be used in case of fire or evacuation, so an alternate method of descending is required.

One of our STRIVE members, Sam, who lives in our group home in Haskell, NJ, uses a wheel chair to ambulate. When asked about accessing the second floor, he advocated, "I want to be able to go upstairs like my housemates." The requested grant would allow Sam, as well as others unable to ambulate independently, to be able to participate fully.

Amount: \$25,000

2. Funding for the agency's Disability Support Service Programs for Adults with Intellectual and Developmental Disabilities (Community Residences, In-home Supports, Recreational Activities and STRIVE) directed to the areas of greatest need.

In addition to our STRIVE day program, the agency currently operates 18 community residences for individuals with intellectual and developmental disabilities. In total, our staff serves 73 adults in our group homes. The adults living in our community residences all have severe disabilities and require around-the-clock care. Many are on the autism spectrum and have significant behavioral and/or emotional challenges and varying levels of communication abilities, ranging from minimal speech to highly expressive language. Others have physical disabilities, including sight and hearing impairments. Our programs provide a high level of structure and life skills training to help each resident develop the skills he or she needs to successfully negotiate community life. The homes are located in quiet residential areas throughout Bergen, Passaic and Essex Counties. Residents each have their own bedrooms, which are beautifully decorated to reflect their individual preferences. The homes also feature community rooms and sensory equipment, providing residents with plentiful opportunities to socialize in a safe, supportive and enriching environment. Environmental modifications (such as wheelchair access) are made, as necessary, to accommodate the specific needs and any physical limitations of the residents. Importantly, residents live in close proximity to their families, allowing frequent visits by family members.

The vast majority of our residents make remarkable progress in our programs, largely the result of the work performed by our dedicated and talented staff, including a behavioral support specialist who helps to create and implement an individual care plan for each resident. Although many of our residents enter our programs with few self-care and domestic living skills (and are unable to function in a community setting), after a short time in one of our homes, they often can be found greeting our visitors politely, setting the table for a communal dinner with other residents and staff, and successfully (and joyfully) participating in activities in the community.

The requested funding would be used to support our programs for individuals with developmental disabilities, in the areas of greatest need, where government or other funding is not available.

Amount: \$25,000

3. Funding for the agency's Baby Basics Program

The requested grant would provide funding for an expansion of our Baby Basics program, which provides free nutritional formula, diapers and other baby essentials for families in need in Bergen, Passaic and Essex counties. For low-income families and those living in poverty, keeping their babies clean and healthy with an adequate supply of diapers is an enormous challenge. The program distributed 400,000 diapers to over 600 babies in 2023, but we continue to see an increase in families requesting our support. Diaper need has increased sharply. According to the National Diaper Bank Network's 2023 Diaper Check, 47% of families reported diaper need in 2023. In the first diaper need investigation in 2010 and in several subsequent studies, approximately 33% of families reported diaper need.

Our Baby Basics program addresses this head-on, understanding the deep and often overlooked impact that social determinants of health can have on a family. Without access to essential basic needs, such as diapers, nutritional formula and baby supplies, at-risk babies and their parents are less likely to achieve positive outcomes. A lack of diapers has far-reaching implications beyond the typical urinary tract infections and diaper rashes that plague young children who are not changed regularly enough. Research shows that diaper-related conditions lead to almost one million trips to outpatient clinics annually for young children. And while on the face of things a wet diaper may not sound like a large health threat, it is in fact the leading cause of infant skin disorders, which left untreated can progress to staph infections and hospitalization.

Unfortunately, public resources are insufficient to help these families to ensure their young children's basic needs are being met. Federal benefits, such as SNAP and WIC, cannot be used to purchase diapers. Through a partnership with the National Diaper Bank Network, we are able to

purchase diapers at a discount, stretching your donation dollars and our resources further to serve as many families as possible.

These families are struggling to stay afloat. Each month, they are forced to make difficult decisions about how to spend their earnings, having to choose whether to pay rent, child care, medical bills, or buy nutritional food and other necessities. The assistance these families receive from the Baby Basics program is a vital safety net to ensure that their babies remain healthy and well-nourished and that parents receive the emotional and other supports necessary to set them on a path to self-sufficiency.

Our own experience in working with poor and low-income families, coupled with a growing body of peer-reviewed academic research on diaper need, has revealed that providing diapers to parents, in many cases, enables them to maintain employment and stay in school. Childcare centers typically require parents to leave a daily supply of diapers for their babies. For poor families with young children, diapers are as much a necessity as food. Without a full day's supply of diapers, parents cannot leave their babies to go to work or school.

The program also includes a parent-child educational component to promote healthy brain development in babies and a safety net of emotional support, counseling, and referrals for women and families. The Baby Basics program fills a major gap in services for struggling young families, providing a safety net to catch at-risk families who might otherwise fall into poverty or homelessness.

Amount: \$25,000

14. Are Funds Donated to or Raised by the Organization Passed on to Other Charities?

If yes, please list the charities and the amounts given to each in the last two years.

N/A

15. Gross Income in 2022: \$27,709,754.

Program Expense in 2022: \$22,328,786

Management and General Costs in 2022: \$4,534,884

Fund Raising Costs in 2022: \$846,084.

16. Copy of the Most Recent Financial Audit or Year End Financial Report.

Please enclose as Exhibit 4.

17. Copy of the Most Recent IRS 990 and Schedule A..

Please enclose as Exhibit 5.

18. Copy of Current Budget.

Please enclose as Exhibit 6.

19. Copy of the Current Annual Report if available.

Please enclose as Exhibit 7.

***PLEASE ENCLOSE ANY OTHER DOCUMENTATION WHICH YOU FEEL WOULD BE OF
INTEREST AND/OR ASSISTANCE TO THE TRUSTEES AS EXHIBIT 8.***

***WE REQUIRE ONE FULL SET OF GRANT APPLICATION AND ATTACHMENTS IN
ORDER TO PROCESS APPLICATION. WE ALSO ASK THAT YOU SEND THE
APPLICATION ELECTRONICALLY TO INFO @PALESTRONI.COM***

**PLEASE SEND THE ONE COPY OF THE GRANT APPLICATION ALONG WITH ALL
REQUESTED MATERIALS TO:**

Alfiero & Lucia Palestro Foundation, Inc.
Attn: Kristine Sayrafe, Foundation Manager
333 Sylvan Avenue, Suite 100
Englewood Cliffs, NJ 07632

**AS TRUSTEES MEET THROUGHOUT THE YEAR TO CONSIDER GRANT
APPLICATIONS, WE ENCOURAGE YOU TO SEND THE COMPLETED FORMS AND
EXHIBITS AT YOUR EARLIEST CONVENIENCE.**

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CEO Emeritus



April 23, 2024

Ms. Kristine Sayrafe, Foundation Manager
The Alfiero & Lucia Palestro Foundation, Inc.
333 Sylvan Avenue, 1st Floor
Englewood Cliffs, New Jersey 07632

Dear Ms. Sayrafe,

Thank you for the Foundation's past support of the agency's STRIVE Day Habilitation Program for adults with special needs and for the opportunity to submit this grant application for continued support.

Our request this year is for a technology upgrade for the STRIVE Center to further expand the programming for adults with developmental disabilities. The STRIVE center is truly exceptional, and much of that was made possible through the generous 2017 grant from the Alfiero and Lucia Palestro Foundation. In addition, our community residences provide adults with developmental disabilities a safe, supportive and enriching environment. Likewise, our Baby Basics program for struggling families is helping to keep hundreds of babies healthy and happy.

As I am sure you are well aware, social service agencies such as ours are increasingly dependent on philanthropic support to fill the gaps in services for the most vulnerable members of our community. Each of the programs for which funding is requested rely on philanthropic support. All of them ensure access to the services these individuals need and deserve to lead meaningful lives of choice, independence and dignity.

If you have any questions or would like to receive any additional information, please feel free to contact me at 201-740-7084 or our Fundraising Manager, Karen Mullane at 201-740-7100.

Sincerely,

Shavonda E. Sumter
President & CEO

Enclosures

Exhibit 8

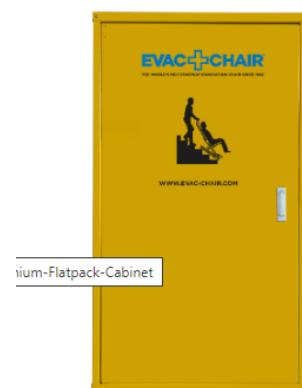
The EVAC+CHAIR® is the original emergency evacuation chair. The industry standard in stair chair evacuation systems, our evacuation chairs provide safe and easy transport for the mobility impaired. With several emergency evacuation chair models designed for patients of all needs, we're sure to have the perfect solution for you. They even come with a lifetime warranty; we stand behind our exceptional customer service and truly believe that our product is unmatched.

See how we can help you prepare for safe evacuation in the case of an emergency today. Contact one of our evacuation specialists to order emergency evacuation chairs for your facility. We look forward to assisting you!

EVAC+CHAIR 300H EVACUATION CHAIR

STANDARD EVACUATION CHAIR MODEL

The EVAC+CHAIR® model 300H evacuation chair is a device which permits the safe egress of mobility impaired persons from a building in the event of an emergency or evacuation. The standard model is our lightest weight evacuation chair at only 19lbs. The 300H features a 400lb. weight capacity and a blue powder coated textured finish with a contrasting fire retardant yellow hammock.



FLATPACK METAL STORAGE CABINET

Product Overview

An aluminium self assembly storage cabinet. Has a wide manual door, with non-locking paddle handle, for easy access and quick removal of your evacuation chair.

Standard features

- Commercial storage cabinet
- Easy to assemble aluminium storage cabinet comes flat packed with 5 panels and fixing bolts

P.O. Box 2508
Cincinnati OH 45201

Exhibit 1

In reply refer to: 0248364799
Aug. 08, 2011 LTR 4168C E0
22-1487147 000000 00
00014526
BODC: TE

CHILDRENS AID AND FAMILY SERVICES
INC
200 ROBIN ROAD
PARAMUS NJ 07652-1414

18295

Employer Identification Number: 22-1487147
Person to Contact: Mrs K. Hopton
Toll Free Telephone Number: 1-877-829-5500

Dear Taxpayer:

This is in response to your July 28, 2011, request for information regarding your tax-exempt status.

Our records indicate that you were recognized as exempt under section 501(c)(3) of the Internal Revenue Code in a determination letter issued in December 1954.

Our records also indicate that you are not a private foundation within the meaning of section 509(a) of the Code because you are described in section 509(a)(2).

Donors may deduct contributions to you as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for Federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.

Please refer to our website www.irs.gov/eo for information regarding filing requirements. Specifically, section 6033(j) of the Code provides that failure to file an annual information return for three consecutive years results in revocation of tax-exempt status as of the filing due date of the third return for organizations required to file. We will publish a list of organizations whose tax-exempt status was revoked under section 6033(j) of the Code on our website beginning in early 2011.

0248364799
Aug. 08, 2011 LTR 4168C E0
22-1487147 000000 00
00014527

CHILDRENS AID AND FAMILY SERVICES
INC
200 ROBIN ROAD
PARAMUS NJ 07652-1414

If you have any questions, please call us at the telephone number shown in the heading of this letter.

Sincerely yours,



S. A. Martin, Operations Manager
Accounts Management Operations

CHILDREN'S AID AND FAMILY SERVICES, INC.**Board of Trustees – 2024**

<u>Officers:</u>	<u>Name (1st yr on Bd)</u>	<u>Bd. Term Exp /Bd. Term #</u>	<u>Phone/email Info</u>
<u>Chair</u>	Dennis Martin (20) 37 Crest Road Ridgewood, NJ 07450	12/25 1 st term	H: 347-217-3425 BC: 973-734-1593 dennis.martin@pgim.com
<u>1st Vice Chair</u>	Jennifer A. Cope, M.D. (18) 4 High Meadow Road Saddle River, NJ 07458	12/26 2 nd term	H: (201) 652-4676 W: (201) 251-9020 F: (201) 447-0581 C: jenncope@verizon.net
<u>2nd Vice Chair</u>	Kathie Schwartz (16) 271 Glen Place Franklin Lakes, NJ 07417	12/24 2 nd term	H: (201) 847-2034 W: (201) 665-4995 F: (201) 847-2034 C: (201) 665-4995 wjkjs271@verizon.net
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<u>At-Large</u>	Joseph S. Castelano (14) 8 Deerhill Drive Ho-Ho-Kus, NJ 07423	12/25 3 rd term	H: (201) 652-5017 W: (201) 389-6766 C: (201) 681-4976 jcastelano07@gmail.com joecastelano@doctorsexpress.com
<u>Chair, Strategic Planning</u>	Dennis Martin		
<u>Chair, Development Committee</u>	Holly Maschio (18) 265 Wearimus Road Ho-Ho-Kus, NJ 07423	12/26 2 nd term	H: (201) 689-6847 C: (201) 390-4342 hollymaschio@gmail.com

Bolded numbers are preferred contact numbers

<u>President & CEO</u>	Shavonda Sumter, MBA 200 Robin Road Paramus, NJ 07652	*	W: (201) 740-7084 C: (201) 819-5530 F: (201) 634-3672 ssumter@cafsnj.org
	Timothy G. Cope (18) 4 High Meadow Road Saddle River, NJ 07458	12/26 2 nd term	H: (201) 652-4676 W: (847) 786-2063 C: (201) 321-6158 timothycope@verizon.net
	Mariann Crincoli (21) 280 Sycamore Court Wyckoff, NJ 07481	12/26 2 nd term	C: 908-209-9018 W: 609-409-3500 counselmc@gmail.com
	Brian Healy (16) 53 N. Murray Avenue Ridgewood, NJ 07450	12/24 2 nd term	H: (201) 683-9028 C: (917) 817-7864 bchealy33@gmail.com
	Peter Jadrosich (13) 340 Old River Road, Apt. 422 Edgewater, NJ 07020	12/24 3 rd term	H: (201) 767-9467 C: (201) 755-2814 jadro1@hotmail.com
	Mary Krugman (14) 40 Carteret Road Allendale, NJ 07401	12/25 3 rd term	H: (201) 327-8570 C: (213) 804-6450 mkrugman1@icloud.com
	C. Tyler Mathisen (13) 186 Alexander Avenue Montclair, NJ 07043	12/24 3 rd term	H: (973) 509-2112 W: (201) 735-3120 C: (917-273-6792) tmathisen94@gmail.com
	Winnie O'Keefe (23) 660 Sherwood Road Ho-Ho-Kus, NJ 07423	12/25 1 st term	C: (917) 270-2488 Winnie@whimsieluxurytravel.com
	Jermaine "Jay" Suggs (22) 185 Vista Drive Cedar Knolls, NJ 07927	12/24 1 st term	C: (908) 962-7147 jsuggs@suggcess.com
	Karin A. Vanuga (19) 314 Sunset Boulevard Wyckoff, NJ 07481	12/24 2 nd term	H: (201) 560-1680 C: (201) 888-9491 ckvanuga@verizon.net

Bolded numbers are preferred contact numbers

Bolded numbers are preferred contact numbers



CHILDREN'S AID
AND FAMILY SERVICES



Agency Overview

Children's Aid and Family Services is one of northern New Jersey's leading nonprofit providers of services that support vulnerable children, adults and families. Our Mission is to strengthen families and empower individuals – children and adults alike – to reach their fullest potential.

History

Founded in 1899 with a focus on child protection and adoption, for 125 years Children's Aid and Family Services has been a recognized leader in its work with children and families. Because of our expertise in helping the vulnerable, we have been able to expand our services to help individuals with intellectual and developmental disabilities. Today, the agency is recognized as a leader in providing disability support services, programs for children and families, and alcohol and drug misuse prevention and recovery support programs.

Children's Aid and Family Services
200 Robin Road
Paramus, NJ 07652
cafsnj.org

Disability Support Services

It can be overwhelming for families to support their loved ones with special needs that range from behavioral challenges to personal care and life skills. Our professional staff helps individuals with intellectual and developmental disabilities to live fuller, richer lives with an emphasis on community engagement and skill building through specialized community-based support services, day programming, and safe and supportive community residences.

Community-based Supports for Children and Adults

These services include Intensive In-Home Behavioral Services (in-home ABA services), which focus on reducing and managing challenging behaviors, and Individual Support Services, which assist with teaching daily living skills and developing independence.

STRIVE Day Habilitation Program

This program, for adults ages 21 and older, fosters independence, helps develop social/life skills and strengthens community inclusion by honoring personal development and choice. STRIVE also offers occupational therapy and a recreation program.

Community Residences (Group Homes)

Our community residences support adults ages 21 and older and are located in safe residential neighborhoods in northern New Jersey. Our highly trained staff work closely with our residents to ensure they live as independently as possible. Residents become active members of their community and participate in a variety of activities.

Children and Family Services

Adoptive Family Recruitment

We seek families open to adopting older children. We work closely with adoptive parents, helping them to develop their unique parenting skills and their understanding of the sometimes complex needs of adoptive children.

Treatment Foster Care Family Recruitment

We are specialty providers of treatment foster care services for children with a history of trauma. We seek loving, compatible foster families for children who have faced difficult life experiences, especially older children and children with special needs. Extensive training is offered to foster families to help them learn how to care for these children in their homes.

Support for Teenagers That Have Aged Out of Foster Care

We provide vital services for young adults as they leave foster care and transition to independent living, including mentoring, financial assistance for college or vocational school and emergency funding.

Peer-to-Peer Mentoring for Youth in Foster Care

This innovative program provides mentors, known as navigators, to work with young people ages 14-21 who are aging out of foster care and need support in making the transition to adulthood. The navigators have lived experience in foster care and work with the youth to share experiences, build trust and serve as allies, helping them to become self-reliant and achieve independence.

New Jersey Adoption Resources Clearing House (NJ ARCH)

NJ ARCH provides comprehensive adoption resources, education, and information at no cost to individuals, families and professionals touched by the adoption process. Visit www.njarch.org or call 877-427-2465.

The New Jersey Kinship Legal Guardianship Resource Clearing House (KinKonnecT)

KinKonnecT is an information center providing information, education and resources to those involved with Kinship Care. Visit www.kinkonnect.org or call 877-554-5463.

Wrap-Around Intensive Services for Families (WISE)

WISE Families treats young people, ages 7-17, with problematic sexual behaviors. WISE provides assessment, education, treatment and prevention to both parents and children. Children's Aid and Family Services is one of only 17 agencies in the country certified by the National Center on the Sexual Behavior of Youth to provide PSB-CBT (Problematic Sexual Behaviors - Cognitive Behavior Therapy).

Adoption and Kinship Legal Guardianship Clinical Services (AKLG)

Adoption and Kinship Legal Guardianship Clinical Services provides clinical services to youth ages 5-21 and their pre- and post-adoptive families within the state's child welfare system. The services support attachment and family formation and strengthen family functioning. The agency is the only provider of these services in the state of NJ.



Community Partnerships

The Center for Alcohol and Drug Resources (TCADR)

The Center for Alcohol and Drug Resources in Fair Lawn is a resource for information, support, and solutions about addiction and prevention for children, families, adults and older adults. The Center's services include school-based and family services, community engagement and coalition development, and recovery support services for individuals and families. The Center also leads the New Jersey Statewide Student Support Services (NJ4S) initiative in Bergen County, to help address the youth mental health crisis. [Visit www.tcadr.org](http://www.tcadr.org) for more information.

Baby Basics

Baby Basics provides diapers, formula and infant essentials to low-income families who live or work in Bergen, Passaic and Essex Counties. The program also includes a parent-child educational component to promote healthy brain development in babies and a safety net of emotional support, counseling, and referrals.



Exhibit 5

Form 990

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

2022

Open to Public
Inspection

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

A For the 2022 calendar year, or tax year beginning _____ and ending _____

B Check if applicable:	C Name of organization CHILDREN'S AID AND FAMILY SERVICES, INC.		D Employer identification number 22-1487147
<input type="checkbox"/> Address change	Doing business as		E Telephone number 201-261-2800
<input type="checkbox"/> Name change	Number and street (or P.O. box if mail is not delivered to street address) 200 ROBIN ROAD		F Gross receipts \$ 28,374,915.
<input type="checkbox"/> Initial return	Room/suite		G
<input type="checkbox"/> Final return/terminated	City or town, state or province, country, and ZIP or foreign postal code PARAMUS, NJ 07652		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<input type="checkbox"/> Amended return	F Name and address of principal officer: MARIE REGER SAME AS C ABOVE		H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No
<input type="checkbox"/> Application pending	I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		If "No," attach a list. See instructions
J Website: WWW.CAFSNJ.ORG			H(c) Group exemption number
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other		L Year of formation: 1899 M State of legal domicile: NJ	

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: CHILDREN'S AID AND FAMILY SERVICES STRENGTHENS FAMILIES AND EMPOWERS INDIVIDUALS CHILDREN AND		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.	3	17
	3 Number of voting members of the governing body (Part VI, line 1a)	4	17
	4 Number of independent voting members of the governing body (Part VI, line 1b)	5	451
	5 Total number of individuals employed in calendar year 2022 (Part V, line 2a)	6	330
	6 Total number of volunteers (estimate if necessary)	7a	0.
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7b	0.
	b Net unrelated business taxable income from Form 990-T, Part I, line 11		
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	28,128,899.	26,432,479.
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	912,057.	973,227.	
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	242,180.	143,832.	
12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	226,997.	160,216.	
	29,510,133.	27,709,754.	
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	864,970.	587,090.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	18,668,134.	19,817,301.	
16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.	
b Total fundraising expenses (Part IX, column (D), line 25)	846,084.		
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	5,294,989.	6,038,941.	
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	24,828,093.	26,443,332.	
19 Revenue less expenses. Subtract line 18 from line 12	4,682,040.	1,266,422.	
Net Assets or Fund Balances	Beginning of Current Year	End of Year	
	26,006,427.	28,300,304.	
	9,727,822.	12,178,094.	
	16,278,605.	16,122,210.	

Part II Signature Block

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

Sign Here	Signature of officer MARIE REGER, CHIEF FINANCIAL OFFICER		Date
	Type or print name and title		
Paid Preparer	Print/Type preparer's name BRIDGET HARTNETT	Preparer's signature BRIDGET HARTNETT	Date 11/15/23 Check <input type="checkbox"/> if self-employed PTIN P01429163
Use Only	Firm's name CLIFTONLARSONALLEN LLP	Firm's EIN 41-0746749	
	Firm's address 293 EISENHOWER PARKWAY, 2ND FLOOR LIVINGSTON, NJ 07039	Phone no. 973-994-9494	

May the IRS discuss this return with the preparer shown above? See instructions Yes No

Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III X

- 1** Briefly describe the organization's mission:

CHILDREN'S AID AND FAMILY SERVICES STRENGTHENS FAMILIES AND EMPOWERS INDIVIDUALS CHILDREN AND ADULTS ALIKE TO REACH THEIR FULLEST POTENTIAL. MOTIVATED BY COMPASSION AND IN PARTNERSHIP WITH THE COMMUNITY, WE MAKE POSITIVE LASTING DIFFERENCES IN THE LIVES OF THOSE

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

Yes X No

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

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

Yes X No

If "Yes," describe these changes on Schedule O.

- 4** Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code: _____) (Expenses \$ **16,792,143.** including grants of \$ **587,090.**) (Revenue \$ **766,263.**)

THE DEVELOPMENTALLY DISABLED PROGRAM OF CHILDREN'S AID & FAMILY SERVICES ENCOMPASSES EIGHTEEN RESIDENTIAL HOMES AND DAY PROGRAM ACTIVITIES WHICH SERVE THE NEEDS OF CHILDREN AND ADULTS WITH INTELLECTUAL DEVELOPMENTAL DISABILITIES.

4b (Code: _____) (Expenses \$ **2,545,285.** including grants of \$ _____) (Revenue \$ **172,339.**)

ADDITION PREVENTION SERVICES - PROVIDES EDUCATION PROGRAMS TO PREVENT DRUG AND ALCOHOL MISUSE; COALITION BUILDING IN COMMUNITIES TO REDUCE ALCOHOL AND DRUG MISUSE; AND PROVIDES RECOVERY SUPPORT SERVICES TO INDIVIDUALS SUFFERING WITH ADDICTION AND THOSE IN RECOVERY, AND, CONNECTS SURVIVORS WITH TREATMENT AND SUPPORT SERVICES.

4c (Code: _____) (Expenses \$ **1,475,433.** including grants of \$ _____) (Revenue \$ **4,428.**)

COUNSELLING SERVICES - CAFS PROVIDES THERAPEUTIC SERVICES TO PROMOTE FAMILY STABILITY.

- 4d** Other program services (Describe on Schedule O.)

(Expenses \$ **1,515,925.** including grants of \$ _____) (Revenue \$ **30,197.**)

4e Total program service expenses **22,328,786.**

Form 990 (2022)

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	1 X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors?</i> See instructions	2 X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>	3 X	
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	4 X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>	5 X	
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>	6 X	
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>	7 X	
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>	8 X	
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>	9 X	
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>	10 X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable. <ul style="list-style-type: none"> a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i> b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i> c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i> d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i> e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i> f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i> 		
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	11a X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>	11b X	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	11c X	
14a Did the organization maintain an office, employees, or agents outside of the United States? b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	11d X	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>	11e X	
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>	11f X	
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I. See instructions</i>	12a X	
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	12b X	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>	13 X	
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	14a X	
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	14b X	
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	15 X	
	16 X	
	17 X	
	18 X	
	19 X	
20a	20b	
	21 X	

Part IV Checklist of Required Schedules (continued)

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

Note: All Form 990 filers are required to complete Schedule O

Part V Statements Regarding Other IRS Filings and Tax ComplianceCheck if Schedule O contains a response or note to any line in this Part V

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a 91	
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b 0	
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c X	

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	451
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	<input checked="" type="checkbox"/>
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	<input checked="" type="checkbox"/>
b If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation on Schedule O</i>	3b	
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a	<input checked="" type="checkbox"/>
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 Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a	<input checked="" type="checkbox"/>
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b	<input checked="" type="checkbox"/>
c If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c	
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a	<input checked="" type="checkbox"/>
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7 Organizations that may receive deductible contributions under section 170(c).		
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a	<input checked="" type="checkbox"/>
b If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	<input checked="" type="checkbox"/>
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c	<input checked="" type="checkbox"/>
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	<input checked="" type="checkbox"/>
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f	<input checked="" type="checkbox"/>
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g	
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h	
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8	
9 Sponsoring organizations maintaining donor advised funds.		
a Did the sponsoring organization make any taxable distributions under section 4966?		
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
10 Section 501(c)(7) organizations. Enter:		
a Initiation fees and capital contributions included on Part VIII, line 12	10a	
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b	
11 Section 501(c)(12) organizations. Enter:		
a Gross income from members or shareholders	11a	
b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b	
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	
13 Section 501(c)(29) qualified nonprofit health insurance issuers.		
a Is the organization licensed to issue qualified health plans in more than one state?		
Note: See the instructions for additional information the organization must report on Schedule O.		
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b	
c Enter the amount of reserves on hand	13c	
14a Did the organization receive any payments for indoor tanning services during the tax year?	14a	<input checked="" type="checkbox"/>
b If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i>	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	<input checked="" type="checkbox"/>
If "Yes," see the instructions and file Form 4720, Schedule N.		
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16	<input checked="" type="checkbox"/>
If "Yes," complete Form 4720, Schedule O.		
17 Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953?	17	
If "Yes," complete Form 6069.		

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

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a	17
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
b	Enter the number of voting members included on line 1a, above, who are independent	1b	17
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?	3	X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5	X
6	Did the organization have members or stockholders?	6	X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b	X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	8a	X
b	Each committee with authority to act on behalf of the governing body?	8b	X
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O	9	X

Section B. Policies

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

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

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed NJ
 18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

Own website Another's website Upon request Other (explain on Schedule O)

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

- 20 State the name, address, and telephone number of the person who possesses the organization's books and records

THE ORGANIZATION - 201-261-2800

200 ROBIN ROAD, PARAMUS, NJ 07652

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 the instructions for definition of "key employee."

who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) 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.

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee			
(1) JOANNE MANDRY CFO (UNTIL 5/22)	35.00		X				152,745.	0.	4,582.
(2) LISA BERKOWITZ BOARD CERTIFIED BEHAVIOR A	35.00				X		148,088.	0.	4,443.
(3) ROBERT B. JONES CEO (UNTIL 5/22)	35.00	X	X				143,417.	0.	4,303.
(4) SHAVONDA SUMTER PRESIDENT & CEO (PARTIAL Y)	35.00	X	X				144,438.	0.	0.
(5) EDITH FIATO VICE PRESIDENT	35.00				X		113,106.	0.	28,116.
(6) JOSEPHINE PONTICELLO VICE PRESIDENT	35.00				X		117,763.	0.	20,934.
(7) ELLEN ELIAS SR. VICE PRESIDENT	35.00				X		125,022.	0.	5,491.
(8) DONNA KENNEDY SR. VICE PRESIDENT	35.00				X		111,965.	0.	3,359.
(9) MARIE REGER CFO (PARTIAL YEAR)	35.00		X				101,160.	0.	0.
(10) JERMAINE SUGGS TRUSTEE	2.00	X					7,250.	0.	0.
(11) C. TYLER MATHISEN CHAIR	2.00	X	X				0.	0.	0.
(12) MARIANN CRINCOLI TRUSTEE	2.00	X					0.	0.	0.
(13) KATHIE SCHWARTZ 2ND VICE CHAIR	2.00	X	X				0.	0.	0.
(14) JOAN STEARNS TRUSTEE	2.00	X					0.	0.	0.
(15) ROBERT E. SAYDAH TREASURER	2.00	X	X				0.	0.	0.
(16) JOSEPH S. CASTELANO TRUSTEE	2.00	X					0.	0.	0.
(17) JENNIFER A. COPE, MD 1ST VICE CHAIR	2.00	X	X				0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee			
(18) TIMOTHY G. COPE TRUSTEE	2.00	X					0.	0.	0.
(19) KARIN VANUGA TRUSTEE	2.00	X					0.	0.	0.
(20) STACEY HAMILTON SANDLER TRUSTEE	2.00	X					0.	0.	0.
(21) BRIAN HEALY TRUSTEE	2.00	X					0.	0.	0.
(22) PETER JADROSICH TRUSTEE	2.00	X					0.	0.	0.
(23) MARY KRUGMAN TRUSTEE	2.00	X					0.	0.	0.
(24) HOLLY MASCHIO TRUSTEE	2.00	X					0.	0.	0.
(25) JOANNE M. WESTPHAL SECRETARY	2.00	X	X				0.	0.	0.
(26) DENNIS MARTIN TRUSTEE	2.00	X	X				0.	0.	0.
1b Subtotal							1,164,954.	0.	71,228.
c Total from continuation sheets to Part VII, Section A							0.	0.	0.
d Total (add lines 1b and 1c)							1,164,954.	0.	71,228.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 9

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
FAIR LAWN 22-08 ROUTE 208 LLC 44 RIFLE CAMP ROAD, WOODLAND PARK, NJ 07024	OFFICE RENT	260,572.
ENTERPRISE FLEET MANAGEMENT PO BOX 800089, KANSAS CITY, MO 64180-0089	CAR LEASES	228,090.
SBF-1 PROPERTIES PO BOX 95725, CHICAGO, IL 60694	GROUP HOMES RENT & REAL ESTATE TAXES	135,284.
SOUTH ORANGE PROPERTY 76 SOUTH ORANGE AVE, SOUTH ORANGE, NJ 07079	RENT	103,195.

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization 4

Part VIII Statement of RevenueCheck if Schedule O contains a response or note to any line in this Part VIII

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a			
	b Membership dues	1b			
	c Fundraising events	1c 274,159.			
	d Related organizations	1d			
	e Government grants (contributions)	1e 24,440,555.			
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f 1,717,765.			
	g Noncash contributions included in lines 1a-1f	1g \$ 504,261.			
	h Total. Add lines 1a-1f		26,432,479.		
Program Service Revenue		Business Code			
	2 a PROGRAM FEES AND DUES	624100	970,627.	970,627.	
	b COULSELING FEES AND DUES	624100	2,600.	2,600.	
	c				
	d				
	e				
	f All other program service revenue				
	g Total. Add lines 2a-2f		973,227.		
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		97,808.		97,808.
	4 Income from investment of tax-exempt bond proceeds				
	5 Royalties				
	6 a Gross rents	(i) Real			
		6a			
	b Less: rental expenses	(ii) Personal			
		6b			
	c Rental income or (loss)	6c			
	d Net rental income or (loss)				
	7 a Gross amount from sales of assets other than inventory	(i) Securities			
		7a 562,759.			
	b Less: cost or other basis and sales expenses	(ii) Other			
		7b 516,735.			
	c Gain or (loss)	7c 46,024.			
	d Net gain or (loss)		46,024.		46,024.
	8 a Gross income from fundraising events (not including \$ 274,159. of contributions reported on line 1c). See Part IV, line 18	8a 36,735.			
	b Less: direct expenses	8b 19,885.			
	c Net income or (loss) from fundraising events		16,850.		16,850.
	9 a Gross income from gaming activities. See Part IV, line 19	9a			
	b Less: direct expenses	9b			
	c Net income or (loss) from gaming activities				
	10 a Gross sales of inventory, less returns and allowances	10a 185,716.			
	b Less: cost of goods sold	10b 128,541.			
	c Net income or (loss) from sales of inventory		57,175.		57,175.
Miscellaneous Revenue		Business Code			
	11 a MISCELLANEOUS REVENUE	900099	86,191.		86,191.
	b				
	c				
	d All other revenue				
	e Total. Add lines 11a-11d		86,191.		
	12 Total revenue. See instructions		27,709,754.	973,227.	0.
					304,048.

Part IX Statement of Functional Expenses

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

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

<i>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</i>	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22	587,090.	587,090.		
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	550,644.		550,644.	
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	15,551,323.	13,730,831.	1,500,140.	320,352.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	308,877.	271,433.	31,145.	6,299.
9 Other employee benefits	1,980,775.	1,691,990.	249,519.	39,266.
10 Payroll taxes	1,425,682.	1,217,826.	179,594.	28,262.
11 Fees for services (nonemployees):				
a Management	954,060.	875,750.	73,415.	4,895.
b Legal	12,852.	975.	11,877.	
c Accounting	86,500.	1,338.	85,162.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	68,915.	32,453.	34,351.	2,111.
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)				
12 Advertising and promotion	77,343.	44,843.	23,213.	9,287.
13 Office expenses	403,273.	337,861.	48,271.	17,141.
14 Information technology				
15 Royalties				
16 Occupancy	1,066,850.	990,608.	46,423.	29,819.
17 Travel	443,374.	423,767.	19,396.	211.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	43,598.	41,398.	1,750.	450.
20 Interest	104,456.	46,830.	42,921.	14,705.
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	707,932.	407,876.	300,056.	
23 Insurance	448,685.	420,445.	11,785.	16,455.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a FOOD	563,643.	534,563.	11,595.	17,485.
b GIFT IN KIND	504,261.	222,104.		282,157.
c REPAIRS	501,809.	439,212.	20,167.	42,430.
d MEMBERSHIP DUES	51,390.	9,593.	27,038.	14,759.
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	26,443,332.	22,328,786.	3,268,462.	846,084.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance SheetCheck if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	3,870,887.	1	3,814,655.
	2 Savings and temporary cash investments	2,191,861.	2	745,030.
	3 Pledges and grants receivable, net	2,374,021.	3	2,764,367.
	4 Accounts receivable, net	12,579.	4	16,831.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	366,699.	9	391,107.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 21,985,330.		
	b Less: accumulated depreciation	10b 9,715,818.	10c 10,884,632.	10c 12,269,512.
	11 Investments - publicly traded securities	6,212,516.	11	6,244,070.
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	93,232.	15	2,054,732.
	16 Total assets. Add lines 1 through 15 (must equal line 33)	26,006,427.	16	28,300,304.
Liabilities	17 Accounts payable and accrued expenses	3,347,289.	17	2,871,205.
	18 Grants payable		18	
	19 Deferred revenue	336,432.	19	409,792.
	20 Tax-exempt bond liabilities	1,415,673.	20	1,191,849.
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties	4,628,428.	23	5,704,774.
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	0.	25	2,000,474.
	26 Total liabilities. Add lines 17 through 25	9,727,822.	26	12,178,094.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	10,499,815.	27	11,262,073.
	28 Net assets with donor restrictions	5,778,790.	28	4,860,137.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	16,278,605.	32	16,122,210.
	33 Total liabilities and net assets/fund balances	26,006,427.	33	28,300,304.

Part XI Reconciliation of Net AssetsCheck if Schedule O contains a response or note to any line in this Part XI

1 Total revenue (must equal Part VIII, column (A), line 12)	1	27,709,754.
2 Total expenses (must equal Part IX, column (A), line 25)	2	26,443,332.
3 Revenue less expenses. Subtract line 2 from line 1	3	1,266,422.
4 Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	16,278,605.
5 Net unrealized gains (losses) on investments	5	-1,422,817.
6 Donated services and use of facilities	6	
7 Investment expenses	7	
8 Prior period adjustments	8	
9 Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10 Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	16,122,210.

Part XII Financial Statements and ReportingCheck 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: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other		
If the organization changed its method of accounting from a prior year or checked "Other," explain on 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:		
<input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		
2b 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:		
<input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		
2c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	X
If the organization changed either its oversight process or selection process during the tax year, explain on 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 Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	3a	X
3b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits	3b	X

Form 990 (2022)

SCHEDULE A
(Form 990)

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

2022

Open to Public
Inspection

Name of the organization

CHILDREN'S AID AND FAMILY SERVICES, INC.

Employer identification number

22-1487147

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

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2 A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state: _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**.
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations
 - g Provide the following information about the supported organization(s).

(I) Name of supported organization	(II) EIN	(III) Type of organization (described on lines 1-10 above (see instructions))	(IV) Is the organization listed in your governing document?		(V) Amount of monetary support (see instructions)	(VI) Amount of other support (see instructions)
			Yes	No		
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	11821030.	17599192.	24310696.	28128899.	26432479.	108292296
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	11821030.	17599192.	24310696.	28128899.	26432479.	108292296
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.						108292296

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7 Amounts from line 4	11821030.	17599192.	24310696.	28128899.	26432479.	108292296
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources ...	153,825.	122,739.	97,645.	178,169.	97,808.	650,186.
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.)	29,222.	24,034.	23,946.	99,950.	86,191.	263,343.
11 Total support. Add lines 7 through 10						109205825
12 Gross receipts from related activities, etc. (see instructions)				12	4,818,744.	
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2022 (line 6, column (f), divided by line 11, column (f))	14	99.16	%
15 Public support percentage from 2021 Schedule A, Part II, line 14	15	99.05	%
16a 33 1/3% support test - 2022. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here . The organization qualifies as a publicly supported organization			
<input checked="" type="checkbox"/>			
b 33 1/3% support test - 2021. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here . The organization qualifies as a publicly supported organization			
<input type="checkbox"/>			
17a 10% -facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here . Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			
<input type="checkbox"/>			
b 10% -facts-and-circumstances test - 2021. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here . Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			
<input type="checkbox"/>			
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions			
<input type="checkbox"/>			

Schedule A (Form 990) 2022

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

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on 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 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

15 Public support percentage for 2022 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2021 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2022 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2021 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2022. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2021. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

	Yes	No
1		
2		
3a		
3b		
3c		
4a		
4b		
4c		
5a		
5b		
5c		
6		
7		
8		
9a		
9b		
9c		
10a		
10b		

1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in **Part VI** how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.

2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in **Part VI** how the organization determined that the supported organization was described in section 509(a)(1) or (2).

3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below.

b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in **Part VI** when and how the organization made the determination.

c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in **Part VI** what controls the organization put in place to ensure such use.

4a Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.

b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in **Part VI** how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.

c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in **Part VI** what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.

5a Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in **Part VI**, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).

b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?

c Substitutions only. Was the substitution the result of an event beyond the organization's control?

6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in **Part VI**.

7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete **Part I** of Schedule L (Form 990).

8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? If "Yes," complete **Part I** of Schedule L (Form 990).

9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in **Part VI**.

b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in **Part VI**.

c Did a disqualified person (as defined on 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 line 10b below.

b Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)

Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?	11a	
b A family member of a person described on line 11a above?	11b	
c A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.	11c	

Section B. Type I Supporting Organizations

	Yes	No
1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.	1	
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.	2	

Section C. Type II Supporting Organizations

	Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).	1	

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?	1	
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).	2	
3 By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.	3	

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).		
2 Activities Test. Answer lines 2a and 2b below.		
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.	2a	
b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.	2b	
3 Parent of Supported Organizations. Answer lines 3a and 3b below.		
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? If "Yes" or "No" provide details in Part VI.	3a	
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.	3b	

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). See instructions.
All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

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)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
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 (<i>explain in detail in Part VI</i>):		
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 0.015 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 0.035.	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 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Schedule A (Form 990) 2022

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5
6	Other distributions (<i>describe in Part VI</i>). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2022 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2022	(iii) Distributable Amount for 2022
1 Distributable amount for 2022 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2022 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2022			
a From 2017			
b From 2018			
c From 2019			
d From 2020			
e From 2021			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2022 distributable amount			
i Carryover from 2017 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2022 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2022 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2022, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2022. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2023. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2018			
b Excess from 2019			
c Excess from 2020			
d Excess from 2021			
e Excess from 2022			

Schedule A (Form 990) 2022

Part VI

Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information.
(See instructions.)

SCHEDULE D
(Form 990)Department of the Treasury
Internal Revenue Service**Supplemental Financial Statements**Complete if the organization answered "Yes" 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

2022Open to Public
Inspection

Name of the organization

CHILDREN'S AID AND FAMILY SERVICES, INC.

Employer identification number

22-1487147

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on 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 that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		<input type="checkbox"/> Yes <input type="checkbox"/> No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).	
<input type="checkbox"/> Preservation of land for public use (for example, recreation or education)	<input type="checkbox"/> Preservation of a historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> Preservation of open space	
2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d
3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year	
4 Number of states where property subject to conservation easement is located	
5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?	<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year	
7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year	
8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?	<input type="checkbox"/> Yes <input type="checkbox"/> No
9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.	

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.	
b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:	
(i) Revenue included on Form 990, Part VIII, line 1	\$
(ii) Assets included in Form 990, Part X	\$
2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:	
a Revenue included on Form 990, Part VIII, line 1	\$
b Assets included in Form 990, Part X	\$

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

Schedule D (Form 990) 2022

232051 09-01-22

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

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):
- | | |
|--|---|
| a <input type="checkbox"/> Public exhibition | d <input type="checkbox"/> Loan or exchange program |
| b <input type="checkbox"/> Scholarly research | e <input type="checkbox"/> Other _____ |
| c <input type="checkbox"/> Preservation for future generations | |
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|----|--------|
| 1c | |
| 1d | |
| 1e | |
| 1f | |
- c Beginning balance
- d Additions during the year
- e Distributions during the year
- f Ending balance
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

Part V Endowment Funds. Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	5,078,926.	2,949,436.	2,184,083.	2,406,161.	3,417,174.
b Contributions		1,565,317.	340,074.	40,000.	30,500.
c Net investment earnings, gains, and losses	-768,252.	564,173.	425,279.	280,232.	-133,615.
d Grants or scholarships					
e Other expenditures for facilities and programs				542,310.	907,898.
f Administrative expenses					
g End of year balance	4,310,674.	5,078,926.	2,949,436.	2,184,083.	2,406,161.

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

a Board designated or quasi-endowment %
 b Permanent endowment 46.0000 %
 c Term endowment 54.0000 %

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

- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

(i) Unrelated organizations

(ii) Related organizations

Yes	No
3a(i)	<input checked="" type="checkbox"/>
3a(ii)	<input checked="" type="checkbox"/>
3b	

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

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

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		3,259,622.		3,259,622.
b Buildings		16,511,820.	8,368,680.	8,143,140.
c Leasehold improvements		196,115.	27,821.	168,294.
d Equipment		1,777,164.	1,089,009.	688,155.
e Other		240,609.	230,308.	10,301.

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.) 12,269,512.

Schedule D (Form 990) 2022

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other _____		
(A) _____		
(B) _____		
(C) _____		
(D) _____		
(E) _____		
(F) _____		
(G) _____		
(H) _____		

Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) _____		
(2) _____		
(3) _____		
(4) _____		
(5) _____		
(6) _____		
(7) _____		
(8) _____		
(9) _____		

Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.)

Part IX Other Assets.

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

(a) Description	(b) Book value
(1) SECURITY DEPOSITS	72,425.
(2) OTHER ASSETS	37,870.
(3) FINANCING RIGHT TO USE ASSET	180,499.
(4) OPERATING RIGHT TO USE ASSET	1,763,938.
(5) _____	
(6) _____	
(7) _____	
(8) _____	
(9) _____	

Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) 2,054,732.

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) FINANCING LEASE LIABILITIES	178,959.
(3) OPERATING LEASE LIABILITIES	1,821,515.
(4) _____	
(5) _____	
(6) _____	
(7) _____	
(8) _____	
(9) _____	

Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) 2,000,474.

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

Schedule D (Form 990) 2022

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

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1 Total revenue, gains, and other support per audited financial statements	1	26 , 286 , 937.
2 Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a Net unrealized gains (losses) on investments	2a	-1 , 422 , 817.
b Donated services and use of facilities	2b	
c Recoveries of prior year grants	2c	
d Other (Describe in Part XIII.)	2d	
e Add lines 2a through 2d	2e	-1 , 422 , 817.
3 Subtract line 2e from line 1	3	27 , 709 , 754.
4 Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b Other (Describe in Part XIII.)	4b	
c Add lines 4a and 4b	4c	0.
5 Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	27 , 709 , 754.

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

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1 Total expenses and losses per audited financial statements	1	26 , 443 , 332.
2 Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a Donated services and use of facilities	2a	
b Prior year adjustments	2b	
c Other losses	2c	
d Other (Describe in Part XIII.)	2d	
e Add lines 2a through 2d	2e	0.
3 Subtract line 2e from line 1	3	26 , 443 , 332.
4 Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b Other (Describe in Part XIII.)	4b	
c Add lines 4a and 4b	4c	0.
5 Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	26 , 443 , 332.

Part XIII Supplemental Information.

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

PART IV, LINE 2B:**REP PAYEE FOR SOCIAL SECURITY FOR INDIVIDUALS WITH DISABILITIES.****PART V, LINE 4:****ORGANIZATION'S ENDOWMENT WILL BE HELD AS INVESTMENTS IN PERPETUITY AND A
HOUSE IN PERPETUITY.****PART X, LINE 2:****THE ORGANIZATION IS EXEMPT FROM FEDERAL AND STATE INCOME TAX UNDER SECTION
501(C)(3) OF THE INTERNAL REVENUE CODE.****THE ORGANIZATION FOLLOWS STANDARDS THAT PROVIDE CLARIFICATION ON**

Part XIII **Supplemental Information** *(continued)*

ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES RECOGNIZED IN THE
ORGANIZATION'S FINANCIAL STATEMENTS. THE GUIDANCE PRESCRIBES A
RECOGNITION THRESHOLD AND MEASUREMENT ATTRIBUTE FOR THE RECOGNITION AND
MEASUREMENT OF A TAX POSITION TAKEN OR EXPECTED TO BE TAKEN IN A TAX
RETURN, AND ALSO PROVIDES GUIDANCE ON DERECOGNITION, CLASSIFICATION,
INTEREST AND PENALTIES, DISCLOSURE AND TRANSITION. THE ORGANIZATION'S
POLICY IS TO RECOGNIZE INTEREST AND PENALTIES ON UNRECOGNIZED TAX BENEFITS
IN INCOME TAX EXPENSE. NO INTEREST AND PENALTIES WERE RECORDED DURING
2022. AT DECEMBER 31, 2022, THERE ARE NO SIGNIFICANT INCOME TAX
UNCERTAINTIES.

SCHEDULE G

(Form 990)

Supplemental Information Regarding Fundraising or Gaming Activities

OMB No. 1545-0047

2022

Open to Public
Inspection

Department of the Treasury
Internal Revenue Service

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.

Name of the organization

CHILDREN'S AID AND FAMILY SERVICES, INC.

Employer identification number
22-1487147

Part I

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

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

a Mail solicitations **e** Solicitation of non-government grants
b Internet and email solicitations **f** Solicitation of government grants
c Phone solicitations **g** Special fundraising events
d In-person solicitations

- 2 a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? Yes No

b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

Total 100

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

Part II 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 FALL EVENT (event type)	(b) Event #2 SPRING EVENT (event type)	(c) Other events 1 (total number)	(d) Total events (add col. (a) through col. (c))
Revenue				
1 Gross receipts	238,545.	62,660.	9,689.	310,894.
2 Less: Contributions	201,810.	62,660.	9,689.	274,159.
3 Gross income (line 1 minus line 2)	36,735.			36,735.
Direct Expenses				
4 Cash prizes				
5 Noncash prizes				
6 Rent/facility costs	16,420.			16,420.
7 Food and beverages				
8 Entertainment	974.			974.
9 Other direct expenses	2,491.			2,491.
10 Direct expense summary. Add lines 4 through 9 in column (d)				19,885.
11 Net income summary. Subtract line 10 from line 3, column (d)				16,850.

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

	(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Revenue				
1 Gross revenue				
Direct Expenses				
2 Cash prizes				
3 Noncash prizes				
4 Rent/facility costs				
5 Other direct expenses				
6 Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	
7 Direct expense summary. Add lines 2 through 5 in column (d)				
8 Net gaming income summary. Subtract line 7 from line 1, column (d)				

9 Enter the state(s) in which the organization conducts gaming activities:

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

b If "No," explain: _____

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

b If "Yes," explain: _____

- | | | | | | |
|---|---|-----|---|-----|---|
| <p>11 Does the organization conduct gaming activities with nonmembers?</p> <p>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?</p> <p>13 Indicate the percentage of gaming activity conducted in:</p> <ul style="list-style-type: none"> a The organization's facility b An outside facility <p>14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:</p> | <input type="checkbox"/> Yes <input type="checkbox"/> No
<input type="checkbox"/> Yes <input type="checkbox"/> No
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 2px;">13a</td> <td style="padding: 2px;">%</td> </tr> <tr> <td style="padding: 2px;">13b</td> <td style="padding: 2px;">%</td> </tr> </table> | 13a | % | 13b | % |
| 13a | % | | | | |
| 13b | % | | | | |

Name _____

Address _____

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

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

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

Name _____

Address _____

- ## **16** Gaming manager information:

Name _____

Gaming manager compensation \$ _____

Description of services provided

Director/officer Employee Independent contractor

7 Mandatory distributions:
a Is the organization required under state law to make charitable distributions from the gaming proceeds to

b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the

Part IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

Part IV **Supplemental Information** *(continued)*

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

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

OMB No. 1545-0047

2022Open to Public
Inspection

Attach to Form 990.

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

Name of the organization

CHILDREN'S AID AND FAMILY SERVICES, INC.

Employer identification number
22-1487147**Part I General Information on Grants and Assistance**

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

 Yes No
Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance

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

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

Schedule I (Form 990) 2022

Part III

Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
FOSTER CARE PAYMENTS, SCHOLARSHIPS, PROGRAM SERVICES, ALLIED THERAPIES, RECREATION	5725	309,210.	277,880.	FMV	VARIOUS RECREATION GIFTS AND ACTIVITIES FOR CLIENTS.

Part IV **Supplemental Information.** Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

PART I, LINE 2:

PAYMENTS TO FOSTER PARENTS WHICH ARE THE MOST SIGNIFICANT PORTION OF THE EXPENDITURE ARE MONITORED AND COMPARED MONTHLY, BEFORE PAYMENT, TO THE BILLINGS FOR THE MONTH (TO THE STATE). IN ADDITION, PLACEMENT SLIPS AND DISCHARGE SLIPS ARE REVIEWED TO ENSURE THAT FOSTER PARENTS ARE ELIGIBLE FOR PAYMENT FOR THE PARTICULAR CHILD. OTHER COMPONENTS OF SPECIFIC ASSISTANCE EXPENSE SUCH AS RECREATION AND ACTIVITIES FOR CLIENTS ARE AUTHORIZED AND SIGNED OFF BY THE PROGRAM PERSONNEL AND A SUPERVISOR AFTER RECEIPTS ARE SUBMITTED. SCHOLARSHIP EXPENSES ARE AUTHORIZED BY PROGRAM PERSONNEL AND

Part IV Supplemental Information

GRADES ARE REVIEWED EACH SEMESTER.

SCHEDULE J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public Inspection

Name of the organization

CHILDREN'S AID AND FAMILY SERVICES, INC.

Employer identification number
22-1487147

Part I Questions Regarding Compensation

- 1a** Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|---|--|
| <input type="checkbox"/> First-class or charter travel
<input type="checkbox"/> Travel for companions
<input type="checkbox"/> Tax indemnification and gross-up payments
<input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Housing allowance or residence for personal use
<input type="checkbox"/> Payments for business use of personal residence
<input type="checkbox"/> Health or social club dues or initiation fees
<input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |
|---|--|

- b** If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

- 2** Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

- 3** Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|---|---|
| <input type="checkbox"/> Compensation committee
<input type="checkbox"/> Independent compensation consultant
<input type="checkbox"/> Form 990 of other organizations | <input type="checkbox"/> Written employment contract
<input checked="" type="checkbox"/> Compensation survey or study
<input checked="" type="checkbox"/> Approval by the board or compensation committee |
|---|---|

- 4** During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
- b** Participate in or receive payment from a supplemental nonqualified retirement plan?
- c** Participate in or receive payment from an equity-based compensation arrangement?

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

- 5** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
- b** Any related organization?

If "Yes" on line 5a or 5b, describe in Part III.

- 6** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
- b** Any related organization?

If "Yes" on line 6a or 6b, describe in Part III.

- 7** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

- 8** Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

- 9** If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

Yes **No**

1b

2

4a **X**

4b **X**

4c **X**

5a **X**

5b **X**

6a **X**

6b **X**

7 **X**

8 **X**

9

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

Schedule J (Form 990) 2022

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

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

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

Part III Supplemental Information

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

SCHEDULE K
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information on Tax-Exempt Bonds
Complete if the organization answered "Yes" on Form 990, Part IV, line 24a. Provide descriptions, explanations, and any additional information in Part VI.
Attach to Form 990. Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

CHILDREN'S AID AND FAMILY SERVICES, INC.

Employer identification number
22-1487147

Part I Bond Issues

SEE PART VI FOR COLUMN (F) CONTINUATIONS

(a) Issuer name	(b) Issuer EIN	(c) CUSIP #	(d) Date issued	(e) Issue price	(f) Description of purpose	(g) Defeased		(h) On behalf of issuer		(i) Pooled financing	
						Yes	No	Yes	No	Yes	No
NEW JERSEY ECONOMIC A DEVELOPMENT AUTHORITY	22-2045817	NONEAVAIL	07/26/11	3,477,983.	REFINANCE EXISTING LOAN - E		X		X		X
B											
C											
D											

Part II Proceeds

	A	B	C	D
1 Amount of bonds retired				
2 Amount of bonds legally defeased				
3 Total proceeds of issue	3,477,983.			
4 Gross proceeds in reserve funds				
5 Capitalized interest from proceeds				
6 Proceeds in refunding escrows				
7 Issuance costs from proceeds				
8 Credit enhancement from proceeds				
9 Working capital expenditures from proceeds				
10 Capital expenditures from proceeds	104,000.			
11 Other spent proceeds	1,807,588.			
12 Other unspent proceeds				
13 Year of substantial completion	2008			
	Yes	No	Yes	No
14 Were the bonds issued as part of a refunding issue of tax-exempt bonds (or, if issued prior to 2018, a current refunding issue)?		X		
15 Were the bonds issued as part of a refunding issue of taxable bonds (or, if issued prior to 2018, an advance refunding issue)?	X			
16 Has the final allocation of proceeds been made?	X			
17 Does the organization maintain adequate books and records to support the final allocation of proceeds?	X			

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

Schedule K (Form 990) 2022

Part III Private Business Use

	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
1 Was the organization a partner in a partnership, or a member of an LLC, which owned property financed by tax-exempt bonds?		X						
2 Are there any lease arrangements that may result in private business use of bond-financed property?		X						
3a Are there any management or service contracts that may result in private business use of bond-financed property?		X						
b If "Yes" to line 3a, does the organization routinely engage bond counsel or other outside counsel to review any management or service contracts relating to the financed property?								
c Are there any research agreements that may result in private business use of bond-financed property?		X						
d If "Yes" to line 3c, does the organization routinely engage bond counsel or other outside counsel to review any research agreements relating to the financed property?								
4 Enter the percentage of financed property used in a private business use by entities other than a section 501(c)(3) organization or a state or local government		%		%		%		%
5 Enter the percentage of financed property used in a private business use as a result of unrelated trade or business activity carried on by your organization, another section 501(c)(3) organization, or a state or local government		%		%		%		%
6 Total of lines 4 and 5		%		%		%		%
7 Does the bond issue meet the private security or payment test?		X						
8a Has there been a sale or disposition of any of the bond-financed property to a non-governmental person other than a 501(c)(3) organization since the bonds were issued?		X						
b If "Yes" to line 8a, enter the percentage of bond-financed property sold or disposed of		%		%		%		%
c If "Yes" to line 8a, was any remedial action taken pursuant to Regulations sections 1.141-12 and 1.145-2?								
9 Has the organization established written procedures to ensure that all nonqualified bonds of the issue are remediated in accordance with the requirements under Regulations sections 1.141-12 and 1.145-2?		X						

Part IV Arbitrage

	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
1 Has the issuer filed Form 8038-T, Arbitrage Rebate, Yield Reduction and Penalty in Lieu of Arbitrage Rebate?		X						
2 If "No" to line 1, did the following apply?								
a Rebate not due yet?		X						
b Exception to rebate?	X							
c No rebate due?	X							
If "Yes" to line 2c, provide in Part VI the date the rebate computation was performed								
3 Is the bond issue a variable rate issue?	X							

Part IV Arbitrage (continued)

	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
4a Has the organization or the governmental issuer entered into a qualified hedge with respect to the bond issue?	X							
b Name of provider	TD BANK							
c Term of hedge	10.000000							
d Was the hedge superintegrated?		X						
e Was the hedge terminated?		X						
5a Were gross proceeds invested in a guaranteed investment contract (GIC)?		X						
b Name of provider								
c Term of GIC								
d Was the regulatory safe harbor for establishing the fair market value of the GIC satisfied?								
6 Were any gross proceeds invested beyond an available temporary period?		X						
7 Has the organization established written procedures to monitor the requirements of section 148?		X						

Part V Procedures To Undertake Corrective Action

	A		B		C		D	
	Yes	No	Yes	No	Yes	No	Yes	No
Has the organization established written procedures to ensure that violations of federal tax requirements are timely identified and corrected through the voluntary closing agreement program if self-remediation isn't available under applicable regulations?		X						

Part VI Supplemental Information. Provide additional information for responses to questions on Schedule K. See instructions.

SCHEDULE K, PART I, BOND ISSUES :

(A) ISSUER NAME: NEW JERSEY ECONOMIC DEVELOPMENT AUTHORITY

(F) DESCRIPTION OF PURPOSE:

REFINANCE EXISTING LOAN - EXISTING TAX EXEMPT BONDS

SCHEDULE M
(Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

OMB No. 1545-0047

2022

Open to Public
Inspection

Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization

CHILDREN'S AID AND FAMILY SERVICES, INC.

Employer identification number
22-1487147

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods	X		221,070.	FMV
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded				
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other ..				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory	X	127	7,093.	FMV
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other (<u>DCF MATCH</u>)	X	253	161,386.	FAIR MARKET VALUE
26 Other (<u>BABY SUPPLIES</u>)	X	145	61,299.	FAIR MARKET VALUE
27 Other (<u>GIFT BASKETS</u>)	X	113	28,187.	FAIR MARKET VALUE
28 Other (<u>EVENT TICKETS</u>)	X	26	14,594.	FAIR MARKET VALUE

29 Number of Forms 8283 received by the organization during the tax year for contributions
for which the organization completed Form 8283, Part V, Donee Acknowledgement

29

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it
must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for
exempt purposes for the entire holding period?

b If "Yes," describe the arrangement in Part II.

31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash
contributions?

b If "Yes," describe in Part II.

33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked,
describe in Part II.

	Yes	No
30a		X
31	X	
32a	X	

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

Schedule M (Form 990) 2022

Part II

Supplemental Information. Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

PART I, OTHER TYPES OF PROPERTY:SCHOOL SUPPLIES(A) CHECK IF APPLICABLE = X(B) NUMBER OF CONTRIBUTIONS = 41(C) REVENUE REPORTED ON FORM 990, PART VIII \$ 10633.(D) METHOD OF DETERMINING REVENUE: FAIR MARKET VALUE

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

CHILDREN'S AID AND FAMILY SERVICES, INC.

Employer identification number
22-1487147

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

ADULTS ALIKE TO REACH THEIR FULLEST POTENTIAL. MOTIVATED BY

COMPASSION AND IN PARTNERSHIP WITH THE COMMUNITY, WE MAKE POSITIVE

LASTING DIFFERENCES IN THE LIVES OF THOSE WE SERVE. WE PROVIDE HIGH

QUALITY, INNOVATIVE SERVICES TO CHILDREN, ADULTS, AND THEIR FAMILIES

THAT ADVANCE SOCIAL, EDUCATIONAL AND EMOTIONAL DEVELOPMENT AND

WELL-BEING.

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

WE SERVE. WE PROVIDE HIGH QUALITY, INNOVATIVE SERVICES TO CHILDREN,

ADULTS, AND THEIR FAMILIES THAT ADVANCE SOCIAL, EDUCATIONAL AND

EMOTIONAL DEVELOPMENT AND WELL-BEING.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

CAFS ALSO PROVIDES ADOPTION SERVICES. OUR TREATMENT HOME PROGRAM

PROVIDES SAFE CARE IN THE HOMES OF TRAINED FOSTER PARENTS TO CHILDREN

WHO TEMPORARILY CANNOT BE WITH THEIR BIRTH FAMILIES.

EXPENSES \$ 1,515,925. INCLUDING GRANTS OF \$ 0. REVENUE \$ 30,197.

FORM 990, PART VI, SECTION A, LINE 2:

JENNIFER AND TIMOTHY COPE ARE RELATED BOARD MEMBERS.

FORM 990, PART VI, SECTION B, LINE 11B:

THE CLIENT PROVIDES THE BOARD OF TRUSTEES WITH A DRAFT OF THE 990 AND IN

TURN THE BOARD IS GIVEN AMPLE TIME TO REVIEW AND GIVE THEIR FEEDBACK TO THE

CFO.

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

Schedule O (Form 990) 2022

232211 10-28-22

Name of the organization

CHILDREN'S AID AND FAMILY SERVICES, INC.

Employer identification number

22-1487147

FORM 990, PART VI, SECTION B, LINE 12C:

ALL TRUSTEES AND SENIOR STAFF ARE REQUIRED TO SIGN A CONFLICT OF INTEREST STATEMENT ANNUALLY.

FORM 990, PART VI, SECTION B, LINE 15:

THE EXECUTIVE COMMITTEE OF THE BOARD RECEIVES AND REVIEWS COMPENSATION STUDIES FROM HUMAN SERVICE ORGANIZATIONS, REVIEWS THE COMPENSATION AND THEN NOTIFIES THE ORGANIZATION OF ANY CHANGES ON AN ANNUAL BASIS.

FORM 990, PART VI, SECTION C, LINE 18:

THE ORGANIZATION MAKES ITS FORM 1023 AVAILABLE UPON REQUEST. THE ORGANIZATION'S FORM 990 IS AVAILABLE ON THE ORGANIZATION'S WEBSITE.

FORM 990, PART VI, SECTION C, LINE 19:

THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICY AVAILABLE UPON REQUEST. THE ORGANIZATION'S FINANCIAL STATEMENTS ARE AVAILABLE ON THE ORGANIZATION'S WEBSITE.

FORM 990 PART XII, LINE 2C:

THE OVERSIGHT PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.

**CHILDREN'S AID AND FAMILY SERVICES,
OPERATING BUDGET
FY 2024**

	2024 Budget
REVENUES	
Contributions	1,265,000
Non-cash Contributions	300,000
The Depot	40,000
Sub-total Fundraising	1,605,000
Program Fees	896,000
Sub-total Fees	896,000
DCF (Children's Services and NJ4S)	8,740,000
DDD Revenue (DSS Programs)	21,830,000
DMHAS Revenue (TCADR)	3,265,000
Sub-total Government	33,835,000
Sub-total Investment/Miscellaneous	170,000
Total Revenue	36,506,000
EXPENSES	
Salaries	21,625,000
Payroll taxes and benefits	5,415,000
Sub-total Personnel	27,040,000
Professional Services	260,000
Staffing Agencies	606,000
Legal	3,000
Auditing	105,000
Sub-Awardee Expenses	1,085,000
Consulting	26,000
Program Development	254,000
Materials and Supplies	1,223,000
Facilities	2,503,000
Specific Assistance	483,000
Transportation	761,000
Communications and Dues	383,000
Gift-In-Kind	300,000
Interest	104,000
Depreciation	809,000
Sub-total Other	8,905,000
Sub-total Expenses	35,945,000
Total Expenses	35,945,000
Surplus	561,000



DEEP ROOTS NEW BRANCHES



2022 ANNUAL REPORT



OUR MISSION

Our mission is to strengthen families and empower individuals – children and adults alike – to reach their fullest potential.

“...no matter how high we go it is from our roots that we draw sustenance.”

— WANGARI MAATHAI
2004 Nobel Peace Prize winner



WHAT WE DO

Founded in 1899, focusing on child protection and adoption, Children's Aid and Family Services has placed more than 11,000 children with families. While treating children and strengthening families is still a core part of our mission, the agency has evolved and expanded to meet ever-changing social needs. In addition to adoption, our programs include:

- Community residences (group homes), specialized services, and day programming for individuals with intellectual and developmental disabilities.
- Treatment Foster Care services provided by foster parents who receive specialized training to provide care in their homes to children and teens who have suffered from neglect, abuse, and trauma.
- Professional mentoring, educational support, and resources for young adults who transition out of foster care to independent living at 18 years old.
- Free diapers, nutritional formula, and other baby essentials for low-income families.
- Community and school-based substance misuse prevention, education programs, and peer recovery support services.





Thanks to the strong commitment of our supporters, volunteers, and talented staff, Children's Aid and Family Services has built a deeply rooted reputation for excellence in the community. In 2022, we continued to grow and had a positive and productive year, offering innovative new programs and serving even more children, adults, and families.

Our commitment to helping children and teenagers in foster care remains strong, and we are one of only three agencies in New Jersey piloting a program called Peer-to-Peer Mentoring. Launched in 2022, it connects youth in foster care with trained professional staff that have their own lived experience in foster care. The mentors serve as role models, helping the young people to understand their system of support and working with them to identify and strengthen their skills. We are proud that three of the mentors on our staff were in Children's Aid and Family Services foster care as teenagers. Their careers are a result of the impact of the high-quality foster care programs we provide that you have long supported.

The agency was also awarded a grant from the Office of Juvenile Justice and Delinquency Protection to expand the WISE Families program (Wrap-Around Intensive Services for Families), a community-based treatment for children ages 7-15. Expanded services will allow WISE to provide treatment up to the age of 17. Working collaboratively with law enforcement, the Essex County Prosecutor's Office partners with our team to work with children who are most at risk for having problems with inappropriate boundaries, and their families, to reduce juvenile justice incarceration and family separation. Children's Aid and Family Services is the only agency in New Jersey certified to provide this specialized treatment.

In 2022, The Center for Alcohol and Drug Resources served double the number of people than the previous year through virtual and in-person programming.

Unfortunately, there is a fentanyl (synthetic opioid) crisis nationwide and in New Jersey, and substance misuse prevention, education, and recovery supports are even more urgently needed. According to the Bergen County Prosecutor's Office, in 2015 all suspected heroin sent to the lab contained between 4 – 8% of fentanyl. In 2023, the number increased to 98%. With an emphasis on harm reduction, in 2022, The Center began working in partnership with local police departments to set up community outreach pop-up sites in Bergen County. They dispense information, links to resources, peer recovery support services, fentanyl test strips, and Narcan to reach people who need help with substance misuse in their own communities.

The Disability Support Services area continues to grow and we opened three new community residences (group homes). With a focus on continually meeting the community's ever-evolving needs, we have been investing in staff and technology to strengthen and modernize our infrastructure. For example, we installed cameras in all 18 of our community residences to help ensure the safety and well-being of the vulnerable individuals we serve and provide additional peace of mind to their families.

For more than 120 years, Children's Aid has been able to grow and evolve and serve some of the most vulnerable members of our community only with the help of supporters like you. Thank you!

C.Tyler Mathisen
Chair, Board of Trustees

Shavonda E. Sumter
President and CEO

In 2022, with the combined efforts of our Board of Trustees, supporters, volunteers, and dedicated staff, we helped over 23,000 vulnerable children, adults, and families in the community.



90%

of participants in the Mobility Mentoring program are in stable housing, a sharp contrast to the 85% of participants that experienced housing instability when they started the program. We provided stipends to 18 participants for educational and/or emergency purposes.



SPACES FOR HOPE

Spaces for Hope, our employee-led Diversity, Equity, Inclusion, and Belonging (DEI) committee celebrated its first full year by hosting an all-staff barbecue. The committee celebrated DEI holidays by presenting guest speakers, launching an Employee Roundtable series and hosting themed lunches.

400,000

diapers were distributed through the Baby Basics program to low-income families in Bergen, Essex, and Passaic Counties, a 13% increase from 2021. With inflation affecting the cost of baby essentials, we helped over 600 babies, a record number.

YEAR ONE

Children's Aid is one of three organizations in New Jersey piloting The Peer-to-Peer program this year. It provides young people ages 14-21, who are in foster care, with support from trained professional staff who have "lived" experience in foster care. Three of the Peer-to-Peer mentors we employ were in Children's Aid and Family Services' foster care as teenagers.

650

times our Recovery Specialists responded when individuals overdosed from opioids.



FIVE

children achieved adoption and permanency, which is a remarkable achievement considering most of our children in need of families have significant medical and emotional needs, as well as cognitive delays.



EXPANSION



200

classes were offered by STRIVE day program's Community Recreation program which launched in 2022. Over 1,500 participants enjoyed a wide and varied curriculum of enriching and fun activities, including physical fitness, music therapy, drum circles, ballroom dancing, outdoor activities, and arts and crafts.

STRIVE also expanded to the second floor of 200 Robin Road, enabling us to provide this vital service to 20 new members. We also opened three new community residences (group homes) for individuals with intellectual and developmental disabilities in Bergen and Passaic Counties, helping to fill an enormous need in the community.

Children's Aid and Family Services received federal funding from the Office of Juvenile Justice and Delinquency Prevention to expand its WISE Families program (Wrap-Around Intensive Services for Families), a community-based treatment for children ages 7-15. WISE diverts children from the juvenile justice system, works to prevent the placement of children into foster or residential care, and promotes family well-being. Expanded services will allow WISE to provide treatment to children up to age 17.

to the Horizon Foundation for New Jersey for providing funding that supports the position of a Family Support Specialist to provide educational and emotional guidance to family members and loved ones of overdose survivors. Until now, these individuals have had little support to help them navigate the disease of addiction or guide them to the resources available to their loved ones.

SPECIAL THANKS

100%

of teenagers participating in 7 Habits of Highly Effective Teens report the information they gleaned will be useful. The interactive program, which includes game-based learning and demonstrations, addresses protective factors against substance misuse. Thanks to Circle of Care for providing the program funding.



CQL

The Council on Quality and Leadership (CQL) featured an article spotlighting the agency's many efforts to show appreciation to the Direct Support Professionals who support individuals with intellectual and developmental disabilities.

WHAT YOU MADE POSSIBLE



The Baby Basics program is funded entirely by philanthropy. We are grateful to our many donors, including Columbia Bank Foundation, for their support of this vital program.



Employees from DeLonghi volunteered with members of STRIVE day program making custom hot-off-the-press paninis and crafts, and, of course, dancing.



We are grateful to Mary Krugman (pictured) and the Woodlea Path Advisory Council members for making the individuals with intellectual and developmental disabilities we serve feel special.



Thank you to volunteers from M&T Bank who spent the day sprucing up our Paramus location.



The children, adults, and families we serve had extra special holidays thanks to everyone that participated in our annual holiday gift drive. Pictured are employees from BSAF.

A special thank you to Tyler Mathisen, whose term as Chair of the agency's Board of Trustees ends in 2023. Tyler has been a passionate advocate and generous supporter of the agency for more than 25 years and has served on the Board since 2013. We are deeply grateful to Tyler and his wife, Joanne LaMarca, for their friendship and commitment to improving our community.



Many thanks to Maschio's Food Service for donating Thanksgiving turkeys to all of our community residences (group homes).



The Depot Gift Shop in Midland Park has been dedicated to the upliftment of women since 1965. Entirely volunteer-run, all proceeds benefit Children's Aid and Family Services. Through the efforts of these amazing volunteers, The Depot has donated more than \$3 million to the agency.



Congratulations to New Jersey Adoption Resource Clearing House (NJ ARCH), Kinship Care Clearing House (KinKnect), and Dana Fried, Assistant Director, for receiving the New Jersey statewide commitment award from Embrella, a New Jersey foster care nonprofit. NJ ARCH and KinKnect provide support to NJ's foster, adoptive, and kinship families.



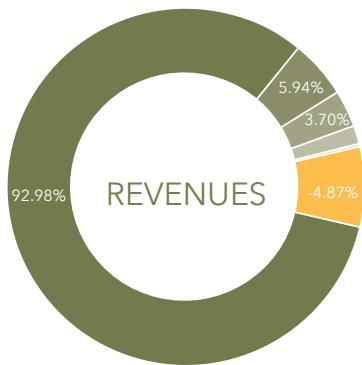
Congratulations to Naysha (pictured center), a participant in Mobility Mentoring who was honored with the Young Role Model Award at our fall event. Naysha became a Registered Medical Assistant with the support of the program, which provides one-on-one coaching and educational and financial support for young people aging out of foster care and is entirely funded by philanthropy.



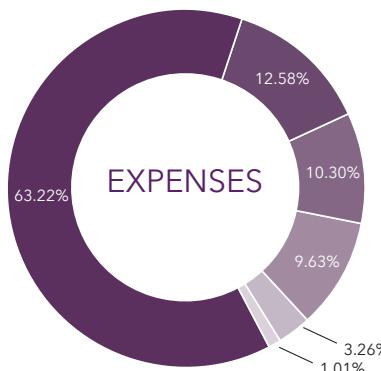
The Center for Alcohol and Drug Resources held its 9th Annual Tree of Addiction Conference. The keynote speaker was Dr. Perry Halkitis, and the theme was Chemsex, Disordered Eating & Intimate Partner Violence in LGBTQ Clients. (Pictured l - r) Liz Rebein, Public Information Officer, Bergen County Prosecutor's Office; Dr. Halkitis; Ellen Elias, Executive VP, Prosecutor Mark Musella, and Shavonda E. Sumter.

FINANCIALS

For the 12 months ended December 31, 2022.



Government	\$24,440,555
Annual and Endowment Gifts	\$1,561,688
Program Fees	\$973,227
Gifts in Kind	\$504,261
Miscellaneous Revenue	\$86,191
Investment Income (including unrealized losses and realized gains on Investments)	(\$1,278,985)
Total Revenues	\$26,286,937



Services for Developmentally Disabled	\$16,716,170
Support Services	\$3,327,656
Community and Clinical Services	\$2,723,751
Addiction Prevention	\$2,545,285
Fundraising	\$862,863
Adoption and Foster Care Services	\$267,607
Total Expenses	\$26,443,332

BOARD OF TRUSTEES

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Children's Aid and Family Services is accredited by COA (the Council on Accreditation)
and is a member of NADSP (National Association of Direct Support Professionals)

LOCATIONS

Bogota, Clifton, Englewood, Fair Lawn, Garfield, Haskell, Hawthorne, Mahwah, Midland Park, Montvale, Paramus, Park Ridge, Ridgewood, Ringwood, South Orange, Wanaque, Wayne, West Milford, West Orange, and Woodbridge.

200 Robin Road Paramus, NJ 07652 | cafsnj.org

2022 ANNUAL GIFTS

Children's Aid and Family Services would like to thank the following donors who gave from January 1 – December 31, 2022. We also gratefully acknowledge those donors that wish to remain anonymous.

Thank you for being a part of our community of caring!

\$5,000.00 +

Anonymous (2)
Asha-Vijay Foundation
Elaine Adler (23)
bergenPAC
Blue Foundry Charitable Foundation
Buck, Seifert & Jost, Inc. (20)
Jennifer and Joseph Castelano (10)
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New Bridge Medical Center (19)

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Otterstedt Insurance Agency
Pajama Program NJ Chapter
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The Ridge School (23)
Ridgewood Newcomers Club
St. Elizabeth's Church (17)
Stratton Charitable Foundation
TD Bank
The TJX Foundation, Inc.
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Woodlea/Path I Advisory Council (21)

\$2,500.00 +

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CBRE
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Modia Butler
AnnMarie and Bruno Cacciarelli
Yamini Dalal
East Rutherford Police Department
Edith and Tom Fatio

THE LEADERSHIP CIRCLE

The Leadership Circle is a group of donors that have made significant personal commitments to Children's Aid and Family Services and its mission to vulnerable children and families. Their exemplary annual gift commitment of \$10,000 or more is instrumental in providing the resources necessary to make the difference between programs of average quality and those that are truly outstanding. The Leadership Circle was created to: recognize exceptional gifts; engage new leadership; and strengthen relationships and partnerships with our donors.

\$250,000.00 +

The Copper Beech Foundation (26)

\$100,000.00 +

The Price Family Foundation

\$50,000.00 +

Bombas
Dave Thomas Foundation for Adoption (17)
The Hearst Foundation (17)
Rodman Media Corp (14)

\$20,000.00 +

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Teresa Aschoff
The Children's Place
The Conestoga Road Foundation
Jennifer and Timothy Cope
Greater Newark Holiday Fund (28)

Cecily and Brian Healy (17)

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The Horizon Foundation for NJ

M & T Bank

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TD Charitable Foundation (16)

Turrell Fund (19)

\$10,000.00 +

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The Depot (30)

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Leanne and Stuart Hinchen (13)

The Houston Family Foundation (18)

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Gertrude Noonan (25)

Nordstrom, Inc. (13)

Novartis Pharmaceuticals Corporation (15)

Sisters of St. Francis of Peace

Kathleen and Wade Schwartz (14)

Leanne and Richard Tavoso

Karin and Chris Vanuga(10)

The Valley Hospital (20)

2022 ANNUAL GIFTS

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 Inserra Supermarkets, Inc.
 Jewish Federation of Northern NJ
 JJA Leasing, LLC
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 Mary Krugman and
 Barry Poskanzer (18)
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 Gigo and Donald Taylor (18)
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 Lisa and William Torpey (21)
 West Side Presbyterian
 Church (12)
 Whole Foods Market

\$1,000.00 +

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 Jill Hutchison
 Bob's Discount Furniture
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 Maureen and John Hall
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 PSE&G
 Benita Raia
 Nancy and Gregory Ricca (10)
 Riebesell Chiropractic (18)
 Ridge High School –
 Ridge Gives Back
 Maria and Chuck Russo
 Cheryl and David Sabath (20)

Roseann Saccoman
 Joanne and Denis Salamone (29)
 Stacey and Jack Sandler (11)
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 Club Few Harper Club/NAWC
 Savoy Associates
 Schanker and Schanker PLLC
 Carol and Steven Schanker
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 Suzanne Silverstein
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 Jan and Jeffrey Strauss
 Shavonda and Kenneth Sumter
 Todd Ouida Children's
 Foundation (21)
 Jessica and David Trokel (13)
 Visions Federal Credit Union
 Barbara and David Wasserman
 Margaret and Drew Watson (23)
 Wells Fargo Bank, N.A.
 Wells Fargo Advisors
 Sonia and Marcus Williams (11)
 The Women's Club of
 Upper Saddle River
 Wyckoff Girl Scout Troop 97209

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 Susan and Michael Haviland (16)
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 Elizabeth R. Hershberger (21)
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 Junior League of Bergen County
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 Phyllis and Daniel Kletter (25)
 Christina Kozma and
 Frederick Tevan
 Lakeland Bancorp Inc.
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 Diane Pugliese
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 Dr. James and Doreen Shamas
 Cheryl Schweighardt
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 Barbara and Robert Stillwell (15)
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 Patty and Alex Trava
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 Mauro Visentini
 Jonelle and Ronald M.
 von Autenried (27)
 VSP Union Bank
 Maggie and Christian Wall
 Anita and Russ Warnet (22)
 Yee Medicine and
 Pediatric Associates

2022 ANNUAL GIFTS

Yamini Naidu and Ravi Srinivasan
Linda M. Zarnett (19)

\$250.00 +

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Krystyn and Tom Alessandrello
Arthur Murray Dance Studio
Kathy and Michael Azzara (25)
Patricia and Harry Barile
Behnke's Paramus Building Supply Co. Inc.
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Bergen Highlands Rotary
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Mary Jane and Luciano Bruni
Lolly Burgin (28)
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Abby and Joel Goldberg
Julie Grapin (15)
Cathrine and Robert Gritman (23)
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Sara Huisking (11)
Melinda Iannarone and Larry Geraghty
Edward Kim
Dake Kopel
Carolyn Schwartz and Larry Krawitz
Lindt Chocolate Shop
Stephanie Louer and Christopher G. Jones (11)
Joann and Stephan Loyka

Make Wine With Us
Manasquan Bank
Mary Ellen Mandry
Susan Marra
Elizabeth and Brant Meleski (13)
Farryn and Gary Melton (20)
John Morris
Lauren and Paul Mularz
Kathleen Mullally
Elizabeth Murphy and Richard Sparrow (18)
Erin and Gene Napolitan
National Football League
Eileen Neville
New York Jets LLC
Jane T. Nicholsons
OddJobBobNJ, LLC
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Lanvi and Bryan O'Malley
Olive R Twist Oil Olive Company
Angela Phillips
Park Ridge Girl Scout 5848
Pinnacle West Capital Corporation
Michael J. Porro
Marie and William Reger
Eilyn and John Riley (20)
River Vale Country Club
Jane and Richard Rose
Season's 52
Lois and Martin Sechay (28)
Timothy Schwartz
Sandra Snow (16)
Carole and Richard Strotbek
Jermaine Suggs
Anne and Anthony Szabo
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Diedre and Thomas Valente
Barbara and Mark Vermylen (18)
Diane and Steven Wade
Betsy Vander Velde
Wegmans Food Markets, Inc
Joanne Westphal
Dr. William M. Willis, Jr. (11)
Alison and Christopher Witzmann
Dustin Worthman
Michelle Zebaida
Rose Zeltser (26)

\$0 - \$249

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Roger Abrahams
Angela Abrams
Janice Ade
Kathryn Adorney and Neil Rindlaub
Marion and William Ahern
Caitlin Albanese
Gayle and Jim Albes (19)
Norris Allman (11)
Alt Eats Cafe

Patricia and Ricardo Almiron
Maura J. Alvino
Kathleen Ameres
Mary Ann and Albert Anderson
Sue and Jim Angus
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ARAYA Rebirth
Arturo's Restaurant
Donald Averna
Nahum Bachrach
Cindy and Walter Badiukiewicz
Bagelicious
Steven Baggiero
Brandon Baldassari
Philip Ball
Bar Boutique
Susan and Joseph Barbuto
Bareburger
Bartson Fabrics
Martin Basner
Susan and Bruce Beal
Barbara and Ernest Behrens (12)
Ben & Jerry's
Jeanne M. Bensburg
Bergen County Players
Bergen Doula
Audrey and Rick Berger
Lori Berlin
Kathleen and John Bincoletto
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Maxine and Jack Bock
Michael Bodner
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Delores Bosak
Mary Boucher
Barbara Boyer
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Ellen Breger and David Meinhard
Robert Brome
Richard Brome
Ralph Brome
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Shari Brooks
Susan G. Brooks (14)
Kathleen Brough and David L. Isralowitz
Megan Brown
Anne Brown
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Ellen Caulfield
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Sandra and Wallace Cerasuolo
Katherine S. Chadwick
Mr. and Mrs. Thomas E. Chadwick
Sheryl and Howard Chesler (27)
Chipotle
Anita Clemente
Deborah and William Coats
Joyce Cochran
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Kathleen Coleman
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Steve Dentler
Carole DeRoberto
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Peter Di Canio
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Colleen and Michael Donoghue
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Patricia and Francis Dubie
Mark Durham
Arlene and Steven Elias
Rosemarie Emmerson
Marilyn Fagles
Dan Feng
Nancy and William Ferer
Benedetta and Charles Fermier
Frank G. Ferri
Five Dimes Brewery
Glenn and Geraldine Flach-Sysbesma
Richard S. Flint (25)
Flirty Finds

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Elda Fontane	Jo Ann H. Jennings	Tisha and John Mender	Suzanne and Robert Reynen
Elizabeth and Lawrence Forte (18)	Marilyn and Jack Jessourian	Andrew S. Meo	Sheila and Robert Riccardi
Francesca Brick Oven Pizza and Pasta	Janet F. Johnston	Meyer's House of Sweets	Victoria Rice
Kimberley and Jim Freda	Christina Judd	Ellen Michelson	Mary and Steven Riskind
Mary Jane and Ronald Frey	Elaine Kaiser	Christopher Mika	Theresa Rondholz
Ann Frommer	Susan Kantor	Zenia and Phil Miller	Phyllis Rosen and Marshall Cherin
Claire Fry	Patricia and George Kehrberger	Kinde Mnkaptaah	Tina and Marc Rosenberg
Rosemarie and Frank Fuchs	Kendra Scott	Monster Mini Golf	Marie Rovetto and Anthony Napoli
Louise and Tony Furfaro	Betty and H. Ralph Kirby (24)	Cheryl Byk and Robert Montemurno	Rumba Cubana
Shereen and Vincent Furio	Margaret and Thomas Kohli	Theresa Moore	Saddle River Inn
Carol Gallagher	Elizabeth Kordonsky	Morey's Piers & Beachfront	Saddle River Reformed Church
GAO Thai Kitchen	Ms. Linda M. Kreczkowski	Waterpark	Joyce and Alexander Salvatore
Vanessa Garcia	Mary Ann and Richard Kwiatkowski	Mary Morgan	Nichelle and Terence Santos-Byrd
Heriberto Garcia	Joanne Kyritz	Elizabeth and Joseph Morley (10)	Sanzari's New Bridge Inn
Gardiner & Co.	Linda Labanoski	Jaime and Michael Morley	Sue and Hamid Sarmadi
Diana and Anthony Gentile (19)	Lucy Lachnicht	Ashley Morolla	Dr. Kenwyn and Deborah Saunders
Mary Gilly	Petar Lakic	Kathy and Ken Morris	Claire Saunders
Maria and Richard Gilosa	Joan R. Lalonde (11)	Jennifer and Gregory Motta	Savini Restaurant
Glamour, Too	Lori and Jay Lamb	Martha and Edward Mulligan	Margaret Scarpelli
Margaret Goff	Barbara Anne Langan	Maria Munoz	Doreen Schlett
Melissa Goldberg	L'Arte della Pasticceria	Elizabeth Murphy and Richard Sparrow	Mary and Daniel Schouten
Goldfish Swim School	Susan Lee	Nellie's Place	Marieanne and Karl Schroeder (27)
Tracey Goldstein	Susan and Frank Leier	Thelma Nelson	Diane and Vincent Scriveri
Marjorie Goldstein	Christa Leonard	New York Football Giants	Linda and Frank Sepulveres
Barbara and Dan Goodman (14)	Eleanor and Robert Leone	Catherine and Bernard Newman	Kathe Serbin
Terese Goodman	Alice T. Lesher	Noodle Partners	Geera Shah
Rick and Shanna Gordan	Bobbi Lewis	Heather Norman	Sana and Hamdi Shahin
Shirley Gordon	Abbe Lewites	NY Red Bulls	Danielle and Sharples
Audrey and Gregory Goring	Susan and Stanley Liebowitz	Kathleen O'Brien	Elizabeth and Steve Shell
Grand Lux Cafe	Stacey Linden	Mary O'Connell	Mahreen and Brandon Short
Thomas Griffin	Georgia Lipane	Cheryl O'Hara	Mark Siegler
Jaclyn Griffith	Audrey Long	Nikkant S. Oliver	Fred Siek
Sheryl Grippo	Jackie Lue Raia	Charles Omsberg	Nancy LeBrecht-Sklar
Helen Grippo	Anthony S. Luparello	One Body Matrix	Donna L. Skurka
Patricia Grosso	Jill and Elliot Lutzker	Mr. John O'Neil	Kathy and Russ Smith
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Jennifer Hallowell	Nancy Maciag	Christine and Edwin Ordway	Jonnie Sofer (11)
Sean Hanrahan	Maggiano's Little Italy	Dorothy and Richard Oswald	Phyllis S. Sohn (28)
Marilyn and Rodney Hara	Marsha and James Magliacane	Nancy O'Toole	Kathleen Spero
Susan Hardin	Nona and Thomas Maher	Carol and Rick Pagano	Leah Ann Spinelli
Susan Hardy	Mae and John Mahonchak	Don Palathinkal	Joan and John Stanton
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Ms. Byrenda M. Hatcher	Megan and Robert Major	Judith and Charles Papier (21)	Kamil Stec
Charmaine and Gene Hegybeli	Christopher Major	Paramus Cub Scout Pack 245	Karen and Ronald Steiginga
Rita and Timothy Henkler (20)	Mary Mallony	Park West Tavern	Barbara J. Steuert
Reyna Hernandez Pantaleon	Sharon and David Manzo	Beena Patel	Steve Rich Environmental
Mary and Dennis Hiel	Laura and John Marcy	Lauren Pearlstein	Stew Leonard's Farm Fresh Food and Wine
Karen and Earl Hinton	Kathy Marrazzo	Katherine and Hakan Pehlivan	Stop & Shop
Ho-Ho-Kus Fire Dept. Ladies Auxiliary	Karen and Thomas Marschall	Kley Peralta	Julia Stoumbos
HoHoKus Women's Auxiliary	Barbara and Arthur Masarky	Perry's Florist & Gardens	Straight A Head Salon
Holiday Bowl	Monica and Edward McCabe (12)	Pizza Love	Sarah and Andy Strauss
Mary Onie and Thomas Holland (14)	Sarah and Robert McClanahan (15)	Pizzeria Mandara	Jean Strickholm (23)
Lois D. Horowitz	Jean McCormack	PJ Finnegan's	Pamela and George Swede (23)
Barbara Hutter	Susan and Patricia McCue	Joanne Ponticello	James Sweeney
Marylou Iacovo	Kathryn and Derek McGrath (12)	Elizabeth and Frederick Pracht (27)	T.S. Ma
Nicole Inandan	Victoria McGuire	Princess Nails	Karen Tedford
Zahra lobal	Barbara G. McLaughlan (22)	Tracey Raimondi	Adrienne Tenbekjian
Eileen and Thomas Jankunis	Erin McMahon and John Dewan	Elizabeth Rebein	The Hill Restaurant
Florence and Bob Jennes	Barbara McPartland	Tracy L Regan	The Melting Pot
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This bequest is designed for the Endowment Fund, to be used by Children's Aid and Family Services wherever the need is greatest.

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