

Public Inspection Copy

Return of Organization Exempt From Income Tax

Form 990

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

2023

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

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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

A For the 2023 calendar year, or tax year beginning and ending
B Check if applicable:
C Name of organization: CHILDREN'S FRIEND AND SERVICE
D Employer identification number: 05-0258819
E Telephone number: (401)276-4300
G Gross receipts \$: 41,633,138.
H(a) Is this a group return for subordinates?
H(b) Are all subordinates included?
I Tax-exempt status: 501(c)(3)
J Website: WWW.CHILDRENSFRIENDRI.ORG
K Form of organization: Corporation
L Year of formation: 1834
M State of legal domicile: RI

Part I Summary

Table with 3 main columns: Description, Prior Year, Current Year. Rows include: 1 Briefly describe the organization's mission... 2 Check this box... 3-7a Activities & Governance... 8-12 Revenue... 13-19 Expenses... 20-22 Net Assets or Fund Balances.

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.

Sign Here: Signature of officer DAVID CAPRIO, PRESIDENT & CEO
Paid: Preparer's name PATRICK J. MARTIN, signature PATRICK J. MARTIN
Preparer Use Only: Firm's name KAHN, LITWIN, RENZA & CO., LTD., address 951 NORTH MAIN STREET

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

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: THE MISSION OF CHILDREN'S FRIEND AND SERVICE (THE ORGANIZATION) IS TO BE THE INNOVATIVE LEADER IN IMPROVING THE WELL-BEING AND HEALTHY DEVELOPMENT OF RHODE ISLAND'S MOST VULNERABLE YOUNG CHILDREN. THEY ACCOMPLISH THIS BY PROVIDING FLEXIBLE AND EFFECTIVE CULTURALLY

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 \$ 23,312,322. including grants of \$) (Revenue \$ 1,211,037.) CHILD CARE CENTER THE AGENCY OPERATES CHILD CARE CENTERS IN CENTRAL FALLS, PAWTUCKET, AND PROVIDENCE. THERE WERE 159 CHILDREN ENROLLED IN THE CENTERS IN 2023 AND AN ADDITIONAL 236 THROUGH THE SUMMER LEARNING AND ENRICHMENT PROGRAM. THE PRE-KINDERGARTEN PROGRAM PROVIDES HIGH-QUALITY PRE-KINDERGARTEN CLASSES TO ELIGIBLE CHILDREN. RIDE OVERSEES THE PROGRAM. 387 CHILDREN PARTICIPATED IN 2023.

PROFESSIONAL DEVELOPMENT THE PROFESSIONAL DEVELOPMENT PROGRAM PROVIDES QUALITY TRAINING PROGRAMS OPEN TO THE COMMUNITY, EARLY CARE EDUCATORS, AND STAFF OF THE

4b (Code:) (Expenses \$ 5,881,008. including grants of \$) (Revenue \$ 382,433.) HEALTH AND NUTRITION SERVICES WOMEN, INFANTS AND CHILDREN (WIC) IS A NUTRITION PROGRAM THAT PROVIDES: HEALTHY FOODS, NUTRITION EDUCATION TO IMPROVE FAMILY HEALTH, BREASTFEEDING ADVICE AND SUPPORT, REFERRALS TO DOCTORS, DENTISTS AND OTHER COMMUNITY SERVICES. WIC HELPS PREGNANT WOMEN, BREASTFEEDING MOTHERS, AND NEW MOTHERS WITH BABIES UNDER SIX MONTHS OLD, FATHERS, GRANDPARENTS, FOSTER PARENTS, BABIES, AND CHILDREN YOUNGER THAN FIVE YEARS OLD.

THE ORGANIZATION PROVIDES SERVICES UNDER THE WIC PROGRAM IN CENTRAL FALLS, PROVIDENCE AND PAWTUCKET. DURING 2023, 5,224 CHILDREN AND THEIR

4c (Code:) (Expenses \$ 3,287,069. including grants of \$) (Revenue \$ 2,358,334.) FAMILY PRESERVATION SERVICE

FAMILY CARE COMMUNITY PARTNERSHIP THE ORGANIZATION IS PART OF A PARTNERSHIP OF COMMUNITY-BASED AGENCIES SERVICING THE CHILDREN AND FAMILIES WITHIN THE URBAN CORE IN RHODE ISLAND. THE CATCHMENT AREA INCLUDES PROVIDENCE, PAWTUCKET, CENTRAL FALLS AND CRANSTON. THE PARTNERSHIP INCLUDES: FAMILY SERVICE OF RHODE ISLAND, AS LEAD AGENCY IN DIRECT CONTRACT WITH DCYF, CHILDREN'S FRIEND AND SERVICE, COMPREHENSIVE COMMUNITY ACTION PROGRAM, TIDES FAMILY SERVICES, THE PROVIDENCE CENTER AND THE SOCIO-ECONOMIC DEVELOPMENT CENTER FOR SOUTHEAST ASIANS. EACH AGENCY HAS A TEAM THAT WORKS DIRECTLY WITH FAMILIES.

4d Other program services (Describe on Schedule O.) (Expenses \$ 2,536,538. including grants of \$) (Revenue \$ 2,422,073.)

4e Total program service expenses 35,016,937.

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Yes, No. Rows include questions 1 through 21 regarding organizational requirements and schedules A through I.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, Yes, No. Rows 22-38 covering various organizational requirements.

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Table with 3 columns: Question ID, Question Text, Yes, No. Rows 1a-1c regarding Form 1096 and backup withholding rules.

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Table with columns for question number, question text, and Yes/No columns. Includes questions 2a through 17 regarding employee counts, tax returns, gross income, foreign accounts, prohibited transactions, and charitable contributions.

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

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members of the governing body at the end of the tax year; 1b Enter the number of voting members included on line 1a, above, who are independent; 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?; 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?; 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?; 5 Did the organization become aware during the year of a significant diversion of the organization's assets?; 6 Did the organization have members or stockholders?; 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?; 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?; 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body? b Each committee with authority to act on behalf of the governing body?; 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.

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

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates?; 10b 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?; 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?; 11b Describe on Schedule O the process, if any, used by the organization to review this Form 990.; 12a Did the organization have a written conflict of interest policy? If "No," go to line 13; 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?; 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done; 13 Did the organization have a written whistleblower policy?; 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?; 15a The organization's CEO, Executive Director, or top management official; 15b Other officers or key employees of the organization; 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?; 16b 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?

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed RI
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 [X] 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
DAVID CAPRIO - 401-276-4300
153 SUMMER STREET, PROVIDENCE, RI 02903

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."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, 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	Former			
(1) DAVID CAPRIO PRESIDENT & CEO	40.00			X			212,685.	0.	9,454.	
(2) DANA MULLEN CHIEF OF PROGRAMS	40.00					X	143,325.	0.	28,912.	
(3) RONALD CONTRERAS CHIEF OF FINANCIAL	40.00			X			143,331.	0.	6,333.	
(4) MARK GRIFFIN CHAIR	1.00	X		X			0.	0.	0.	
(5) MARIE GANIM, PH.D VICE CHAIR	1.00	X		X			0.	0.	0.	
(6) DONALD ST. PETER TREASURER	1.00	X		X			0.	0.	0.	
(7) JOHN D. CREGAN ASST. TREASURER	1.00	X		X			0.	0.	0.	
(8) CHARLOTTE DIFFENDALE SECRETARY	1.00	X		X			0.	0.	0.	
(9) WILLIAM J. ALLEN BOARD MEMBER	1.00	X					0.	0.	0.	
(10) KAMILAH A'VANT BOARD MEMBER	1.00	X					0.	0.	0.	
(11) LISA M. BOUSQUET BOARD MEMBER (TO 06/23)	1.00	X					0.	0.	0.	
(12) MARY CRAM BOARD MEMBER	1.00	X					0.	0.	0.	
(13) ROSA E. DE CASTILLO BOARD MEMBER	1.00	X					0.	0.	0.	
(14) MICHAEL DISANDRO BOARD MEMBER	1.00	X					0.	0.	0.	
(15) ANA ECHEVARRIA DE SAQUIC BOARD MEMBER	1.00	X					0.	0.	0.	
(16) MAUREEN GURGHIGIAN BOARD MEMBER	1.00	X					0.	0.	0.	
(17) EVA C. HULSE-AVILA BOARD MEMBER	1.00	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	Former			
(18) LEONARD L. LOPES, ESQ. BOARD MEMBER	1.00	X						0.	0.	0.
(19) KYLE O. MASON BOARD MEMBER	1.00	X						0.	0.	0.
(20) KIMBERLY I. MCCARTHY, ESQ. BOARD MEMBER	1.00	X						0.	0.	0.
(21) BENJAMIN J. MELLINO BOARD MEMBER	1.00	X						0.	0.	0.
(22) CARMEN A. MIRABAL BOARD MEMBER	1.00	X						0.	0.	0.
(23) EDUARDO E. NAYA BOARD MEMBER	1.00	X						0.	0.	0.
(24) MARTHA NEWCOMB, ESQ. BOARD MEMBER	1.00	X						0.	0.	0.
(25) BAHJAT SHARIFF BOARD MEMBER	1.00	X						0.	0.	0.
1b Subtotal								499,341.	0.	44,699.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								499,341.	0.	44,699.

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 3

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		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? <i>If "Yes," complete Schedule J for such individual</i>	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? <i>If "Yes," complete Schedule J for such person</i>		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
J&A GENERAL CONTRACTOR, LLC 48 KIMBALL STREET, PROVIDENCE, RI 02908	CLEANING/BLDG MAINT.	574,120.
CAROUSEL INDUSTRIES OF NORTH AMERICA PO BOX 842084, BOSTON, MA 02284	TECHNICAL SUPPORT	495,847.
DAVID MONACO DBA/ ENCORE CATERING 1260 POST ROAD, WARWICK, RI 02888	FOOD PROGRAM CATERING	376,440.
LEGACY GENERAL CONTRACTOR 551 WARREN AVE, EAST PROVIDENCE, RI 02914	BUILDING RENOVATIONS	267,073.
BEAUTIFICAL BEGINNINGS CENTER 700 ELMWOOD AVE, PROVIDENCE, RI 02907	INFANT/TODDLER CHILDCARE SERVICES	216,234.

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 5

Part VIII Statement of Revenue

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

				(A)	(B)	(C)	(D)	
				Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a	17,667.				
	b	Membership dues	1b					
	c	Fundraising events	1c	112,260.				
	d	Related organizations	1d					
	e	Government grants (contributions)	1e	27,567,799.				
	f	All other contributions, gifts, grants, and similar amounts not included above ...	1f	1,062,923.				
	g	Noncash contributions included in lines 1a-1f	1g	\$				
	h	Total. Add lines 1a-1f			28,760,649.			
Program Service Revenue	2 a	FEE FOR SERVICE	Business Code	624100	6,340,794.	6,340,794.		
	b							
	c							
	d							
	e							
	f	All other program service revenue						
	g	Total. Add lines 2a-2f			6,340,794.			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)			371,009.		371,009.	
	4	Income from investment of tax-exempt bond proceeds						
	5	Royalties						
	6 a	Gross rents	6a	(i) Real				
				(ii) Personal				
	b	Less: rental expenses ...	6b					
	c	Rental income or (loss)	6c					
	d	Net rental income or (loss)						
	7 a	Gross amount from sales of assets other than inventory	7a	(i) Securities				
				(ii) Other				
					6,017,469.			
	b	Less: cost or other basis and sales expenses	7b	4,350,959.				
	c	Gain or (loss)	7c	1,666,510.				
d	Net gain or (loss)			1,666,510.		1,666,510.		
8 a	Gross income from fundraising events (not including \$ 112,260. of contributions reported on line 1c). See Part IV, line 18	8a		110,134.				
				58,657.				
b	Less: direct expenses	8b						
c	Net income or (loss) from fundraising events			51,477.		51,477.		
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						
b	Less: cost of goods sold	10b						
c	Net income or (loss) from sales of inventory							
Miscellaneous Revenue	11 a	MISCELLANEOUS	Business Code	624100	33,083.	33,083.		
	b							
	c							
	d	All other revenue						
	e	Total. Add lines 11a-11d			33,083.			
12	Total revenue. See instructions			37,223,522.	6,373,877.	0.	2,088,996.	

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees				
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	20,027,773.	19,168,828.	51,304.	807,641.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	611,018.	585,055.	1,523.	24,440.
9 Other employee benefits	4,470,783.	4,272,100.	19,320.	179,363.
10 Payroll taxes	1,499,987.	1,435,602.	4,399.	59,986.
11 Fees for services (nonemployees):				
a Management				
b Legal	35,750.	12,240.	23,510.	
c Accounting	100,436.	97,224.		3,212.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	100,641.		100,641.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	2,369,628.	2,266,302.	47,319.	56,007.
12 Advertising and promotion	54,661.	6,054.	16,166.	32,441.
13 Office expenses	833,117.	736,684.	17,670.	78,763.
14 Information technology				
15 Royalties				
16 Occupancy	3,188,680.	3,081,086.	76,800.	30,794.
17 Travel	221,488.	211,531.	9,610.	347.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	111,366.	69,999.	9,209.	32,158.
20 Interest	33,360.	15,864.	17,496.	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	487,764.	438,093.	49,671.	
23 Insurance	205,459.	204,103.		1,356.
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 CLIENT BENEFITS	1,858,078.	1,820,829.	17,142.	20,107.
b LICENSES	272,698.	222,667.	10,820.	39,211.
c BAD DEBT	260,928.	260,928.		
d STAFF TRAINING	73,561.	68,262.	4,917.	382.
e All other expenses	50,476.	43,486.	6,768.	222.
25 Total functional expenses. Add lines 1 through 24e	36,867,652.	35,016,937.	484,285.	1,366,430.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A)		(B)
		Beginning of year		End of year
Assets	1 Cash - non-interest-bearing	1,009,083.	1	946,093.
	2 Savings and temporary cash investments	170,149.	2	240,209.
	3 Pledges and grants receivable, net	7,309,005.	3	5,668,641.
	4 Accounts receivable, net		4	
	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	148,901.	9	254,148.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 18,387,859.		
	b Less: accumulated depreciation	10b 7,086,656.		
	11 Investments - publicly traded securities	10,737,200.	10c	11,301,203.
	12 Investments - other securities. See Part IV, line 11	17,735,278.	11	19,927,954.
	13 Investments - program-related. See Part IV, line 11	1,779,866.	12	1,961,803.
	14 Intangible assets		13	
	15 Other assets. See Part IV, line 11	2,685,624.	14	
16 Total assets. Add lines 1 through 15 (must equal line 33)	41,575,106.	15	2,557,042.	
		16	42,857,093.	
Liabilities	17 Accounts payable and accrued expenses	5,535,003.	17	5,882,029.
	18 Grants payable		18	
	19 Deferred revenue	665,725.	19	0.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to 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		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	89,843.	25	87,993.
	26 Total liabilities. Add lines 17 through 25	6,290,571.	26	5,970,022.
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	21,687,607.	27	22,155,906.
	28 Net assets with donor restrictions	13,596,928.	28	14,731,165.
	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	35,284,535.	32	36,887,071.
	33 Total liabilities and net assets/fund balances	41,575,106.	33	42,857,093.

Part XI Reconciliation of Net Assets

Check 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	37,223,522.
2	Total expenses (must equal Part IX, column (A), line 25)	2	36,867,652.
3	Revenue less expenses. Subtract line 2 from line 1	3	355,870.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	35,284,535.
5	Net unrealized gains (losses) on investments	5	1,246,666.
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	36,887,071.

Part XII Financial Statements and Reporting

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

		Yes	No
1	Accounting method used to prepare the Form 990: <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? _____ 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		X
b	Were the organization's financial statements audited by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____ If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	X	
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? _____	X	
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits _____	X	

Form **990** (2023)

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

2023

Open to Public Inspection

Table with 2 columns: Name of the organization (CHILDREN'S FRIEND AND SERVICE), Employer identification number (05-0258819)

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 [X] 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

Table with 6 columns: (i) Name of supported organization, (ii) EIN, (iii) Type of organization, (iv) Is the organization listed in your governing document?, (v) Amount of monetary support, (vi) Amount of other support. Includes a Total row at the bottom.

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

Table with 7 columns: (a) 2019, (b) 2020, (c) 2021, (d) 2022, (e) 2023, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Tax revenues levied for the organization's benefit; 3 The value of services or facilities furnished by a governmental unit; 4 Total. Add lines 1 through 3; 5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f); 6 Public support. Subtract line 5 from line 4.

Section B. Total Support

Table with 7 columns: (a) 2019, (b) 2020, (c) 2021, (d) 2022, (e) 2023, (f) Total. Rows include: 7 Amounts from line 4; 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 9 Net income from unrelated business activities, whether or not the business is regularly carried on; 10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.); 11 Total support. Add lines 7 through 10; 12 Gross receipts from related activities, etc. (see instructions); 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.

Section C. Computation of Public Support Percentage

Table with 2 columns: Line number, Percentage. Rows include: 14 Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f)); 15 Public support percentage from 2022 Schedule A, Part II, line 14; 16a 33 1/3% support test - 2023. 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; b 33 1/3% support test - 2022. 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; 17a 10% -facts-and-circumstances test - 2023. 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; b 10% -facts-and-circumstances test - 2022. 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; 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.

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) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	5,846,851.	1,686,706.	27,495,998.	31,051,064.	28,760,649.	94,841,268.
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	29,262,796.	25,506,891.	3,671,894.	4,233,168.	6,450,928.	69,125,677.
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	35,109,647.	27,193,597.	31,167,892.	35,284,232.	35,211,577.	163,966,945.
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						0.
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						0.
c Add lines 7a and 7b						0.
8 Public support. (Subtract line 7c from line 6.)						163,966,945.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
9 Amounts from line 6	35,109,647.	27,193,597.	31,167,892.	35,284,232.	35,211,577.	163,966,945.
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	442,414.	237,423.	234,143.	524,721.	371,009.	1,809,710.
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b	442,414.	237,423.	234,143.	524,721.	371,009.	1,809,710.
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.)	9,944.	242,395.	779,479.	155,860.	33,083.	1,220,761.
13 Total support. (Add lines 9, 10c, 11, and 12.)	35,562,005.	27,673,415.	32,181,514.	35,964,813.	35,615,669.	166,997,416.

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 2023 (line 8, column (f), divided by line 13, column (f))	15	98.19 %
16 Public support percentage from 2022 Schedule A, Part III, line 15	16	98.12 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2023 (line 10c, column (f), divided by line 13, column (f))	17	1.08 %
18 Investment income percentage from 2022 Schedule A, Part III, line 17	18	1.12 %

19a 33 1/3% support tests - 2023. 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 - 2022. 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 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>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.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
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)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>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.</i>		
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)? <i>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.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>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).</i>		
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? <i>If "Yes," provide detail in Part VI.</i>		
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? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
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))? <i>If "Yes," provide detail in Part VI.</i>		
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? <i>If "Yes," provide detail in Part VI.</i>		
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? <i>If "Yes," provide detail in Part VI.</i>		
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)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

Table with 3 columns: Question, Yes, No. Row 11: Has the organization accepted a gift or contribution from any of the following persons? Sub-rows 11a, 11b, 11c.

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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? Row 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?

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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)?

Section D. All Type III Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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? Row 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? Row 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?

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). Sub-rows a, b, c. Row 2: Activities Test. Answer lines 2a and 2b below. Sub-rows a, b. Row 3: Parent of Supported Organizations. Answer lines 3a and 3b below. Sub-rows a, b.

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 (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 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).		

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 - provide details in Part VI)	5
6	Other distributions (describe in Part VI). 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 (provide details in Part VI). See instructions.	8
9	Distributable amount for 2023 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-2023	(iii) Distributable Amount for 2023
1	Distributable amount for 2023 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2023 (reasonable cause required - explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2023		
a	From 2018		
b	From 2019		
c	From 2020		
d	From 2021		
e	From 2022		
f	Total of lines 3a through 3e		
g	Applied to underdistributions of prior years		
h	Applied to 2023 distributable amount		
i	Carryover from 2018 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2023 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2023 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.		
6	Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		
7	Excess distributions carryover to 2024. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2019		
b	Excess from 2020		
c	Excess from 2021		
d	Excess from 2022		
e	Excess from 2023		

Schedule A (Form 990) 2023

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.)

Horizontal lines for supplemental information entry.

SCHEDULE C
(Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2023

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

For Organizations Exempt From Income Tax Under Section 501(c) and Section 527
Complete if the organization is described below. Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

If the organization answered "Yes" on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then:

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then:

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes" on Form 990, Part IV, line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then:

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization <p style="text-align: center;">CHILDREN'S FRIEND AND SERVICE</p>	Employer identification number <p style="text-align: center;">05-0258819</p>
--	---

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.
- 2 Political campaign activity expenditures \$ _____
- 3 Volunteer hours for political campaign activities _____

Part I-B Complete if the organization is exempt under section 501(c)(3).

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 \$ _____
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 \$ _____
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Yes No
- 4a Was a correction made? Yes No
- b If "Yes," describe in Part IV.

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities \$ _____
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities \$ _____
- 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b \$ _____
- 4 Did the filing organization file **Form 1120-POL** for this year? Yes No
- 5 Enter the names, addresses, and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.

Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

- A** Check if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B** Check if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)														
b Total lobbying expenditures to influence a legislative body (direct lobbying)	2,787.													
c Total lobbying expenditures (add lines 1a and 1b)	2,787.													
d Other exempt purpose expenditures	35,014,150.													
e Total exempt purpose expenditures (add lines 1c and 1d)	35,016,937.													
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000.													
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%; text-align: left;">If the amount on line 1e, column (a) or (b) is:</th> <th style="text-align: left;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>not over \$500,000,</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>over \$500,000 but not over \$1,000,000,</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>over \$1,000,000 but not over \$1,500,000,</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>over \$1,500,000 but not over \$17,000,000,</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>over \$17,000,000,</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	not over \$500,000,	20% of the amount on line 1e.	over \$500,000 but not over \$1,000,000,	\$100,000 plus 15% of the excess over \$500,000.	over \$1,000,000 but not over \$1,500,000,	\$175,000 plus 10% of the excess over \$1,000,000.	over \$1,500,000 but not over \$17,000,000,	\$225,000 plus 5% of the excess over \$1,500,000.	over \$17,000,000,	\$1,000,000.		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:													
not over \$500,000,	20% of the amount on line 1e.													
over \$500,000 but not over \$1,000,000,	\$100,000 plus 15% of the excess over \$500,000.													
over \$1,000,000 but not over \$1,500,000,	\$175,000 plus 10% of the excess over \$1,000,000.													
over \$1,500,000 but not over \$17,000,000,	\$225,000 plus 5% of the excess over \$1,500,000.													
over \$17,000,000,	\$1,000,000.													
g Grassroots nontaxable amount (enter 25% of line 1f)	250,000.													
h Subtract line 1g from line 1a. If zero or less, enter -0-	0.													
i Subtract line 1f from line 1c. If zero or less, enter -0-	0.													
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes <input type="checkbox"/> No												

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) Total
2a Lobbying nontaxable amount	1,000,000.	1,000,000.	1,000,000.	1,000,000.	4,000,000.
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000.
c Total lobbying expenditures	514.	1,458.	1,349.	2,787.	6,108.
d Grassroots nontaxable amount	250,000.	250,000.	250,000.	250,000.	1,000,000.
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000.
f Grassroots lobbying expenditures					

Schedule C (Form 990) 2023

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

Table with 3 main columns: (a) Yes, (a) No, (b) Amount. Rows include questions about lobbying activities like volunteers, paid staff, media, mailings, etc.

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

Table with 3 columns: Question, Yes, No. Rows 1-3 regarding dues, lobbying expenditures, and carryover.

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

Table with 3 columns: Question, Yes, No. Rows 1-5 regarding dues, lobbying expenditures, and taxable amount.

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions); and Part II-B, line 1. Also, complete this part for any additional information.

SCHEDULE C, PART II-A, LINE 1B

IN 2022, \$1,349 IS THE VALUE OF TIME SPENT BY THE PRESIDENT/CEO ON

LEGISLATIVE ISSUES.

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

2023

Open to Public Inspection

Name of the organization CHILDREN'S FRIEND AND SERVICE Employer identification number 05-0258819

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.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two yes/no questions about donor property and grant fund usage.

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

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include purpose of easements, total number and acreage, number of easements on historic structures, and monitoring expenses.

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.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include reporting requirements for art and historical treasures.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule D (Form 990) 2023

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 Public exhibition
 - b Scholarly research
 - c Preservation for future generations
 - d Loan or exchange program
 - e Other _____
- 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 |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 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 in 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	17,735,278.	22,253,754.	20,214,691.	19,829,124.	17,646,136.
b Contributions					
c Net investment earnings, gains, and losses	3,183,544.	-3,644,566.	2,887,187.	2,100,480.	3,888,529.
d Grants or scholarships					
e Other expenditures for facilities and programs	1,015,868.	990,900.	950,975.	1,714,913.	1,705,541.
f Administrative expenses	-25,000.	-116,990.	-102,851.		
g End of year balance	19,927,954.	17,735,278.	22,253,754.	20,214,691.	19,829,124.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment 42.4700 %
 - b Permanent endowment 37.6200 %
 - c Term endowment 19.9100 %
- 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:
- | | Yes | No |
|--|-----|----|
| (i) Unrelated organizations? | X | |
| (ii) Related organizations? | | X |
| 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		837,702.		837,702.
b Buildings		13,372,809.	4,223,948.	9,148,861.
c Leasehold improvements		1,200.	1,200.	0.
d Equipment		3,092,642.	2,483,453.	609,189.
e Other		1,083,506.	378,055.	705,451.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				11,301,203.

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, line 12, col. (B))		

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, line 13, col. (B))		

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) RIGHT-OF-USE ASSETS - OPERATING LEASES	2,461,292.
(2) RESTRICTED CASH	95,750.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	2,557,042.

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) UNEMPLOYMENT BENEFITS RESERVE	87,993.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	87,993.

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 ...

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	39,297,617.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	1,246,666.
b	Donated services and use of facilities	2b	928,070.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	2,174,736.
3	Subtract line 2e from line 1	3	37,122,881.
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	100,641.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	100,641.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	37,223,522.

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	37,695,081.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	928,070.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	928,070.
3	Subtract line 2e from line 1	3	36,767,011.
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	100,641.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	100,641.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	36,867,652.

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 V, LINE 4:

THE FUNDS ARE RESTRICTED TO BE INVESTED IN PERPETUITY AND THE INCOME DERIVED FROM THE INVESTMENT IS EXPENDABLE TO SUPPORT THE OPERATING AND PROGRAM ACTIVITIES OF THE ORGANIZATION.

PART X, LINE 2:

THE ORGANIZATION IS A NOT-FOR-PROFIT CHARITABLE ORGANIZATION EXEMPT FROM FEDERAL INCOME TAXES AS A PUBLIC CHARITY UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE. MANAGEMENT BELIEVES THAT THE ORGANIZATION OPERATES IN A MANNER CONSISTENT WITH ITS TAX-EXEMPT STATUS AT BOTH THE FEDERAL AND STATE LEVELS.

Part XIII Supplemental Information (continued)

THE ORGANIZATION ANNUALLY FILES IRS FORM 990 - RETURN OF ORGANIZATIONS

EXEMPT FROM INCOME TAX, REPORTING VARIOUS INFORMATION THAT THE IRS USES TO

MONITOR THE ACTIVITIES OF TAX-EXEMPT ENTITIES. THESE TAX RETURNS ARE

SUBJECT TO REVIEW BY THE TAXING AUTHORITIES, GENERALLY FOR THREE YEARS

AFTER THEY WERE FILED. THE ORGANIZATION CURRENTLY HAS NO TAX EXAMINATIONS

IN PROGRESS.

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	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))
		LUNCHEON (event type)	(event type)	NONE (total number)	
Revenue	1	Gross receipts	222,394.		222,394.
	2	Less: Contributions	112,260.		112,260.
	3	Gross income (line 1 minus line 2)	110,134.		110,134.
Direct Expenses	4	Cash prizes			
	5	Noncash prizes			
	6	Rent/facility costs	13,500.		13,500.
	7	Food and beverages	18,528.		18,528.
	8	Entertainment			
	9	Other direct expenses	26,629.		26,629.
	10	Direct expense summary. Add lines 4 through 9 in column (d)			58,657.
11	Net income summary. Subtract line 10 from line 3, column (d)			51,477.	

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			
	2	Cash prizes			
Direct Expenses	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: _____

- 11 Does the organization conduct gaming activities with nonmembers? Yes No
- 12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? Yes No
- 13 Indicate the percentage of gaming activity conducted in:

a The organization's facility	13a	%
b An outside facility	13b	%
- 14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name _____

Address _____

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

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

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

Name _____

Address _____

16 Gaming manager information:

Name _____

Gaming manager compensation \$ _____

Description of services provided _____

Director/officer Employee Independent contractor

17 Mandatory distributions:

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

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

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.

**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

2023

Open to Public
Inspection

Name of the organization

CHILDREN'S FRIEND AND SERVICE

Employer identification number

05-0258819

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"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <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 checked="" type="checkbox"/> Compensation committee | <input type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input type="checkbox"/> Compensation survey or study |
| <input checked="" type="checkbox"/> Form 990 of other organizations | <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		

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

Schedule J (Form 990) 2023

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.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) DAVID CAPRIO PRESIDENT & CEO	(i)	212,685.	0.	0.	9,454.	0.	222,139.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) DANA MULLEN CHIEF OF PROGRAMS	(i)	143,325.	0.	0.	6,450.	22,462.	172,237.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

**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

2023

Open to Public
Inspection

Name of the organization

CHILDREN'S FRIEND AND SERVICE

Employer identification number

05-0258819

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

RELEVANT SERVICES AND ADVOCATING FOR PROGRAMS AND POLICIES THAT SUPPORT

AND STRENGTHEN CHILDREN AND THEIR FAMILIES. THE ORGANIZATION

ACCOMPLISHES ITS MISSION THROUGH A VARIETY OF PROGRAMS AND SERVICES AS

DESCRIBED BELOW

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:

ORGANIZATION AND OUR AGENCY PARTNERS. APPROXIMATELY 400 EMPLOYEES,

MEMBERS OF THE EXTERNAL COMMUNITY, AND THE ORGANIZATION PARTNERS

PARTICIPATED IN THE TRAININGS DURING 2023.

FOSTER CARE/PERMANENCY SERVICES

THE ADOPTION/FOSTER CARE PROGRAM PROVIDES A FULL CONTINUUM OF ADOPTION,

COUNSELING, CASE-MANAGEMENT, SUPPORT AND EDUCATIONAL SERVICES FOR BIRTH

PARENTS, CHILDREN, ADOPTIVE PARENTS AND ADULT ADOPTees. THE PROGRAM

ALSO PROVIDES FOSTER CARE PLACEMENTS FOR AT-RISK INFANTS AND CHILDREN

AGES BIRTH TO 10 YEARS WHO ARE IN NEED OF TEMPORARY OUT OF HOME CARE,

THROUGH A CONTRACT WITH THE STATE DEPARTMENT OF CHILDREN, YOUTH AND

FAMILIES. THE PROGRAM ALSO RECRUITS, TRAINS AND ASSISTS IN THE

LICENSING OF FOSTER PARENTS.

IN 2023, ADOPTION HOME STUDIES WERE COMPLETED FOR TWO PROSPECTIVE

ADOPTIVE FAMILIES.

FOSTER CARE SERVICES WERE PROVIDED TO 43 CHILDREN, 4 NEW FOSTER

FAMILIES WERE TRAINED, 4 FAMILIES WERE LICENSED AND 25 PREVIOUSLY

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

Schedule O (Form 990) 2023

LHA 332211 11-14-23

Name of the organization CHILDREN'S FRIEND AND SERVICE	Employer identification number 05-0258819
---	--

LICENSED FAMILIES REMAINED ACTIVE, FOR A TOTAL OF 29 LICENSED FAMILIES.

IN ADDITION, THE PROGRAM RESPONDED TO INQUIRIES FOR INFORMATION AND

REFERRALS REGARDING ADOPTION AND FOSTER CARE RELATED ISSUES.

THE ADOPTION SUPPORT AND PRESERVATION PROGRAM PROVIDES INTENSIVE,

HOME-BASED COUNSELING AND CASE MANAGEMENT SERVICES TO PREVENT ADOPTION

DISRUPTION AND PROMOTE WELL-BEING OF ADOPTIVE FAMILIES. THERE WERE 34

FAMILIES PROVIDED WITH AGENCY-BASED SUPPORT, EDUCATION GROUPS AND

RESPITE SERVICES. THE PROGRAM ALSO PROVIDED TRAINING FOR PROFESSIONALS

PROVIDING ADOPTION-RELATED SERVICES.

FOSTERING FAMILIES PROVIDES SUPPORT SERVICES FOR KINSHIP AND FOSTER

FAMILIES. ALL REFERRALS FOR SERVICES ARE MADE THROUGH THE DEPARTMENT OF

CHILDREN, YOUTH, AND FAMILIES (DCYF). THE GOAL IS TO ADDRESS THE NEEDS

OF FOSTER AND KINSHIP FAMILIES WITH FOSTER CHILDREN WHO ARE AT RISK OF

EXPERIENCING REMOVAL DURING THE DURATION OF THEIR TIME WHILE OPEN TO

DCYF. SERVICES ARE PROVIDED IN HOME, AND INCLUDE BUT ARE NOT LIMITED

TO: LINKAGE TO COMMUNITY RESOURCES, COURT ADVOCACY AND CASE

CONFERENCING, INTENSIVE CASE MANAGEMENT SERVICES, PARENTING AND NURSING

ASSESSMENT/INTERVENTION/MONITORING, MENTAL HEALTH ASSESSMENT AND

MONITORING, AND RECREATIONAL AND GROUP INTERVENTIONS. FOSTERING

FAMILIES PROVIDES WEEKLY TO BI-WEEKLY VISITS BASED ON THE NEED OF THE

FAMILY AND/OR CHILD. SERVICES ARE STATEWIDE AND CAN BE ACTIVE FOR UP

TO 15 MONTHS.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:

FAMILIES RECEIVED SERVICES THROUGH THE WIC PROGRAM.

Name of the organization CHILDREN'S FRIEND AND SERVICE	Employer identification number 05-0258819
---	--

THE FIRST CONNECTIONS PROGRAM IS A HOME-BASED OUTREACH SERVICE INTENDED TO PROMOTE THE HEALTH AND WELL-BEING OF MOTHERS AND THEIR NEWBORN CHILDREN. MOTHERS AND NEWBORNS, WITH POTENTIAL RISKS FOR HEALTHY DEVELOPMENT, ARE IDENTIFIED BY THE HOSPITAL WHEN THE BABY IS BORN.

THE ORGANIZATION PROVIDES SERVICES UNDER THE FIRST CONNECTIONS PROGRAM IN CENTRAL FALLS, PAWTUCKET, CRANSTON AND PARTS OF PROVIDENCE. DURING 2023, 394 NEWBORN CHILDREN RECEIVED SERVICES THROUGH THE PROGRAM.

THE HEALTHY FAMILIES AMERICA (HFA) IS AN EVIDENCE-BASED HOME VISITING PROGRAM ROOTED IN THE BELIEF THAT EARLY, NURTURING RELATIONSHIPS ARE THE FOUNDATION FOR LIFE LONG, HEALTHY DEVELOPMENT. HFA REQUIRES THAT FAMILIES ARE ENROLLED PRENATALLY OR AT BIRTH AND SERVICES ARE PROVIDED TO FAMILIES UNTIL THE CHILD'S THIRD BIRTHDAY.

DURING 2023, HFA PROVIDED SERVICES TO 257 PARTICIPANTS AND THEIR FAMILIES.

THE NURSE FAMILY PARTNERSHIP (NFP) IS AN EVIDENCE-BASED HOME VISITING PROGRAM THAT AIMS TO IMPROVE THE LIVES OF AT-RISK, FIRST-TIME MOTHERS AND THEIR INFANTS. THE PROGRAM PAIRS THESE YOUNG WOMEN WITH SPECIALLY TRAINED NURSES, WHO CONDUCT HOME VISITS PRENATALLY UNTIL THE CHILD IS TWO YEARS OF AGE.

DURING 2023, NFP PROVIDED SERVICES TO 187 PARTICIPANTS.

THE ORGANIZATION PROVIDES SERVICES UNDER THE NFP PROGRAM IN PROVIDENCE, PAWTUCKET, CENTRAL FALLS, WEST WARWICK, WOONSOCKET AND NEWPORT.

Name of the organization CHILDREN'S FRIEND AND SERVICE	Employer identification number 05-0258819
---	--

PROJECT CONNECT

PROJECT CONNECT IS A STATEWIDE HOME-BASED INTERVENTION PROGRAMS.

PROJECT CONNECT IS DESIGNED TO ADDRESS THE PROBLEMS OF SUBSTANCE ABUSE AND MENTAL HEALTH.

THE PROGRAM WORKS WITH HIGH-RISK FAMILIES INVOLVED IN THE CHILD WELFARE SYSTEM. FAMILIES ARE REFERRED BY DCYF AND SERVICES ARE TAILORED TO MEET THEIR NEEDS. DURING 2023, 146 FAMILIES RECEIVED INTENSIVE FAMILY PRESERVATION SERVICES AMONGST THESE PROGRAMS.

FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS:

FAMILIES IN THE PROGRAM ARE AT RISK FOR CHILD ABUSE, NEGLECT AND/OR DEPENDENCY OR DCYF INVOLVEMENT. CHILDREN IN THE PROGRAM MEET THE CRITERIA FOR SED OR HAVE BEEN DIAGNOSED UNDER DSM-IV OR DC: 0-3, OR ARE CONCLUDING A SENTENCE AT THE RHODE ISLAND TRAINING SCHOOL OR ARE LEAVING TEMPORARY COMMUNITY PLACEMENT.

DURING 2023, THE ORGANIZATION SERVICED 74 FAMILIES THROUGH THE FAMILY CARE COMMUNITY PARTNERSHIP.

FAMILY CHILD CARE FOOD PROGRAM

THE FAMILY CHILD CARE FOOD PROGRAM TARGETS FAMILY CHILDCARE PROVIDERS IN THE CORE CITIES OF PROVIDENCE, PAWTUCKET AND CENTRAL FALLS, RHODE ISLAND; HOWEVER, IT IS OPEN TO ALL FAMILY CHILDCARE PROVIDERS STATEWIDE. OVER HALF OF THE PARTICIPANTS IDENTIFY SPANISH AS THEIR PRIMARY LANGUAGE. THERE WERE 132 CHILD CARE PROVIDERS THAT PARTICIPATED IN THE FAMILY CHILD CARE FOOD PROGRAM DURING 2023.

Name of the organization CHILDREN'S FRIEND AND SERVICE	Employer identification number 05-0258819
---	--

KIDS CONNECT

KIDS CONNECT SERVICES SUPPORT CHILDREN WITH EMOTIONAL, BEHAVIORAL OR MEDICAL NEEDS IN THEIR CLASSROOM SO THAT THEY CAN SUCCESSFULLY LEARN AND PLAY WITH THEIR PEERS. THESE ARE CHILDREN WITH SPECIAL HEALTHCARE NEEDS WHO ARE LIVING AT HOME OR WITH A FOSTER FAMILY AND NOW HAVE BEEN DIAGNOSED WITH CERTAIN SIGNIFICANT PHYSICAL, DEVELOPMENTAL, BEHAVIORAL OR EMOTIONAL CONDITIONS.

A TOTAL OF 40 CHILDREN RECEIVED KIDS CONNECT SERVICES IN 2023.

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

EARLY INTERVENTION SERVICES FAMILIES AND CHILDREN WITH DEVELOPMENTAL DELAY AND/OR RISK AND CHILDREN WITH DISABILITIES BETWEEN THE AGES OF BIRTH TO 3 YEARS. CHILDREN RECEIVE A VARIETY OF SERVICES, MOST IN A HOME BASED OR COMMUNITY SETTING, FROM A MULTI-DISCIPLINARY TEAM. THERE WERE 601 CHILDREN AND THEIR FAMILIES THAT RECEIVED SERVICES THROUGH THE PROGRAM DURING 2023.

EXPENSES \$ 2,536,538. INCLUDING GRANTS OF \$ 0. REVENUE \$ 2,422,073.

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

THE FORM 990 IS PREPARED BY THE EXTERNAL AUDITORS AND REVIEWED BY MANAGEMENT. ONCE ALL ARE SATISFIED WITH THE FORM, IT IS FINALIZED AND A COPY IS SENT TO ALL BOARD MEMBERS, WHO ARE ASKED IF THEY HAVE ANY QUESTIONS OR COMMENTS. IF ANY REVISIONS ARE MADE, A FINAL COPY IS SENT TO ALL BOARD MEMBERS. THE FINALIZED VERSION OF THE 990 IS THEN SUBMITTED TO THE IRS.

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

Name of the organization CHILDREN'S FRIEND AND SERVICE	Employer identification number 05-0258819
---	--

EACH YEAR THE ORGANIZATION'S CONFLICT OF INTEREST POLICY IS PROVIDED TO ALL OFFICERS, DIRECTORS AND KEY EMPLOYEES. THESE PEOPLE ARE ASKED TO REVIEW THE POLICY AND SIGN A STATEMENT INDICATING THAT THEY UNDERSTAND THE POLICY AND HAVE REPORTED ALL POTENTIAL CONFLICTS DURING THE PAST YEAR IN ACCORDANCE WITH THE POLICY AND WILL REPORT ALL POTENTIAL CONFLICTS DURING THE COMING YEAR. ALL POTENTIAL CONFLICTS ARE EVALUATED BY THE BOARD TO DETERMINE IF A CONFLICT ACTUALLY EXISTS. IN THOSE INSTANCES WHERE THE POTENTIAL TRANSACTION IS A CONFLICT, THE BOARD EXAMINES THE TRANSACTION AND A VOTE IS TAKEN (WITH THOSE INVOLVED RECUSING THEMSELVES) AS TO WHETHER THE ORGANIZATION WILL ENTER INTO THE TRANSACTION.

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

THE BOARD CONDUCTS A PERFORMANCE REVIEW AND EVALUATION OF THE PRESIDENT & CEO. THE REVIEW ALSO ESTABLISHES THE INDIVIDUAL'S COMPENSATION. THIS PROCESS INVOLVES THE EVALUATION OF THE INDIVIDUAL AND A REVIEW OF COMPENSATION OF COMPARABLE POSITIONS OBTAINED FROM COMPENSATION SURVEYS. THE BOARD'S DELIBERATION AND DECISION IS NOTED IN THE MINUTES OF THE MEETING.

THE PRESIDENT & CEO ESTABLISHES THE COMPENSATION OF THE SENIOR MANAGEMENT TEAM AND REVIEWS THE PERFORMANCE EVALUATIONS AND RECOMMENDED COMPENSATION WITH THE BOARD. THE EVALUATIONS AND COMPENSATION ARE DISCUSSED WITH THE BOARD ALTHOUGH NO VOTE OF APPROVAL OF THE PRESIDENT & CEO'S DECISION IS REQUIRED.

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

THE ORGANIZATION MAKES ITS GOVERNING DOCUMENTS (ARTICLES OF INCORPORATION AND BY-LAWS), ITS CONFLICT OF INTEREST POLICY AND FINANCIAL STATEMENTS

Name of the organization CHILDREN'S FRIEND AND SERVICE	Employer identification number 05-0258819
---	--

AVAILABLE UPON REQUEST. THE ORGANIZATION WILL MAIL COPIES UPON REQUEST OR
 PROVIDE COPIES TO THOSE WHO COME TO THE ADMINISTRATIVE OFFICE DURING NORMAL
 BUSINESS HOURS. THE ORGANIZATION CHARGES FOR THE COPIES IN ACCORDANCE WITH
 IRS REGULATIONS.

FORM 990, PART XII, LINE 2C
 THE ORGANIZATION DID NOT CHANGE EITHER ITS OVERSIGHT PROCESS OR
 SELECTION PROCESS DURING THE TAX YEAR.