

Return of Organization Exempt From Income Tax
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

2019

Open to Public Inspection

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

A For the **2019** calendar year, or tax year beginning **JUL 1, 2019** and ending **JUN 30, 2020**

B Check if applicable: Address change Name change Initial return Final return/terminated Amended return Application pending	C Name of organization NORTHERN VIRGINIA FAMILY SERVICE		D Employer identification number 54-0791977	
	Doing business as			
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	E Telephone number	
	10455 WHITE GRANITE DRIVE	100	(571) 748-2500	
City or town, state or province, country, and ZIP or foreign postal code OAKTON, VA 22124-2764		G Gross receipts \$		60,617,951.
F Name and address of principal officer: STEPHANIE BERKOWITZ SAME AS C ABOVE		H(a) Is this a group return for subordinates? Yes <input checked="" type="checkbox"/> No		
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or 527		H(b) Are all subordinates included? Yes No		
J Website: WWW.NVFS.ORG		H(c) Group exemption number		
K Form of organization: <input checked="" type="checkbox"/> Corporation Trust Association Other		L Year of formation: 1924	M State of legal domicile: VA	

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: SEE SCHEDULE O		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	24
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	23
	5 Total number of individuals employed in calendar year 2019 (Part V, line 2a)	5	430
	6 Total number of volunteers (estimate if necessary)	6	2914
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, line 39	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	28,605,717.	31,381,252.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	2,476,719.	2,054,537.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	321,339.	194,240.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	1,483,285.	664,149.
		32,887,060.	34,294,178.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	8,204,666.	8,165,346.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	19,022,653.	18,707,352.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b Total fundraising expenses (Part IX, column (D), line 25)	1,203,909.	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	5,546,849.	4,682,802.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	32,774,168.	31,555,500.	
19 Revenue less expenses. Subtract line 18 from line 12	112,892.	2,738,678.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21 Total liabilities (Part X, line 26)	17,310,453.	21,902,292.
	22 Net assets or fund balances. Subtract line 21 from line 20	8,021,667.	9,942,594.
	9,288,786.	11,959,698.	

Part II Signature Block

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

Sign Here	Signature of officer <i>Stephanie Berkowitz</i>	Date 1/29/2021	
	STEPHANIE BERKOWITZ, PRESIDENT & CEO Type or print name and title		
Paid Preparer Use Only	Print/Type preparer's name YONG ZHANG, CPA	Preparer's signature <i>Yong Zhang</i>	Date 01/27/21
	Firm's name RSM US LLP	Firm's EIN 42-0714325	Check if self-employed <input type="checkbox"/> PTIN P01249785
	Firm's address 1861 INTERNATIONAL DRIVE, SUITE 400 MCLEAN, VA 22102	Phone no. 703-336-6400	

May the IRS discuss this return with the preparer shown above? (see instructions) 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: SEE SCHEDULE O

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

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes [X] No

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 \$ 6,594,214. including grants of \$ 3,412,793.) (Revenue \$ 105,256.) HOMELESS AND HOUSING SERVICES: SEE SCHEDULE O

4b (Code:) (Expenses \$ 6,293,726. including grants of \$ 4,765.) (Revenue \$ 126,808.) EARLY CHILDHOOD SERVICES: SEE SCHEDULE O

4c (Code:) (Expenses \$ 4,235,779. including grants of \$ 3,102,760.) (Revenue \$) HEALTH ACCESS AND NUTRITION SERVICES: SEE SCHEDULE O

4d Other program services (Describe on Schedule O.) (Expenses \$ 8,935,179. including grants of \$ 1,645,028.) (Revenue \$ 2,307,572.)

4e Total program service expenses 26,058,898.

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 22 through 38 regarding organizational reporting, compensation, bond issues, and transactions.

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 include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, 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 response boxes. Includes questions 2a through 16 regarding employee counts, tax filings, and organizational compliance.

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 (24); 1b Enter the number of voting members included on line 1a, above, who are independent (23); 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? (X); 3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person? (X); 4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? (X); 5 Did the organization become aware during the year of a significant diversion of the organization's assets? (X); 6 Did the organization have members or stockholders? (X); 7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body? (X); 7b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? (X); 8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body? (X); b Each committee with authority to act on behalf of the governing body? (X); 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O (X).

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? (X); 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? (X); 11b Describe in Schedule O the process, if any, used by the organization to review this Form 990.; 12a Did the organization have a written conflict of interest policy? If "No," go to line 13 (X); 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? (X); 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done (X); 13 Did the organization have a written whistleblower policy? (X); 14 Did the organization have a written document retention and destruction policy? (X); 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? a The organization's CEO, Executive Director, or top management official (X); b Other officers or key employees of the organization (X); If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).; 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? (X); 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? (X).

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed [X] VA, CA, MD, ME, NC, NY
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. [X] 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 [] CLIFFORD YEE - 571-748-2500 10455 WHITE GRANITE DR, STE 100, OAKTON, VA 22124

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

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

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

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations. See 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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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) STEVE GLADIS CHAIR	2.00	X		X				0.	0.	0.
(2) STEVE ALLOY VICE-CHAIR	2.00	X		X				0.	0.	0.
(3) JENNY LINDSEY SECRETARY	2.00	X		X				0.	0.	0.
(4) TIMOTHY KENNY TREASURER	2.00	X		X				0.	0.	0.
(5) JENNIFER AUMENT BOARD MEMBER	2.00	X						0.	0.	0.
(6) LYNDA BOGGS BOARD MEMBER	2.00	X						0.	0.	0.
(7) JESSIE CLARK BOARD MEMBER	2.00	X						0.	0.	0.
(8) ANGIE CASPER BOARD MEMBER	2.00	X						0.	0.	0.
(9) KEVIN DESANTO BOARD MEMBER	2.00	X						0.	0.	0.
(10) CARRIE DOOHER BOARD MEMBER	2.00	X						0.	0.	0.
(11) XENIA GAROFALO BOARD MEMBER	2.00	X						0.	0.	0.
(12) JUAN PABLO GONZALEZ BOARD MEMBER	2.00	X						0.	0.	0.
(13) BRIAN JACKSON BOARD MEMBER	2.00	X						0.	0.	0.
(14) MARC KATZ BOARD MEMBER	2.00	X						0.	0.	0.
(15) DEREK LIGEIKIS BOARD MEMBER	2.00	X						0.	0.	0.
(16) KRIS MANNING BOARD MEMBER	2.00	X						0.	0.	0.
(17) SONIA MCCORMICK BOARD MEMBER	2.00	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)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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) MY-CHAU NGUYEN BOARD MEMBER	2.00	X					0.	0.	0.	
(19) BARBARA RUDIN BOARD MEMBER	2.00	X					0.	0.	0.	
(20) AMY TAKAYAMA-PEREZ BOARD MEMBER	2.00	X					0.	0.	0.	
(21) CASEY VEATCH BOARD MEMBER	2.00	X					0.	0.	0.	
(22) BILL WHITE BOARD MEMBER	2.00	X					0.	0.	0.	
(23) WAYNE ZELL BOARD MEMBER	2.00	X					0.	0.	0.	
(24) STEPHANIE BERKOWITZ PRESIDENT & CEO	37.50	X		X			265,075.	0.	35,391.	
(25) CLIFFORD YEE EXECUTIVE VP & CFO	37.50			X			195,589.	0.	9,613.	
(26) JACQUELINE DENDIEVEL EXECUTIVE VP OF HR	37.50			X			131,863.	0.	17,750.	
1b Subtotal							592,527.	0.	62,754.	
c Total from continuation sheets to Part VII, Section A							637,849.	0.	84,529.	
d Total (add lines 1b and 1c)							1,230,376.	0.	147,283.	

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 8

	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
WONDERFUL VIRGINIA ACADEMY, 13420 MINNIEVILLE ROAD, WOODBRIDGE, VA 22193	EARLY HEAD START CHILDCARE	196,648.
NIKKI'S CHRISTIAN DAYCARE & LEARNING CENTER 14900 CLOVERDALE ROAD, WOODBRIDGE, VA 22193	EARLY HEAD START CHILDCARE	181,806.

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 2

SEE PART VII, SECTION A CONTINUATION SHEETS

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 (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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			
(27) ANDREA ECK EXECUTIVE VP OF PROGRAMS	37.50			X				130,620.	0.	25,033.
(28) KATHLEEN MCMAHON EXEC. VP OF DEVELOPMENT & COMMUNICAT	37.50			X				138,459.	0.	7,100.
(29) LAURENT POIROT VICE PRESIDENT OF IT	37.50					X		133,159.	0.	27,182.
(30) BETH DARGATIS DIRECTOR OF FINANCE	37.50					X		124,318.	0.	10,079.
(31) MALINDA LANGFORD SENIOR VP OF PROGRAMS	37.50					X		111,293.	0.	15,135.
Total to Part VII, Section A, line 1c								637,849.		84,529.

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						
	b Membership dues	1b						
	c Fundraising events	1c	14,100.					
	d Related organizations	1d						
	e Government grants (contributions)	1e	21,447,850.					
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	9,919,302.					
	g Noncash contributions included in lines 1a-1f	1g	\$ 3,172,722.					
	h Total. Add lines 1a-1f							31,381,252.
Program Service Revenue	2 a FAMILY & COMMUNITY SVC	Business Code	900099	2,054,537.	2,054,537.			
	b _____							
	c _____							
	d _____							
	e _____							
	f All other program service revenue							
	g Total. Add lines 2a-2f			2,054,537.				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			121,362.			121,362.	
	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				
			26,360,792.					
	b Less: cost or other basis and sales expenses	7b	26,285,943.	1,971.				
	c Gain or (loss)	7c	74,849.	-1,971.				
	d Net gain or (loss)				72,878.			72,878.
8 a Gross income from fundraising events (not including \$ 14,100. of contributions reported on line 1c). See Part IV, line 18	8a							
		204,853.						
b Less: direct expenses	8b	35,859.						
c Net income or (loss) from fundraising events				168,994.			168,994.	
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							
		485,099.						
b Less: cost of goods sold	10b	0.						
c Net income or (loss) from sales of inventory				485,099.	485,099.			
Miscellaneous Revenue	11 a OTHER INCOME	Business Code	900099	10,056.			10,056.	
	b _____							
	c _____							
	d All other revenue							
	e Total. Add lines 11a-11d				10,056.			
12 Total revenue. See instructions				34,294,178.	2,539,636.	0.	373,290.	

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 ...	422,262.	422,262.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	7,743,084.	7,743,084.		
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	921,219.		780,359.	140,860.
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	13,958,969.	11,299,367.	2,030,028.	629,574.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	594,077.	452,258.	110,992.	30,827.
9 Other employee benefits	2,131,577.	1,622,724.	398,244.	110,609.
10 Payroll taxes	1,101,510.	838,556.	205,796.	57,158.
11 Fees for services (nonemployees):				
a Management				
b Legal				
c Accounting	87,801.	20,000.	67,801.	
d Lobbying	17,700.		17,700.	
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch. O.)	725,942.	489,752.	182,609.	53,581.
12 Advertising and promotion				
13 Office expenses	833,483.	663,404.	55,030.	115,049.
14 Information technology				
15 Royalties				
16 Occupancy	1,462,428.	1,245,026.	179,795.	37,607.
17 Travel	179,442.	171,358.	7,244.	840.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	179,482.	164,467.	11,776.	3,239.
20 Interest	43,431.	43,234.	176.	21.
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	276,483.	229,071.	42,601.	4,811.
23 Insurance	182,143.	146,147.	33,792.	2,204.
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 NUTRITION SERVICES	196,839.	196,839.		
b EQUIPMENT REPAIR & MAIN	184,238.	177,555.	6,471.	212.
c FURNITURE & EQUIPMENT	152,898.	37,349.	112,666.	2,883.
d FUND. EXP REPORTED ON L	-35,859.			-35,859.
e All other expenses	196,351.	96,445.	49,613.	50,293.
25 Total functional expenses. Add lines 1 through 24e	31,555,500.	26,058,898.	4,292,693.	1,203,909.
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) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	2,744,365.	1	7,461,370.
	2 Savings and temporary cash investments	193,877.	2	
	3 Pledges and grants receivable, net	536,967.	3	379,467.
	4 Accounts receivable, net	2,605,422.	4	2,830,152.
	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	259,030.	8	184,794.
	9 Prepaid expenses and deferred charges	515,625.	9	515,803.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 8,088,121.		
	b Less: accumulated depreciation	10b 3,296,045.	4,990,679.	10c 4,792,076.
	11 Investments - publicly traded securities	5,436,688.	11	5,715,955.
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	27,800.	15	22,675.
16 Total assets. Add lines 1 through 15 (must equal line 33)	17,310,453.	16	21,902,292.	
Liabilities	17 Accounts payable and accrued expenses	2,096,003.	17	2,157,133.
	18 Grants payable		18	
	19 Deferred revenue	2,986,650.	19	1,725,236.
	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	2,405,196.	23	5,611,966.
	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	533,818.	25	448,259.
	26 Total liabilities. Add lines 17 through 25	8,021,667.	26	9,942,594.
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	7,619,932.	27	6,884,015.
	28 Net assets with donor restrictions	1,668,854.	28	5,075,683.
	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	9,288,786.	32	11,959,698.
33 Total liabilities and net assets/fund balances	17,310,453.	33	21,902,292.	

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	34,294,178.
2	Total expenses (must equal Part IX, column (A), line 25)	2	31,555,500.
3	Revenue less expenses. Subtract line 2 from line 1	3	2,738,678.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	9,288,786.
5	Net unrealized gains (losses) on investments	5	-67,766.
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	11,959,698.

Part XII Financial Statements and Reporting

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

- 1** Accounting method used to prepare the Form 990: Cash Accrual Other _____
If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.
- 2a** Were the organization's financial statements compiled or reviewed by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- b** Were the organization's financial statements audited by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- 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.
- 3a** As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- 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

	Yes	No
2a		X
2b	X	
2c	X	
3a	X	
3b	X	

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2019

Open to Public Inspection

Name of the organization NORTHERN VIRGINIA FAMILY SERVICE	Employer identification number 54-0791977
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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 or 990-EZ).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations
- g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	29,110,349.	31,551,580.	29,933,796.	28,605,717.	31,381,252.	150,582,694.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	29,110,349.	31,551,580.	29,933,796.	28,605,717.	31,381,252.	150,582,694.
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.						150,582,694.

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
7 Amounts from line 4	29,110,349.	31,551,580.	29,933,796.	28,605,717.	31,381,252.	150,582,694.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	47,617.	62,003.	50,423.	84,717.	121,362.	366,122.
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.)	769,448.	638,168.	701,268.	810,502.	214,909.	3,134,295.
11 Total support. Add lines 7 through 10						154,083,111.
12 Gross receipts from related activities, etc. (see instructions)					12	18,775,015.
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2019 (line 6, column (f) divided by line 11, column (f))	14	97.73 %
15 Public support percentage from 2018 Schedule A, Part II, line 14	15	97.14 %
16a 33 1/3% support test - 2019. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b 33 1/3% support test - 2018. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2019. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2018. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

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) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2015	(b) 2016	(c) 2017	(d) 2018	(e) 2019	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First five 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 2019 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2018 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2019 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2018 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2019. 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 - 2018. 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 in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	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 (b) and (c) 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 12a or 12b in Part I, answer (b) and (c) 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 (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</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 or 990-EZ).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</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 in 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 in 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 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)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
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? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3 By reason of the relationship described in (2), 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? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).		
2 Activities Test. Answer (a) and (b) below.		
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>		
b Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
3 Parent of Supported Organizations. Answer (a) and (b) below.		
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>Provide details in Part VI.</i>		
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		

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 1-1/2% of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by .035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Schedule A (Form 990 or 990-EZ) 2019

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	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI). See instructions.	
7 Total annual distributions. Add lines 1 through 6.	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	
9 Distributable amount for 2019 from Section C, line 6	
10 Line 8 amount divided by line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2019	(iii) Distributable Amount for 2019
1 Distributable amount for 2019 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2019 (reasonable cause required- explain in Part VI). See instructions.			
3 Excess distributions carryover, if any, to 2019			
a From 2014			
b From 2015			
c From 2016			
d From 2017			
e From 2018			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2019 distributable amount			
i Carryover from 2014 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4 Distributions for 2019 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2019 distributable amount			
c Remainder. Subtract lines 4a and 4b from 4.			
5 Remaining underdistributions for years prior to 2019, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI . See instructions.			
6 Remaining underdistributions for 2019. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI . See instructions.			
7 Excess distributions carryover to 2020. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2015			
b Excess from 2016			
c Excess from 2017			
d Excess from 2018			
e Excess from 2019			

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

SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:

OTHER INCOME FROM EXEMPT ACTIVITIES

2015 AMOUNT: \$ 16,871.

2016 AMOUNT: \$ 1,278.

2017 AMOUNT: \$ 1,953.

2018 AMOUNT: \$ 6,187.

2019 AMOUNT: \$ 10,056.

FUNDRAISING

2015 AMOUNT: \$ 752,577.

2016 AMOUNT: \$ 636,890.

2017 AMOUNT: \$ 699,315.

2018 AMOUNT: \$ 804,315.

2019 AMOUNT: \$ 204,853.

Schedule B

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

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

2019

Name of the organization

NORTHERN VIRGINIA FAMILY SERVICE

Employer identification number

54-0791977

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I, II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ▶ \$ _____

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

Name of organization NORTHERN VIRGINIA FAMILY SERVICE	Employer identification number 54-0791977
--	--

Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	<hr/> <hr/> <hr/>	\$ 6,971,773.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	<hr/> <hr/> <hr/>	\$ 6,907,035.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	<hr/> <hr/> <hr/>	\$ 2,863,703.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	<hr/> <hr/> <hr/>	\$ 1,916,207.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	<hr/> <hr/> <hr/>	\$ 712,970.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization NORTHERN VIRGINIA FAMILY SERVICE	Employer identification number 54-0791977
--	--

Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$ _____	
		\$ _____	
		\$ _____	
		\$ _____	
		\$ _____	
		\$ _____	
		\$ _____	

Name of organization NORTHERN VIRGINIA FAMILY SERVICE	Employer identification number 54-0791977
--	--

Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) ▶ \$ _____
Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	

SCHEDULE C
(Form 990 or 990-EZ)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2019

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;">NORTHERN VIRGINIA FAMILY SERVICE</p>	Employer identification number <p style="text-align: center;">54-0791977</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)														
c	Total lobbying expenditures (add lines 1a and 1b)														
d	Other exempt purpose expenditures														
e	Total exempt purpose expenditures (add lines 1c and 1d)														
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns.														
<table border="1" style="width: 100%;"> <thead> <tr> <th style="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)														
h	Subtract line 1g from line 1a. If zero or less, enter -0-														
i	Subtract line 1f from line 1c. If zero or less, enter -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?														

Yes 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) 2016	(b) 2017	(c) 2018	(d) 2019	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

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)).

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?	X		
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? ..	X		
c Media advertisements?		X	
d Mailings to members, legislators, or the public?	X		2,907.
e Publications, or published or broadcast statements?		X	
f Grants to other organizations for lobbying purposes?		X	
g Direct contact with legislators, their staffs, government officials, or a legislative body?	X		8,734.
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?		X	
i Other activities?	X		17,700.
j Total. Add lines 1c through 1i			29,341.
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		X	
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

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

	Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?	1	
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
3 Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year?	3	

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."

1 Dues, assessments and similar amounts from members	1
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).	
a Current year	2a
b Carryover from last year	2b
c Total	2c
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4
5 Taxable amount of lobbying and political expenditures (see instructions)	5

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.

PART II-B, LINE 1, LOBBYING ACTIVITIES:

VOLUNTEERS ARE BOARD MEMBERS WHO OCCASIONALLY CALL, EMAIL, OR VISIT

LEGISLATORS TO ADVOCATE FOR FUNDING FOR HUMAN SERVICES IN THE AREAS OF

NVFS FOCUS. PAID STAFF CONSISTS OF ONLY OF OUR PRESIDENT & CEO.

MAILINGS CONSIST OF EMAILS AND CONSUME APPROXIMATELY 15 HOURS PER YEAR

OF THE PRESIDENT & CEO'S TIME. AMOUNT REPRESENTS ALLOCATION OF 3% OF

Part IV Supplemental Information (continued)

HER TIME, PLUS MILEAGE REIMBURSEMENT FOR TWO TRIPS TO RICHMOND FOR
PRESIDENT & CEO AND BOARD MEMBERS. DIRECT CONTACT CONSISTS OF PHONE
CALLS OR VISITS BY PRESIDENT & CEO AND BOARD MEMBERS. OTHER ACTIVITIES
CONSISTS OF PAYMENTS TO ACCESS POINT (LOBBYING FIRM).

SCHEDULE C, PART II-B

FOR II-B, LINE 1A, VOLUNTEERS ARE BOARD MEMBERS WHO OCCASIONALLY CALL,
EMAIL OR VISIT LEGISLATORS TO ADVOCATE FOR FUNDING FOR HUMAN SERVICES IN
THE AREAS OF NVFS FOCUS.

FOR II-B, LINE 1B, PAID STAFF CONSISTS OF OUR CEO ONLY.

FOR II-B, LINE 1D, MAILINGS CONSIST OF EMAILS, NOT POSTED MAIL AND CONSUME
APPROXIMATELY 15 HOURS PER YEAR OF CEO TIME. AMOUNT ON LINE 1D IS THE
ALLOCATED PORTION OF CEO COMPENSATION EXPENSE FOR 15 HOURS OF HER TIME.

FOR II-B, LINE 1G, DIRECT CONTACT CONSISTS OF PHONE CALLS OR VISITS BY CEO
AND UNPAID BOARD MEMBERS. AMOUNT ON LINE 1G IS ALLOCATED PORTION OF CEO
COMPENSATION EXPENSE FOR 3% OF HER TIME, PLUS MILEAGE REIMBURSEMENT FOR
TWO TRIPS TO RICHMOND. BOARD MEMBERS PARTICIPATE IN ONE TRIP TO RICHMOND
ANNUALLY.

FOR II-B, LINE 1I, OTHER ACTIVITIES CONSIST OF ACCESS POINT PUBLIC AFFAIRS
- LOBBYING FIRM.

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

2019 Open to Public Inspection

Name of the organization: NORTHERN VIRGINIA FAMILY SERVICE; Employer identification number: 54-0791977

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 regarding donor property and grant fund usage.

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

Form with multiple questions (1-9) regarding conservation easements, including checkboxes for various purposes, a table for lines 2a-2d, and Yes/No questions about monitoring and reporting.

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.

Form with questions 1a, 1b, and 2 regarding art and historical treasures, including sub-questions (i) and (ii) for revenue and assets, and Yes/No questions.

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 on Part XIII

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	46,217.	46,217.	7,500.	7,500.	7,500.
b Contributions	1,500.		38,717.		
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance	47,717.	46,217.	46,217.	7,500.	7,500.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment _____ %
 - b Permanent endowment 100.00 %
 - c Term endowment _____ %
- 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? <input type="checkbox"/> | 3b | |
- 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		668,441.		668,441.
b Buildings		6,439,887.	2,665,635.	3,774,252.
c Leasehold improvements		562,432.	355,922.	206,510.
d Equipment		288,611.	172,339.	116,272.
e Other		128,750.	102,149.	26,601.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				4,792,076.

Part VII Investments - Other Securities.

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

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

Part VIII Investments - Program Related.

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

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.) ▶		

Part IX Other Assets.

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

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	

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) DEFERRED RENT	448,259.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	448,259.

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	35,858,728.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	-67,766.
b	Donated services and use of facilities	2b	1,596,457.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	35,859.
e	Add lines 2a through 2d	2e	1,564,550.
3	Subtract line 2e from line 1	3	34,294,178.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	34,294,178.

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	33,187,816.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	1,596,457.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	35,859.
e	Add lines 2a through 2d	2e	1,632,316.
3	Subtract line 2e from line 1	3	31,555,500.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	31,555,500.

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:

THESE FUNDS ARE PERMANENTLY INVESTED AND EARNINGS ARE AVAILABLE FOR PROGRAMS & OPERATIONS.

PART X, LINE 2:

INCOME TAXES: NVFS IS GENERALLY EXEMPT FROM FEDERAL INCOME TAXES UNDER THE PROVISIONS OF SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE. IN ADDITION, NVFS QUALIFIES FOR THE CHARITABLE CONTRIBUTIONS DEDUCTIONS AND HAS BEEN CLASSIFIED AS AN ORGANIZATION THAT IS NOT A PRIVATE FOUNDATION. INCOME WHICH IS NOT RELATED TO EXEMPT PURPOSES, LESS APPLICABLE DEDUCTIONS, IS SUBJECT TO FEDERAL AND STATE CORPORATE INCOME TAXES.

Part XIII Supplemental Information (continued)

MANAGEMENT EVALUATED NVFS'S TAX POSITIONS AND CONCLUDED THAT NVFS HAS

TAKEN NO UNCERTAIN TAX POSITIONS THAT REQUIRE ADJUSTMENT TO THE FINANCIAL

STATEMENTS TO COMPLY WITH THE PROVISIONS OF THE GUIDANCE UNDER THE

ACCOUNTING TOPIC FOR UNCERTAINTY IN INCOME TAXES. GENERALLY, NVFS IS NO

LONGER SUBJECT TO INCOME TAX EXAMINATIONS BY THE U.S. FEDERAL, STATE OR

LOCAL TAX AUTHORITIES FOR YEARS BEFORE 2017.

DURING THE YEAR ENDED JUNE 30, 2020, NVFS HAD NO UNRELATED BUSINESS

INCOME.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

FUNDRAISING EVENTS EXPENSE REPORTED ON LINE 8B 35,859.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

FUNDRAISING EVENTS EXPENSE REPORTED ON LINE 8B 35,859.

SCHEDULE G
(Form 990 or 990-EZ)

Department of the Treasury
 Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

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

▶ **Attach to Form 990 or Form 990-EZ.**

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

OMB No. 1545-0047

2019

Open to Public Inspection

Name of the organization **NORTHERN VIRGINIA FAMILY SERVICE** Employer identification number **54-0791977**

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

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

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

- 2 a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? **Yes** **No**
- b** If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
Total						

- 3** List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.
-
-
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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))
		BOWLATHON (event type)	CARE (event type)	2 (total number)	
Revenue	1 Gross receipts	72,702.	57,075.	89,176.	218,953.
	2 Less: Contributions	5,760.	8,340.		14,100.
	3 Gross income (line 1 minus line 2)	66,942.	48,735.	89,176.	204,853.
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages	34.	18,931.		18,965.
	8 Entertainment				
	9 Other direct expenses	2,074.	9,982.	4,838.	16,894.
	10 Direct expense summary. Add lines 4 through 9 in column (d)				35,859.
11 Net income summary. Subtract line 10 from line 3, column (d)				168,994.	

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

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

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

b If "No," explain: _____

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

b If "Yes," explain: _____

- 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 I
(Form 990)**

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

▶ **Attach to Form 990.**

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

OMB No. 1545-0047

2019

**Open to Public
Inspection**

Name of the organization **NORTHERN VIRGINIA FAMILY SERVICE** Employer identification number **54-0791977**

Part I General Information on Grants and Assistance

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? **Yes** **No**
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
UNITED COMMUNITY MINISTRIES 7511 FORDSON ROAD ALEXANDRIA, VA 22306	54-0850780	501(C)(3)	392,934.	0.			SUPPORT FOR HEALTHY FAMILIES PROGRAM
FAMILY PASS 2740 CHAIN BRIDGE RD. SUITE 123 VIENNA, VA 22181	20-5473832	501(C)(3)	28,080.	0.			SUPPORT FOR BRIDGING AFFORDABILITY PROGRAM

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

3 Enter total number of other organizations listed in the line 1 table 0.

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

Schedule I (Form 990) (2019)

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

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
SHELTER	351	4,047,267.	0.		
FOSTER CARE	50	506,530.	0.		
MEDICAL	379	161,788.	0.		
DENTAL	881	48,702.	0.		
MENTAL HEALTH	501	179,905.	0.		

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

PART I, LINE 2:

GRANTEES SUBMIT DETAILED INVOICES ON A MONTHLY BASIS WHICH ARE REVIEWED IN
 DETAIL. ANNUAL AUDIT REPORTS ARE RECEIVED FROM GRANTEES AND ARE REVIEWED.

Part III Continuation of Grants and Other Assistance to Individuals in the United States (Schedule I (Form 990), Part III.)

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
FOOD	1,344.	0.	2,798,892.	POUNDS OF FOOD APPLIED TO \$1.62 INDUSTRY AVERAGE OF VALUE PER POUND	FOOD DISTRIBUTED TO CLIENTS AT HUNGER RESOURCE CENTER

**SCHEDULE J
(Form 990)**

Compensation Information

OMB No. 1545-0047

2019

Open to Public Inspection

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.

Department of the Treasury
Internal Revenue Service

Name of the organization
NORTHERN VIRGINIA FAMILY SERVICE

Employer identification number
54-0791977

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 checked="" type="checkbox"/> Independent compensation consultant | <input checked="" 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		

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

Schedule J (Form 990) 2019

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC 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) STEPHANIE BERKOWITZ PRESIDENT & CEO	(i)	265,075.	0.	0.	10,697.	24,694.	300,466.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) CLIFFORD YEE EXECUTIVE VP & CFO	(i)	195,589.	0.	0.	9,323.	290.	205,202.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) ANDREA ECK EXECUTIVE VP OF PROGRAMS	(i)	130,620.	0.	0.	0.	25,033.	155,653.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) LAURENT POIROT VICE PRESIDENT OF IT	(i)	133,159.	0.	0.	6,941.	20,241.	160,341.	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)							

Part III Supplemental Information

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

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2019

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

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

Name of the organization: **NORTHERN VIRGINIA FAMILY SERVICE**
Employer identification number: **54-0791977**

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods	X		327,771.	FMV
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	1	5,032.	FMV
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory	X	4,845	2,762,129.	FAIR MARKET VALUE
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other (PROGRAM SUPPL)	X	1,324	77,790.	FAIR MARKET VALUE
26 Other ()				
27 Other ()				
28 Other ()				

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

	Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?		X
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	X	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?		X
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

▶ Attach to Form 990 or 990-EZ.

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

OMB No. 1545-0047

2019

Open to Public
Inspection

Name of the organization

NORTHERN VIRGINIA FAMILY SERVICE

Employer identification number

54-0791977

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

SINCE 1924, THE MISSION OF NORTHERN VIRGINIA FAMILY SERVICE (NVFS) HAS
BEEN "TO EMPOWER INDIVIDUALS AND FAMILIES TO IMPROVE THEIR QUALITY OF
LIFE AND TO PROMOTE COMMUNITY COOPERATION AND SUPPORT IN RESPONDING TO
FAMILY NEEDS."

IN FY20, THE ORGANIZATION FACED UNPRECEDENTED CHALLENGES IN RESPONDING
TO THE COVID-19 PANDEMIC AND HELPING OUR NEIGHBORS IN NEED. NVFS
STAYED TRUE TO OUR MISSION AND NEVER WAVERED IN OUR COMMITMENT TO
PROVIDE OUR CRITICAL SERVICES. OUR DOORS NEVER CLOSED, OUR STAFF
INNOVATED AND ADAPTED, OUR SUPPORTERS GAVE GENEROUSLY, AND OUR
COMMUNITY CONTINUES TO DEMONSTRATE OUR RESILIENCY.

FORM 990, PART III, LINE 1

OVER THE PAST 3 YEARS, NVFS ANNUALLY PROVIDES INNOVATIVE AND
MULTI-FACETED HUMAN SERVICES TO AN AVERAGE OF 35,000+ INDIVIDUALS AND
FAMILIES ACROSS NORTHERN VIRGINIA TO SUPPORT THEM IN REALIZING THEIR
FULL POTENTIAL. WITH NEARLY 350 EMPLOYEES AND OVER 4,000 VOLUNTEERS
EACH YEAR, NVFS PROVIDES COMPREHENSIVE SUPPORT FOR CHILDREN AND
FAMILIES THROUGH THE FOLLOWING CORE SERVICE AREAS: EARLY CHILDHOOD
EDUCATION, HEALTHY FAMILIES, CHILD PLACEMENT SERVICES, HEALTH ACCESS
AND NUTRITION SERVICES, HOUSING SERVICES, HOMELESS SERVICES, THE
MULTICULTURAL CENTER FOR TRAUMA RECOVERY, YOUTH INITIATIVES, WORKFORCE
DEVELOPMENT, AND OTHER SPECIAL INITIATIVES.

NVFS PARTNERS WITH GOVERNMENT AGENCIES, EDUCATIONAL INSTITUTIONS,

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

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

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CORPORATIONS AND BUSINESSES, FOUNDATIONS, FAITH-BASED NETWORKS, AND
 OTHER NON-PROFIT ORGANIZATIONS TO CREATIVELY AND COLLABORATIVELY
 ADDRESS THE COMPETING CHALLENGES THAT FAMILIES FACE IN ACHIEVING
 ECONOMIC INDEPENDENCE. OF THE CLIENTS WHO REPORTED INCOME TO THE AGENCY
 IN FY20, 95% HAD GROSS ANNUAL INCOME AT 200% OR LESS OF THE FEDERAL
 POVERTY LEVEL AND 42% SERVED WERE CHILDREN AND YOUTH UNDER THE AGE OF
 18.

FORM 990, PART III, LINE 4A

HOMELESS AND HOUSING SERVICES:

HOMELESS SERVICES:

HOUSING IS A BASIC NEED FOR EVERYONE, AND IT IS THE FOUNDATION FROM
 WHICH FAMILIES AND INDIVIDUALS CAN BEGIN TO BUILD, OR REBUILD,
 STABILITY AND SELF-SUFFICIENCY. NVFS PROVIDES EMERGENCY SHELTER TO
 SAFELY AND TEMPORARILY HOUSE FAMILIES AND INDIVIDUALS EXPERIENCING
 HOMELESSNESS AND PROVIDES FINANCIAL ASSISTANCE WITH RENT AND UTILITIES
 TO PREVENT HOMELESSNESS FROM OCCURRING.

THE NVFS 92-BED SERVE FAMILY SHELTER IS LOCATED ON THE NVFS SERVE
 CAMPUS IN MANASSAS. IN ADDITION TO OPERATING 68% OF ALL SHELTER BEDS IN
 GREATER PRINCE WILLIAM, THE SERVE CAMPUS PROVIDES PREVENTION, RAPID
 REHOUSING, HOUSING LOCATION, AND COMPREHENSIVE SUPPORT SERVICES TO
 INDIVIDUALS AND FAMILIES AT-RISK OF OR EXPERIENCING HOMELESSNESS. NVFS
 IMPLEMENTS THE HOUSING FIRST MODEL TO MINIMIZE A HOUSEHOLD'S LENGTH OF
 TIME EXPERIENCING HOMELESSNESS AND ADVANCE A HOUSEHOLD'S RAPID

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TRANSITION TO PERMANENT HOUSING. IN FY20, 96% OF CLIENTS EXITED INTO PERMANENT HOUSING.

HOUSING SERVICES:

NVFS OFFERS EMERGENCY ASSISTANCE/HOUSING SUBSIDY COUPLED WITH CASE MANAGEMENT, EMPLOYMENT, EDUCATION/SKILL BUILDING, AND FINANCIAL LITERACY SERVICES WITH THE GOAL OF PROVIDING A PERMANENT HOUSING PLACEMENT TO RESIDENTS LIVING IN NORTHERN VIRGINIA. REGIONAL PROGRAMS INCLUDE THE HOUSING OPPORTUNITIES FOR PERSONS WITH AIDS (HOPWA) AND RYAN WHITE PART B PROGRAMS. WITHIN FAIRFAX COUNTY, NVFS ADMINISTERS THE BRIDGING AFFORDABILITY, MOVING TO WORK, AND PREVENTION PROGRAMS. IN FY20, \$3.2 MILLION IN EMERGENCY ASSISTANCE WAS DISBURSED FOR UTILITY, RENT, WATER, AND GAS PAYMENTS THROUGH A VARIETY OF SHORT- AND LONG-TERM HOUSING SUBSIDY AND CASE MANAGEMENT PROGRAMS ACROSS THE REGION. NVFS ALSO OPERATES ELEVEN AFFORDABLE RENTAL UNITS IN PRINCE WILLIAM COUNTY. THESE HOMES ARE DESIGNATED FOR FAMILIES LIVING AT 30%, 50% OR 80% OF THE MEDIAN AREA INCOME WITH THE GOAL OF PROVIDING AN AFFORDABLE HOUSING OPTION TO LOW-INCOME FAMILIES.

FORM 990, PART III, LINE 4B

EARLY CHILDHOOD SERVICES:

EARLY HEAD START (EHS) AND HEAD START (HS): NVFS PROVIDES CENTER- AND HOME-BASED SERVICES TO CHILDREN AGES 6 WEEKS THROUGH 5 YEARS INCLUDING THE OPERATION OF FIVE EHS CENTERS (LOUDOUN, PRINCE WILLIAM, AND ARLINGTON COUNTIES) AND ONE HS CENTER IN ARLINGTON COUNTY. THROUGH OUR

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EHS GRANT AND SUBCONTRACTOR AGREEMENTS, NVFS ALSO SUPPORTS TWO COMMUNITY-BASED CHILD CARE CENTERS. ALONG WITH PROVIDING QUALITY CARE IN A STIMULATING AND SAFE ENVIRONMENT, NVFS PREPARES CHILDREN TO SUCCEED IN SCHOOL. TRAINED STAFF MEET REGULARLY WITH CAREGIVERS TO ENSURE THAT CHILDREN HAVE A SAFE HOME, TO PROMOTE POSITIVE CHILD-CAREGIVER RELATIONSHIPS, AND TO SUPPORT A PLAN FOR FAMILY FINANCIAL STABILITY. A COMBINED TOTAL OF 767 CHILDREN PARTICIPATED IN THESE PROGRAMS IN FY20. OF THESE CHILDREN, 90% DEMONSTRATED SCHOOL READINESS, WERE PROVIDED A MEDICAL HOME (ELIMINATING THE NEED TO USE EMERGENCY MEDICAL SERVICES FOR ROUTINE CARE), AND WERE CURRENT ON IMMUNIZATIONS.

FORM 990, PART III, LINE 4C

HEALTH ACCESS AND NUTRITION SERVICES:

HEALTH ACCESS: IN MARCH OF 2019, NVFS BEGAN STRATEGIC DISCUSSIONS WITH FAIRFAX COUNTY TO TRANSITION BACK SEVERAL HEALTH ACCESS SERVICES DUE TO ANTICIPATED INCREASED COUNTY CAPACITY OVER THE NEXT 18 TO 24 MONTHS. IN FY20, 379 CHILDREN ACCESSED REDUCED-FEE MEDICAL CARE AND 881 CHILDREN & ADULTS RECEIVED REDUCED-FEE DENTAL CARE. ACCESS TO FREE & REDUCED COST MEDICATIONS (VALUED AT OVER \$10 MILLION) WAS PROVIDED TO 986 INDIVIDUALS WHO OTHERWISE COULD NOT AFFORD THEIR PRESCRIPTIONS.

NUTRITION SERVICES: NVFS' HUNGER RESOURCE CENTER (HRC) ENGAGED A COMPREHENSIVE NETWORK OF RESOURCES TO PROVIDE OVER 7.6 MILLION MEALS IN FY20 TO HELP INDIVIDUALS AND FAMILIES ADDRESS IMMEDIATE AND LONG-TERM NEEDS RELATED TO FOOD INSECURITY, BASIC NEEDS ESSENTIALS, AND HEALTH

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EDUCATION. THE HRC PRIORITIZES EFFECTIVE STRATEGIES THAT ADDRESS THE
 COMPLEX ISSUES THAT PERPETUATE FOOD INSECURITY. NUTRITION EDUCATION IS
 PROVIDED THROUGH PARTNERSHIP WITH LOCAL HEALTH CLINICS/PROVIDERS.
 ADDITIONALLY, OVER 100,000 MEALS ARE SUPPORTED ANNUALLY BY THE HRC TO
 PROVIDE 3 DAILY MEALS TO OUR HOMELESS SHELTER GUESTS. THE HRC IS
 LOCATED ON THE NVFS SERVE CAMPUS IN MANASSAS AND IS THE LARGEST FOOD
 DISTRIBUTION CENTER IN GREATER PRINCE WILLIAM. MOREOVER, NVFS EXPANDED
 OUR FOOD AND BASIC NEEDS SUPPORT ACROSS THE REGION AS A CORE EFFORT OF
 OUR PANDEMIC RESPONSE EFFORTS. STAFF MADE CONTACTLESS DELIVERIES OF
 DIAPERS AND SUPPLIES TO CLIENTS, EARLY CHILDHOOD EDUCATION FAMILIES
 CONTINUED TO RECEIVE MEALS DESPITE CLOSED SCHOOLS, AND OUR FOOD PANTIES
 AT THE MULTICULTURAL CENTER AND TRAINING FUTURES SUPPORTED INCREASED
 DEMAND FROM COMMUNITY MEMBERS.

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

CHILD ABUSE PREVENTION (HEALTHY FAMILIES) SERVICES:

NVFS LAUNCHED THE FIRST NORTHERN VIRGINIA HEALTHY FAMILIES PROGRAM IN
 ALEXANDRIA MORE THAN 25 YEARS AGO AND NOW OPERATES IN FIVE LOCAL
 JURISDICTIONS. HEALTHY FAMILIES HELPS EXPECTANT AND NEW PARENTS CREATE
 HEALTHY FAMILY FUNCTIONING AND PROMOTES HEALTHY CHILD DEVELOPMENT
 THROUGH BUILDING POSITIVE PARENT-CHILD RELATIONSHIPS. THIS IS ACHIEVED
 BY SUPPORTING INFANT-MENTAL HEALTH AND UTILIZING A STRENGTHS-BASED
 APPROACH, DELIVERED BY DEDICATED AND PASSIONATE FAMILY SUPPORT
 SPECIALISTS WHO PARTNER WITH EACH FAMILY TO PROVIDE INDIVIDUALIZED
 RESPONSES TAILORED TO THE NEEDS AND SITUATIONS WITHIN THE HOME. THE
 PROGRAM SERVES FAMILIES WHO FACE EXTRAORDINARY AND MULTIPLE LIFE

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STRESSORS COUPLED WITH THE STRESSORS THAT OFTEN COME WITH THE ADDITION OF A NEWBORN TO A FAMILY. THE GOAL OF THE HEALTHY FAMILIES PROGRAM IS TO BUILD STRONG PARENTING SKILLS, ENSURE A HEALTHY DELIVERY, MONITOR DEVELOPMENTAL MILESTONES, PREVENT CHILD ABUSE AND NEGLECT, AND TO ENSURE THAT A CHILD ENTERING SCHOOL IS READY TO LEARN AND BE SUCCESSFUL. IN FY20, 86% OF THE CHILDREN MET AGE-APPROPRIATE DEVELOPMENTAL MILESTONES AND WERE CURRENT ON THEIR IMMUNIZATIONS. EXPENSES \$ 3,251,347. INCLUDING GRANTS OF \$ 535,304. REVENUE \$ 0.

YOUTH INITIATIVES AND MULTICULTURAL SERVICES:

YOUTH INITIATIVES:

THE YOUTH INITIATIVES PROGRAMS OF NVFS UTILIZE A HIGHLY EFFECTIVE, TRAUMA-INFORMED, HOLISTIC, AND CULTURALLY RELEVANT SERVICE MODEL TO PROVIDE MULTI-MODAL "NEIGHBORHOOD BASED-SCHOOL CONNECTED" SERVICES DESIGNED TO ENSURE THAT AT-RISK YOUTH SUCCEED ACADEMICALLY AND FAMILIES ARE ABLE TO THRIVE IN THEIR CHOSEN COMMUNITIES. SERVICES ARE PROVIDED TO THOSE WHO HAVE BEEN EXPOSED TO VIOLENCE, ARE AT RISK OF OR CURRENTLY INVOLVED WITH GANGS, AND/OR YOUTH WHO ARE EXPERIENCING A FAMILY REUNIFICATION AFTER AN IMMIGRATION RELATED SEPARATION. THE THREE PRIMARY MODALITIES ARE THERAPEUTIC CASE MANAGEMENT, TRAUMA-INFORMED MENTAL HEALTH SERVICES, AND PSYCHOEDUCATIONAL GROUPS AND WORKSHOPS. SERVICES ARE OFFERED TO YOUTH AND THEIR FAMILIES IN ENGLISH OR SPANISH AND PROVIDED IN THE HOME, SCHOOL, OR COMMUNITY.

PROGRAMMING INCLUDES: INTERVENTION, PREVENTION, & EDUCATION (IPE); FAMILY REUNIFICATION; AND VIOLENCE PREVENTION, & INTERVENTION PROGRAM

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(VPIP). IN FY20, INTENSIVE CASE MANAGEMENT SERVICES WERE PROVIDED TO 1,554 YOUTH AND THEIR PARENTS TO PROMOTE HEALTHY RELATIONSHIPS. AS A RESULT, 86% OF YOUTH WITH KNOWN GANG INVOLVEMENT DEMONSTRATED A REDUCTION OR ELIMINATION OF GANG PARTICIPATION, 97% OF PARTICIPANTS IN THE GANG PREVENTION PROGRAM IMPROVED THEIR SCHOOL PERFORMANCE (INCLUDING BEHAVIOR, ATTENDANCE, AND/OR GPA) AND 100% OF PARTICIPANTS IN FAMILY REUNIFICATION SUCCESSFULLY ENROLLED IN SCHOOL.

THE MULTICULTURAL CENTER IDENTIFIES THE MOST COMMON BARRIERS TO WELLBEING THAT IMMIGRANTS FACE IN AMERICAN SOCIETY AND PROVIDES A TRAUMA-INFORMED, CULTURALLY RELEVANT RESPONSE (THROUGH CASE MANAGEMENT, MENTAL HEALTH, AND/OR IMMIGRATION LEGAL ASSISTANCE) TAILORED TO EACH CLIENT'S UNIQUE NEEDS AND CAPACITY. WHETHER IMMIGRATING BY CHOICE FOR BETTER OPPORTUNITIES, OR FORCED TO FLEE FROM ANOTHER COUNTRY, IMMIGRANTS WHO ARE NEW TO OUR COMMUNITY MAY SEEK SERVICES THAT ARE CULTURALLY AND LINGUISTICALLY SENSITIVE IN ORDER TO SUCCESSFULLY NAVIGATE CRISES, INCREASE FINANCIAL STABILITY, IMPROVE MENTAL AND EMOTIONAL WELLBEING, AND PLAN FOR GREATER INTEGRATION AND SUCCESS. IN FY20, IN 1,939 SEPARATE LEGAL CASES, 619 RECEIVED DECISIONS, 95% OF WHICH WERE APPROVED; AND 88% OF CLIENTS PARTICIPATING IN MENTAL HEALTH TREATMENT SHOWED MARKED IMPROVEMENT IN ONE OR MORE DOMAINS OF FUNCTIONING.

EXPENSES \$ 2,692,131. INCLUDING GRANTS OF \$ 42,214. REVENUE \$ 195,600.

CHILD PLACEMENT SERVICES:

THERAPEUTIC FOSTER CARE PROVIDES TEMPORARY, QUALITY FAMILY SETTINGS FOR CHILDREN WITH SPECIAL NEEDS WHO MAY HAVE EXPERIENCED ABUSE AND NEGLECT.

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AS A RESULT, THE CHILDREN ARE GIVEN THE OPPORTUNITY TO DEVELOP TO THEIR
FULLEST POTENTIAL.

THE PROGRAM SERVES CHILDREN FROM BIRTH THROUGH AGE EIGHTEEN WHO HAVE
EMOTIONAL, BEHAVIORAL, PHYSICAL OR DEVELOPMENTAL NEEDS THAT CANNOT BE
MET IN THEIR OWN HOMES. NVFS SOCIAL WORKERS CAREFULLY MATCH EACH CHILD
WITH AN APPROPRIATE, TRAINED FOSTER FAMILY. FOSTER PARENTS RECEIVE
INTENSIVE, SPECIALIZED TRAINING AND EMPHASIS IS PLACED ON RECRUITING
FROM CULTURALLY DIVERSE BACKGROUNDS.

IN FY20, FOSTER CARE WAS PROVIDED TO 50 CHILDREN. OF THESE CHILDREN, 12
WERE REUNIFIED WITH THEIR FAMILIES, 7 WERE ADOPTED, AND AN ADDITIONAL
13 ADOPTIONS ARE CURRENTLY IN PROCESS.

EXPENSES \$ 1,261,094. INCL GRANTS OF \$ 508,445. REVENUE \$ 1,604,370.

WORKFORCE DEVELOPMENT SERVICES:

TRAINING FUTURES: TAUGHT WITHIN A SIMULATED BUSINESS ENVIRONMENT OVER
THE COURSE OF 14 WEEKS, THE PROGRAM INVOLVES INTENSIVE TRAINING IN
CRITICAL DIGITAL AND OFFICE SKILLS PAIRED WITH ESSENTIAL CUSTOMER
SERVICE SKILLS. RECOGNIZING THAT SOFT SKILLS SUCH AS CRITICAL THINKING,
TEAM WORK, AND COMMUNICATION ARE CRUCIAL FOR CAREER SUCCESS, TRAINING
FUTURES EMPLOYS A TRAINING MODEL THAT ALLOWS TRAINEES TO CULTIVATE AND
PRACTICE THESE SKILLS WHILE SIMULTANEOUSLY LEARNING TECHNICAL SKILLS.
TRAINING FUTURES HAS RECEIVED NATIONAL RECOGNITION AS A TOP-PERFORMING
WORKFORCE DEVELOPMENT ADULT TRAINING PROGRAM, ANNUALLY EXCEEDING
NATIONAL INDUSTRY BENCHMARKS. IN FY20, 39 TRAINEES PARTICIPATED IN 3
COHORTS; 93% GRADUATED, 64% SECURED TRAINING RELATED EMPLOYMENT, AND
GRADUATES EXPERIENCED A 70% POST-TRAINING WAGE GAIN.

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VEHICLES FOR CHANGE: FORTY-EIGHT CARS WERE DISTRIBUTED TO LOW-INCOME FAMILIES IN FY20, ENSURING THEY HAD RELIABLE TRANSPORTATION TO TRAVEL TO THEIR JOBS, ATTEND SCHOOL, MAKE DOCTORS' APPOINTMENTS, AND TRANSPORT THEIR CHILDREN TO CHILD CARE.

CAREER NAVIGATION: IN CONCERT WITH NVFS' HOUSING SERVICES PROGRAMS, CAREER NAVIGATORS WORK WITH CLIENTS TO IMPROVE THEIR ECONOMIC STABILITY. CLIENTS DEVELOP ONE-ON-ONE RELATIONSHIPS WITH THEIR CAREER NAVIGATOR, WHO IS MORE ACCESSIBLE DURING NONTRADITIONAL BUSINESS HOURS AND OFTEN MEET CLIENTS IN COMMUNITY SETTINGS, OFFERING SERVICES TO REMOVE BARRIERS TO EMPLOYMENT SUCH AS IDENTIFYING AND PROVIDING DIRECT ASSISTANCE TO ATTEND TRAININGS TO ADVANCE OPPORTUNITIES; SEEKING JOB LEADS AND COMPLETING APPLICATIONS; AND MOCK INTERVIEWS.

TEAMUP: THROUGH TEAMUP, EMPLOYERS PARTNER WITH NVFS NAVIGATORS TO TEAMUP AND OFFER ON-SITE WORKFORCE DEVELOPMENT SERVICES DURING WORK HOURS FOR AT-RISK EMPLOYEES WHO EARN LESS THAN A LIVING WAGE. NAVIGATORS WORK WITH EACH EMPLOYEE TO IDENTIFY CHALLENGES AND CREATE A CUSTOMIZED PLAN THAT INCLUDES SETTING GOALS (SUCH AS EARNING A DEGREE, DEVELOPING NEW SKILLS, SAVING MONEY, ETC.) AND LINKING TO RESOURCES INCLUDING HOUSING, CHILDCARE, TRANSPORTATION, FINANCIAL PLANNING, AND HEALTHCARE.

EXPENSES \$ 830,429. INCLUDING GRANTS OF \$ 179,345. REVENUE \$ 22,503.

THRIFT SHOPS:

NVFS OPERATES A THRIFT SHOP IN FALLS CHURCH, WHICH PROVIDES

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OPPORTUNITIES FOR INDIVIDUAL, CORPORATE AND COMMUNITY VOLUNTEERISM,
WHILE GENERATING FINANCIAL SUPPORT FOR NVFS PROGRAMS THROUGH THE SALE
OF DONATED GOODS.

EXPENSES \$ 492,812. INCLUDING GRANTS OF \$ 0. REVENUE \$ 485,099.

SPECIAL INITIATIVES

COVID-19 RESPONSE: SINCE THE START OF THE COVID-19 CRISIS, NVFS HAS
ADAPTED AS NEEDED TO ENSURE SERVICES CONTINUE UNINTERRUPTED. IN MARCH,
NVFS QUICKLY LAUNCHED OUR COVID-19 EMERGENCY RESPONSE PROGRAM. WITHIN
THE FIRST 60 DAYS, NVFS RECEIVED APPLICATIONS FROM 1,550 HOUSEHOLDS
SEEKING ASSISTANCE AND NVFS WAS ABLE TO PROVIDE \$432,654 IN IMMEDIATE
DIRECT ASSISTANCE. ADDITIONALLY, DUE TO NVFS' CAPACITY AND EXPERIENCE
IN RESPONDING TO PAST CRISES, SEVERAL ADDITIONAL COVID-19 SPECIFIC
SPECIAL PROGRAMS WERE BEGUN IN FY20 AND WILL CONTINUE FOR SEVERAL
MONTHS. THESE PROGRAMS INCLUDE PARTNERING WITH THE STATE AND LOCAL
GOVERNMENTS OF FAIRFAX COUNTY, LOUDOUN COUNTY, PRINCE WILLIAM COUNTY,
AND CITY OF ALEXANDRIA TO HELP PROVIDE RENT AND MORTGAGE RELIEF,
ADDRESS FOOD INSECURITY, PREVENT THE SPREAD OF COVID-19 WITHIN
CONGREGATE HOUSING FACILITIES, AND PROVIDE OTHER SAFETY NET RESOURCES
TO THE COMMUNITY.

EXPENSES \$ 407,366. INCLUDING GRANTS OF \$ 379,720. REVENUE \$ 0.

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

THE AUDIT COMMITTEE OF THE BOARD OF DIRECTORS REVIEWS THE 990. THE 990 IS
THEN PROVIDED TO ALL MEMBERS OF THE ORGANIZATION'S BOARD OF DIRECTORS WHO
ARE GIVEN THE OPPORTUNITY TO REVIEW AND ASK ANY QUESTIONS THEY MAY HAVE.

THE 990 IS THEN FILED WITH THE IRS.

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

THE BOARD ANNUALLY REVIEWS THE CONFLICT OF INTEREST POLICY AND REQUIRES MEMBER, OFFICER AND KEY EMPLOYEE CERTIFICATION. BOARD MEMBER RESPONSES ARE REVIEWED BY THE BOARD'S GOVERNANCE COMMITTEE, AND OFFICER AND KEY EMPLOYEE RESPONSES ARE REVIEWED BY THE PRESIDENT & CEO AND THE CORPORATE OFFICERS, AND FURTHER REVIEWED, IF NECESSARY, BY THE BOARD CHAIR AND EXECUTIVE COMMITTEE, IN ORDER TO BEST MANAGE ANY POTENTIAL CONFLICTS.

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

THE BOARD DETERMINES COMPENSATION FOR THE CEO ON AN ANNUAL BASIS. PERIODICALLY AN INDEPENDENT COMPENSATION CONSULTANT IS RETAINED TO SURVEY THE MARKET FOR THE APPROPRIATE COMPENSATION; THE RESULTS ARE SENT DIRECTLY TO THE BOARD CHAIR AND VICE PRESIDENT OF HUMAN RESOURCES. IN-BETWEEN YEARS THE BOARD CHAIR MAY ELECT TO CONDUCT AN INFORMAL SALARY SURVEY. THE CEO RECOMMENDS COMPENSATION FOR FOUR CORPORATE OFFICERS BASED ON PERIODICALLY CONDUCTING BENCHMARKING FROM INDUSTRY SOURCES, WHICH IS REVIEWED WITH THE BOARD CHAIR. THE DELIBERATION AND DECISION ARE WELL DOCUMENTED.

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

THE AGENCY MAKES ITS GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS AVAILABLE TO THE GENERAL PUBLIC BY PROVIDING COPIES ON REQUEST AND BY INSPECTION AT THE AGENCY'S HEADQUARTERS' OFFICE AS SET FORTH IN SECTION 6104(D).

FORM 990, PART XII, LINE 2C

THE PROCESS FOR OVERSEEING THE AUDIT OF THE FINANCIAL STATEMENTS AND SELECTION OF AN INDEPENDENT ACCOUNTANT THAT AUDITED THE FINANCIAL

