## \*\* PUBLIC DISCLOSURE COPY \*\*

## Return of Organization Exempt From Income Tax

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

Department of the Treasury Internal Revenue Service

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

Open to Public Inspection

_	A For	the 2009 calendar year, or tax year beginning JUL 1, 2009 and endir	ng JUN 30, 20	10
	3 Chec	k if Please C Name of organization		ntification number
	Ac	use IRS   label or   DOODLY'S V.C. HOD   LIOUYERS		
	ſ □Na	print or ange type. Doing Business As		•
	Ini	tiol		-1 <u>087829</u>
		Specific 2 1 7 0 TYTE GOVE DOTTE TO THE SPECIFIC OF THE SPECIF	1	
	An	nended tions. City or town, state or country, and ZIP + 4		03) 522-8858
		plica-	G Gross receipts \$	3,559,513.
	pe	F Name and address of principal officer:LINDA DUNPHY	H(a) Is this a grou	
_		SAME AS C ABOVE	for affiliates?	= .00
_!	Tax-	exempt status: X 501(c) ( 3		included? Yes No h a list. (see instructions)
J	Web	site: WWW.DOORWAYSVA.ORG	H(c) Group exemp	
		of organization: X Corporation	Year of formation: 1978	B M State of legal domicile: VA
	Part	Guilliary		
	<sub>စ္</sub> 1	Briefly describe the organization's mission or most significant activities: SEE PAR	r III, LINE 1	
	2 3 4			
	2	Check this box   if the organization discontinued its operations or disposed of	more than 25% of its net	t assets.
Ċ	3 4	Number of voting members of the governing body (Part VI, line 1a)		319
0 (0)	8 5	Number of independent voting members of the governing body (Part VI, line 1b)		4 19
	6	Total number of voluntoers (Part V, line 2a)		5 56
1	7a	Total number of volunteers (estimate if necessary)		6 125
<	h	5 Shelling 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		7a 0.
_	Ť	Net unrelated business taxable income from Form 990-T, line 34		<u>0.</u>
4	, 8	Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
2	9	Program service revenue (Part VIII, line 2g)	2,634,940	3,479,683.
Revente	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	22,895	0 650
α	11.	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	-1,147	
_	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	2,656,688	
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	368,061	
	14	Benefits paid to or for members (Part IX, column (A), line 4)	300,001	+01,123.
e S	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	1,780,189	2,173,357.
Expenses	16a	Professional fundraising fees (Part IX, column (A), line 11e)		= 1 = 1 = 1 = 1
X X	b	Total fundraising expenses (Part IX, column (D), line 25)   218,891.		4 4
_	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	633,431	657,573.
<u>.</u>	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	2,781,681	3,238,653.
- a	19	Revenue less expenses. Subtract line 18 from line 12	-124,993	. 307,341.
Net Assets or	20	Total accepts (Part V. Fire 40)	Beginning of Current Yea	End of Year
ASS	21	Total liabilities (Part X, line 16)  Total liabilities (Part X, line 26)	5,189,309	
Net	22	Not appete or fined belongs Out to the second or fined belongs	1,464,680	
P	art II	Signature Block	3,724,629	4,065,970.
			note and to the basis of the state of	
		Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and stateme and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.	edge.	egge and belief, it is true, correct,
Sig	л		11/5	2011
Her		Signature of officer	Date	1000
		LINDA DUNPHY, EXECUTIVE DIRECTOR		
		Type or print name and title		<del></del>
Paid	ı	Preparer's Date	Check if Preparent	arer's identifying number
_ `	arer's	signature / WW // WAS // 1/3/1/	self- employed ▶ (see i	nstructions)
	Only	Firm's name (or yours if GELMAN, ROSENBERG & FREEDMAN	FIN ►	
	i	self-employed), address, and 4550 MONTGOMERY AVE., SUITE 650 NOR	TH	
		BETHESDA, MARYLAND 20814-2930	Phone no. ►	(301) 951-9090
		RS discuss this return with the preparer shown above? (see instructions)		X Yes No
02000	11 02-0	4 10 LHA For Privon Act and Province 4 D. I. C. A. L. L.		

	int III Statement of Program Service Accomplishments
1	Briefly describe the organization's mission:
	DOORWAYS FOR WOMEN AND FAMILIES STRIVES TO END HOMELESSNESS AND FAMILY
	AND INTIMATE PARTNER VIOLENCE BY OFFERING SAFE SHELTER AND HOUSING,
	LIFE-CHANGING SUPPORT SERVICES AND COMMUNITY ADVOCACY.
2	Did the organization undertake any significant program services during the year which were not listed on
	the prior Form 990 or 990-EZ?
	If "Yes," describe these new services on Schedule O.
3	Did the organization cease conducting, or make significant changes in how it conducts, any program services?
	If "Yes," describe these changes on Schedule O.
4	Describe the exempt purpose achievements for each of the organization's three largest program services by expenses.
	Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and
	allocations to others, the total expenses, and revenue, if any, for each program service reported.
	SEE SCHEDULE O FOR CONTINUATION(S)
4a	(Code: ) (Expenses \$ 831,963. including grants of \$ 76,415.) (Revenue \$
	FAMILY HOME: THE FREDDIE MAC FOUNDATION FAMILY HOME, DOORWAYS' FAMILY
	HOME IS A \$2.4 MILLION, 7,200 SQUARE FOOT, TWO-STORY, THERAPEUTIC HOME
	THAT CAN WELCOME 21 INDIVIDUALS - UP TO SEVEN FAMILIES - IN A
	FAMILY-FRIENDLY AND PROGRAM-SUPPORTIVE ENVIRONMENT. IT PROVIDES A HAVEN
	FOR WOMEN AND FAMILIES WHO ARE HOMELESS, 24-HOURS A DAY, 365 DAYS A
	YEAR. DURING THEIR STAY, FAMILIES ARE REQUIRED TO SET GOALS AND WORK
•	TOWARDS ACHIEVING THEM. DOORWAYS ALSO PROVIDES SUPPORT AND ADVOCACY,
	GOAL PLANNING GUIDANCE, FINANCIAL LITERACY, CHILDREN'S SERVICES AND A
	RANGE OF ESSENTIAL LIFE SKILLS PROMOTING HEALTHY, VIBRANT LIVING.
	HIGHLIGHTS FROM FISCAL YEAR 2010 INCLUDE:
	- SHELTERED 26 ADULTS AND 33 CHILDREN (25 FAMILIES) PROVIDING 6,998 BED
	NIGHTS.
4b	(Code: ) (Expenses \$ 825,932. including grants of \$ 66,445.) (Revenue \$
	DOMESTIC VIOLENCE: THE DOMESTIC VIOLENCE PROGRAM OPERATES AN 11-BED
	SAFE-HOUSE SHELTER, A 24/7 DOMESTIC VIOLENCE HOTLINE, AND A BILINGUAL
	COURT ADVOCACY AND COMPANIONSHIP PROGRAM. DOORWAYS PROVIDES THE ONLY
	SAFE-HOUSE IN THE COUNTY AND IS THE LARGEST PROVIDER OF DOMESTIC
	VIOLENCE SERVICES IN ARLINGTON, VIRGINIA. DOORWAYS PROVIDES CLIENTS
	WITH INTENSIVE SUPPORT WHICH IS NECESSARY GIVEN THAT NEARLY EVERY
	ASPECT OF THEIR LIVES ARE IN CRISIS - LACK OF HOUSING, LOSS OF
	EMPLOYMENT, TRAUMATIZED SELF AND CHILDREN, ABUSE AND CHAOTIC FINANCES.
	OUR WRAP-AROUND SERVICES ASSIST CLIENTS WITH ESSENTIAL LIFE SKILLS,
	COUNSELING, CHILDREN'S NEEDS, FINANCIAL EDUCATION AND PLANNING, AND
	COURT ADVOCACY. DOORWAYS REMARKABLE OUTCOMES ARE INDICATIVE OF THE
	THERAPEUTIC AND HIGH-QUALITY SUPPORT WOMEN AND CHILDREN RECEIVE WHILE
	(Code: ) (Expenses \$ 773,133. including grants of \$ 264,863.) (Revenue \$
	HOMESTART: HOMESTART SUPPORTIVE HOUSING PROGRAM OFFERS HOMELESS
	PREVENTION, RAPID RE-HOUSING, AND LONG-TERM SUPPORTIVE HOUSING FOR
	FAMILIES WHO NEED ASSISTANCE TO LEAVE DOORWAYS SHELTERS, AS WELL AS
	THOSE WHO ARE AT RISK OF HOMELESSNESS IN THE COMMUNITY. HOMESTART
	OFFERS RESIDENTIAL STABILITY (THROUGH RENTAL SUBSIDIES) AND INTENSIVE
	SUPPORT (THROUGH WEEKLY HOME VISITATION) FOCUSED ON SKILL BUILDING TO
	PREVENT THE RECURRENCE OF HOMELESSNESS AND DOMESTIC VIOLENCE. WE ALSO
	PROVIDE SUPPORT AND ADVOCACY, GOAL PLANNING, FINANCIAL LITERACY.
	CHILDREN'S SERVICES AND A RANGE OF ESSENTIAL LIFE SKILLS PROMOTING
	HEALTHY, VIBRANT LIVING. HOMESTART MORE THAN DOUBLED ITS OUTREACH TO 54
	FAMILIES THIS YEAR (COMPARED TO 20 IN FY09). HIGHLIGHTS FOR FISCAL YEAR
	2010 INCLUDE:
4d	Other program services. (Describe in Schedule O.)
	(Expenses \$ 487, 249 including grants of \$ ) (Revenue \$
	Total program service expenses ►\$ 2,918,277.
	Form <b>990</b> (2009)

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?			
	If "Yes," complete Schedule A	1	<u> </u>	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2_	X	<u> </u>
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for	İ		
	public office? If "Yes," complete Schedule C, Part I	3		X
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II	4	L_	X
5	Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e) notice and			
_	reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III	_ 5	N/	Α
6	Did the organization maintain any donor advised funds or any similar funds or accounts where donors have the right to			
	provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6_	<u> </u>	X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,			i
_	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete			
	Schedule D, Part III	8		X
9	Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part X; or provide			
	credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9	X	
10	Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments?			
	ff "Yes," complete Schedule D, Part V	10		X
11	Is the organization's answer to any of the following questions "Yes"? If so, complete Schedule D, Parts VI, VII, VIII, IX, or X	ĺ		
	as applicable	11	X	
•	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,	2 .	* - *	3.2
_	Part VI.			- 5
•	Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total			1
_	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII.			
•	Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total	g 4		ڏونانج
_	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII.			
•	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		:	ς F 'ε
_	Part X, line 16? If "Yes," complete Schedule D, Part IX.			i, ni
•	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X.			
•	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses	, ·		·
40	the organization's liability for uncertain tax positions under FIN 48? If "Yes," complete Schedule D, Part X.	.7	d .	
12	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete	- 1 x		1.
408	Schedule D, Parts XI, XII, and XIII.	12		X
12A	Was the organization included in consolidated, independent audited financial statements for the tax year?  Yes No			, h
46	If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional		*. <u>:</u>	<u></u>
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
148	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
D	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business,			
45	and program service activities outside the United States? If "Yes," complete Schedule F, Part I	14b		X
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization			
46	or entity located outside the United States? If "Yes," complete Schedule F, Part II	15		_ X
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals			
47	located outside the United States? If "Yes," complete Schedule F, Part III	16	-	X
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,		İ	
10	column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I	17		<u>X</u>
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines		Ţ.	
10	1c and 8a? If "Yes," complete Schedule G, Part II	_18	X	<del></del>
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"		.	**
20	complete Schedule G, Part III	19		_ <u>X</u> _
20	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20		X

## Part IV Checklist of Required Schedules (continued)

			1	
21	Did the organization report more than \$5,000 of grants and other assistance to governments and organizations in the		Yes	No
21	United States on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II			7.7
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX,	21	-	X
22	column (A), line 2? If "Yes," complete Schedule I, Parts I and III		- V	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current	22	X	
20	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete			
		00		٧٧
242	Schedule J  Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the	23		Х
4.TU	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete			
				₩
h	Schedule K. If "No", go to line 25  Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24a	ļ	Х
	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease	24b		
C				
ч	any tax-exempt bonds?  Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24c	-	
	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a	24d	-	
200	disqualified person during the year? If "Yes," complete Schedule L, Part I	05-	ŀ	v
h	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and	25a		X
	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete			
	Cabadida I Badi	OEL		v
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified	25b		X
~.0	person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	26		Х
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial	20		- 25
	contributor, or a grant selection committee member, or to a person related to such an individual? If "Yes," complete	· .	.	
	Schedule L, Part III	27		Х
28	Was the organization a party to a business transaction with one of the following parties, (see Schedule L, Part IV			- 22
	instructions for applicable filing thresholds, conditions, and exceptions):			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a	1	X
b		28b	-	X
С	An entity of which a current or former officer, director, trustee, or key employee of the organization (or a family member) was			
	an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		X
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	Х	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation			
	contributions? If "Yes," complete Schedule M	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations?			
	If "Yes," complete Schedule N, Part I	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete			
	Schedule N, Part II	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			
	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33	x	
34	Was the organization related to any tax-exempt or taxable entity?		****	
	If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1	34		X
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)?			
	If "Yes," complete Schedule R, Part V, line 2	35		X
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?			
	If "Yes," complete Schedule R, Part V, line 2	36		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		X
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19?			
	Note. All Form 990 filers are required to complete Schedule O.	38	Х	

009) DOORWAYS FOR WOMEN AND FAMILIES, INC.
Statements Regarding Other IRS Filings and Tax Compliance

			Yes	No
<b>1</b> a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of			
	U.S. Information Returns. Enter -0- if not applicable	9		
		0		
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming	2		
_	(gambling) winnings to prize winners?	1c	X	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements,		ŝ	
	filed for the calendar year ending with or within the year covered by this return 2a 5	5	1.4	
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X	
_	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return. (see instructions)		i.s.	7-
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?	3a	<del> </del>	X
D	if "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	3b	<u> </u>	ļ
4a	y and the organization have an interest in, or a signature of other authority over, a			
h	financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a	~y : Jugur	X
D	If "Yes," enter the name of the foreign country:	1		1
	See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.	110		
50		_ st0 _	1 4	1
5a b	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a	+	X
	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?  If "Yes," to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited	5b	+	X
·				
63	Tax Shelter Transaction?  Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit	5c		-
oa		_		1 47
b	any contributions that were not tax deductible?  If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts	6a	<del> </del>	<u>X</u>
	were not tax deductible?	CI-		
7	Organizations that may receive deductible contributions under section 170(c).	6b	+	
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services			*
	provided to the payor?	7a	X	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	X	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required	1.5	1	
	to file Form 8282?	7с		X
d	ff "Yes," indicate the number of Forms 8282 filed during the year	2.0		
е	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal			
	benefit contract?	7e		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		X
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?	7h		
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the	9		
	supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings			É
	at any time during the year?  N/A	8		
	Sponsoring organizations maintaining donor advised funds.			Ė
a	Did the organization make any taxable distributions under section 4966? N/A	9a		<u> </u>
b	Did the organization make a distribution to a donor, donor advisor, or related person?  N/A	9b	ļ	
10	Section 501(c)(7) organizations. Enter:			:
a	Initiation fees and capital contributions included on Part VIII, line 12 N/A 10a	-		İ
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	1		į×
	Section 501(c)(12) organizations. Enter:			}
	Gross income from members or shareholders N/A 11a	1		:
	Gross income from other sources (Do not net amounts due or paid to other sources against			
122	amounts due or received from them.)	ļ. 		
	The state of the s	12a		
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year   12b	<u> </u>	000	0000:
		LOUI	990 (	ZUU9)

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

	T			Yes	No
1a	Enter the number of voting members of the governing body	1	19	163	EZE
b			19		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with	any other	1000 Sec. 1		
_	officer, director, trustee, or key employee?	•	2	X	30/37
3	Did the organization delegate control over management duties customarily performed by or under the dire		···   2		┢─
•	of officers, directors or trustees, or key employees to a management company or other person?		.   3		x
4	Did the organization make any significant changes to its organizational documents since the prior Form 99			+	X
5	Did the organization become aware during the year of a material diversion of the organization's assets?			<del> </del>	X
6			6	├	X
7a	Does the organization have members or stockholders?  Does the organization have members, stockholders, or other persons who may elect one or more members.		····  - <u>°</u> -	┼	-25
			70	]	х
b	governing body?  Are any decisions of the governing body subject to approval by members, stockholders, or other persons	• · · · · · · · · · · · · · · · · · · ·	7a 7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken durin		۵۱		
Ü	by the following:	y ine year		EU25/5 8	
_		•		v	
a	The governing body?	·-····	8a	X	
b	Each committee with authority to act on behalf of the governing body?		8b	X	<u> </u>
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached	at the		] ;	
600			9		X
Sec	tion B. Policies (This Section B requests Information about policies not required by the Internal Revenu	ie Code.)		т -	
			<del> </del>	Yes	No
	Does the organization have local chapters, branches, or affiliates?		10a	ļ	X
þ	If "Yes," does the organization have written policies and procedures governing the activities of such chap	ters, affiliates,			İ
				<u> </u>	ļ
11	Has the organization provided a copy of this Form 990 to all members of its governing body before filling the	ne form?	11	X	
11A	Describe in Schedule O the process, if any, used by the organization to review this Form 990.		8 22 8 2 2 3	1900	角語
12a	Does the organization have a written conflict of interest policy? If "No," go to line 13		12a	Х	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give to conflicts?	re rise	12b	x	
C	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes,"	describe			
	in Schedule O how this is done	, 	12c	X	
13	Does the organization have a written whistleblower policy?		13	X	
14	Does 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 i	ndependent	1.0		Assession Stories
	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?	•			-Yart
а	The organization's CEO, Executive Director, or top management official	***************************************	15a	Х	1000
b	Other officers or key employees of the organization		15b		X
	If "Yes" to line 15a or 15b, describe the process in Schedule O. (See instructions.)			45041	
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement	vith a			
	taxable entity during the year?		16a	ere day.	X
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate	its participation			
	in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organizat	ion's			
	exempt status with respect to such arrangements?		16b		1 10
Sec	tion C. Disclosure				
17	List the states with which a copy of this Form 990 is required to be filed ▶VA				
18	Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501)	c)(3)s only) avail	able for		
	public inspection. Indicate how you make these available. Check all that apply.				
	Own website Another's website X Upon request				
19	Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict	of interest polic	y, and fina	ncial	
	statements available to the public.	•			
20	State the name, physical address, and telephone number of the person who possesses the books and recTYNA GAYLOR $-$ (703) $522-8858$	ords of the orga	nization: 🔊		
	3179 WILSON BOULEVARD, ARLINGTON, VA 22201-4420	T120 H J J 100			
~~~~			-	990 (2	20001

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

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. Use Schedule J-2 if additional space is needed.
- 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. See instructions for definition of "key employee."
- List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's former officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

(A) Name and Title	(B)				C)	_		(D)	(E)	(F)
ivarne and little	Average hours	le	Position (check all that apply)					Reportable compensation	Reportable compensation	Estimated amount of
	per week	Individual trustee or director	Institutional trustee	Officer		Highest compensated Employee		from the organization (W-2/1099-MISC)	from related organizations (W-2/1099-MISC)	amount of other compensation from the organization and related organizations
NICHOLAS EVANS										
PRESIDENT	2.00	X		X		_		0.	0.	0
JIM ARNOLD										·
TREASURER	2.00	X		Х		ļ		0.	0.	0.
CHRISTINA COLE	0 00					İ		<u>.</u>	_	
SECRETARY CHARLES ADKINS-BLANCH	2.00	X		Х		ļ		0.	0.	0.
DIRECTOR	2.00	Х						0.	0	
ALICE BARRETT	4.00	Δ						U•	0.	0.
DIRECTOR	2.00	Х						0.	.0.	^
CLAIRE ERLANGER	2.00						_			0.
DIRECTOR	2.00	Х	-					0.	0.	0.
STEPHEN FEDORCHA						·	İ			
DIRECTOR	2.00	Х					-	0.	0.	0.
SHELLY GOODE										
DIRECTOR	2.00	Х						0.	0.	0.
ERIK GUTSHALL										
DIRECTOR	2.00	X						0.	0.	. 0.
CHRISTINE LEONHARDT-KIMM									•	-
DIRECTOR	2.00	Х						0.	0.	0.
JEANNE MAHONEY										
DIRECTOR	2.00	Х						0.	0.	0.
MONICA MICHAUD GARDNER	0 00									_
DIRECTOR JUSTIN MILLER	2.00	X						0.	0.	0.
DIRECTOR	2 00	\ <sub>3,7</sub>								•
EMILY NACK	2.00	X	$\dashv$			-		0.	0.	0.
DIRECTOR	2.00	y					İ	0.	0	^
RUSSELL ROSENBERGER	4.00	Δ.	_	-			_	U •	0.	0.
DIRECTOR	2.00	$ \mathbf{x} $						0.	0.	Λ
SEAN SINCLAIR	2.00	-2.3	-	-			$\dashv$	0.	U •	0.
DIRECTOR	2.00	x						0.	0.	0.
JUDITH STEARNS			$\neg$			$\dashv$		0.	0.	<u> </u>
DIRECTOR	2.00	x						0.	0.	0.

932007 02-04-10

Part VII Section A. Officers, Directors, Tro	ıstees, Key E	mpl	oyee	es, a	nd	High	ıest	Compensated Employ	rees (continued)	
(A)	(B)			(6	C)			(D)	(E)	(F)
Name and title	Average	10		Pos			de)	Reportable	Reportable	Estimated
	hours per	<u> </u>	rieci	K ali	ınaı	app	iy) T	compensation from	compensation from related	amount of other
	week	individual trustee or director						the	organizations	compensation
		e or d	tee		ļ	sated		organization	(W-2/1099-MISC	
		ruste	ll trus		99	mpen		(W-2/1099-MISC)		organization
		duali	institutional trustee		Key employee	Highest compensated employee	- h			and related
		Indiv	Instit	Offlicer	Key e	Highe	Former			organizations
LYNNE STROBEL		1								
DIRECTOR	2.00	x						0.	(	0.
MONTE ZABEN	2.00	2.1		-	_			- 0.		- 0
DIRECTOR	2.00	Х						0.	، ٠	0.
LINDA DUNPHY									,	<u>, , , , , , , , , , , , , , , , , , , </u>
EXECUTIVE DIRECTOR	40.00			Х				108,650.	(	9,793
										,, ,,,,,
·				ĺ				·		
·			İ							
· · · · · · · · · · · · · · · · · · ·										•
						Ų		100 650		
Total     Total number of individuals fincluding but or						<u> </u>		108,650.		9,793.
<ul> <li>Total number of individuals (including but no compensation from the organization</li> </ul>	ot ilmitea to th	ose	uste	o ac	oove	e) wn	io re	celved more than \$100	,000 in reportable	
compensation from the organization							-			Yes No
3 Did the organization list any former officer,	director or true	stee	kev	, em	nlos	/PP	or hi	iaheet companeated on	anlovee on	
line 1a? If "Yes," complete Schedule J for si			_		-			gricos compensated en		3 X
4 For any individual listed on line 1a, is the su	· ·									- ACCOUNTS TO A TO A TO A TO A TO A TO A TO A TO
and related organizations greater than \$150										4 X
5 Did any person listed on line 1a receive or a										Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Company of the Compan
the organization? If "Yes," complete Schedu									·····	. <u>5</u> X
Section B. Independent Contractors										
<ol> <li>Complete this table for your five highest cor</li> </ol>	npensated inc	lepe	nđei	nt co	ontr	acto	rs th	at received more than	\$100,000 of compe	nsation from
the organization. NONE										
( <b>A</b> ). Name and business:								(B)		(C)
Name and business	address							Description of se	ervices	Compensation
							+			
							+			
•										
			•						<del></del>	
2 Total number of independent contractors (in	ciudina but na	ot lin	nited	to t	thos	e lis	ted :	above) who received me	ore than	
\$100,000 in compensation from the organization					O					Fg. 5
										Form <b>990</b> (2009)

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.

Total expenses	(D) traising enses  5,834.  1,222. 1,224. 8,052.
organizations in the U.S. See Part IV, line 21 Grants and other assistance to individuals in the U.S. See Part IV, line 22 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16 Benefits paid to or for members Compensation of current officers, directors, trustees, and key employees Compensation not included above, to disqualified persons (as defined under section 4958(n)(1)) and persons described in section 4958(n)(1)) and persons described in section 4958(n)(1)) and persons of described in section 4958(n)(1)) and persons of described in section 4958(n)(1)) and persons of described in section 4958(n)(1) and persons of the contributions (include section 401(k) and section plan contributions (include section 401(k) and section 403(b) employer contributions) Pension plan contributions (include section 401(k) and section 403(b) employer contributions) 19,792. 16,655. 1,915. 205,048. 172,831. 19,953. 1 10 Payroll taxes 135,016. 113,820. 13,144. 11 Fees for services (non-employees): a Management b Legal c Accounting d Accounting 23,605. 21,495. 500. d Lobbying e Professional fundraising services. See Part IV, line 17 for livestment management fees 9 Other 15,548. 13,653. 474. 12 Advertising and promotion 1,964. 1,964. 13 Office expenses 86,866. 61,316. 5,580. 1	1,222. 2,264. 8,052.
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22 3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16 4 Benefits paid to or for members 5 Compensation of current officers, directors, trustees, and key employees 6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(f)(1)) and persons described in section 4958(f)(1)) and persons described in section 4958(f)(1)) and persons described in section 4958(f)(1)) and persons described in section 4958(f)(1)) and person plan contributions (include section 401(k) and section 403(k) employer contributions) 1	1,222. 2,264. 8,052.
the U.S. See Part IV, line 22  3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, line 15 and 16  4 Benefits paid to or for members  5 Compensation of current officers, directors, trustees, and key employees  6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)  7 Other salaries and wages  1,696,827. 1,429,681. 164,909. 10  8 Pension plan contributions (include section 401(k) and section 403(k) employer contributions)  9 Other employee benefits  205,048. 172,831. 19,953. 1  10 Payroll taxes  135,016. 113,820. 13,144.  11 Fees for services (non-employees):  a Management  b Legal  c Accounting  d Lobbying  Professional fundraising services. See Part IV, line 17  f Investment management fees  450. 450.  g Other  15,548. 13,653. 474.  12 Advertising and promotion  1,964. 1,964.  16 Royalties	1,222. 2,264. 8,052.
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16  4 Benefits paid to or for members 5 Compensation of current officers, directors, trustees, and key employees 6 Compensation not included above, to disqualified persons (as defined under section 4958(r)(1)) and persons described in section 4958(r)(1)) and persons described in section 4958(r)(3)(B) 7 Other salaries and wages 8 Pension plan contributions (include section 401(k) and section 403(t) employer contributions) 9 Other employee benefits 10 Payroll taxes 11 Fees for services (non employees): a Management b Legal c Accounting d Lobbying e Professional fundraising services. See Part IV, line 17 f Investment management fees g Other 12 Advertising and promotion 13 Office expenses 14 Information technology 15 Royalties	1,222. 2,264. 8,052.
organizations, and individuals outside the U.S. See Part IV, lines 15 and 16  4 Benefits paid to or for members 5 Compensation of current officers, directors, trustees, and key employees 6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(f)(1)) and persons described in section 4958(f)(3)(B) 7 Other salaries and wages 8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions) 9 Other employee benefits 10 Payroll taxes 11 Fees for services (non-employees): a Management b Legal c Accounting c Accounting c Professional fundraising services. See Part IV, line 17 f Investment management fees g Other 15,548. 13,653. 474. 12 Advertising and promotion 13 Office expenses 116,674. 99,173. 11,667. 116,674. 99,173. 11,667. 116,674. 99,173. 11,667. 116,674. 99,173. 11,667. 116,674. 99,173. 11,667. 116,674. 99,173. 11,667. 116,674. 99,173. 11,667. 116,674. 99,173. 11,667. 116,674. 99,173. 11,667. 116,674. 99,173. 11,667. 116,674. 99,173. 11,667. 116,674. 99,173. 11,667. 116,674. 99,173. 11,667. 116,674. 99,173. 11,667. 116,674. 99,173. 11,667. 116,674. 99,173. 11,667. 116,674. 99,173. 11,667. 116,674. 99,173. 11,667. 116,674. 99,173. 11,667.	1,222. 2,264. 8,052.
See Part IV, lines 15 and 16   Benefits paid to or for members   Compensation of current officers, directors, trustees, and key employees   116,674.   99,173.   11,667.	1,222. 2,264. 8,052.
## Benefits paid to or for members   Compensation of current officers, directors, trustees, and key employees   116,674.   99,173.   11,667.	1,222. 2,264. 8,052.
5 Compensation of current officers, directors, trustees, and key employees  6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)  7 Other salaries and wages  8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)  9 Other employee benefits  10 Payroll taxes  116,674.  99,173.  11,667.  116,674.  99,173.  11,667.  116,674.  99,173.  11,667.  116,674.  99,173.  11,667.  104,909.  10  104,909.  105  107  107  108  109,792.  116,655.  1,915.  205,048.  172,831.  19,953.  1 109,792.  113,820.  133,144.  11 Fees for services (non employees):  a Management b Legal c Accounting 23,605. 21,495. 500.  116,674.  129,681.  140,909.  15,548.  13,655.  1,915.  140,953.  141  11,667.	1,222. 2,264. 8,052.
trustees, and key employees  Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(8)  Other salaries and wages  Pension plan contributions (include section 401(k) and section 403(b) employer contributions)  Other employee benefits  Other employee benefits  Deayroll taxes  135,016  113,820  13,144  11 Fees for services (non-employees):  A Management  b Legal  c Accounting  Professional fundraising services. See Part IV, line 17 f Investment management fees  Other  Advertising and promotion  Office expenses  86,866  61,316  5,580  116,674  99,173  11,667  12,429,681  164,909  10  10  10  10  10  10  10  10  10	1,222. 2,264. 8,052.
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)  7 Other salaries and wages	1,222. 2,264. 8,052.
persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)  7   Other salaries and wages	1,222. 12,264. 8,052.
persons described in section 4958(c)(3)(B) 7 Other salaries and wages	1,222. 12,264. 8,052.
7 Other salaries and wages       1,696,827.       1,429,681.       164,909.       10         8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)       19,792.       16,655.       1,915.         9 Other employee benefits       205,048.       172,831.       19,953.       1         10 Payroll taxes       135,016.       113,820.       13,144.         11 Fees for services (non-employees):       a Management       23,605.       21,495.       500.         a Lobbying       23,605.       21,495.       500.       450.         b Legal       450.       450.       450.       450.         c Accounting       450.       450.       450.       474.         f Investment management fees       450.       1,964.       1,964.       1,964.         g Other       15,548.       13,653.       474.       1,964.         13 Office expenses       86,866.       61,316.       5,580.       1         14 Information technology       15,548.       13,165.       5,580.       1         15 Royalties       15,548.       13,165.       5,580.       1	1,222. 12,264. 8,052.
Pension plan contributions (include section 401(k) and section 403(b) employer contributions)   19,792	1,222. 12,264. 8,052.
and section 403(b) employer contributions)  9 Other employee benefits 205,048. 172,831. 19,953. 1  10 Payroll taxes 135,016. 113,820. 13,144.  11 Fees for services (non-employees): a Management b Legal c Accounting e Professional fundraising services. See Part IV, line 17 f Investment management fees Other 15,548. 13,653. 474.  12 Advertising and promotion 1,964. 1,964. 13 Office expenses 86,866. 61,316. 5,580. 1  14 Information technology 15 Royalties	1,610.
9 Other employee benefits 205,048. 172,831. 19,953. 1 10 Payroll taxes 135,016. 113,820. 13,144.  11 Fees for services (non-employees): a Management b Legal c Accounting 23,605. 21,495. 500. d Lobbying e Professional fundraising services. See Part IV, line 17 f Investment management fees 450. 450. g Other 15,548. 13,653. 474.  12 Advertising and promotion 1,964. 1,964. 13 Office expenses 86,866. 61,316. 5,580. 1 14 Information technology 15 Royalties	1,610.
10 Payroll taxes 135,016. 113,820. 13,144.  11 Fees for services (non-employees): a Management b Legal c Accounting e Professional fundraising services. See Part IV, line 17 f Investment management fees 450. 450. g Other 15,548. 13,653. 474.  12 Advertising and promotion 1,964. 1,964. 13 Office expenses 86,866. 61,316. 5,580. 1 14 Information technology 15 Royalties	1,610.
11 Fees for services (non-employees): a Management b Legal c Accounting d Lobbying e Professional fundraising services. See Part IV, line 17 f Investment management fees g Other 15,548. 13,653. 474. 12 Advertising and promotion 1,964. 1,964. 13 Office expenses 86,866. 61,316. 5,580. 1 14 Information technology 15 Royalties	1,610.
a Management b Legal c Accounting 23,605. 21,495. 500. d Lobbying e Professional fundraising services. See Part IV, line 17 f Investment management fees 450. 450. g Other 15,548. 13,653. 474. 12 Advertising and promotion 1,964. 1,964. 13 Office expenses 86,866. 61,316. 5,580. 1 14 Information technology 15 Royalties	
b Legal c Accounting d Lobbying e Professional fundraising services. See Part IV, line 17 f Investment management fees g Other 15,548. 13,653. 474. 12 Advertising and promotion 1,964. 1,964. 13 Office expenses 86,866. 61,316. 5,580. 1 14 Information technology 15 Royalties	
c Accounting       23,605.       21,495.       500.         d Lobbying       9 Professional fundraising services. See Part IV, line 17       450.       450.         g Other       15,548.       13,653.       474.         12 Advertising and promotion       1,964.       1,964.         13 Office expenses       86,866.       61,316.       5,580.       1         14 Information technology       15       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10	
d Lobbying e Professional fundraising services. See Part IV, line 17 f Investment management fees g Other 12 Advertising and promotion 13 Office expenses 14 Information technology 15 Royalties	
e Professional fundraising services. See Part IV, line 17 f Investment management fees g Other 15,548. 13,653. 474.  12 Advertising and promotion 1,964. 1,964.  13 Office expenses 86,866. 61,316. 5,580. 1  14 Information technology 15 Royalties	1,421.
f Investment management fees       450.         g Other       15,548.       13,653.       474.         12 Advertising and promotion       1,964.       1,964.         13 Office expenses       86,866.       61,316.       5,580.       1         14 Information technology       80,866.       61,316.       1       1         15 Royalties       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1	1,421.
g Other 15,548. 13,653. 474.  12 Advertising and promotion 1,964. 1,964.  13 Office expenses 86,866. 61,316. 5,580. 1  14 Information technology 80 Royalties	1,421.
12 Advertising and promotion       1,964.         13 Office expenses       86,866.       61,316.       5,580.       1         14 Information technology       80,866.       1       1       1         15 Royalties       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1 <t< th=""><td></td></t<>	
13 Office expenses       86,866.       61,316.       5,580.       1         14 Information technology       86,866.       61,316.       5,580.       1         15 Royalties       86,866.       86,866.       61,316.       5,580.       1	
14 Information technology 15 Royalties	9,970.
15 Royalties	
16 Occupancy 183,450. 142,209. 28,650. 1	2,591.
17 Travel 6,941. 6,302. 519.	120.
18 Payments of travel or entertainment expenses	
for any federal, state, or local public officials	
19 Conferences, conventions, and meetings 4,750. 2,668. 1,957.	125.
20 Interest	
21 Payments to affiliates	<u> </u>
	2,301.
23 Insurance 15,677. 13,345. 1,339.	<u>993.</u>
24 Other expenses. Itemize expenses not covered above. (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below.)	
a FACILITIES MANAGEMENT 89,031. 89,031.	
b EMERGENCY CONTINGENCY 44,492. 13,215. 31,277.	<del></del> .
	4,035.
	1,836.
e PERFORMANCE EVALUATION 10,680. 10,680.	
f All other expenses 18,021. 190,252186,511. 1	4,280.
	8,891.
26 Joint costs. Check here  if following	
SOP 98-2. Complete this line only if the organization	
reported in column (B) joint costs from a combined	
educational campaign and fundraising solicitation	

932010 02-04-10

Form 990 (2009)
Part X Balance Sheet

<u>Carried Laboration</u>	Balance Sheet			
<b></b>		(A) Beginning of year		(B) End of year
1	Cash - non-interest-bearing	75,400.	1	339,614.
2	Savings and temporary cash investments	1,248,873.	2	876,003.
3	Pledges and grants receivable, net	256,606.	3	569,428.
4	Accounts receivable, net		4	
5	Receivables from current and former officers, directors, trustees, key	4.	*	
	employees, and highest compensated employees. Complete Part II		1	=
i	of Schedule L		5	
6	Receivables from other disqualified persons (as defined under section		27,020	1
	4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete	* 4 = 5	9 2 4	
			6	
7	Notes and loans receivable, net		7	
8	Inventories for sale or use	4,418.	8	5,692.
9		17,932.	9	23,565.
10a			45	
b				2,465,480.
. 11 .	Investments - publicly traded securities		11	410,943.
			12	
	Investments - program-related. See Part IV, line 11	. 719,986.		910,308.
	Intangible assets			
		1,500.		1,500.
				5,602,533.
				145,403.
	Grants payable	-		
	Deterred revenue	•		
	Tax-exempt bond liabilities	27.005		20.55
		37,897.	21	33,665.
22			8 1 1	
				ST AN TELL A
00	***************************************			1 257 405
				1,357,495.
	Table tree Addr. 479 P.oc			1,536,563.
2.0.		1,404,000.	<b>Z</b> 0	
				T # 19
			27	2,953,869.
28	Temporarily restricted net assets	965 930		1,112,101.
29	Manager and the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the st			1,114,101.
			29	
				4.
	•		30	W. T
	Retained earnings, endowment, accumulated income, or other funds		32	
JZ				<u> </u>
	Total net assets or fund balances		33	4,065,970.
	2 3 4 5 6 7 8 9 10a b 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 29 29 29 20 20 20 20 20 20 20 20 20 20 20 20 20	2 Savings and temporary cash investments 3 Pledges and grants receivable, net 4 Accounts receivable, net 5 Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L 6 Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L 7 Notes and loans receivable, net 8 Inventories for sale or use 9 Prepaid expenses and deferred charges 10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D 10a 2,879,983 b Less: accumulated depreciation 10b 41.4,503 11 Investments - publicly traded securities 12 Investments - other securities. See Part IV, line 11 13 Investments - program-related. See Part IV, line 11 14 Intangible assets 15 Other assets. See Part IV, line 11 16 Total assets. Add lines 1 through 15 (must equal line 34) 17 Accounts payable and accrued expenses 18 Grants payable 19 Deferred revenue 20 Tax-exempt bond liabilities 21 Escrow or custodial account liability. Complete Part IV of Schedule D 22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L 23 Secured mortgages and notes payable to unrelated third parties 24 Unsecured notes and loans payable to unrelated third parties 25 Other liabilities. Complete Part X of Schedule D 26 Total liabilities. Add lines 17 through 25 27 Organizations that follow SFAS 117, check here    28 Temporarily restricted net assets 29 Permanently restricted net assets 29 Permanently restricted net assets 29 Permanently restricted net assets 29 Permanently restricted net assets 29 Permanently restricted net assets 29 Permanently restricted net assets 30 Capital stock or trust principal, or current funds	1 Cash - non-interest-bearing 75, 400. 2 Savings and temporary cash investments 1,248,873. 3 Pledges and grants receivable, net 256,606. 4 Accounts receivable, net 256,606. 4 Accounts receivable from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L 6 Receivables from current and former officers (as defined under section 4958(f(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L 7 Notes and loans receivable, net 8 Inventories for sale or ou se 4, 418. 9 Prepaid expenses and deferred charges 17, 932. 10a Land, buildings, and equipment: cost or other basis. Complete Part IV of Schedule D 10a 2,879, 983. b Loss: accumulated depreciation 10b 414, 503; 2,508, 297. 11 Investments - publicly traded securities 11 Investments - program-related. See Part IV, line 11 719, 986. 12 Investments - program-related. See Part IV, line 11 719, 986. 13 Total assets. See Part IV, line 11 1,500. 14 Intangible assets 15 Other assets. See Part IV, line 11 1,500. 16 Total assets. Add lines 1 through 15 (must equal line 34) 5,189,309. 17 Accounts payable and accrued expenses 100,496. 18 Grants payable and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule D 37,897. 19 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L 23 Secured mortgages and notes payable to unrelated third parties 1,326,287. 24 Unrestricted net assets 2,758,699. 25 Organizations that follow SFAS 117, check here  3 and complete lines 27 through 29, and lines 31 nnt our related third parties 2,758,699. 26 Total liabilities. Complete Part II of Schedule D 2,758,699. 27,758,699. 28 Temporarily restricted net assets 2,758,699. 29 Permanently restricted net assets 2,758,699. 29 Permanently restricted net assets 3 and 34. 20 Capital stock or trust principal, or curr	1 Cash - non-interest-bearing 75, 400 . 1 2 Savings and temporary cash investments 75, 400 . 1 3 Pledges and grants receivable, net 256, 606 . 3 4 Accounts receivable, net 4 5 Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L 5 6 Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L 5 7 Roberts and loans receivable, net 7 8 Inventories for sale or use 9 Prepaid expenses and deferred charges 17, 932 . 9 9 Prepaid expenses and deferred charges 17, 932 . 9 10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D 10a 2,879,983 . 10a 12,879,983 . 10b Less: accumulated depreciation 10b 414,503 . 2,508,297 . 10a 10b 10b 10b 10b 10b 10b 10b 10b 10b 10b

			Yes	No
1	Accounting method used to prepare the Form 990: Cash X Accrual Other	-		75
	If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.	×		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		Х
b	Were the organization's financial statements audited by an independent accountant?	2b	Х	
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?	. 2c	X	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	÷ :		
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a			
	consolidated basis, separate basis, or both:			
	Separate basis X Consolidated basis Both consolidated and separate basis		1 1	
За	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?	. За		X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit		7.	
	or audits, explain why in Schedule O and describe any steps taken to undergo such audits.	. 3b		

#### **SCHEDULE A**

Department of the Treasury

(Form 990 or 990-EZ)

## **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.

4947(a)(1) nonexempt charitable trust.

Den to Public

Attach to Form 990 or Form 990-EZ. ➤ See separate instructions.

Open to Public
Inspection

Internal Revenue Service

Name of the organization

Inspection Employer identification number

OMB No. 1545-0047

	Dancer	DOORWA'	YS FOR WOMEN	AND 1	FAMIL)	ES,	INC.		54	1-108	7829	)
Part I			rity Status (All organi					structions.				
			because it is: (For lines	_								
1			es, or association of chu			ection 17	0(b)(1)(A)(i	i).				
2			70(b)(1)(A)(ii). (Attach So		•							
3			oital service organization									
4 📖			operated in conjunction	with a ho	spital desc	ribed in s	ection 170	)(b)(1)(A)(i	ii). Enter ti	ne hospita	l's nam	ne,
	city, and sta											
5 📖			benefit of a college or u	iniversity c	wned or o	perated b	y a govern	mental un	it describe	d in		
<u> </u>		<b>)(b)(1)(A)(iv).</b> (Comp	•									
6 <u> </u>			nent or governmental un									
7 LX			ceives a substantial part	of its sup	port from a	governm	ental unit o	or from the	general p	ublic desc	ribed i	n
8		(b)(1)(A)(vi). (Complete transfer described in	· · · · · · · · · · · · · · · · · · ·	(01-+	- D+ U.							
9 🗔			section 170(b)(1)(A)(vi).				.,			-		_
9			ceives: (1) more than 33									
			inctions - subject to certi taxable income (less sec									
		509(a)(2). (Complet		uon on u	ax) IIOIII DL	ISHIESSES	acquireu i	by the orga	unization a	πer June :	SU, 197	5.
10			perated exclusively to te	st for pub	lic safety s	See socti	on 500/6\/	<b>4</b> )				
11			perated exclusively for t						a out the r	ournoene /	of one	o d
			ations described in sect									OI .
			organization and comp				E). OCC 3E	Jeoc nons	ajjoj. One	CK tile DOX	ulai	
	а П Туре				e III - Func		tegrated		d 🗔	Type III - I	Other	
e 🗌	= :		at the organization is not				-	r more dis				n
			than one or more publicl									,,
f			tten determination from						- (-)(-)		,,-,,,-,,	
		rganization, check t			•							
g	Since Augus	t 17, 2006, has the	organization accepted a									
			directly controls, either a								Yes	No
	the gov	erning body of the s	upported organization?					*****************		11g(i)		
	(ii) A family	member of a perso	n described in (i) above?	) 				*		11g(ii)		
	(iii) A 35%	controlled entity of a	a person described in (i) o	or (ii) abov	e?	· · · · · · · · · · · · · · · · · · ·	*****			11g(iii)		
h	Provide the f	ollowing information	about the supported or	ganization	(s).						,	
	of supported anization	(ii) EIN	(iii) Type of organization (described on lines 1-9	in col. (i) li	organization sted in your document?	organiza	u notify the tion in col. r support?	organization (i) organiz	on in col. ed in the	(vii) An sup	nount of port	f
			above or IRC section (see instructions))	Yes	No	Yes	No	Yes	<del></del>			
			(occ mondonor)	163	NO	162	NO	res	No			
								-				
-								-	<del> </del>			
							<u> </u>					
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Total												
			ction Act Notice, see th					<del> </del>	· · · · · · · · · · · · · · · · · · ·			

Form 990 or 990-EZ.

Schedule A (Form 990 or 990-EZ) 2009 DOORWAYS FOR WOMEN AND FAMILIES, INC. 54-1087829 Page 2

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

(Complete only if you checked the box on line 5, 7, or 8 of Part I.)

Se	ction A. Public Support						
Cal	endar year (or fiscal year beginning in)	(a) 2005	<b>(b)</b> 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")	1,720,377.	2,574,307.	3,130,507,	2,634,940.	3,479,683.	13,539,814.
2	Tax revenues levied for the organ-		,			,	, , , , , , , , , , , , , , , , , , , ,
	ization's benefit and either paid to						
	or expended on its behalf						
3							
	furnished by a governmental unit to						
	the organization without charge						
4	Total. Add lines 1 through 3	1,720,377.	2,574,307.	3,130,507.	2,634,940.	3,479,683.	13,539,814.
5	The portion of total contributions		3				.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
	by each person (other than a			,			
	governmental unit or publicly					e a i A a E a y D	
	supported organization) included						
	on line 1 that exceeds 2% of the						
	amount shown on line 11,		· .				
	column (f)						1,257,817,
	Public support. Subtract line 5 from line 4.		ž ś	0100 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			12 281 997.
	ction B. Total Support	I	····:				
	endar year (or fiscal year beginning in)	(a) 2005	<b>(b)</b> 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
	Amounts from line 4	1,720,377.	2,574,307.	3,130,507.	2,634,940.	3,479,683.	13,539,814.
8	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties						
	and income from similar sources	28,089.	41,698.	39,283.	26,289.	11,074.	<u>146,433.</u>
9	Net income from unrelated business						
	activities, whether or not the						
	business is regularly carried on						-
10	Other income. Do not include gain	ł					
	or loss from the sale of capital		10 055	200			
	assets (Explain in Part IV.)	grant statement and reserve	19,857.	392.	1,406.	32,612.	<u>54,267.</u>
	Total support. Add lines 7 through 10		1	, ř	<u> </u>		13,740,514.
	Gross receipts from related activities,					_12	281,240.
13	First five years. If the Form 990 is for		first, second, third	l, fourth, or fifth ta	x year as a sectior	n 501(c)(3)	. —
Sec	organization, check this box and stop tion C. Computation of Publi	ic Support Per	centage				<b>_</b>
				-l (0)			00 20
15	Public support percentage for 2009 (li Public support percentage from 2008	Sebedule A. Bart I	line 14	3:umn (1))		14	89.39 %
169	33 1/3% support test - 2009. If the or	rappization did not	check the bay on	line 12 and line 1.	4 is 20 4 (20/	15	87.13 %
	stop here. The organization qualifies a						
	33 1/3% support test - 2008. If the or						
	and stop here. The organization quali						
17a	10% -facts-and-circumstances test	- 2009 If the orga	nization did not ch	eck a hov on line :	12 16a or 16b or	od line 14 is 100/ s	
	and if the organization meets the "fact						
	meets the "facts-and-circumstances"						
	10% -facts-and-circumstances test						
	more, and if the organization meets th						076 OI
	organization meets the "facts-and-circ						_
	Private foundation. If the organization						
			2	,,, 01 170,		dule A (Form 990	
					CONC		U1 UUU LE1 ELNIM

alendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
1 Gifts, grants, contributions, and	(4) -55	107=000	(0) = 00.	\u)	(6) 2000	(i) Total
membership fees received. (Do not						
include any "unusual grants.")						
2 Gross receipts from admissions,	····-				-	
merchandise sold or services per-						
formed, 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 bus-						
iness under section 513						i
4 Tax revenues levied for the organ-						
ization'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						,,,
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				-		
Public support (Subtract line 7c from line 6.)	Jena Tena	esie oka P Ces	ing the second		<u> </u>	_
ection B. Total Support						
• • • • • • • • • • • • • • • • • • • •		<del></del>			<del></del>	
llendar year (or fiscal year beginning in)	(a) 2005	<b>(b)</b> 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
llendar year (or fiscal year beginning in)  Amounts from line 6	(a) 2005	<b>(b)</b> 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
Amounts from line 6 Da Gross income from interest,	(a) 2005	<b>(b)</b> 2006	<b>(c)</b> 2007	(d) 2008	(e) 2009	(f) Total
Ilendar year (or fiscal year beginning in)  Amounts from line 6  Gross income from interest, dividends, payments received on securities loans, rents, royalties	(a) 2005	<b>(b)</b> 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
llendar year (or fiscal year beginning in)  Amounts from line 6  Ga Gross income from interest,	(a) 2005	<b>(b)</b> 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
alendar year (or fiscal year beginning in)  Amounts from line 6  a Gross income from interest, dividends, payments received on securities loans, rents, royalties	(a) 2005	<b>(b)</b> 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
Alendar year (or fiscal year beginning in)  Amounts from line 6  Da Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	(a) 2005	<b>(b)</b> 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
Definition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of the composition of	(a) 2005	<b>(b)</b> 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
Amounts from line 6 Da 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	(a) 2005	<b>(b)</b> 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
Amounts from line 6 Da 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  Net income from unrelated business	(a) 2005	<b>(b)</b> 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
Amounts from line 6 Da 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  Net income from unrelated business activities not included in line 10b,	(a) 2005	<b>(b)</b> 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
Amounts from line 6 Da 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  Net income from unrelated business	(a) 2005	<b>(b)</b> 2006	(c) 2007	<b>(d)</b> 2008	(e) 2009	(f) Total
Allendar year (or fiscal year beginning in)  Amounts from line 6 Da 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  Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on	(a) 2005	<b>(b)</b> 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
llendar year (or fiscal year beginning in)  Amounts from line 6  Ga 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  Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on  Other income. Do not include gain or loss from the sale of capital	(a) 2005	<b>(b)</b> 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
Illendar year (or fiscal year beginning in)  Amounts from line 6  Ga 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  Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on  Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)	(a) 2005	<b>(b)</b> 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
llendar year (or fiscal year beginning in)  Amounts from line 6  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  Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on  Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)  Total support (Add lines 9, 10c, 11, and 12.)						
llendar year (or fiscal year beginning in)  Amounts from line 6  Ga 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  Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on  Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)  Total support (Add lines 9, 10c, 11, and 12.)  First-five years. If the Form 990 is for the	ne organization's	s first, second, thin	d, fourth, or fifth ta	x year as a sectio	on 501(c)(3) organiz	ation,
Ilendar year (or fiscal year beginning in)  Amounts from line 6  a 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  Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on  Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)  Total support (Add lines 9, 10c, 11, and 12.)  First-five years. If the Form 990 is for the check this box and stop here	ne organization's	s first, second, thin	d, fourth, or fifth ta	x year as a sectio	on 501(c)(3) organiz	ation,
lendar year (or fiscal year beginning in)  Amounts from line 6  a 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  Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on  Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)  Total support (Add lines 9, 10c, 11, and 12.)  First five years. If the Form 990 is for the check this box and stop here  ction C. Computation of Public	ne organization's	s first, second, thin	d, fourth, or fifth ta	x year aş a sectio	on 501(c)(3) organiz	ation,
Illendar year (or fiscal year beginning in)  Amounts from line 6  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  Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on  Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)  Total support (Add lines 9, 10c, 11, and 12.)  First-five years. If the Form 990 is for the check this box and stop here  ection C. Computation of Public Public support percentage for 2009 (lines)	ne organization's  Support Pe	s first, second, thin rcentage ivided by line 13, o	d, fourth, or fifth ta	x year as a section	on 501(c)(3) organiz	ation,
Ilendar year (or fiscal year beginning in) Amounts from line 6 In 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  Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on  Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV)  Total support (Add lines 9, 10c, 11, and 12.)  First-five years. If the Form 990 is for the check this box and stop here  ection C. Computation of Public Public support percentage from 2008 S	ne organization's  Support Pere 8, column (f) dischedule A, Part	s first, second, thin rcentage ivided by line 13, o	d, fourth, or fifth ta	x year as a section	on 501(c)(3) organiz	ation,
Ilendar year (or fiscal year beginning in) Amounts from line 6 In 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  Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on  Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)  Total support (Add lines 9, 10c, 11, and 12.)  First-five years. If the Form 990 is for the check this box and stop here  ction C. Computation of Public Public support percentage for 2009 (line Public support percentage from 2008 Section D. Computation of Invest	ne organization's  Support Pere 8, column (f) dischedule A, Partement Income	s first, second, thin rcentage ivided by line 13, c ill, line 15	d, fourth, or fifth ta	x year as a section	on 501(c)(3) organiz	ation,
Ilendar year (or fiscal year beginning in)  Amounts from line 6  a 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  Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on  Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)  Total support (Add lines 9, 10c, 11, and 12.)  First-five years. If the Form 990 is for the check this box and stop here  action C. Computation of Public Public support percentage for 2009 (line Public support percentage from 2008 Section D. Computation of Invest Investment income percentage for 2009	Support Peres 8, column (f) dischedule A, Part ment Income	s first, second, thin rcentage ivided by line 13, c ill, line 15 e Percentage nn (f) divided by lin	d, fourth, or fifth ta	x year as a section	on 501(c)(3) organiz	ation,
Ilendar year (or fiscal year beginning in) Amounts from line 6 In 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  Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on  Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)  Total support (Add lines 9, 10c, 11, and 12.)  First five years. If the Form 990 is for the check this box and stop here  ction C. Computation of Public Public support percentage for 2009 (line Public support percentage from 2008 Section D. Computation of Invest Investment income percentage from 2008 Investment income percentage from 2008 Investment income percentage from 2008 Investment income percentage from 2008 Investment income percentage from 2008 Investment income percentage from 2008 Investment income percentage from 2008 Investment income percentage from 2008 Investment income percentage from 2008 Investment income percentage from 2008 Investment income percentage from 2008 Investment income percentage from 2008 Investment income percentage from 2008 Investment income percentage from 2008 Investment income percentage from 2008 Investment income percentage from 2008 Investment Income percentage from 2008 Investment Income percentage from 2008 Investment Income percentage from 2008 Investment Income percentage from 2008 Investment Income percentage from 2008 Investment Income percentage from 2008 Investment Income percentage from 2008 Investment Income percentage from 2008 Investment Income percentage from 2008 Investment Income percentage from 2008 Investment Income percentage from 2008 Investment Income percentage from 2008 Investment Income percentage from 2008 Investment Income percentage from 2008 Investment Income percentage from 2008 Investment Income percenta	ne organization's  Support Pere 8, column (f) dischedule A, Parte ment Income 0 (line 10c, coluno 8 Schedule A, I	s first, second, thin rcentage ivided by line 13, c !!!, line 15 e Percentage nn (f) divided by lin Part III, line 17	d, fourth, or fifth ta	x year aş a sectio	on 501(c)(3) organiz	ation, ▶[
lendar year (or fiscal year beginning in) Amounts from line 6 a 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 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.) Total support (Add lines 9, 10c, 11, and 12.) First five years. If the Form 990 is for the check this box and stop here ction C. Computation of Public Public support percentage from 2008 Sction D. Computation of Invest Investment income percentage from 2008 Investment income percentage from 2008 as 3 1/3% support tests - 2009. If the or	ne organization's  Support Pere 8, column (f) dischedule A, Part  ment Income 0 (line 10c, colum 08 Schedule A, Iganization did n	s first, second, thin rcentage ivided by line 13, c Ill, line 15 e Percentage nn (f) divided by lin Part Ill, line 17 ot check the box of	d, fourth, or fifth ta olumn (f)) e 13, column (f)) on line 14, and line	x year as a section	on 501(c)(3) organiz  15 16  17 18 33 1/3%, and line 1	ation, ▶
lendar year (or fiscal year beginning in) Amounts from line 6 a 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 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.) Total support (Add lines 9, 10c, 11, and 12.) First five years. If the Form 990 is for the check this box and stop here ction C. Computation of Public Public support percentage from 2008 Storn D. Computation of Invest Investment income percentage from 20 investment income percentage from 20 as 33 1/3% support tests - 2009. If the or more than 33 1/3%, check this box and	ne organization's  Support Pere 8, column (f) dischedule A, Part  ment Income 0 (line 10c, colum 08 Schedule A, I ganization did n stop here. The	s first, second, thin rcentage ivided by line 13, o ill, line 15 e Percentage nn (f) divided by lin Part III, line 17 ot check the box o organization qualif	d, fourth, or fifth ta olumn (f)) e 13, column (f)) on line 14, and line ies as a publicly su	x year as a section	15 16 17 18 33 1/3%, and line 1 ation	ation,
Amounts from line 6 a 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 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.) Total support (Add lines 9, 10c, 11, and 12.) First five years. If the Form 990 is for the check this box and stop here ction C. Computation of Public Public support percentage from 2008 Sction D. Computation of Invest Investment income percentage from 20 a 33 1/3% support tests - 2009. If the or more than 33 1/3%, check this box and 20 33 1/3% support tests - 2008. If the or	ne organization's  Support Pere 8, column (f) dischedule A, Part  ment Income (ine 10c, colum 08 Schedule A, I ganization did n stop here. The ganization did n	s first, second, thin rcentage rvided by line 13, c e Percentage nn (f) divided by line Part III, line 17 ot check the box o organization qualif ot check a box on	d, fourth, or fifth ta olumn (f)) e 13, column (f)) on line 14, and line ies as a publicly su line 14 or line 19a	x year as a section  15 is more than apported organization, and line 16 is more	15   16   17   18   33 1/3%, and line 1 ation ore than 33 1/3%, a	ation,  7 is not
Amounts from line 6 a 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 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.) Total support (Add lines 9, 10c, 11, and 12.) First five years. If the Form 990 is for the check this box and stop here ction C. Computation of Public Public support percentage for 2009 (line Public support percentage from 2008 Sction D. Computation of Invest Investment income percentage from 2008 as 3 1/3% support tests - 2009. If the or	ne organization's  Support Pere 8, column (f) dischedule A, Part  ment Income (ine 10c, colum 08 Schedule A, I ganization did n stop here. The ganization did n	s first, second, thin rcentage rvided by line 13, c e Percentage nn (f) divided by line Part III, line 17 ot check the box corganization qualif ot check a box on	d, fourth, or fifth ta olumn (f)) e 13, column (f)) on line 14, and line ies as a publicly su line 14 or line 19a	x year as a section  15 is more than apported organization, and line 16 is more	15   16   17   18   33 1/3%, and line 1 ation ore than 33 1/3%, a	ation,  7 is not  and

## Schedule B

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

Department of the Treasury Internal Revenue Service

### **Schedule of Contributors**

► Attach to Form 990, 990-EZ, or 990-PF.

OMB No. 1545-0047

2009

Name of the organizati	on	Employer identification number
	DOORWAYS FOR WOMEN AND FAMILIES, INC.	54-1087829
Organization type (chec	k one):	
Filers of:	Section:	
Form 990 or 990-EZ	X 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 organizatio	n 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		
	tion filing Form 990, 990 EZ, or 990-PF that received, during the year, \$5,000 or more (in Inplete Parts I and II.	i money or property) from any one
Special Rules		
509(a)(1) and 17	or (c)(3) organization filing Form 990 or 990-EZ that met the 33 1/3% support test of the ('0(b)(1)(A)(vi), and received from any one contributor, during the year, a contribution of the (i) Form 990, Part VIII, line 1h or (ii) Form 990-EZ, line 1. Complete Parts I and II.	
aggregate contr	11(c)(7), (8), or (10) organization filing Form 990 or 990-EZ that received from any one co ibutions of more than \$1,000 for use <i>exclusively</i> for religious, charitable, scientific, litera of cruelty to children or animals. Complete Parts I, II, and III.	
contributions for If this box is che purpose. Do not	1(c)(7), (8), or (10) organization filing Form 990 or 990-EZ that received from any one cor use exclusively for religious, charitable, etc., purposes, but these contributions did not ecked, enter here the total contributions that were received during the year for an exclusion complete any of the parts unless the <b>General Rule</b> applies to this organization becausable, etc., contributions of \$5,000 or more during the year.	t aggregate to more than \$1,000.  sively religious, charitable, etc., se it received nonexclusively
out it <b>must</b> answer "No" (	n that is not covered by the General Rule and/or the Special Rules does not file Schedu on Part IV, line 2 of its Form 990, or check the box on line H of its Form 990-EZ, or on lir filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).	
HA For Privacy Act an for Form 990, 990-		le B (Form 990, 990-EZ, or 990-PF) (2009)

Name of organization

Employer identification number

### DOORWAYS FOR WOMEN AND FAMILIES, INC.

54-1087829

Part I	Contributors (see instructions)		
(a) No.	(b) Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
1		<u>300,000.</u>	Person X Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a)	(b)	(c)	(d)
No.	Name, address, and ZIP + 4	Aggregate contributions	Type of contribution
2		\$ 100,000.	Person X Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
3		\$ <u>130,000</u> .	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
4		\$75,000.	Person X Payroll Noncash (Complete Part II if there is a noncash contribution.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
5		\$ 285,057.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Aggregate contributions	(d) Type of contribution
6		\$\$	Person X Payroll  Noncash  (Complete Part II if there is a noncash contribution.)
22452 02 01	40	Cahadula D (Farm (	100 000 F7 000 PF1 (0000)

Employer identification number

### DOORWAYS FOR WOMEN AND FAMILIES, INC.

54-1087829

(b)  Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
·	\$	
(b)  Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
	\$	
(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
	· · · · · · · · · · · · · · · · · · ·	
	\$	
(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
(b) Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
	\$	
(b)  Description of noncash property given	(c) FMV (or estimate) (see instructions)	(d) Date received
	(b) Description of noncash property given  (b) Description of noncash property given  (b) Description of noncash property given  (b) Description of noncash property given  (b) Description of noncash property given	(c) FMV (or estimate) (see instructions)  (b) Description of noncash property given  (c) FMV (or estimate) (see instructions)  (d) FMV (or estimate) (see instructions)  (e) FMV (or estimate) (see instructions)  (f) FMV (or estimate) (see instructions)  (g) FMV (or estimate) (see instructions)  (h) Description of noncash property given  (c) FMV (or estimate) (see instructions)  (d) FMV (or estimate) (see instructions)  (e) FMV (or estimate) (see instructions)

Name of organization Employer identification number DOORWAYS FOR WOMEN AND FAMILIES, 54-1087829 Exclusively religious, charitable, etc., individual contributions to section 501(c)(7), (8), or (10) organizations aggregating more than \$1,000 for the year. Complete columns (a) through (e) and the following line entry. For organizations completing Part III Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this information once. See instructions.) > \$ (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 (a) No. from (b) Purpose of gift (c) Use of gift (d) Description of how gift is held Part I (e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee (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 (a) No. from (b) Purpose of gift (c) Use of gift (d) Description of how gift is held Part I (e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee

### Schedule D

(Form 990)

Department of the Treasury Internal Revenue Service

### Supplemental Financial Statements

Complete if the organization answered "Yes," to Form 990. Part IV, line 6, 7, 8, 9, 10, 11, or 12.

➤ Attach to Form 990. ➤ See separate instructions.

OMB No. 1545-0047 Open to Public Inspection .

Name of the organization

Employer identification number DOORWAYS FOR WOMEN AND FAMILIES, INC. 54-1087829 Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6. (a) Donor advised funds (b) Funds and other accounts Total number at end of year ..... 2 Aggregate contributions to (during year) 3 Aggregate grants from (during year) Aggregate value at end of year 4 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7. Purpose(s) of conservation easements held by the organization (check all that apply). Preservation of land for public use (e.g., recreation or pleasure) Preservation of an historically important land area Protection of natural habitat Preservation of a certified historic structure Preservation of open space Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year. Held at the End of the Tax Year a Total number of conservation easements Total acreage restricted by conservation easements 2b Number of conservation easements on a certified historic structure included in (a) 2c d Number of conservation easements included in (c) acquired after 8/17/06 \_\_\_\_\_\_\_\_\_2d Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax Number of states where property subject to conservation easement is located 4 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? No Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year > \$ Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements. Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets, Complete if the organization answered "Yes" to Form 990, Part IV, line 8. 1a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items. b If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to (i) Revenues included in Form 990, Part VIII, line 1 (ii) Assets included in Form 990, Part X If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items: Revenues included in Form 990, Part VIII, line 1 Assets included in Form 990, Part X

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

Schedule D (Form 990) 2009

V	edule D (Form 990) 2009 DOORWAY	S FOR WOME						54-10			
3	Using the organization's acquisition, access										
•	(check all that apply):	, a	, on one	arry or arr	o ronoving in	ar aro a c	ngimioa	it add or its	Concodio	11 11011	113
а	Public exhibition			nan or av	change progr	ame					
b	Scholarly research	e									
c	Preservation for future generations	6	,				-				
_		ماممانه مماني	n hau tha		*loo = =====i===	:!			X0 /		
4	Provide a description of the organization's c								T XIV.		
5	During the year, did the organization solicit of								٦.,		٦
- Da	to be sold to raise funds rather than to be m								_ Yes_		<u> No</u>
14	reported an amount on Form 990, Pa		ete ii orga	nization a	ariswered "Ye	s" to Foi	m 990,	Part IV, line	9, or		
		· · · · · · · · · · · · · · · · · · ·	dia					-I			<del></del>
ıa	Is the organization an agent, trustee, custod								7	7	<b>.</b>
	on Form 990, Part X?							L	_l Yes	L	IJ No.
D	If "Yes," explain the arrangement in Part XIV	and complete the fo	llowing ta	bie:						·	
	<b>5</b> • • • • •						<u> </u>		Amoun	<u>t</u>	
С	Beginning balance				,		1c	· ·			
						· · · · · · · · · · · · · · · · · · ·	1d	1			·
е	Distributions during the year								<del>_</del>		
f	Ending balance								. 1		
	Did the organization include an amount on F		21?,			· · · · · · · · · · · · · · · · ·		LX	Yes		No
	If "Yes," explain the arrangement in Part XIV										
Fa	t V Endowment Funds. Complete	···									
		(a) Current year	<b>(b)</b> Pri	or year	(c) Two yea	rs back	<b>(d)</b> Thre	years back	<b>(e)</b> Fou	years	back
1a	Beginning of year balance				ļ. i.					<u> </u>	- 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
b	Contributions									.:.	1 11
С	Net investment earnings, gains, and losses				1			in in	14. (v)	:	<u> </u>
d	Grants or scholarships	·			10 3	X 4	<u> </u>				
е	Other expenditures for facilities									ķ.	3.85
	and programs				<u>                                     </u>	ž.	J <sub>r</sub>		1 1 1	· · ·	
f	Administrative expenses				- 3 F -		<u> - 14),</u>			1.	
g	End of year balance		-			1.7			<u> </u>	<u> </u>	
2	Provide the estimated percentage of the year	r end balance held a	s:								
а	Board designated or quasi-endowment		_%								
b	Permanent endowment >	%									
С		%									
3а	Are there endowment funds not in the posse	ssion of the organiza	ation that	are held a	and administe	ered for t	he orgai	nization	,		
	by:								,	Yes	No
	(i) unrelated organizations	***************************************					· · · · · · · · · · · · · · · · · · ·		3a(i)		
										••••	
b	If "Yes" to 3a(ii), are the related organizations	s listed as required o	n Schedu	le R?					3b		
4	Describe in Part XIV the intended uses of the										
Par	t VI 🖯 Investments - Land, Building	s, and Equipme	ent. See	Form 990	0, Part X, line	10.					
	Description of investment	(a) Cost or of	ther	(b) Cos	t or other	(c) A	ccumula	ted	(d) Boo	k valu	e
		basis (investr	nent)		(other)	de	preciatio	n			
1a	Land				54,800.				15	4,8	00.
	Buildings			2,48	35,250.		300,	902.	2,18		
	Leasehold improvements										
d	Equipment			12	21,860.		52,	574.	6	9,2	86.
	Other			11	18,073.		61,	27.			46.
	Add lines to through to (Column (d) must a	aval Form 000 Dort	V oolumn				•			<u> </u>	

Schedule D (Form 990) 2009

Part VII Investments - Other Securities. Se	R WOMEN AND F. e Form 990, Part X, line 12	AMILIES, INC.	54-1087829 Page <b>3</b>
(a) Description of security or category (including name of security)	(b) Book value	(c) Metho	od of valuation: of-year market value
Financial derivatives			
Closely-held equity interests			
Other			
	-		
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Total. (Col (b) must equal Form 990, Part X, col (B) line 12.) ► Part VIII Investments - Program Related. Se	o Form 200 Pert V Fre 16		
	i		od of valuation:
(a) Description of investment type	(b) Book value		f-year market value
EQUITY INVESTMENT IN CAMERON			
COMMONS, LLC	910,308.	END-OF-YEAR M	ARKET VALUE
otal. (Col (b) must equal Form 990, Part X, col (B) line 13.) ▶	910,308.		
Part IX Other Assets. See Form 990, Part X, line			
(a) L	Description		(b) Book value
	· · · · · · · · · · · · · · · · · · ·		
(Column 4)			
otal. (Column (b) must equal Form 990, Part X, col (B) line Part X Other Liabilities. See Form 990, Part X, li	15.) ne 25		
. (a) Description of liability		(b) Amount	
ederal income taxes			
		<u> </u>	
			4
	•		7
			·
otal. (Column (b) must equal Form 990, Part X, col (B) line 2	25.)		
FiN 48 Footnote. In Part XIV, provide the text of the footn		inancial statements that report	

Schedule D (Form 990) 2009

Schedule D (Form 990) 2009

Part XI   Reconciliation of Change in Net Assets from Form 990 to Audited Financial Statements   1   3,545,994   2   Total expenses (Form 990, Part XI, column (A), line 20   1   3,235,653   3   2,235,653   3   2,235,653   3   2,235,653   3   2,235,653   3   2,235,653   3   3,235,653   4   4   3,4,000   4   4   3,4,000   5   5   5   5   6   6   7   7   7   8   7   8   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,000   9   3,4,	Control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the contro	D (Form 990) 2009	DOORWAYS	FOR WOMEN	AND	FAMI	JIES,	INC	•	54-	1087829	Page 4
2   3,238,653.	Little Little Control of the Control	· · · · · · · · · · · · · · · · · · ·			Form 9	990 to A	udited	Finan	cial Sta	temen	ts	
Secusion (deficial) for the year. Substract line 2 from line 1 Not unrealized gains (bases) on investments 4 34,000. 5 Donated services and use of facilities 6 Investment expenses 7 Prior period adjustiments 9 Chire (Becardos in Part XIV) 9 Total adjustments (red). Add lines 4 through 8 1 Total adjustments (red). Add lines 4 through 8 1 Total adjustments (red). Add lines 4 through 8 1 Total adjustments (red). Add lines 4 through 8 1 Total adjustments (red). Add lines 4 through 8 1 Total adjustments (red). Add lines 4 through 8 1 Total avenue, gains, and other support per audited financial Statements With Revenue per Return 1 Total avenue, gains, and other support per audited financial Statements 1 Total avenue, gains, and other support per audited financial Statements 2 and 34,000. 2 a Nanouris included on line 1 but not on Form 960, Part VIII, line 12 2 a 14,000. 3 (Arbor (Becoveries of prior year grants 2 2 b 15,956. 2 Recoveries of prior year grants 2 2 c 3 4 Amounts included on Fart XIV) 2 d 13,086. 3 3,545,994. 4 Amounts included on Farm 960, Part VIII, line 12, but not on fine 1 4 Amounts included on Farm 960, Part VIII, line 12, but not on fine 1 5 b Other (Describe in Part XIV) 4 b Control (Describe in Part XIV) 5 c Add lines 2 through 2d 5 s 3,545,994. 5 Total expense Add lines 3 and 46. (The must required financial statements 1 Total expense Add lines 3 and 46. (The must required financial statements 2 Amounts included on line 1 but not on Form 960, Part VIII, line 7b 4 b Other (Describes in Part XIV) 5 c Add lines 4 and 4b 5 Total expenses and lines of a critisles 2 a 15,956. 4 Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return 1 Total expenses and losses per reduction from 960, Part XI, line 25: 2 Amounts included on line 1 but not on Form 960, Part XI, line 25: 3 Donated services and use of freatiles 2 a 15,956. 5 Total expenses and losses per audited financial statements 2 a lovestered trapease and included on Form 960, Part XI, line 26: 3 Lines 2 fart X				, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,					1		3,545	,994.
Security   3   307,341.	2 Tot	al expenses (Form 990, F	art IX, column (A),	line 25)		· · · · · · · · · · · · · · · · · · ·			2		3,238	,653.
4 34,000.  5 Donated services and use of families  6 Investment expenses  7 Prior period displanments  7 Total adjustments (red.) Add lines 4 through 8  6 Total adjustments (red.) Add lines 4 through 8  7 Total adjustments (red.) Add lines 4 through 8  8 Total adjustments (red.) Add lines 4 through 8  10 Total revenue, gains, and other support per audited financial statements With Revenue per Return  1 Total revenue, gains, and other support per audited financial statements  2 Amounts included on fixe 1 but not on Form 900, Part VIII, line 12:  3 Not urrealized gains on revenue reparts  4 Donated services and use of facilities  5 Donated services and use of facilities  6 Recoversis of prior year grants  6 Other (Describe in Part XIV)  9 Add lines 2 through 2d  Amounts included on Form 990, Part VIII, line 12:  1 Investment upprass not included on Form 990, Part VIII, line 12:  1 Investment upprass not included on Form 990, Part VIII, line 12:  1 Investment upprass not included on Form 990, Part VIII, line 12:  1 Investment upprass not included on Form 990, Part VIII, line 12:  2 Amounts included on Form 990, Part VIII, line 12:  3 Subtract line 2s from line 1  4 Amounts included on Form 990, Part VIII, line 12:  4 Amounts included on Form 990, Part VIII, line 12:  5 Total revenue Add lines 3 and 4a. (This must equal Form 990, Part I, line 12:)  5 Donated services and use of facilities  6 Other Toeses Amounts included on Form 990, Part IV, line 25:  8 Donated services and use of facilities  9 Total expenses and losses per audited financial statements With Expenses per Return  1 Total expenses and losses per audited financial statements With Expenses per Return  1 Total expenses and losses per audited financial statements With Expenses per Return  1 Total expenses and losses per audited financial statements with Expenses per Return  1 Total expenses and losses per audited financial statements with Expenses per Return  1 Total expenses and losses per audited financial statements  2	3 Exc	cess or (deficit) for the yea	ır. Subtract line 2 fi	rom line 1			· · · · · · · · · · · · · · · · · · ·		3		307	341.
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7   Prior period adjustments   7   8   Chier (Poscottion in Part XIV)   8   3   3   3   3   3   3   3   3   3	6 Inv	estment expenses	.,						6			
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9 Total arijustments (nel). Add lines 4 through 8 10	8 Oth	er (Describe in Part XIV.)					************		8			
10	9 Tot	al adjustments (net). Add	lines 4 through 8		************	,		*****			34	000.
Plair XII    Reconcilitation of Revenue per Audited Financial Statements With Revenue per Return   1   3,609,036.   2   2   34,000.   1   3,609,036.   2   34,000.   1   3,609,036.   2   34,000.   1   3,609,036.   2   34,000.   1   3,609,036.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   2   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,000.   3   34,0	10 Exc	ess or (deficit) for the vea	r per audited finan	cial statements. Co	mbine lin	es 3 and 9					341	341
Total revenue, gains, and other aupport per audited financial statements	Part X	Reconciliation o	f Revenue per	<b>Audited Finan</b>	cial Sta	atement	s With	Rever		Returi	n	<i>,</i> <u>,</u> ,
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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 b Other (Describe in Part XIV) c Add lines 4a and 4b 5 Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18) 5 3, 238, 653.  Part XIV Supplemental Information Complete this part to 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 IV, line 2; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information. PART IV, LINE 2B: THE ESCROW LIABILITY CONSISTS OF CLIENT SAVINGS HELD BY DOORWAYS FOR CLIENTS IN THE DOORWAYS HOMESTART PROGRAM. A CLIENT MAY REQUEST THE FUNDS AT ANY TIME AND ALL FUNDS ARE RETURNED TO THE CLIENT WHEN THE CLIENT LEAVES THE HOMESTART PROGRAM IN GOOD STANDING. CASH IN THE AMOUNT OF \$33,665 IS RESTRICTED FOR CLIENT FUNDS IN ESCROW.  PART X: IN JUNE 2006, THE FINANCIAL ACCOUNTING STANDARDS BOARD  (FASB) RELEASED FASB ASC 740-10, INCOME TAXES, THAT PROVIDES GUIDANCE FOR	e Add	l lines 2a through 2d		••••••	· · · · · · · · · · · · · · · · · · ·					2e	29,	<u>,042.</u>
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b Other (Describe in Part XIV.) c Add lines 4a and 4b 5 Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)  Part XIV Supplemental Information  Complete this part to 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 V, line 2; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.  PART IV, LINE 2B: THE ESCROW LIABILITY CONSISTS OF CLIENT SAVINGS HELD  BY DOORWAYS FOR CLIENTS IN THE DOORWAYS HOMESTART PROGRAM. A CLIENT MAY  REQUEST THE FUNDS AT ANY TIME AND ALL FUNDS ARE RETURNED TO THE CLIENT  WHEN THE CLIENT LEAVES THE HOMESTART PROGRAM IN GOOD STANDING. CASH IN THE  AMOUNT OF \$33,665 IS RESTRICTED FOR CLIENT FUNDS IN ESCROW.  PART X: IN JUNE 2006, THE FINANCIAL ACCOUNTING STANDARDS BOARD  (FASB) RELEASED FASB ASC 740-10, INCOME TAXES, THAT PROVIDES GUIDANCE FOR					·	1	1			1,48		
b Other (Describe in Part XIV) c Add lines 4a and 4b 5 Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)  Part XIV   Supplemental Information  Complete this part to 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, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.  PART IV, LINE 2B: THE ESCROW LIABILITY CONSISTS OF CLIENT SAVINGS HELD  BY DOORWAYS FOR CLIENTS IN THE DOORWAYS HOMESTART PROGRAM. A CLIENT MAY  REQUEST THE FUNDS AT ANY TIME AND ALL FUNDS ARE RETURNED TO THE CLIENT  WHEN THE CLIENT LEAVES THE HOMESTART PROGRAM IN GOOD STANDING. CASH IN THE  AMOUNT OF \$33,665 IS RESTRICTED FOR CLIENT FUNDS IN ESCROW.  PART X: IN JUNE 2006, THE FINANCIAL ACCOUNTING STANDARDS BOARD  (FASB) RELEASED FASB ASC 740-10, INCOME TAXES, THAT PROVIDES GUIDANCE FOR			luded on Form 990	, Part VIII, line 7b		<u> </u>	4a					
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Part XIV Supplemental Information  Complete this part to 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 K, line 2; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.  PART IV, LINE 2B: THE ESCROW LIABILITY CONSISTS OF CLIENT SAVINGS HELD  BY DOORWAYS FOR CLIENTS IN THE DOORWAYS HOMESTART PROGRAM. A CLIENT MAY  REQUEST THE FUNDS AT ANY TIME AND ALL FUNDS ARE RETURNED TO THE CLIENT  WHEN THE CLIENT LEAVES THE HOMESTART PROGRAM IN GOOD STANDING. CASH IN THE  AMOUNT OF \$33,665 IS RESTRICTED FOR CLIENT FUNDS IN ESCROW.  PART X: IN JUNE 2006, THE FINANCIAL ACCOUNTING STANDARDS BOARD  (FASB) RELEASED FASB ASC 740-10, INCOME TAXES, THAT PROVIDES GUIDANCE FOR										4c		0.
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K, line 2; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.  PART IV, LINE 2B: THE ESCROW LIABILITY CONSISTS OF CLIENT SAVINGS HELD  BY DOORWAYS FOR CLIENTS IN THE DOORWAYS HOMESTART PROGRAM. A CLIENT MAY  REQUEST THE FUNDS AT ANY TIME AND ALL FUNDS ARE RETURNED TO THE CLIENT  WHEN THE CLIENT LEAVES THE HOMESTART PROGRAM IN GOOD STANDING. CASH IN THE  AMOUNT OF \$33,665 IS RESTRICTED FOR CLIENT FUNDS IN ESCROW.  PART X: IN JUNE 2006, THE FINANCIAL ACCOUNTING STANDARDS BOARD  (FASB) RELEASED FASB ASC 740-10, INCOME TAXES, THAT PROVIDES GUIDANCE FOR	12 X 0 - 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0											
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(FASB) RELEASED FASB ASC 740-10, INCOME TAXES, THAT PROVIDES GUIDANCE FOR		·										
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02-01-10

Schedule D (Form 990) 2009 DOORWAYS FOR WOMEN AND FAMILIES, INC. 54-1087829 Page 5  Part XIV Supplemental Information (continued)
REPORTING UNCERTAINTY IN INCOME TAXES. FOR THE YEAR ENDED JUNE 30, 2010,
DOORWAYS HAS DOCUMENTED ITS CONSIDERATION OF FASB ASC 740-10 AND
DETERMINED THAT NO MATERIAL UNCERTAIN TAX POSITIONS QUALIFY FOR EITHER
RECOGNITION OR DISCLOSURE IN THE CONSOLIDATED FINANCIAL STATEMENTS.
PART XII, LINE 2D - OTHER ADJUSTMENTS:
FUNDRAISING EXPENSE REPORTED AS EXPENSES ON THE FINANCIAL STATEMENTS AND
NETTED AGAINST REVENUE ON FORM 990, PART VIII, LINE 8B: \$11,103
LOSS ON DISPOSAL OF FIXED ASSET REPORTED AS EXPENSE ON THE FINANCIAL
STATEMENTS AND NETTED AGAINST REVENUE ON FORM 990, PART VIII, LINE 7C:
\$1,983
PART XIII, LINE 2D - OTHER ADJUSTMENTS:
FUNDRAISING EVENT EXPENSE REPORTED AS EXPENSE ON THE FINANCIAL STATEMENTS
AND NETTED AGAINST REVENUE ON FORM 990, PART VIII, LINE 8B: \$11,103
LOSS ON DISPOSAL OF FIXED ASSET REPORTED AS EXPENSE ON THE FINANCIAL
STATEMENTS AND NETTED AGAINST REVENUE ON FORM 990, PART VIII, LINE 7C:
\$1,983

#### **SCHEDULE G**

(Form 990 or 990-EZ)

### **Supplemental Information Regarding Fundraising or Gaming Activities**

Open To Public

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service

Complete if the organization answered "Yes" to Form 990, Part IV, lines 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. ► See separate instructions.

Inspection

Fundraising Activities. Complete if the organization answored "very the Form 990. Part IV, line 17, Form 990 EZ filors are not required to complete this part.  I indicate whether the organization raised funds through any of the following activities. Check all that apply,  a	Name of the organization	7.100 M 10 M 10 M 10 M 10 M 10 M 10 M 10			opurate manacion.	Employer id	lentification number
required to complete this part.  I indicate whether the organization raised funds through any of the following activities. Check all that apply.  a	Translation Authorities						
a Mail solicitations   Solicitation of non-government grants   Solicitation of government grants   Solicitations   Solicitation of government grants   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicitations   Solicit	Part 1: Fundraising Activities required to complete this par	<ul> <li>Complete if the organization answ</li> <li>t.</li> </ul>	ered "\	∕es" t	o Form 990, Part IV,	line 17. Form 990-l	Z filers are not
or entity (fundraiser)  Yes No  Yes No  Indicate the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property of the property	a Mail solicitations b Internet and email solicitations c Phone solicitations d In-person solicitations 2 a Did the organization have a written of key employees listed in Form 990, P b If "Yes," list the ten highest paid indi	e Solicita f Solicita g Special  or oral agreement with any individual cart VII) or entity in connection with p ividuals or entities (fundraisers) purs	tion of tion of fundra (includerofess	non-g gover aising ding o ional t	overnment grants rnment grants events fficers, directors, true fundraising services?	stees orYe	
otal		(ii) Activity	or con	ustody trol of		fundraiser	ro (or rerainen py)
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			unds c	r has	been notified it is ex	empt from registra	tion or licensing.
				***			
HA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. Schedule 6 (Form 990 or 990-EZ) 2009	1110 P-0						

Schedule G (Form 990 or 990-EZ) 2009 DOORWAYS FOR WOMEN AND FAMILIES, INC. 54-1087829 Page 2

Fundraising Events. Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than \$15,000 on Form 990-EZ, line 6a. List events with gross receipts greater than \$5,000. (a) Event #1 (b) Event #2 (c) Other events (d) Total events BENEFIT (add col. (a) through BRUNCH HOME TOUR col. (c)) (event type) (event type) (total number) 66,028. 8,370. 74,578. Gross receipts 148,976. 2 Less: Charitable contributions 30,308. 8,370. 74,154. 112,832. Gross income (line 1 minus line 2) 35,720. 424. 36,144. Cash prizes Noncash prizes Expenses Rent/facility costs 9,026. Food and beverages 9,026. 7 300. 300. 8 Entertainment Other direct expenses \_\_\_\_\_ 1,289. 188. 300. 1,777. 11,103; 10 Direct expense summary. Add lines 4 through 9 in column (d) 11 Net income summary. Combine line 3, column (d), and line 10. 25,041. Part III Gaming. Complete if the organization answered "Yes" to Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a. (b) Pull tabs/instant (d) Total gaming (add (c) Other gaming Revenue (a) Bingo bingo/progressive bingo col. (a) through col. (c)) Gross revenue 2 Cash prizes Direct Expenses Noncash prizes Rent/facility costs Other direct expenses Yes Volunteer labor No Direct expense summary. Add lines 2 through 5 in column (d) Net gaming income summary. Combine line 1, column (d), and line 7 Yes No 9 Enter the state(s) in which the organization operates gaming activities: a Is the organization licensed to operate gaming activities in each of these states? **b** If "No," explain: 10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? 10a b If "Yes," explain: 11 Does the organization operate gaming activities with nonmembers? 11 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?

Schedule G (Form 990 or 990 EZ) 2009 DOORWAYS FOR WOMEN AND FAMILIES, INC. 54-1	087	829	Pa	age 3
			'es	No
13 Indicate the percentage of gaming activity operated in:				
a The organization's facility 13a	%			ĺ
b An outside facility 13b	%			į
14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:		4	į	
Name	_		,	:
Address ▶		; ;		; :
15a Does the organization have a contract with a third party from whom the organization receives gaming revenue?		45-		:
100 5000 the organization have a contract with a tilled party from whom the organization receives gaining revenue:	····	15a		
b If "Yes," enter the amount of gaming revenue received by the organization ▶\$ and the amount				
of gaming revenue retained by the third party ▶\$	14.	. "	ļ	×
c If "Yes," enter name and address of the third party:	ì		**	
	i .	*		y Ly
Name >				
Address >	E 1			:
			<i>:</i>	* ;
16 Gaming manager information:			Ì	
	:-			
Name				÷ .
		+		. 5:
Gaming manager compensation > \$		.		# *
				4
Description of services provided			3	f
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Director/officer Employee Independent contractor				) zř
		r		
17 Mandatory distributions:		·	-	<u> </u>
a Is the organization required under state law to make charitable distributions from the gaming proceeds to				
retain the state gaming license?	[ 1	17a	_ [	
b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the			T	1 1

Schedule G (Form 990 or 990-EZ) 2009

SCHI (Forn	SCHEDULE I (Form 990)		Grants and Government	Grants and Other Assistance to Organizations, Governments, and Individuals in the United States	e to Organization in the United Sta	s, tes		OMB NO.	2008 No. 1545-0047
Depart	Department of the Treasury Internal Revenue Service	Сомр	Complete if the organizatio	in answered "Yes" on Fo ► Attach to Form 990.	' on Form 990, Pa m 990.	ganization answered "Yes" on Form 990, Part IV, line 21 or 22.  Attach to Form 990.		Open to	Open to Public Inspection
Nam	Name of the organization DOORWAYS	FOR WOMEN	I AND FAMILIES	ES, INC.				Employer identification number 54-1087829	lentification number 54-1087829
Part	ti General Information on Grants and Assistance	and Assistance							
•	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	to substantiate the	e amount of the grants	s or assistance, the	grantees' eligibilit	y for the grants or ass	istance, and the selecti		
2	criteria used to award the grants or assistance?  Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.	iistance? rocedures for moni	toring the use of grant	funds in the Unite	d States.			Yes	No X
Part II		Governments an	d Organizations in th	e United States, C	complete if the org	anization answered "\	es" to Form 990, Part I	V, line 21, for any	-
	recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Use Part IV and Schedule 1-1 (Form 990) if additional space is needed	\$5,000. Check this	s box if no one recipier	nt received more th	ian \$5,000. Use Pa	art IV and Schedule I-	1 (Form 990) if additiona	I space is needed	
:	1 (a) Name and address of organization or government	NIE (a)	(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 non-cash assistance	(h) Purpose of grant or assistance	grant
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		·							
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	•								
8	Enter total number of section 501(o)(3) and government organizations	and government or	ganizations					<b>A</b>	
က	Enter total number of other organizations	SI SI						<b>A</b>	
LHA	For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.	action Act Notice,	see the Instructions	for Form 990.				Schedule I (Form 990) 2009	n 990) 2009

Page 2 (f) Description of non-cash assistance RENT, FOOD, MEDICAL SUPPLIES, CLOTHING. (e) Method of valuation (book, FMV, appraisal, other) Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 22. Use Part IV and Schedule I-1 (Form 990) if additional space is needed. 407,723, FAIR MARKET VALUE Supplemental Information. Complete this part to provide the information required in Part I, line 2, and any other additional information. (d) Amount of non-cash assistance 0 (c) Amount of cash grant (b) Number of recipients 301 RENT, FOOD, MEDICAL AND CLOTHING ASSISTANCE (a) Type of grant or assistance Part IV Part III

54-1087829

DOORWAYS FOR WOMEN AND FAMILIES, INC.

Schedule I (Form 990) 2009

Schedule I (Form 990) 2009

932102 02-02-10

### **SCHEDULE M** (Form 990)

#### **Noncash Contributions**

Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.

OMB No. 1545-0047

Open to Public Inspection

Employer identification number

Schedule M (Form 990) 2009

Department of the Treasury Internal Revenue Service Name of the organization Attach to Form 990.

DOORWAYS FOR WOMEN AND FAMILIES, INC. 54-1087829 Types of Property (a) (b) (c) (d) Check if Number of Revenues reported on Method of determining applicable contributions Form 990, Part VIII, line 1q revenues Art - Works of art 1 Art - Historical treasures 2 Art - Fractional interests 3 Books and publications 4 Clothing and household goods 139,513. FAIR MARKET VALUE 5 X Cars and other vehicles A Boats and planes ..... 7 Intellectual property 8 Securities - Publicly traded 9 Securities - Closely held stock 10 Securities - Partnership, LLC, or 11 trust interests Securities - Miscellaneous 12 13 Qualified conservation contribution -Historic structures Qualified conservation contribution - Other 14 15 Real estate - Residential -----16 Real estate - Commercial Real estate - Other 17 18 Collectibles Food inventory ..... 19 Drugs and medical supplies 20 21 Taxidermy ..... Historical artifacts 22 Scientific specimens 23 Archeological artifacts 24 (GIFT CARDS 695 37,403. 25 CARD VALUE 26 Other > ( FURNITURE Х 12,130.  $\triangleright$ 27 Other Other 28 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgment 29 Yes <u>No</u> 30a During the year, did the organization receive by contribution any property reported in Part I, lines 1-28 that it must hold for at least three years from the date of the initial contribution, and which is not required to be used for exempt purposes for the entire holding period? 30a X b If "Yes," describe the arrangement in Part II. Does the organization have a gift acceptance policy that requires the review of any non-standard contributions? 31 Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash 32a contributions? X 32a If "Yes," describe in Part II. 33 If the organization did not report revenues in column (c) for a type of property for which column (a) is checked, describe in Part II.

LHA

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

(Form 990)

Department of the Treasury Internal Revenue Service

### Supplemental Information to Form 990

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

OMB No. 1545-0047 Open to Public Inspection

Name of the organization

Employer identification number

DOORWAYS FOR WOMEN AND FAMILIES, INC.   54-1087829
FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:
- THE AVERAGE OCCUPANCY WAS 96% AND THE AVERAGE LENGTH OF STAY WAS 4.8
MONTHS (AN INCREASE FROM 2.4 MONTHS LAST YEAR DUE TO A FAMILY OF SEVEN
WHO REMAINED IN THE HOME FOR 10 MONTHS WHILE OVERCOMING MULTIPLE
BARRIERS AND CHALLENGES).
- 96% OF THE 25 HOUSEHOLDS WHO PARTICIPATED IN THE FINANCIAL
INDEPENDENCE TRACK INCREASED THEIR OVERALL INCOME (BY AN AVERAGE OF
\$21,764) BEFORE LEAVING THE FAMILY HOME.
- EVERY (100%) CHILD WITH EDUCATION OR DEVELOPMENTAL CONCERNS RECEIVED
SERVICES THROUGH EARLY INTERVENTION SERVICES OR SCHOOL ASSESSMENTS.
- EVERY (100%) CHILD WAS LINKED WITH A HEALTH CARE PROVIDER AND HAD
UP-TO-DATE IMMUNIZATIONS.
- 92% OF ADULTS ESTABLISHED GOAL PLANS AND 95% OF FAMILIES MET THEIR
FAMILY STRENGTHENING GOALS.
UNFORTUNATELY, WE HAD TO TURN AWAY 1,288 PARENTS AND CHILDREN DUE TO
SPACE LIMITATIONS. THIS INCREASED BY 39% OVER LAST YEAR'S UNSATISFIED
REQUESTS.
FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:
RECOVERING FROM THE MULTIPLE IMPACTS OF DOMESTIC VIOLENCE. HIGHLIGHTS
FROM FISCAL YEAR 2010 INCLUDE:
- SHELTERED 41 ADULTS AND 27 CHILDREN (41 FAMILIES) WITH 3,518 BED
NIGHTS.
- 92% OF SAFE-HOUSE HOUSEHOLDS BROKE THE CYCLE OF VIOLENCE AND DID NOT
RETURN TO THEIR ABUSIVE PARTNER.  LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule O (Form 990) 2009
LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule O (Form 990) 2009

932211 02-03-10

(Form 990)

Department of the Treasury Internal Revenue Service

### Supplemental Information to Form 990

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

OMB No. 1545-0047 Open to Public Inspection

Name of the organization

DOORWAYS FOR WOMEN AND FAMILIES, INC Employer identification number 54-1087829

EVERY (100%) CHILD WITH EDUCATION OR DEVELOPMENTAL CONCERNS RECEIVED SERVICES THROUGH EARLY INTERVENTION SERVICES OR SCHOOL ASSESSMENT. EVERY (100%) CHILD WAS LINKED WITH A HEALTH CARE PROVIDER AND HAD UP-TO-DATE IMMUNIZATIONS. SERVED 375 ADULTS AND 349 CHILDREN THROUGH COURT ADVOCACY PROGRAM. PROVIDING 1,171 HOURS TO SECURE PROTECTIVE ORDERS, CHILD SUPPORT CUSTODY PETITIONS AND OTHER COURT JUDGMENTS. 73% OF THOSE PETITIONING FOR TEMPORARY AND PERMANENT PROTECTIVE ORDERS WERE GRANTED. 92% OF HOUSEHOLDS OBTAINED SAFE, STABLE NEXT STEP HOUSING POST DOORWAYS SERVICES. DOORWAYS DOMESTIC VIOLENCE HOTLINE PROVIDED 1,157 CALLERS (IMPACTING 1,532 ADULTS AND CHILDREN) WITH 4,033 UNITS OF CRISIS AND SUPPORTIVE COUNSELING.

OCTOBER'S DOMESTIC VIOLENCE AWARENESS MONTH ACTIVITIES AND YEAR-ROUND COMMUNITY PRESENTATIONS AND OUTREACH EDUCATED MORE THAN 170,000 PEOPLE. FUNDING FROM THE VERIZON FOUNDATION ALLOWED DOORWAYS TO CONTINUE THE VERIZON RED FLAG DATING VIOLENCE PREVENTION CAMPAIGN AT ART INSTITUTE. MARYMOUNT UNIVERSITY AND NORTHERN VIRGINIA COMMUNITY COLLEGE. THIS CAMPAIGN DEVELOPED BY VIRGINIA SEXUAL AND DOMESTIC VIOLENCE ACTION ALLIANCE ENCOURAGES YOUTH TO TAKE AN ACTIVE ROLE AS A MEMBER OF THEIR COMMUNITY IN ADDRESSING THE SIGNS OF DATING VIOLENCE THEY MAY SEE IN A FRIEND OR FAMILY MEMBER'S RELATIONSHIP.

DOORWAYS CONTINUES TO SERVE AS KEY LEADER FOR THE ARLINGTON COORDINATED

COMMUNITY RESPONSE COALITION NAMED PROJECT PEACE: A BLUEPRINT FOR

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

Schedule O (Form 990) 2009

932211 02-03-10

(Form 990)

Supplemental Information to Form 990

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

Attach to Form 990.

QMB No. 1545-0047 2009 Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization

DOORWAYS FOR WOMEN AND FAMILIES, INC.

Employer identification number 54-1087829

PARTNERING TO END ABUSE IN THE COMMUNITY FOR EVERYONE.
FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS:
- ASSISTED 72 ADULTS AND 102 CHILDREN (54 FAMILIES) IN TRANSITIONING
FROM HOMELESSNESS TO SAFE, STABLE HOUSING BY PROVIDING 23,203 BED
NIGHTS.
- EVERY (100%) CHILD WITH EDUCATION OR DEVELOPMENTAL CONCERNS RECEIVED
SERVICES THROUGH EARLY INTERVENTION SERVICES OR SCHOOL ASSESSMENT.
- EVERY (100%) CHILD WAS LINKED WITH A HEALTH CARE PROVIDER AND HAD
UP-TO-DATE IMMUNIZATIONS.
- 83% OF THE 33 HOUSEHOLDS WHO PARTICIPATED IN THE FINANCIAL
INDEPENDENCE TRACK INCREASED THEIR FINANCIAL POSITION (BY AN AVERAGE OF
\$32,688) THIS INCLUDES DEBT FORGIVENESS, SAVINGS, DEBT PAYMENT, INCOME
AND IN-KIND ASSISTANCE.
- 100% OF HOUSEHOLDS WITH A HISTORY OF DOMESTIC VIOLENCE ADDRESSED
SAFETY CONCERNS WITH SAFETY PLANS, PROTECTIVE ORDERS AND/OR BY
PARTICIPATION IN DOMESTIC-VIOLENCE FOCUSED THERAPEUTIC SERVICES.
FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:
COMMUNITY EDUCATION: THIS YEAR, DOORWAYS VOLUNTEERS PROVIDED 4,230
HOURS OF SERVICE TO CLIENTS AND THE COMMUNITY.
DOORWAYS CONTINUES TO SERVE AS KEY LEADER FOR THE ARLINGTON COORDINATED
COMMUNITY RESPONSE COALITION NAMED PROJECT PEACE: A BLUEPRINT FOR
PARTNERING TO END ABUSE IN THE COMMUNITY FOR EVERYONE. THE PROJECT
UNITES 25+ PUBLIC AND PRIVATE ENTITIES UNDER A UNIFIED VISION AND
LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule O (Form 990) 2009 932211 02-03-10

(Form 990)

Department of the Treasury Internal Revenue Service

### Supplemental Information to Form 990

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

OMB No. 1545-0047 Open to Public Inspection.

Name of the organization

DOORWAYS FOR WOMEN AND FAMILIES. INC. Employer identification number 54-1087829

STRATEGIC COURSE FOR HOW ARLINGTON WILL PREVENT DOMESTIC VIOLENCE AND PROTECT AND PROVIDE SERVICES FOR THOSE AFFECTED BY DOMESTIC VIOLENCE. NUMEROUS BEST-PRACTICE STRATEGIES AND PLANS HAVE BEEN CRAFTED AND WILL BE IMPLEMENTED.

EXPENSES \$ 487249. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

FORM 990, PART VI, SECTION B, LINE 11: THE FORM 990 WAS PREPARED BY THE OUTSIDE ACCOUNTANTS AND REVIEWED BY SENIOR MANAGEMENT. IT WAS THEN SENT TO ALL MEMBERS OF THE BOARD BEFORE FILING WITH THE IRS.

PART VI, SECTION B, LINE 12C: AT TIME OF APPLICATION FOR EMPLOYMENT, EMPLOYMENT HISTORY WILL BE REVIEWED BY THE HIRING SUPERVISOR FOR CONFLICTS. ALL BOARD MEMBERS HAVE TO ANNUALLY READ AND SIGN THE CONFLICT OF INTEREST FORM.

ALL STAFF AND VOLUNTEERS MUST DISCLOSE ANY INTEREST IN A TRANSACTION OR DECISION WHERE THEY (INCLUDING THEIR BUSINESSES OR OTHER NONPROFIT AFFILIATIONS), THEIR FAMILIES AND/OR THEIR SIGNIFICANT OTHERS, EMPLOYERS, OR CLOSE ASSOCIATES WILL RECEIVE BENEFITS OR GAINS.

ALL BOARD MEMBERS MUST DISCLOSE ANY INTERESTS IN A TRANSACTION OR DECISION WHERE THEY (INCLUDING THEIR BUSINESS OR OTHER NONPROFIT AFFILIATIONS), THEIR FAMILIES AND/OR THEIR SIGNIFICANT OTHERS, EMPLOYERS, OR CLOSE ASSOCIATES WILL RECEIVE BENEFITS OR GAINS. AFTER DISCLOSURE, THEY MAY BE ASKED TO LEAVE THE ROOM FOR ALL OR A PORTION OF THE DISCUSSION AND WILL NOT BE PERMITTED TO VOTE ON THE OUESTION.

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

Schedule O (Form 990) 2009

(Form 990)

Department of the Treasury Internal Revenue Service

### **Supplemental Information to Form 990**

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

Attach to Form 990.

2009
Open to Public Inspection

Name of the organization

DOORWAYS FOR WOMEN AND FAMILIES, INC.

Employer identification number 54-1087829

SECTION B, LINE 15A: THE DOORWAYS EXECUTIVE COMMITTEE FORM 990. PART VI. REVIEWS THE EXECUTIVE DIRECTOR ANNUALLY. TO ENSURE THAT THE EXECUTIVE DIRECTOR IS PROVIDING THE BEST LEADERSHIP FOR DOORWAYS, THE BOARD WILL ANNUALLY EVALUATE THE EXECUTIVE DIRECTOR'S PERFORMANCE. THE BOARD OF DIRECTORS WILL DISCUSS THE EXECUTIVE DIRECTOR'S PERFORMANCE IN AN EXECUTIVE SESSION. THE BOARD'S EVALUATION OF THE EXECUTIVE DIRECTOR'S PERFORMANCE WILL BE A SIGNIFICANT FACTOR IN THE BOARD'S ANNUAL REVIEW OF THE EXECUTIVE DIRECTOR'S COMPENSATION. THE BOARD ANNUALLY REVIEWS AND RATIFIES GOALS AND OBJECTIVES RELEVANT TO THE EXECUTIVE DIRECTOR'S COMPENSATION. EACH MEMBER KEEPS UP-TO-DATE ON DOORWAYS THROUGH THE EXECUTIVE DIRECTOR'S REPORTS. IN TERMS OF COMPARABILITY DATA, DOORWAYS HR DIRECTOR COMPLETES A COMPENSATION COMPARABILITY REVIEW OF ALL DOORWAYS POSITIONS, INCLUDING THE EXECUTIVE DIRECTOR. THIS REVIEW INCLUDES LOCAL NON-PROFITS WITH SIMILAR BUDGETS AND STAFFING AND AT LEAST TWO LOCAL COUNTY GOVERNMENT'S SALARIES AND EMPLOYEE COMPENSATION. SALARY IS REVIEWED ANNUALLY AND APPROVED BY THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS. STAFF PERSON, WHO IS SUPERVISED BY THE EXECUTIVE DIRECTOR ONLY AND NOT BY BOARD MEMBERS OR BOARD COMMITTEES, MAINTAINS ADMINISTRATIVE RECORDS NECESSARY FOR THE COMMITTEE. THE BOARD PRESIDENT ALSO PROVIDES A COMPLETED PERSONNEL ACTION REQUEST FORM TO THE BUSINESS AND FINANCE MANAGER. THE FORM REFLECTS THE OLD PAY RATE, THE NEW PAY RATE, ANY OTHER CHANGES, AND AN AUTHORIZING SIGNATURE.

FORM 990, PART VI, SECTION C, LINE 19: DOORWAYS ANNUAL REPORT CAN BE

ACCESSED THROUGH THE ORGANIZATION'S WEBSITE - DOORWAYSVA.ORG. IN ADDITION,

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

Schedule O (Form 990) 2009

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Department of the Treasury

Internal Revenue Service

(Form 990)

**Supplemental Information to Form 990** 

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

Attach to Form 990.

2009
Open to Public Inspection

Name of the organization Employer identification number DOORWAYS FOR WOMEN AND FAMILIES INC. 54-1087829 THE FINANCIAL STATEMENTS, GOVERNING DOCUMENTS, AND POLICIES INCLUDING CONFLICT OF INTEREST, CAN BE OBTAINED BY CONTACTING DOORWAYS ADMINISTRATIVE OFFICE.

► Complete if the organization answered "Yes" to Form 990, Part IV, line 33, 34, 35, 36, or 37. Related Organizations and Unrelated Partnerships ► Attach to Form 990. Department of the Treasury Internal Revenue Service SCHEDULER (Form 990)

2009 Open to Public Inspection OMB No. 1545-0047

➤ See separate instructions.

Employer identification number 54-1087829

Identification of Disregarded Entities (Complete if the organization answered "Yes" to Form 990, Part IV, line 33.) INC. DOORWAYS FOR WOMEN AND FAMILIES, Name of the organization

Part

Direct controlling. entity Identification of Related Tax-Exempt Organizations (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.) 910,308.N/A End-of-year assets **e** 9,678 Total income ਉ Legal domicile (state or foreign country) TO PURCHASE THE CAMERON Primary activity COMMONS APARTMENTS 9 DOORWAYS CAMERON, LLC - 26-2832867 Name, address, and EiN of disregarded entity 2704 NORTH PERSHING DRIVE ARLINGTON, VA 22201 Part II

Direct controlling status (if section 501(c)(3)) Public charity Exempt Code section Legal domicile (state or foreign country) Primary activity Name, address, and EIN of related organization

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Schedule R (Form 990) 2009

DOORWAYS FOR WOMEN AND FAMILIES, INC. Schedule R (Form 990) 2009

Identification of Related Organizations Taxable as a Partnership (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related organizations treated as a partnership during the tax year.) 54-1087829 Part III

Page 2

(j) 33 General or managing ule partner? (id) Vac No.			re related	(h) Percentage ownership				1 990) 2009
(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)			had one or mo	(g) Share of end-of-year assets				Schedule R (Form 990) 2009
(h) Disproportionate allocations?			34 because it	(f) Share of total income				Sch
(g) Share of end-of-year assets			, Part IV, line					
(f) Share of total income			to Form 990	(e) Type of entity (C corp., S corp., or trust)				
1			ıswered "Yes	(d) Diract controlling entity				
(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)			organization a	(C) Legal domicite Dire (state or foreign country)				
(d) Direct controlling entity			Trust (Complete if the	(b) Primary activity				38
(c) Legal domicile (state or foreign country)	-		poration or x year.)	ā.		1		
(b) Primary activity		•	anizations Taxable as a Cor poration or trust during the ta	<b>Z</b> _				
(a) Name, address, and EIN of related organization			Part IV Identification of Related Organizations Taxable as a Corporation or Trust (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.)	(a) Name, address, and EIN of related organization				932162 07-21-10

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Page 3

Part W Transactions With Related Organizations (Complete if the organization answered "Yes" to Form 990, Part IV, line 34, 35, or 36.)

Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.	- 14
1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?	1
a Receipt of (I) interest (II) annuities (III) royalties or (Iv) rent from a controlled entity	-ta
b Gift, grant, or capital contribution to other organization(s)	<del>Q</del>
	2
d Loans or loan guarantees to or for other organization(s)	- 1d
e Loans or loan guarantees by other organization(s)	e e
f Sale of assets to other organization(s)	<del>-</del>
g Purchase of assets from other organization(s)	10
h Exchange of assets	무
i Lease of facilities, equipment, or other assets to other organization(s)	-
j Lease of facilities, equipment, or other assets from other organization(s)	<b>-</b>
k Performance of services or membership or fundraising solicitations for other organization(s)	¥
	TH.
n Sharing of paid employees	Th.
	10
p neilibulsellen palo by other organization for expenses	d)
	19
2 If the answer to any of the above is "Yes" see the instructions for information on who must complete this line including sourced substitutions and the	11
-	
(b) Name of other organization(s) Transaction type (a-r)	(c) Amount involved
(1)	
(3)	
(4)	
(5)	
39 932163 02-04-10	7 C C C C C C C C C C C C C C C C C C C

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Schedule R (Form 990) 2009 DOORWAYS FOR WOMEN AND FAMILIES, INC.

Part VI Unrelated Organizations Taxable as a Partnership (Complete if the organization answered "Yes" to Form 990, Part IV, line 37.)

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

Name, address, and EIN of entity	Primary activity	Legal domicile (state or foreign country)	Are all partners section 50 1(c)(3) Organizations?  Yes No	Share of end-of-year assets	Disproportionate allocations?  Yes No	(g) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(h) General or managing partner? Ves No

Schedule R (Form 990) 2009