

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form 990Department of the Treasury
Internal Revenue ServiceUnder section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
Do not enter social security numbers on this form as it may be made public.
Go to www.irs.gov/Form990 for instructions and the latest information.**2023**Open to Public
Inspection**A For the 2023 calendar year, or tax year beginning** _____ and ending _____

B Check if applicable:	C Name of organization FAMILY SERVICES, INC.		D Employer identification number 14-1338399
<input type="checkbox"/> Address change	Doing business as		E Telephone number 845-452-1110
<input type="checkbox"/> Name change	Number and street (or P.O. box if mail is not delivered to street address) 29 NORTH HAMILTON STREET		F Gross receipts \$ 25,865,889.
<input type="checkbox"/> Initial return	Room/suite		G City or town, state or province, country, and ZIP or foreign postal code POUGHKEEPSIE, NY 12601
<input type="checkbox"/> Final return/terminated			H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<input type="checkbox"/> Amended return			H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No
<input type="checkbox"/> Application pending			If "No," attach a list. See instructions
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c)() (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527			H(c) Group exemption number
J Website: WWW.FAMILYSERVICESNY.ORG			
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other		L Year of formation: 1921 M State of legal domicile: NY	

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: FAMILY SERVICES, INC. ("FAMILY SERVICES") IS A WELL-RESPECTED HUMAN SERVICE AGENCY WITH A PROVEN		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.	3	24
	3 Number of voting members of the governing body (Part VI, line 1a)	4	24
	4 Number of independent voting members of the governing body (Part VI, line 1b)	5	323
	5 Total number of individuals employed in calendar year 2023 (Part V, line 2a)	6	96
	6 Total number of volunteers (estimate if necessary)	7a	0.
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7b	0.
Revenue	Prior Year	Current Year	
8 Contributions and grants (Part VIII, line 1h)	16,070,654.	14,559,097.	
9 Program service revenue (Part VIII, line 2g)	9,313,017.	9,495,989.	
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	2,401.	266,120.	
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	199,931.	381,953.	
12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	25,586,003.	24,703,159.	
Expenses	Prior Year	Current Year	
13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	265,836.	65,176.	
14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.	
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	14,785,434.	15,414,704.	
16a Professional fundraising fees (Part IX, column (A), line 11e)	95,040.	38,543.	
b Total fundraising expenses (Part IX, column (D), line 25)	271,797.		
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	6,022,068.	5,905,927.	
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	21,168,378.	21,424,350.	
19 Revenue less expenses. Subtract line 18 from line 12	4,417,625.	3,278,809.	
Net Assets or Fund Balances	Beginning of Current Year	End of Year	
20 Total assets (Part X, line 16)	17,654,770.	21,326,149.	
21 Total liabilities (Part X, line 26)	4,575,321.	4,943,421.	
22 Net assets or fund balances. Subtract line 21 from line 20	13,079,449.	16,382,728.	

Part II Signature Block

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

Sign Here	Signature of officer NATALIE BORQUIST, CAO		Date
	Type or print name and title		
Paid	Print/Type preparer's name EVA MRUK	Preparer's signature EVA MRUK	Date 11/14/24
Paid			Check <input type="checkbox"/> if self-employed
Preparer	Firm's name PKF O'CONNOR DAVIES ADVISORY, LLC		Firm's EIN 87-3231666
Use Only	Firm's address 500 MAMARONECK AVENUE, SUITE 301 HARRISON, NY 10528-1633		Phone no. 914-381-8900

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

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III X1 Briefly describe the organization's mission:

FAMILY SERVICES BRINGS PEOPLE TOGETHER TO FIND THE SUPPORT THEY NEED, IMPROVING THEIR LIVES AND COMMUNITIES, AND BUILDING A STRONGER, SAFER HUDSON VALLEY. OUR PROGRAM AREAS INCLUDE BEHAVIORAL HEALTH, VICTIM SERVICES, FAMILY PROGRAMS, YOUTH SERVICES, COMMUNITY SAFETY,

2 Did the organization undertake any significant program services during the year which were not listed on the

prior Form 990 or 990-EZ? Yes X No

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

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

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

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

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

4a (Code:) (Expenses \$ 13,404,390. including grants of \$ 0.) (Revenue \$ 9,454,894.)

BEHAVIORAL HEALTH CENTERS (OUTPATIENT CLINICS) - IN 2023, BEHAVIORAL HEALTH STAFF PROVIDED COMPREHENSIVE AND INTEGRATED SERVICES TO MEET THE NEEDS OF NEARLY 5,500 ADULTS IN OUR EIGHT CENTERS ACROSS DUTCHESS AND ULSTER COUNTIES. THROUGHOUT THE PANDEMIC AND CURRENTLY, ESSENTIAL STAFF REMAIN ON-SITE IN OUR CENTERS TO PROVIDE MEDICATION MANAGEMENT FOR CLIENTS NEEDING IN-PERSON SERVICES. MANY STAFF CONTINUED TO PROVIDE TELEHEALTH SERVICES, ENSURING THAT OUR CLIENTS HAD NO GAP IN ACCESS TO THE SUPPORT THEY NEED. A SURVEY OF OVER 600 CLIENTS SHOWED CONTINUED SUPPORT FOR USE OF TELEHEALTH SERVICES POST PANDEMIC. IN 2023, OUR POUGHKEEPSIE BEHAVIORAL HEALTH CENTER RELOCATED TO A NEW AND IMPROVED SPACE WHICH IMPROVED ACCESS TO CARE TO THE COMMUNITY.

4b (Code:) (Expenses \$ 3,002,835. including grants of \$ 65,176.) (Revenue \$ 0.)

CVSS PROVIDES 24-HOUR NON-RESIDENTIAL, COMPREHENSIVE SUPPORT TO VICTIMS OF DOMESTIC VIOLENCE, SEXUAL ASSAULT AND OTHER CRIMES THROUGH A PERSON-CENTERED APPROACH THAT SUPPORTS SURVIVORS' RIGHTS, DIGNITY, HEALING, AND SELF-DETERMINATION. IN 2023, 2388 VICTIMS OF CRIME FOUND SUPPORT AT CVSS, INCLUDING 215 ADULT OR CHILD VICTIMS OF SEXUAL VIOLENCE AND 2028 ADULT OR CHILD VICTIMS OF DOMESTIC VIOLENCE. CVSS STAFF RESPONDED TO 6210 CALLS ON OUR 24-HOUR HOTLINES, HELPING COMMUNITY MEMBERS AND/OR COMMUNITY PARTNERS. WITH FUNDING FROM OFFICE OF PREVENTION OF DOMESTIC VIOLENCE AND THE OFFICE OF CHILDREN AND FAMILY SERVICES, CVSS ASSISTED 10 FAMILIES WITH STAYING SAFE IN THEIR HOME BY ASSISTING WITH RENT, UTILITIES, OR SAFETY MEASURES SUCH AS CAMERAS OR LOCKS. CVSS ASSISTED AN ADDITIONAL 11 CLIENTS AND THEIR

4c (Code:) (Expenses \$ 1,633,361. including grants of \$ 0.) (Revenue \$ 41,095.)

THE FAMILY PARTNERSHIP CENTER (FPC) IS THE HEART OF THE CITY OF POUGHKEEPSIE. SINCE ITS OPENING IN 1997, THE FPC HAS BEEN HOME TO MANY ORGANIZATIONS WORKING TOGETHER TO MEET OUR COMMUNITY'S NEEDS. TODAY, 22 NONPROFIT AND RELATED ORGANIZATIONS ARE CURRENTLY UNDER ONE ROOF, COLLABORATING AS PARTNERS TO OFFER A ONE-STOP LOCATION FOR ENHANCED SERVICES. THE FPC PARTNERS PROVIDE HEALTH CARE, EDUCATION, YOUTH PROGRAMMING, RECREATION OPPORTUNITIES, FINANCIAL LITERACY, CULTURAL ACTIVITIES, CRISIS RESPONSE AND PREVENTION, BEHAVIORAL HEALTH, AND OTHER SERVICES TO OUR COMMUNITY. THE FAMILY PARTNERSHIP CENTER ALSO HOSTS COMMUNITY EVENTS ORGANIZED AND SPONSORED BY BOTH PARTNER AND OTHER LOCAL ORGANIZATIONS THROUGHOUT THE YEAR.

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

(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 18,040,586.

Form 990 (2023)

332002 12-21-23

SEE SCHEDULE O FOR CONTINUATION(S)

3

2023.05000 FAMILY SERVICES, INC.

15615051

13001114 756359 1561505.003

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

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

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

		Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	48
1b	b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0
1c	c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	

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

		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	323
2b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	<input checked="" type="checkbox"/> X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	<input checked="" type="checkbox"/> X	
3b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	<input checked="" type="checkbox"/> X	
b	If "Yes," enter the name of the foreign country _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	<input checked="" type="checkbox"/> X	
5b	If any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	<input checked="" type="checkbox"/> X	
5c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d	
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966?		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12	10a	
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b	
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders	11a	
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b	
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state?		
Note: See the instructions for additional information the organization must report on Schedule O.			
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b	
c	Enter the amount of reserves on hand	13c	
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a	<input checked="" type="checkbox"/> X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b	
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?	15	<input checked="" type="checkbox"/> X
If "Yes," see the instructions and file Form 4720, Schedule N.			
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16	<input checked="" type="checkbox"/> X
If "Yes," complete Form 4720, Schedule O.			
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953?	17	
If "Yes," complete Form 6069.			

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

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a	24
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
1b	Enter the number of voting members included on line 1a, above, who are independent	1b	24
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?	3	X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5	X
6	Did the organization have members or stockholders?	6	X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b	X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:	8a	X
a	The governing body?	8b	X
b	Each committee with authority to act on behalf of the governing body?	9	X
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		

Section B. Policies

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

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

Section C. Disclosure

17	List the states with which a copy of this Form 990 is required to be filed	NY
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.	
	<input type="checkbox"/> Own website	<input checked="" type="checkbox"/> Another's website
	<input type="checkbox"/> Upon request	<input type="checkbox"/> Other (explain on Schedule O)
19	Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.	
20	State the name, address, and telephone number of the person who possesses the organization's books and records	
	NATALIE BORQUIST - 845-452-1110	
	29 NORTH HAMILTON STREET, POUGHKEEPSIE, NY 12601	

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

 Check if Schedule O contains a response or note to any line in this Part VII
Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation.

Enter -0- in columns (D), (E), and (F) if no compensation was paid.

- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."

• List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.

• List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee			
(1) YUGANDHAR MUNNANGI MEDICAL DIRECTOR, MD	40.00			X			326,529.	0.	73,263.
	0.00								
(2) LEAH FELDMAN CHIEF EXECUTIVE OFFICER	40.00		X				199,044.	0.	49,940.
	0.00								
(3) CHRISTINE SLOCUM NURSE PRACTITIONER	40.00			X			170,391.	0.	53,435.
	0.00								
(4) NATALIE BORQUIST CHIEF ADMINISTRATIVE OFFICER	40.00		X				168,167.	0.	19,878.
	0.00								
(5) TOVA CARAM NURSE PRACTITIONER	37.00			X			150,419.	0.	28,791.
	0.00								
(6) ELNORE CUSHNIE NURSE PRACTITIONER	40.00		X		X		167,196.	0.	3,314.
	0.00								
(7) SARAH KENT NURSE PRACTITIONER	35.00		X		X		149,749.	0.	3,047.
	0.00								
(8) JESSE SARUBBI CHIEF PROGRAM OFFICER	40.00		X		X		112,476.	0.	36,605.
	0.00								
(9) DAVID PING CHAIR	1.50	X	X				0.	0.	0.
	0.00								
(10) FREDDIMIR GARCIA IMMEDIATE PAST CHAIR	1.00	X					0.	0.	0.
	0.00								
(11) SANDRA LUDLUM 1ST VICE CHAIR	1.50	X	X				0.	0.	0.
	0.00								
(12) JONATHAN CILLEY 2ND VICE CHAIR	1.50	X	X				0.	0.	0.
	0.00								
(13) JAMIE VANDODICK SECRETARY	1.50	X	X				0.	0.	0.
	0.00								
(14) DR. MARISA MOORE TREASURER	1.50	X	X				0.	0.	0.
	0.00								
(15) TERESA ARZUAGA DIRECTOR	1.00	X					0.	0.	0.
	0.00								
(16) JORDON BELL DIRECTOR	1.00	X					0.	0.	0.
	0.00								
(17) STACEY BOTTOMS DIRECTOR	1.00	X					0.	0.	0.
	0.00								

Part VII

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee			
(18) MARGARET CALISTA DIRECTOR	1.00	X					0.	0.	0.
	0.00								
(19) JANNERA CRUZ DIRECTOR	1.00	X					0.	0.	0.
	0.00								
(20) MARIA DEWALD DIRECTOR	1.00	X					0.	0.	0.
	0.00								
(21) LORI DOWNING DIRECTOR	1.00	X					0.	0.	0.
	0.00								
(22) JEFF FELDMAN DIRECTOR	1.00	X					0.	0.	0.
	0.00								
(23) DENISE GEORGE DIRECTOR	1.00	X					0.	0.	0.
	0.00								
(24) PAUL HAERING DIRECTOR	1.00	X					0.	0.	0.
	0.00								
(25) TODD HIXSON DIRECTOR	1.00	X					0.	0.	0.
	0.00								
(26) SAMUEL LAGANARO DIRECTOR	1.00	X					0.	0.	0.
	0.00								
1b Subtotal							1,443,971.	0.	268,273.
c Total from continuation sheets to Part VII, Section A							0.	0.	0.
d Total (add lines 1b and 1c)							1,443,971.	0.	268,273.

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

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
MEYER CONTRACTING CORPORATION 12 CHARLES ST, PLEASANT VALLEY, NY 12569	CONSTRUCTION SERVICES	2,927,894.
THE WHITING-TURNER CONTRACTING COMPANY 75 N MIDDLETOWN RD, NANUET, NY 10954	CONSTRUCTION SERVICES	1,138,088.
TRANSITIONAL BUILDERS INC 4920 ALBANY POST RD, STAATSBURG, NY 12580	CONSTRUCTION SERVICES	397,868.
CONSILIUM STAFFING, LLC, 6363 NORTH STATE HWY 161, SUITE 800, IRVING, TX 75038	STAFFING AGENCY	396,355.
JACKSON & COKER LOCUMTENENS, LLC, 2655 NORTHWINDS PARKWAY, ALPHARETTA, GA 30009	STAFFING AGENCY	372,798.

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

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SEE PART VII, SECTION A CONTINUATION SHEETS

Form 990 (2023)

Part VII

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

Total to Part VII, Section A, line 1c

Part VIII Statement of Revenue

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

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a			
	b Membership dues	1b			
	c Fundraising events	1c	191,315.		
	d Related organizations	1d			
	e Government grants (contributions)	1e	12,960,496.		
	f All other contributions, gifts, grants, and similar amounts not included above	1f	1,407,286.		
	g Noncash contributions included in lines 1a-1f	1g	\$		
	h Total. Add lines 1a-1f		14,559,097.		
Program Service Revenue	2 a CLIENT SERVICE FEES	Business Code			
	b FAMILY PARTNERSHIP CENTER	900099	9,454,894.	9,454,894.	
	c	900099	41,095.	41,095.	
	d				
	e				
	f All other program service revenue				
	g Total. Add lines 2a-2f		9,495,989.		
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		20,343.		20,343.
	4 Income from investment of tax-exempt bond proceeds				
	5 Royalties				
	6 a Gross rents	(i) Real	(ii) Personal		
	b Less: rental expenses	6a	1,230,697.		
	c Rental income or (loss)	6b	992,983.		
	d Net rental income or (loss)	6c	237,714.		237,714.
	7 a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other		
	b Less: cost or other basis and sales expenses	7a	339,043.		
	c Gain or (loss)	7b	93,266.		
	d Net gain or (loss)	7c	245,777.		245,777.
	8 a Gross income from fundraising events (not including \$ 191,315. of contributions reported on line 1c). See Part IV, line 18	8a	216,497.		
	b Less: direct expenses	8b	76,481.		
	c Net income or (loss) from fundraising events			140,016.	140,016.
	9 a Gross income from gaming activities. See Part IV, line 19	9a			
	b Less: direct expenses	9b			
	c Net income or (loss) from gaming activities				
	10 a Gross sales of inventory, less returns and allowances	10a			
	b Less: cost of goods sold	10b			
	c Net income or (loss) from sales of inventory				
Miscellaneous Revenue	11 a MISCELLANEOUS	Business Code			
	b MANAGEMENT FEE	900099	2,123.		2,123.
	c	900099	2,100.		2,100.
	d All other revenue				
	e Total. Add lines 11a-11d		4,223.		
	12 Total revenue. See instructions		24,703,159.	9,495,989.	0.
					648,073.

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	2,290.	2,290.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	62,886.	62,886.		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	836,823.	405,418.	381,608.	49,797.
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	11,800,699.	10,133,178.	1,561,488.	106,033.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	270,310.	260,594.	9,692.	24.
9 Other employee benefits	1,375,750.	1,236,640.	123,693.	15,417.
10 Payroll taxes	1,131,122.	1,016,748.	101,698.	12,676.
11 Fees for services (nonemployees):				
a Management				
b Legal	23,148.	23,148.		
c Accounting	66,600.		66,600.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17	38,543.			38,543.
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	2,188,531.	1,678,980.	495,481.	14,070.
12 Advertising and promotion	286,164.	271,917.	13,770.	477.
13 Office expenses	460,247.	369,904.	80,694.	9,649.
14 Information technology	394,602.	394,602.		
15 Royalties				
16 Occupancy	546,497.	428,132.	110,356.	8,009.
17 Travel	84,870.	80,063.	4,249.	558.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	131,660.	94,745.	36,074.	841.
20 Interest	100,780.	100,557.	223.	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	407,982.	404,052.	3,930.	
23 Insurance	369,487.	278,129.	90,228.	1,130.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a BAD DEBT EXPENSE	578,262.	578,262.		
b PROGRAM SUPPLIES	113,360.	103,909.	3,305.	6,146.
c EVENTS AND FIELDTRIPS	101,850.	79,349.	22,251.	250.
d REPAIRS & MAINTENANCE	40,694.	34,825.	5,869.	
e All other expenses	11,193.	2,258.	758.	8,177.
25 Total functional expenses. Add lines 1 through 24e	21,424,350.	18,040,586.	3,111,967.	271,797.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	429,038.	1	141,482.
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net	6,443,301.	3	5,354,453.
	4 Accounts receivable, net	2,053,685.	4	2,932,691.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	269,291.	9	559,899.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 15,459,798.		
	b Less: accumulated depreciation	10b 4,364,509.	7,143,188.	10c 11,095,289.
	11 Investments - publicly traded securities		11 17,991.	14,215.
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13 9,476.	5,076.
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15 1,288,800.	1,223,044.
	16 Total assets. Add lines 1 through 15 (must equal line 33)		16 17,654,770.	21,326,149.
Liabilities	17 Accounts payable and accrued expenses	2,494,505.	17	2,255,840.
	18 Grants payable		18	
	19 Deferred revenue	384,266.	19	182,813.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties	474,407.	23	1,346,801.
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D		25 1,222,143.	1,157,967.
	26 Total liabilities. Add lines 17 through 25		26 4,575,321.	4,943,421.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	9,277,340.	27	14,635,189.
	28 Net assets with donor restrictions	3,802,109.	28	1,747,539.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	13,079,449.	32	16,382,728.
	33 Total liabilities and net assets/fund balances	17,654,770.	33	21,326,149.

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

1 Total revenue (must equal Part VIII, column (A), line 12)	1	24,703,159.
2 Total expenses (must equal Part IX, column (A), line 25)	2	21,424,350.
3 Revenue less expenses. Subtract line 2 from line 1	3	3,278,809.
4 Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	13,079,449.
5 Net unrealized gains (losses) on investments	5	1,552.
6 Donated services and use of facilities	6	27,318.
7 Investment expenses	7	
8 Prior period adjustments	8	
9 Other changes in net assets or fund balances (explain on Schedule O)	9	-4,400.
10 Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	16,382,728.

Part XII Financial Statements and ReportingCheck if Schedule O contains a response or note to any line in this Part XII X

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other		
If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant?	2a	X
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:		
<input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		
2b Were the organization's financial statements audited by an independent accountant?	2b	X
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:		
<input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		
2c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	X
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.		
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	3a	X
3b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits	3b	X

Form 990 (2023)

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section

4947(a)(1) nonexempt charitable trust.

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

FAMILY SERVICES, INC.

Employer identification number

14-1338399

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

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

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

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

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	8768836.	9782695.	14737267.	16070654.	14559097.	63918549.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge		99,021.	99,021.	99,021.	60,220.	357,283.
4 Total. Add lines 1 through 3	8768836.	9881716.	14836288.	16169675.	14619317.	64275832.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						4262899.
6 Public support. Subtract line 5 from line 4.						60012933.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7 Amounts from line 4	8768836.	9881716.	14836288.	16169675.	14619317.	64275832.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
	641,872.	656,536.	684,222.	749,536.	1251040.	3983206.
9 Net income from unrelated business activities, whether or not the business is regularly carried on					140,016.	140,016.
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
	408,759.	9,892.	10,537.	7,602.	4,223.	441,013.
11 Total support. Add lines 7 through 10						68840067.
12 Gross receipts from related activities, etc. (see instructions)					12	40,084,568.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f))	14	87.18	%
15 Public support percentage from 2022 Schedule A, Part II, line 14	15	86.63	%
16a 33 1/3% support test - 2023. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here . The organization qualifies as a publicly supported organization			
<input checked="" type="checkbox"/>			
b 33 1/3% support test - 2022. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here . The organization qualifies as a publicly supported organization			
<input type="checkbox"/>			
17a 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here . Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			
<input type="checkbox"/>			
b 10% -facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here . Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			
<input type="checkbox"/>			
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions			
<input type="checkbox"/>			

Schedule A (Form 990) 2023

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

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

Section C. Computation of Public Support Percentage

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

Section D. Computation of Investment Income Percentage

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

19a 33 1/3% support tests - 2023. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2022. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below.		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination.		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.		
4a Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI , including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI .		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990).		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? If "Yes," complete Part I of Schedule L (Form 990).		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI .		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI .		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI .		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer line 10b below.		
b Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)		

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

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

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

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

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1 Net short-term capital gain	1		
2 Recoveries of prior-year distributions	2		
3 Other gross income (see instructions)	3		
4 Add lines 1 through 3.	4		
5 Depreciation and depletion	5		
6 Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7 Other expenses (see instructions)	7		
8 Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8		
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):			
a Average monthly value of securities	1a		
b Average monthly cash balances	1b		
c Fair market value of other non-exempt-use assets	1c		
d Total (add lines 1a, 1b, and 1c)	1d		
e Discount claimed for blockage or other factors <i>(explain in detail in Part VI):</i>			
2 Acquisition indebtedness applicable to non-exempt-use assets	2		
3 Subtract line 2 from line 1d.	3		
4 Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4		
5 Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6 Multiply line 5 by 0.035.	6		
7 Recoveries of prior-year distributions	7		
8 Minimum Asset Amount (add line 7 to line 6)	8		
Section C - Distributable Amount			Current Year
1 Adjusted net income for prior year (from Section A, line 8, column A)	1		
2 Enter 0.85 of line 1.	2		
3 Minimum asset amount for prior year (from Section B, line 8, column A)	3		
4 Enter greater of line 2 or line 3.	4		
5 Income tax imposed in prior year	5		
6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6		
7 <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).			

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5
6	Other distributions (<i>describe in Part VI</i>). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2023 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

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

Part VI**Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12;

Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:**SETTLEMENT INCOME**2019 AMOUNT: \$ 11,594.**INSURANCE PROCEEDS**2019 AMOUNT: \$ 2,114.2020 AMOUNT: \$ 5,331.2021 AMOUNT: \$ 3,121.**MANAGEMENT FEE**2019 AMOUNT: \$ 324,587.2020 AMOUNT: \$ 2,108.2021 AMOUNT: \$ 2,100.2022 AMOUNT: \$ 2,100.2023 AMOUNT: \$ 2,100.**MISCELLANEOUS**2019 AMOUNT: \$ 70,464.2020 AMOUNT: \$ 2,453.2021 AMOUNT: \$ 5,316.2022 AMOUNT: \$ 5,502.2023 AMOUNT: \$ 2,123.

SCHEDULE D
(Form 990)Department of the Treasury
Internal Revenue Service**Supplemental Financial Statements**Complete if the organization answered "Yes" on Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

Attach to Form 990.

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

OMB No. 1545-0047

2023Open to Public
Inspection

Name of the organization

FAMILY SERVICES, INC.

Employer identification number

14-1338399**Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		<input type="checkbox"/> Yes <input type="checkbox"/> No

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

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

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

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

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

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

Schedule D (Form 990) 2023

332051 09-28-23

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

3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply).

a Public exhibition
 b Scholarly research
 c Preservation for future generations

d Loan or exchange program
 e Other _____

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

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

1a Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

	Amount
1c	
1d	
1e	
1f	

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

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

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

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

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

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

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

(i) Unrelated organizations? _____
 (ii) Related organizations? _____

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

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

	Yes	No
3a(i)		
3a(ii)		
3b		

Part VI Land, Buildings, and Equipment

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

	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		26,356.		26,356.
1b Buildings		10,992,895.	3,241,531.	7,751,364.
1c Leasehold improvements		2,662,268.	84,221.	2,578,047.
1d Equipment		1,749,662.	1,038,757.	710,905.
1e Other		28,617.		28,617.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				11,095,289.

Schedule D (Form 990) 2023

Part VII Investments - Other Securities

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

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

Part VIII Investments - Program Related.

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

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

Part IX Other Assets

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

(a) Description	(b) Book value
(1) SECURITY DEPOSITS	42,479.
(2) DUE FROM RELATED PARTIES	31,142.
(3) ROU ASSETS	1,149,423.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	1,223,044.

Part X Other Liabilities

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) LEASE LIABILITIES	1,157,967.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	1,157,967.

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

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

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

1	Total revenue, gains, and other support per audited financial statements	1	25,330,109.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	631,176.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	576,884.
e	Add lines 2a through 2d	2e	1,208,060.
3	Subtract line 2e from line 1	3	24,122,049.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	581,110.
c	Add lines 4a and 4b	4c	581,110.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5	24,703,159.

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

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

1	Total expenses and losses per audited financial statements	1	22,026,830.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	603,858.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	576,884.
e	Add lines 2a through 2d	2e	1,180,742.
3	Subtract line 2e from line 1	3	20,846,088.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	578,262.
c	Add lines 4a and 4b	4c	578,262.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5	21,424,350.

Part XIII Supplemental Information

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

PART X, LINE 2:

THE ORGANIZATION RECOGNIZES THE EFFECT OF INCOME TAX POSITIONS ONLY WHEN THEY ARE MORE LIKELY THAN NOT TO BE SUSTAINED. MANAGEMENT HAS DETERMINED THAT THE ORGANIZATION HAD NO UNCERTAIN TAX POSITIONS THAT WOULD REQUIRE FINANCIAL STATEMENT RECOGNITION AND/OR DISCLOSURE. THE ORGANIZATION IS NO LONGER SUBJECT TO EXAMINATION BY APPLICABLE TAXING JURISDICTIONS FOR PERIODS PRIOR TO DECEMBER 31, 2020.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

RENTAL EXPENSE REPORTED ON PART VIII, LINE 6B 576,884.

PART XI, LINE 4B - OTHER ADJUSTMENTS:

Part XIII Supplemental Information (continued)

BAD DEBT EXPENSES REPORTED ON PART IX, LINE 24 578,262.

CHANGE IN VALUE OF CBHS 2,848.

TOTAL TO SCHEDULE D, PART XI, LINE 4B 581,110.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

RENTAL EXPENSE REPORTED ON PART VIII, LINE 6B 576,884.

PART XII, LINE 4B - OTHER ADJUSTMENTS:

BAD DEBT EXPENSES REPORTED ON PART IX, LINE 24 578,262.

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

	(a) Event #1 FAMILY OF THE YEAR (event type)	(b) Event #2 WINTERFEST (event type)	(c) Other events 1 (total number)	(d) Total events (add col. (a) through col. (c))
Revenue	1 Gross receipts	330,466.	26,612.	50,734.
	2 Less: Contributions	132,969.	7,612.	50,734.
	3 Gross income (line 1 minus line 2)	197,497.	19,000.	216,497.
Direct Expenses	4 Cash prizes			
	5 Noncash prizes			
	6 Rent/facility costs			
	7 Food and beverages	33,496.		33,496.
	8 Entertainment			
	9 Other direct expenses	39,883.	488.	2,614.
	10 Direct expense summary. Add lines 4 through 9 in column (d)			76,481.
	11 Net income summary. Subtract line 10 from line 3, column (d)			140,016.

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

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

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

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

b If "No," explain: _____

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

b If "Yes," explain: _____

11 Does the organization conduct gaming activities with nonmembers? Yes No

12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? Yes No

13 Indicate the percentage of gaming activity conducted in:

a The organization's facility	13a	%
b An outside facility	13b	%

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name _____

Address _____

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

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

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

Name _____

Address _____

16 Gaming manager information:

Name _____

Gaming manager compensation \$ _____

Description of services provided

Director/officer Employee Independent contractor

17 Mandatory distributions:

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

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

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

SCHEDULE G, PART I, LINE 2B, LIST OF TEN HIGHEST PAID FUNDRAISERS:

(I) NAME OF FUNDRAISER: HELLER FUNDRAISING GROUP, LLC

(I) ADDRESS OF FUNDRAISER: 150 WEST END AVENUE, #19F, NEW YORK, NY 10023

(I) NAME OF FUNDRAISER: ECO-ASIS LLC

(I) ADDRESS OF FUNDRAISER: 5628 WILD GOOSE ROAD, TALLAHASSEE, FL 32311

(I) NAME OF FUNDRAISER: CHOICE WORDS LLC

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

(I) ADDRESS OF FUNDRAISER: 143 MAIN STREET, NEW PALTZ, NY 12561-1114

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

Attach to Form 990.

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

2023

Open to Public
Inspection

Name of the organization

FAMILY SERVICES, INC.

Employer identification number
14-1338399

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

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

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

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

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

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

Schedule I (Form 990) 2023

Part III

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

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
EMERGENCY ASSISTANCE TO AT-RISK INDIVIDUALS	145	62,886.	0.		

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

PART I, LINE 2:

AT-RISK INDIVIDUALS RECEIVING EMERGENCY ASSISTANCE FROM THE ORGANIZATION

HAVE HAD THEIR ELIGIBILITY DETERMINED BY-WAY-OF BEING ENROLLED IN ONE OF

THE ORGANIZATIONS OTHER PROGRAMS, SUCH AS THE CENTER OF VICTIM OF VICTIM

SAFETY AND SUPPORT (CVSS), AND THE POLICIES AND PROTOCOLS SPECIFIC TO THOSE

PROGRAMS. WHENEVER POSSIBLE THE ORGANIZATION MAKES PAYMENTS DIRECTLY TO

VENDORS ON BEHALF OF THE INDIVIDUAL RECEIVING THE EMERGENCY ASSISTANCE.

SCHEDULE J
(Form 990)Department of the Treasury
Internal Revenue Service**Compensation Information**

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

OMB No. 1545-0047

2023Open to Public
Inspection

Name of the organization

FAMILY SERVICES, INC.Employer identification number
14-1338399**Part I Questions Regarding Compensation**

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

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

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

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

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

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

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

a Receive a severance payment or change-of-control payment?

b Participate in or receive payment from a supplemental nonqualified retirement plan?

c Participate in or receive payment from an equity-based compensation arrangement?

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

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

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

a The organization?

b Any related organization?

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

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

a The organization?

b Any related organization?

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

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

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

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

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

Schedule J (Form 990) 2023

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

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

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

Part III **Supplemental Information**

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

Supplemental Information to Form 990 or 990-EZ

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

2023

Open to Public
Inspection

Name of the organization

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

TRACK RECORD OF SERVING THE CITIZENS OF THE HUDSON VALLEY FOR OVER 140

YEARS. FAMILY SERVICES HAS SOUGHT TO MEET THE CHANGING NEEDS OF

INDIVIDUALS AND FAMILIES IN THE COMMUNITY. FAMILY SERVICES BRINGS

PEOPLE TOGETHER TO FIND THE SUPPORT THEY NEED, IMPROVING THEIR LIVES

AND COMMUNITIES, AND BUILDING A STRONGER, SAFER HUDSON VALLEY, WITH THE

CLEAR UNDERSTANDING THAT THE WELL-BEING OF FAMILIES IS THE FOUNDATION

OF THE COMMUNITY'S WELL-BEING AND THE WELL-BEING OF THE INDIVIDUAL AND

THE HEALTHY, WHOLE FAMILY, IS FAR GREATER THAN THE SUM OF ITS PARTS.

FAMILY SERVICES EXISTS TO SUPPORT EVERYONE'S RIGHT TO THRIVE.

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

PREVENTION, AND THE FAMILY PARTNERSHIP CENTER. LAST YEAR, NEARLY 17,000

CHILDREN, ADULTS, AND FAMILIES BENEFITED FROM FAMILY SERVICES PROGRAMS

IN DUTCHESS, ULSTER, AND ORANGE COUNTIES.

FAMILY SERVICES ALSO MANAGES THE FAMILY PARTNERSHIP CENTER, A LOCATION

WHERE THE COMMUNITY CAN COME TOGETHER FOR CONVERSATION AND THE EXCHANGE

OF IDEAS, PARTICIPATE IN ATHLETIC AND ART PROGRAMMING. THE FAMILY

PARTNERSHIP CENTER ALSO SERVES AS A SPACE WHERE A VARIETY OF NONPROFITS

AND RELATED ORGANIZATIONS CAN CO-LOCATE AND COLLABORATE TO OFFER

ENHANCED SERVICES WHICH CREATES REAL ACCESS TO THE COMMUNITY. THE FPC

IS ESTIMATED TO RECEIVE OVER 70,000 VISITS PER YEAR FROM PEOPLE TAKING

ADVANTAGE OF SERVICES OR ACTIVITIES ON THIS 100,000.

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

THERAPY AND MEDICATION SERVICES

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

LHA 332211 11-14-23

Schedule O (Form 990) 2023

Name of the organization

FAMILY SERVICES, INC.

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INDIVIDUAL, COUPLE, FAMILY AND GROUP THERAPY ARE PROVIDED BY LICENSED THERAPISTS TRAINED IN A VARIETY OF EVIDENCE-BASED PRACTICE APPROACHES SUCH AS COGNITIVE BEHAVIORAL THERAPY AND DIALECTICAL BEHAVIORAL THERAPY. PSYCHIATRISTS AND PSYCHIATRIC NURSE PRACTITIONERS PROVIDE PSYCHIATRIC EVALUATIONS AND MEDICATION MANAGEMENT. OUR REGISTERED NURSES SUPPORT CLIENTS WITH MEDICAL CARE COORDINATION, WELLNESS CARE AND SMOKING CESSATION SUPPORT.

RESTART PROGRAM

THE RE-ENTRY STABILIZATION TRANSITION (RESTART) PROGRAM PROVIDED SERVICES TO 192 CLIENTS IN THE DUTCHESS COUNTY JAIL IN COLLABORATION WITH PROJECT MORE. RESTART STAFF IDENTIFY AND ENGAGE OFFENDERS AT HIGH RISK FOR RECIDIVISM THROUGH EVIDENCE-BASED SCREENING AND TREATMENT SUCH AS MORAL RECOGNITION THERAPY (MRT) AND SEEKING SAFETY GROUPS IN ADDITION TO PROVIDING INDIVIDUAL COUNSELING DURING INCARCERATION AND UPON RELEASE TO THE COMMUNITY. RESTART CREATES RELEASE/DISCHARGE PLANS TO MAXIMIZE SUCCESSFUL RE-ENTRY TO THE COMMUNITY.

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

CHILDREN WITH RELOCATING TO A NEW, SAFE HOME WITH THE SUPPORT OF THIS FUNDING.

THROUGHOUT 2023 CVSS STAFF STRIVED TO CONNECT WITH RESIDENCE OF DUTCHESS COUNTY AND COMMUNITY PROVIDERS ALIKE, TO CONNECT AND SHARE INFORMATION AND EDUCATE ABOUT OUR SERVICES. THIS YEAR WE ATTENDED OVER 20 OUTREACH EVENTS FROM COMMUNITY BLOCK PARTIES, NATIONAL NIGHT OUT, TO HEALTH FAIRS AND PROFESSIONAL CONFERENCES. ADDITIONALLY, CVSS PROVIDED OVER A DOZEN TRAININGS TO COMMUNITY MEMBERS AND PROFESSIONALS INCLUDING

Name of the organization

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AT THE LAW ENFORCEMENT ACADEMY, CHILD ADVOCACY CONFERENCE, DUTCHESS COUNTY YOUTH COUNCIL, HEALTHY FAMILIES, AND MORE.

CVSS STAFF PROVIDED TRAINING ON TRAUMA INFORMED APPROACHES FOR WORKING WITH SURVIVORS OF CRIME IN CRISIS AND CVSS SERVICES TO MID-HUDSON REGIONAL EMERGENCY DEPARTMENT STAFF THROUGH EARLY MORNING TRAINING SESSIONS. ADDITIONALLY, THE DUTCHESS COUNTY DEPARTMENT OF PROBATION AND CVSS STAFF ORGANIZED A UNIQUE CROSS TRAINING SESSION WHERE VALUABLE INFORMATION ON PRE-TRIAL SUPERVISION AND CVSS SERVICES INCLUDING SAFETY PLANNING AND THE HIGH RISK TEAM WERE SHARED WITH PROBATION OFFICERS, MEMBERS FROM THE DISTRICT ATTORNEY'S OFFICE, CVSS AND GRACE SMITH HOUSE STAFF, AND OTHER MEMBERS OF LAW ENFORCEMENT.

IN APRIL, CVSS HOSTED OUR 10TH ANNUAL VISIONS OF HOPE AND HEALING ART SHOW IN CELEBRATION OF CRIME VICTIMS' RIGHTS WEEK AND SEXUAL ASSAULT AWARENESS MONTH. THIS YEAR'S THEME WAS "SURVIVOR VOICES: ELEVATE. ENGAGE. EFFECT CHANGE." LOCAL FIRE FIGHTERS AND AN EMERGENCY DEPARTMENT NURSE WERE HONORED AND ACKNOWLEDGE FOR THEIR SUPPORT TO VICTIMS AND BEING CHAMPIONS IN OUR COMMUNITY FOR SURVIVORS.

DOMESTIC VIOLENCE AWARENESS MONTH WAS PACKED WITH EVENTS INCLUDING THE PURPLE LIGHT PROJECT, WHERE HUNDREDS OF PURPLE LIGHTBULBS WERE DISTRIBUTED ACROSS DUTCHESS COUNTY TO SHOW SUPPORT AND SOLIDARITY WITH VICTIMS OF DOMESTIC VIOLENCE AND THE CANDLELIGHT VIGIL WHERE COMMUNITY MEMBERS, STAFF, AND CLIENTS WALKED IN SOLIDARITY AROUND THE FAMILY PARTNERSHIP CENTER. THE EVENT ENDED WITH WALKERS WRITING THE NAMES OF LOVED ONES WHO HAVE EXPERIENCED DOMESTIC VIOLENCE ON PURPLE FLAGS TO BE DISPLAYED THROUGHOUT THE MONTH OF OCTOBER. IN ADDITION, OUR PROGRAM

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COLLABORATED WITH GRACE SMITH HOUSE TO SHOWCASE THE CLOTHESLINE AND SILENT WITNESSES PROJECTS AT DUTCHESS COMMUNITY COLLEGE.

IN SEPTEMBER, CVSS HOSTED A NATIONAL DAY OF REMEMBRANCE FOR HOMICIDE VICTIMS AT QUIET COVE RIVERFRONT PARK. THE COMMUNITY CAME TOGETHER TO SHOW SUPPORT FOR THOSE WHO HAVE LOST THEIR LOVED ONES TO VIOLENCE.

FINALLY, DURING THE HOLIDAY SEASON, CVSS PARTNERED WITH ARLINGTON PROFESSIONAL FIRE FIGHTERS LOCAL 2393 TO COORDINATE THE ANNUAL ADOPT-A-FAMILY EVENT WHERE SURVIVORS OF CRIME ARE PROVIDED WITH GIFT CARDS TO PURCHASE HOLIDAY GIFTS FOR THEIR CHILDREN AND FOOD FOR THEIR HOLIDAY DINNER. THIS YEAR, APPROXIMATELY \$10,000 WAS RAISED TO SUPPORT 31 FAMILIES INCLUDING 67 CHILDREN.

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

MULTIPLE CAPITAL PROJECTS WERE COMPLETED OVER THE COURSE OF THE YEAR, WITH THE GOAL TO CREATE A MORE WELCOMING AND SAFER ENVIRONMENT FOR COMMUNITY MEMBERS THAT RECEIVE SERVICES IN THE BUILDING, AS WELL AS FOR THOSE COMMITTED TO WORKING DILIGENTLY TO DELIVER THEM. CONSTRUCTION OF A NEW FRONT ENTRYWAY AT THE FAMILY PARTNERSHIP CENTER WAS COMPLETED IN NOVEMBER 2023. THIS NEW SPACE CREATED A RESPECTFUL AND ACCESSIBLE ENTRYWAY WHILE PRESERVING THE ORIGINAL CHARACTER OF OUR MAIN BUILDING. A SIGNIFICANT RENOVATION OF THE AUDITORIUM, INCLUDING BOTH PHYSICAL PLANT AND TECHNOLOGY UPGRADES, WAS ALSO COMPLETED IN 2023. THROUGHOUT THIS PROCESS, THE COMMITMENT TO PREVENTING INTERRUPTIONS IN ACCESS TO SERVICES WAS EVIDENT AS THOSE INSTANCES WERE FEW AND FAR BETWEEN. TO ENSURE THIS, GREAT DETAIL WAS PAID TO TIMELY COMMUNICATION WITH PARTNERS AND COMMUNITY MEMBERS REGARDING LOGISTICAL MODIFICATIONS FOR

Name of the organization

FAMILY SERVICES, INC.

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BUILDING ACCESS AND CURRENT PROJECT SCHEDULES. ALL PARTNERS HAVE
SUCCESSFULLY PLAYED A CRITICAL ROLE THROUGH COLLABORATION AND
COOPERATIVE PARTICIPATION.

THE DIVERSITY OF PROGRAM OFFERINGS WITHIN THE FAMILY PARTNERSHIP CENTER
WAS EXPANDED IN 2023 TO INCLUDE THE MIGHTY YOUNG TECHS OPERATED BY THE
BLACK & LATINO COALITION. THIS YOUTH SERVING ORGANIZATION FOCUSES ON
STEAM BASED PROGRAMMING AND ACTIVITIES. THE C-MED TRAINING ORGANIZATION
OFFERS CERTIFICATE CLASSES IN PHLEBOTOMY, PATIENT CARE, AND OTHER
PRE-MED SUBJECTS. THE HUDSON VALLEY JUSTICE CENTER PROVIDES FREE LEGAL
CONSULTATION FOR TENANT ADVOCACY, FAMILY LAW, AND IMMIGRATION.

ADDITIONALLY, THE FPC WELCOMED SAVING OUR TOMORROW TO THE BUILDING.

THIS ORGANIZATION IS DEDICATED TO TRANSFORMING LIVES AND COMMUNITIES BY
ADDRESSING THE SYSTEMATIC BARRIERS THAT HINDER PERSONAL GROWTH.

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

DURING THE ENGAGEMENT AND CONTRACTING PROCESS WITH AN AUDITING FIRM, FAMILY
SERVICES INCLUDES THE STIPULATION THAT THE FORM 990 BE ELECTRONICALLY
SUBMITTED BY THE AUDITORS TO THE ORGANIZATION PRIOR TO FILING WITH THE
INTERNAL REVENUE SERVICES. ONCE FAMILY SERVICES RECEIVES THE FORM 990, THE
ORGANIZATION'S CEO, CFO, AND AUDIT COMMITTEE OF THE BOARD OF DIRECTORS
CONVENE TO REVIEW AND APPROVE THE FORM 990. THE REVIEW CONSISTS OF
COMPREHENSIVE, LINE-BY-LINE EVALUATION AND ANALYSIS OF BOTH FINANCIAL AND
NARRATIVE INFORMATION. AFTER THIS REVIEW, FAMILY SERVICES DISTRIBUTES THE
FORM 990 TO THE ENTIRE GOVERNING BODY AND FILES WITH THE INTERNAL REVENUE
SERVICE.

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

332212 11-14-23

Schedule O (Form 990) 2023

Name of the organization

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ANNUALLY, DIRECTORS, OFFICERS, AND KEY EMPLOYEES ARE ASKED TO REVIEW AND SIGN A NEW STATEMENT REGARDING CONFLICTS OF INTEREST. THE POLICIES ARE DISTRIBUTED TO THE BOARD AND STAFF THROUGH MANUALS AND EMPLOYEE HANDBOOKS.
IF DURING A TERM OF SERVICE, A DIRECTOR, OFFICER, OR KEY EMPLOYEE ACQUIRES ANY INTEREST WHICH MAY POSE A CONFLICT, IT MUST BE PROMPTLY DISCLOSED TO THE BOARD OF DIRECTORS. ADDITIONALLY, THE DIRECTOR, OFFICER, OR KEY EMPLOYEE IN QUESTION SHALL REVISE THEIR CONFLICT-OF-INTEREST STATEMENT.
THE AFFILIATED PARTNERS AUDIT COMMITTEE SHALL REVIEW ANY REAL, OR POTENTIAL RELATED PARTY TRANSACTION, OR ANY OTHER MATTER WHICH MIGHT BE CONSIDERED TO CONSTITUTE A CONFLICT OF INTEREST. NO RELATED PARTY SHALL BE PRESENT AT OR PARTICIPATE IN ANY DELIBERATIONS, ATTEMPT TO INFLUENCE DELIBERATIONS, AND/ OR CAST A VOTE ON THE MATTER.

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

ANNUALLY THE BOARD OF DIRECTORS ENGAGE IN AN ANALYSIS AND REVIEW OF THE CEO'S COMPENSATION AS PART OF THE CEO'S PERFORMANCE EVALUATION. THE BOARD OF DIRECTORS USE COMPARABLE DATA AND MARKET-BASED SALARY INFORMATION AS PART OF THE COMPENSATION REVIEW PROCESS. THE BOARD OF DIRECTORS, AFTER DUE DELIBERATION AND DISCUSSION REGARDING TOTAL COMPENSATION, RENDERS A DETERMINATION, WHICH IS DOCUMENTED IN THE PAYROLL FILE. IN 2022, A NEW CEO WAS HIRED AND THIS PROCESS TOOK PLACE TO INFORM THE COMPENSATION.

ANNUALLY, THE CEO PERFORMS A REVIEW AND ANALYSIS OF THE COMPENSATION OF THE ORGANIZATION'S OFFICERS AND OTHER KEY EMPLOYEES. THE CEO USES COMPARABLE DATA AND MARKET-BASED SALARY INFORMATION AS PART OF THE COMPENSATION REVIEW PROCESS. THE CEO, AFTER DUE CONSIDERATION OF TOTAL COMPENSATION PACKAGES, RENDERS A DETERMINATION, WHICH IS DOCUMENTED IN THE EMPLOYEE PAYROLL FILES.
THIS PROCESS WAS LAST PERFORMED IN 2022

Name of the organization

FAMILY SERVICES, INC.

Employer identification number

14-1338399**FORM 990, PART VI, SECTION C, LINE 19:**

THE ORGANIZATION MAKES ITS FORM 990 AVAILABLE FOR PUBLIC INSPECTION AS REQUIRED UNDER SECTION 6104 OF THE INTERNAL REVENUE CODE. THE RETURN IS POSTED ON GUIDESTAR.ORG, CHARITIESNYS.COM AND OTHER SIMILAR TYPES OF WEBSITES. THE ORGANIZATION MAKES ITS FINANCIAL STATEMENTS AVAILABLE ON ITS WEBSITE. IN ADDITION, THE FINANCIAL STATEMENTS, CONFLICT OF INTEREST POLICY, ARTICLES OF INCORPORATION, AND GOVERNING DOCUMENTS ARE ALSO AVAILABLE UPON WRITTEN REQUEST OR BY CALLING THE ORGANIZATION DIRECTLY.

FORM 990, PART IX, LINE 11G, OTHER FEES:**CONSULTING:**

<u>PROGRAM SERVICE EXPENSES</u>	<u>134,742.</u>
<u>MANAGEMENT AND GENERAL EXPENSES</u>	<u>442,203.</u>
<u>FUNDRAISING EXPENSES</u>	<u>14,070.</u>
<u>TOTAL EXPENSES</u>	<u>591,015.</u>

STAFFING SERVICES:

<u>PROGRAM SERVICE EXPENSES</u>	<u>1,402,294.</u>
<u>MANAGEMENT AND GENERAL EXPENSES</u>	<u>53,278.</u>
<u>FUNDRAISING EXPENSES</u>	<u>0.</u>
<u>TOTAL EXPENSES</u>	<u>1,455,572.</u>

PAYROLL SERVICES:

<u>PROGRAM SERVICE EXPENSES</u>	<u>41,842.</u>
<u>MANAGEMENT AND GENERAL EXPENSES</u>	<u>0.</u>
<u>FUNDRAISING EXPENSES</u>	<u>0.</u>
<u>TOTAL EXPENSES</u>	<u>41,842.</u>

Name of the organization

FAMILY SERVICES, INC.

Employer identification number

14-1338399**SANITATION & CLEANING SERVICES:****PROGRAM SERVICE EXPENSES** **100,102.****MANAGEMENT AND GENERAL EXPENSES** **0.****FUNDRAISING EXPENSES** **0.****TOTAL EXPENSES** **100,102.****TOTAL OTHER FEES ON FORM 990, PART IX, LINE 11G, COL A** **2,188,531.****FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:****CHANGE IN VALUE OF CBHS IPA, LLC** **-4,400.****FORM 990, PART XII, LINE 2C:****THE ORGANIZATION HAS A COMMITTEE THAT IS RESPONSIBLE FOR THE OVERSIGHT****OF THE AUDIT OF ITS FINANCIAL STATEMENTS AND SELECTION OF AN****INDEPENDENT ACCOUNTANT. THE PROCESS HAS NOT CHANGED FROM THE PRIOR****YEAR.**

Attach to Form 990.

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

Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related tax-exempt organizations during the tax year.

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

Schedule R (Form 990) 2023

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

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a corporation or trust during the tax year.

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.**Note:** Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.**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?

- a** Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity
- b** Gift, grant, or capital contribution to related organization(s)
- c** Gift, grant, or capital contribution from related organization(s)
- d** Loans or loan guarantees to or for related organization(s)
- e** Loans or loan guarantees by related organization(s)
- f** Dividends from related organization(s)
- g** Sale of assets to related organization(s)
- h** Purchase of assets from related organization(s)
- i** Exchange of assets with related organization(s)
- j** Lease of facilities, equipment, or other assets to related organization(s)
- k** Lease of facilities, equipment, or other assets from related organization(s)
- l** Performance of services or membership or fundraising solicitations for related organization(s)
- m** Performance of services or membership or fundraising solicitations by related organization(s)
- n** Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)
- o** Sharing of paid employees with related organization(s)
- p** Reimbursement paid to related organization(s) for expenses
- q** Reimbursement paid by related organization(s) for expenses
- r** Other transfer of cash or property to related organization(s)
- s** Other transfer of cash or property from related organization(s)

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

	(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				

Part VI **Unrelated Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on 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.

Part VII **Supplemental Information**

Provide additional information for responses to questions on Schedule R. See instructions.