

** PUBLIC DISCLOSURE COPY **

Form **990**

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

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

2020

Department of the Treasury
Internal Revenue Service

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.

Open to Public Inspection

A For the **2020** calendar year, or tax year beginning and ending

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization JEWISH FAMILY AND CHILDREN'S SERVICE OF MINNEAPOLIS		D Employer identification number 41-0693860
	Doing business as		E Telephone number 952-546-0616
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	G Gross receipts \$ 11,672,923.
	5905 GOLDEN VALLEY ROAD		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	City or town, state or province, country, and ZIP or foreign postal code GOLDEN VALLEY, MN 55422		H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No
F Name and address of principal officer: JUDY HALPER SAME AS C ABOVE			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			
J Website: WWW.JFCSMPLS.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: 1910 M State of legal domicile: MN

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: TO SUPPORT PEOPLE OF ALL BACKGROUNDS TO REACH THEIR FULL POTENTIAL.		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	43
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	43
	5 Total number of individuals employed in calendar year 2020 (Part V, line 2a)	5	134
	6 Total number of volunteers (estimate if necessary)	6	750
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	3,843,305.	5,717,838.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	4,842,328.	5,372,401.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	335,591.	277,228.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	221,345.	240,869.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	9,242,569.	11,608,336.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	1,801,574.	2,597,918.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	0.	0.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	6,250,049.	6,311,289.
	b Total fundraising expenses (Part IX, column (D), line 25)	0.	0.
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	702,882.	
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	1,874,055.	1,775,684.
19 Revenue less expenses. Subtract line 18 from line 12	9,925,678.	10,684,891.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	-683,109.	923,445.
	21 Total liabilities (Part X, line 26)	Beginning of Current Year	End of Year
	22 Net assets or fund balances. Subtract line 21 from line 20	29,604,659.	31,902,655.
		869,319.	788,772.
		28,735,340.	31,113,883.

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.

DocuSigned by:
John Maloy
Signature of officer of... **1/6/2022 | 10:42 AM CST**
Date

Sign Here
JOHN MALOY, CFO
Type or print name and title

Paid Preparer Use Only	Print/Type preparer's name ASHLEY C. REHN, CPA	Preparer's signature ASHLEY C. REHN, CPA	Date 11/08/21	Check if self-employed <input type="checkbox"/>	PTIN P00965922
	Firm's name REDPATH AND COMPANY, LTD.	Firm's EIN 41-0975573	Phone no. (651) 426-7000		
	Firm's address 4810 WHITE BEAR PARKWAY WHITE BEAR LAKE, MN 55110				

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

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Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: JEWISH FAMILY AND CHILDREN'S SERVICE OF MINNEAPOLIS PROVIDES ESSENTIAL SERVICES TO PEOPLE OF ALL AGES AND BACKGROUNDS TO SUSTAIN HEALTHY RELATIONSHIPS, EASE SUFFERING AND OFFER SUPPORT IN TIMES OF NEED.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No

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

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

4a (Code:) (Expenses \$ 2,991,745. including grants of \$ 1,497,714.) (Revenue \$ 2,780,787.) CAREER SERVICES - SEE SCHEDULE O

4b (Code:) (Expenses \$ 1,761,388. including grants of \$ 344,372.) (Revenue \$ 1,319,276.) CHILDREN AND FAMILY SERVICES - SEE SCHEDULE O

4c (Code:) (Expenses \$ 1,560,276. including grants of \$ 124,243.) (Revenue \$ 1,004,453.) COUNSELING AND MENTAL HEALTH SERVICES - SEE SCHEDULE O

4d Other program services (Describe on Schedule O.) (Expenses \$ 1,891,048. including grants of \$ 631,589.) (Revenue \$ 267,885.)

4e Total program service expenses 8,204,457.

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Part IV Checklist of Required Schedules

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

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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? <i>If "Yes," complete Schedule I, Parts I and III</i>	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? <i>If "Yes," complete Schedule J</i>	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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>	24a		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d 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? <i>If "Yes," complete Schedule L, Part I</i>	25a		X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</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? <i>If "Yes," complete Schedule L, Part II</i>	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? <i>If "Yes," complete Schedule L, Part III</i>	27		X
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions, for applicable filing thresholds, conditions, and exceptions):			
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>	28a		X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>	28b		X
c A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>	28c		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	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? <i>If "Yes," complete Schedule R, Part I</i>	33		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	34	X	
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	X	
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b		X
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	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? <i>If "Yes," complete Schedule R, Part VI</i>	37		X
38 Did the organization complete Schedule O and provide explanations in 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 Compliance

Check 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	28	
b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b	0	
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	X	

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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		134
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
b	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)?		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?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	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?		X
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?	X	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	X	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
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?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
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.	13a	
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?		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? If "Yes," see instructions and file Form 4720, Schedule N.	15	X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	16	X

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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 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.	1a	43	
b Enter the number of voting members included on line 1a, above, who are independent	1b	43	
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?	3		X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		X
5 Did the organization become aware during the year of a significant diversion of the organization's assets?	5		X
6 Did the organization have members or stockholders?	6	X	
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	X	
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b		X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
a The governing body?	8a	X	
b Each committee with authority to act on behalf of the governing body?	8b	X	
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O	9		X

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

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

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed **▶ MN**
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records **▶**
JOHN MALOY - 952-546-0616
5905 GOLDEN VALLEY ROAD, GOLDEN VALLEY, MN 55422

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations. See instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) JUDY HALPER CEO	37.50 0.30			X			246,334.	0.	22,486.	
(2) JOHN MALOY CFO	37.50 0.30			X			132,871.	0.	19,353.	
(3) LEE FRIEDMAN COO	37.50 0.00			X			142,455.	0.	5,694.	
(4) DANA RUBIN DEVELOPMENT DIRECTOR	37.50 0.00					X	110,164.	0.	10,738.	
(5) LORI LEAVITT MARKETING & COMMUNICATIONS DIRECTOR	37.50 0.00					X	105,011.	0.	4,196.	
(6) JEFF BARIN PRESIDENT	2.00 0.00	X		X			0.	0.	0.	
(7) JOSH HASKO PRESIDENT ELECT	2.00 0.00	X		X			0.	0.	0.	
(8) JENNIFER EZRILOV IMMEDIATE PAST PRESIDENT	2.00 0.00	X		X			0.	0.	0.	
(9) MARNI GENSLER VICE PRESIDENT	2.00 0.00	X		X			0.	0.	0.	
(10) GREG HORWITZ VICE PRESIDENT	2.00 0.00	X		X			0.	0.	0.	
(11) ANDREW STILLMAN VICE PRESIDENT	2.00 0.00	X		X			0.	0.	0.	
(12) NATALIE ZAMANSKY VICE PRESIDENT	2.00 0.00	X		X			0.	0.	0.	
(13) AMY LIEBERMAN DIRECTOR	2.00 0.00	X					0.	0.	0.	
(14) BENJAMIN ZACK DIRECTOR	2.00 0.00	X					0.	0.	0.	
(15) CINDY TARSHISH DIRECTOR	2.00 0.00	X					0.	0.	0.	
(16) CRAIG STILLMAN DIRECTOR	2.00 0.00	X					0.	0.	0.	
(17) DANNY KAPLAN DIRECTOR	2.00 0.00	X					0.	0.	0.	

**JEWISH FAMILY AND CHILDREN'S SERVICE
OF MINNEAPOLIS**

Form 990 (2020)

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) ERIC BRESSLER DIRECTOR	2.00 0.00	X						0.	0.	0.
(19) FRAN BAYER DIRECTOR	2.00 0.00	X						0.	0.	0.
(20) GAL NOYMAN DIRECTOR	2.00 0.00	X						0.	0.	0.
(21) HAYLEE SAXON DIRECTOR	2.00 0.00	X						0.	0.	0.
(22) HINDY TANKENOFF DIRECTOR	2.00 0.00	X						0.	0.	0.
(23) HOWARD HOFFMAN DIRECTOR	2.00 0.00	X						0.	0.	0.
(24) JAYE SNYDER DIRECTOR	2.00 0.00	X						0.	0.	0.
(25) JEAN HOLLOWAY DIRECTOR	2.00 0.00	X						0.	0.	0.
(26) JENNIFER HARTMAN DIRECTOR	2.00 0.00	X						0.	0.	0.
1b Subtotal								736,835.	0.	62,467.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								736,835.	0.	62,467.

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 5

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
NONE		

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 0

SEE PART VII, SECTION A CONTINUATION SHEETS

**JEWISH FAMILY AND CHILDREN'S SERVICE
OF MINNEAPOLIS**

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Form 990

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(27) JEREMY KALIN ADVISORY	2.00 0.00	X						0.	0.	0.
(28) JILL HALPER DIRECTOR	2.00 0.00	X						0.	0.	0.
(29) JON PASSMAN DIRECTOR	2.00 0.00	X						0.	0.	0.
(30) KAREN GRABOW ADVISORY	2.00 0.00	X						0.	0.	0.
(31) KRIS MACDONALD DIRECTOR	2.00 0.00	X						0.	0.	0.
(32) LAUREN HOFFMAN DIRECTOR	2.00 0.00	X						0.	0.	0.
(33) LENNIE KAUFMAN DIRECTOR	2.00 0.00	X						0.	0.	0.
(34) LINDSEY ROSE DIRECTOR	2.00 0.00	X						0.	0.	0.
(35) LISA FURMAN DIRECTOR	2.00 0.00	X						0.	0.	0.
(36) LISA GOODMAN DIRECTOR	2.00 0.00	X						0.	0.	0.
(37) LORI WEISSMAN ADVISORY	2.00 0.00	X						0.	0.	0.
(38) MICHAEL STERN DIRECTOR	2.00 0.00	X						0.	0.	0.
(39) NANCY FINK DIRECTOR	2.00 0.00	X						0.	0.	0.
(40) PAM BERKWITZ DIRECTOR	2.00 0.00	X						0.	0.	0.
(41) RABBI DAVID LOCKETZ ADVISORY	2.00 0.00	X						0.	0.	0.
(42) RHONDA STEIN ADVISORY	2.00 0.00	X						0.	0.	0.
(43) SCOTT RUBIN DIRECTOR	2.00 0.00	X						0.	0.	0.
(44) SHLOMO SCHLOSS DIRECTOR	2.00 0.00	X						0.	0.	0.
(45) STACIE USEM DIRECTOR	2.00 0.00	X						0.	0.	0.
(46) STACY MOSOW DIRECTOR	2.00 0.00	X						0.	0.	0.
Total to Part VII, Section A, line 1c										

**JEWISH FAMILY AND CHILDREN'S SERVICE
OF MINNEAPOLIS**

Form 990 (2020)

Part VIII Statement of Revenue

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

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a	85,581.				
	b Membership dues	1b					
	c Fundraising events	1c	434,347.				
	d Related organizations	1d					
	e Government grants (contributions)	1e	1,196,400.				
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	4,001,510.				
	g Noncash contributions included in lines 1a-1f	1g	\$				
	h Total. Add lines 1a-1f			5,717,838.			
	Program Service Revenue	2 a GOVERNMENT CONTRACTS	Business Code				
		900099	4,274,281.	4,274,281.			
b PROGRAM SERVICE FEES		900099	1,098,120.	1,098,120.			
c _____							
d _____							
e _____							
f All other program service revenue							
g Total. Add lines 2a-2f			5,372,401.				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		184,218.			184,218.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	6a	(i) Real	134,370.			
			(ii) Personal				
				0.			
	b Less: rental expenses ...	6b					
	c Rental income or (loss)	6c	134,370.				
	d Net rental income or (loss)			134,370.		134,370.	
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities	106,473.			
			(ii) Other				
	b Less: cost or other basis and sales expenses	7b	13,463.				
	c Gain or (loss)	7c	93,010.				
d Net gain or (loss)			93,010.		93,010.		
8 a Gross income from fundraising events (not including \$ 434,347. of contributions reported on line 1c). See Part IV, line 18	8a		115,924.				
			51,124.				
b Less: direct expenses	8b						
c Net income or (loss) from fundraising events			64,800.		64,800.		
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 _____	Business Code					
	b _____						
	c _____						
	d All other revenue	900099	41,699.			41,699.	
	e Total. Add lines 11a-11d			41,699.			
12 Total revenue. See instructions			11,608,336.	5,372,401.	0.	518,097.	

**JEWISH FAMILY AND CHILDREN'S SERVICE
OF MINNEAPOLIS**

Form 990 (2020)

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	469,852.	469,852.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	2,128,066.	2,128,066.		
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	569,192.		488,546.	80,646.
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	4,642,798.	3,791,102.	492,178.	359,518.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	645,803.	457,809.	132,411.	55,583.
10 Payroll taxes	453,496.	311,881.	102,416.	39,199.
11 Fees for services (nonemployees):				
a Management				
b Legal				
c Accounting				
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	123,457.		123,457.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch. O.)	174,909.	49,410.	123,917.	1,582.
12 Advertising and promotion	5,332.	1,602.	3,608.	122.
13 Office expenses	385,359.	295,831.	64,133.	25,395.
14 Information technology	105,278.	559.	51,835.	52,884.
15 Royalties				
16 Occupancy	327,934.	233,355.	71,065.	23,514.
17 Travel	56,155.	56,048.	78.	29.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	33,736.	23,976.	6,083.	3,677.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	420,251.	303,010.	80,421.	36,820.
23 Insurance				
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 MEMBERSHIP DUES	18,214.	7,459.	8,879.	1,876.
b STAFF DEVELOPMENT	16,566.	11,392.	5,174.	
c				
d				
e All other expenses	108,493.	63,105.	23,351.	22,037.
25 Total functional expenses. Add lines 1 through 24e	10,684,891.	8,204,457.	1,777,552.	702,882.
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 if following SOP 98-2 (ASC 958-720)

**JEWISH FAMILY AND CHILDREN'S SERVICE
OF MINNEAPOLIS**

Form 990 (2020)

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year		
Assets	1 Cash - non-interest-bearing	2,483,045.	1	2,987,542.		
	2 Savings and temporary cash investments	2,215.	2	1,197,203.		
	3 Pledges and grants receivable, net	2,532,995.	3	1,805,925.		
	4 Accounts receivable, net	728,870.	4	965,629.		
	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	14,833.	7	18,766.		
	8 Inventories for sale or use	27,591.	8	16,531.		
	9 Prepaid expenses and deferred charges	83,184.	9	118,934.		
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 11,316,063.				
	b Less: accumulated depreciation	10b 1,132,687.	10,603,628.	10c	10,183,376.	
	11 Investments - publicly traded securities	12,773,194.	11	14,207,042.		
	12 Investments - other securities. See Part IV, line 11	224,340.	12	270,943.		
	13 Investments - program-related. See Part IV, line 11		13			
	14 Intangible assets		14			
	15 Other assets. See Part IV, line 11	130,764.	15	130,764.		
16 Total assets. Add lines 1 through 15 (must equal line 33)	29,604,659.	16	31,902,655.			
Liabilities	17 Accounts payable and accrued expenses	344,979.	17	517,829.		
	18 Grants payable		18			
	19 Deferred revenue		19			
	20 Tax-exempt bond liabilities		20			
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21			
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22			
	23 Secured mortgages and notes payable to unrelated third parties		23			
	24 Unsecured notes and loans payable to unrelated third parties	300,000.	24	0.		
	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	224,340.	25	270,943.		
	26 Total liabilities. Add lines 17 through 25	869,319.	26	788,772.		
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	14,316,037.	27	16,048,494.		
	28 Net assets with donor restrictions	14,419,303.	28	15,065,389.		
	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	28,735,340.	32	31,113,883.		
33 Total liabilities and net assets/fund balances	29,604,659.	33	31,902,655.			

**JEWISH FAMILY AND CHILDREN'S SERVICE
OF MINNEAPOLIS**

Form 990 (2020)

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Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	11,608,336.
2	Total expenses (must equal Part IX, column (A), line 25)	10,684,891.
3	Revenue less expenses. Subtract line 2 from line 1	923,445.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	28,735,340.
5	Net unrealized gains (losses) on investments	993,414.
6	Donated services and use of facilities	
7	Investment expenses	
8	Prior period adjustments	
9	Other changes in net assets or fund balances (explain on Schedule O)	461,684.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	31,113,883.

Part XII Financial Statements and Reporting

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

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
b Were the organization's financial statements audited by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____ If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	X	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? _____		X
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits _____		

Form **990** (2020)

JEWISH FAMILY AND CHILDREN'S SERVICE

Schedule A (Form 990 or 990-EZ) 2020 OF MINNEAPOLIS

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) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	4020346.	15433926.	6367689.	3843305.	5717838.	35383104.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	4020346.	15433926.	6367689.	3843305.	5717838.	35383104.
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)						10388299.
6 Public support. Subtract line 5 from line 4.						24994805.

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
7 Amounts from line 4	4020346.	15433926.	6367689.	3843305.	5717838.	35383104.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	164,130.	195,143.	287,260.	373,305.	318,586.	1338424.
9 Net income from unrelated business activities, whether or not the business is regularly carried on				41,050.	64,800.	105,850.
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	42,088.	65,917.	34,976.	45,336.	41,699.	230,016.
11 Total support. Add lines 7 through 10						37057394.
12 Gross receipts from related activities, etc. (see instructions)					12	22,048,949.
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 2020 (line 6, column (f), divided by line 11, column (f))	14	67.45 %
15 Public support percentage from 2019 Schedule A, Part II, line 14	15	64.58 %
16a 33 1/3% support test - 2020. 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 - 2019. 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 - 2020. 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 - 2019. 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"/>	

JEWISH FAMILY AND CHILDREN'S SERVICE

Schedule A (Form 990 or 990-EZ) 2020 OF MINNEAPOLIS

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) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(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) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 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 2020 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2019 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2020 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2019 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2020. 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 - 2019. 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 ►

JEWISH FAMILY AND CHILDREN'S SERVICE

Schedule A (Form 990 or 990-EZ) 2020 OF MINNEAPOLIS

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

JEWISH FAMILY AND CHILDREN'S SERVICE

Schedule A (Form 990 or 990-EZ) 2020 OF MINNEAPOLIS

Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described in lines 11b and 11c below, the governing body of a supported organization?		
b A family member of a person described in line 11a above?		
c A 35% controlled entity of a person described in line 11a or 11b above? <i>If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.</i>		
11a		
11b		
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? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove 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.</i>		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.</i>		
1		
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)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		
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?		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3 By reason of the relationship described in 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? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		
1		
2		
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? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>	Yes	No	
b Did the activities described in 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? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>			
3 Parent of Supported Organizations. Answer 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? <i>If "Yes" or "No" provide details in Part VI.</i>			
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>			
2a			
2b			
3a			
3b			

JEWISH FAMILY AND CHILDREN'S SERVICE

Schedule A (Form 990 or 990-EZ) 2020 OF MINNEAPOLIS

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

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

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

JEWISH FAMILY AND CHILDREN'S SERVICE

Schedule A (Form 990 or 990-EZ) 2020 OF MINNEAPOLIS

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 2020 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-2020	(iii) Distributable Amount for 2020
1 Distributable amount for 2020 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2020 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2020			
a From 2015			
b From 2016			
c From 2017			
d From 2018			
e From 2019			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2020 distributable amount			
i Carryover from 2015 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2020 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2020 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2020, 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 2020. 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 2021. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2016			
b Excess from 2017			
c Excess from 2018			
d Excess from 2019			
e Excess from 2020			

Name of organization JEWISH FAMILY AND CHILDREN'S SERVICE OF MINNEAPOLIS	Employer identification number 41-0693860
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
<u>1</u>	_____	\$ <u>115,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>2</u>	_____	\$ <u>849,818.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>3</u>	_____	\$ <u>150,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>4</u>	_____	\$ <u>124,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>5</u>	_____	\$ <u>400,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>6</u>	_____	\$ <u>126,999.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization JEWISH FAMILY AND CHILDREN'S SERVICE OF MINNEAPOLIS	Employer identification number 41-0693860
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7	<hr/> <hr/> <hr/>	\$ <u>1,196,400.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
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	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization JEWISH FAMILY AND CHILDREN'S SERVICE OF MINNEAPOLIS	Employer identification number 41-0693860
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Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

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

Name of organization JEWISH FAMILY AND CHILDREN'S SERVICE OF MINNEAPOLIS	Employer identification number 41-0693860
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Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of **\$1,000 or less** for the year. (Enter this info. once.) ▶ \$ _____
 Use duplicate copies of Part III if additional space is needed.

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

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

2020

Open to Public Inspection

Name of the organization JEWISH FAMILY AND CHILDREN'S SERVICE OF MINNEAPOLIS

Employer identification number 41-0693860

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

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include: 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?, 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?

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

Table with 2 columns: Held at the End of the Tax Year. Rows include: 1 Purpose(s) of conservation easements held by the organization (check all that apply), 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, 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?, 6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year, 7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year, 8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?, 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.

Table with 2 columns: Revenue, Assets. Rows include: 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. 1b 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.

**JEWISH FAMILY AND CHILDREN'S SERVICE
OF MINNEAPOLIS**

Schedule D (Form 990) 2020

41-0693860 Page 2

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

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

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

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

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	25,659,180.	23,546,039.	11,595,741.	10,435,626.	10,099,558.
b Contributions	551,031.	718,611.	12,775,755.	187,828.	235,897.
c Net investment earnings, gains, and losses	1,492,218.	2,386,283.	-239,271.	1,587,216.	602,121.
d Grants or scholarships	991,306.	872,627.	470,520.	505,107.	402,606.
e Other expenditures for facilities and programs					
f Administrative expenses	123,457.	119,126.	115,666.	109,822.	99,344.
g End of year balance	26,587,666.	25,659,180.	23,546,039.	11,595,741.	10,435,626.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment 11.0000 %
 - b Permanent endowment 65.0000 %
 - c Term endowment 24.0000 %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|--|-------------------------------------|--------------------------|
| (i) Unrelated organizations | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| (ii) Related organizations | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings		10,078,490.	710,623.	9,367,867.
c Leasehold improvements		285,620.	27,333.	258,287.
d Equipment		951,953.	394,731.	557,222.
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				10,183,376.

Schedule D (Form 990) 2020

**JEWISH FAMILY AND CHILDREN'S SERVICE
OF MINNEAPOLIS**

Schedule D (Form 990) 2020

Part VII Investments - Other Securities.

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

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

Part VIII Investments - Program Related.

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

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

Part IX Other Assets.

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

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

Part X Other Liabilities.

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) DEFERRED COMPENSATION	270,943.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	270,943.

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 ...

**JEWISH FAMILY AND CHILDREN'S SERVICE
OF MINNEAPOLIS**

Schedule D (Form 990) 2020

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
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	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d		2e
3	Subtract line 2e from line 1		3
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b		4c
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5

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

Part XIII Supplemental Information.

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

PART V, LINE 4:

USE OF THE ENDOWMENT FUNDS IS ALIGNED WITH DONOR RESTRICTIONS, AND THE ENDOWMENT DRAWS ARE USED TO FUND THE AGENCY'S SERVICES IN AGING AND DISABILITY, CHILDREN'S PROGRAMS, CLINICAL AND CASE MANAGEMENT SERVICES, COMMUNITY SERVICES AND CAREER SERVICES. IN ADDITION, FUNDS ARE USED TO PROVIDE EMERGENCY ASSISTANCE AND SCHOLARSHIPS AND LOANS TO THOSE IN NEED IN THE COMMUNITY. THE AGENCY DRAWS FUNDS FROM THE ENDOWMENT AT A RATE OF 4% TO 5% OF THE AVERAGE OF THE ENDOWMENT BALANCE OVER THE PRIOR THREE YEARS.

PART X, LINE 2:

A TAX EXPENSE OR BENEFIT FROM AN UNCERTAIN TAX POSITION (INCLUDING

JEWISH FAMILY AND CHILDREN'S SERVICE
OF MINNEAPOLIS

Schedule D (Form 990) 2020

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Part XIII Supplemental Information *(continued)*

TAX-EXEMPT STATUS) MAY BE RECOGNIZED ONLY WHEN IT IS MORE LIKELY THAN NOT
THAT THE POSITION WILL BE SUSTAINED UPON EXAMINATION BY TAXING
AUTHORITIES. MANAGEMENT BELIEVES THE ORGANIZATION HAS NO UNCERTAIN INCOME
TAX POSITIONS THAT WOULD RESULT IN AN ACCRUAL, EXPENSE OR BENEFIT UNDER
THE MORE LIKELY THAN NOT STANDARD.

Multiple horizontal lines for supplemental information.

JEWISH FAMILY AND CHILDREN'S SERVICE

Schedule G (Form 990 or 990-EZ) 2020 **OF MINNEAPOLIS**

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

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))
		ANNUAL BENEFIT (event type)	(event type)	NONE (total number)	
Revenue	1 Gross receipts	550,271.			550,271.
	2 Less: Contributions	434,347.			434,347.
	3 Gross income (line 1 minus line 2)	115,924.			115,924.
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs	51.			51.
	7 Food and beverages	3,098.			3,098.
	8 Entertainment	44,220.			44,220.
	9 Other direct expenses	3,755.			3,755.
	10 Direct expense summary. Add lines 4 through 9 in column (d)				51,124.
11 Net income summary. Subtract line 10 from line 3, column (d)				64,800.	

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

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Revenue	1 Gross revenue				
	2 Cash prizes				
Direct Expenses	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
Revenue	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: _____

**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

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

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

▶ **Attach to Form 990.**

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

OMB No. 1545-0047

2020

**Open to Public
Inspection**

Name of the organization **JEWISH FAMILY AND CHILDREN'S SERVICE
OF MINNEAPOLIS** Employer identification number
41-0693860

Part I General Information on Grants and Assistance

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

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

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
NORTHLAND AREA FAMILY SERVICE CENTER - 320 EAGLE AVE. NE - REMER, MN 55672	41-1851016	501(C)(3)	73,036.	0.	N/A	N/A	FOR PROVIDING EARLY LITERACY SERVICES (PCHP) IN NORTHERN MN
JEWISH FAMILY SERVICES 1633 WEST 7TH STREET ST. PAUL, MN 55102	41-0694697	501(C)(3)	139,575.	0.	N/A	N/A	FOR PROVIDING SERVICES TO HOLOCAUST SURVIVORS IN ST. PAUL AND EASTERN METROPOLITAN AREA
ROCHESTER IMAA 2500 VALLEYHIGH DRIVE NW ROCHESTER, MN 55901	41-1497753	501(C)(3)	75,219.	0.	N/A	N/A	FOR PROVIDING EARLY LITERACY SERVICES (PCHP) IN MN
NORTHFIELD HEALTHY COMMUNITY INITIATIVE - 1651 JEFFERSON PARKWAY - NORTHFIELD, MN 55057	26-2852506	501(C)(3)	99,583.	0.	N/A	N/A	FOR PROVIDING EARLY LITERACY SERVICES (PCHP) IN NORTHERN MN
PROMISE NEIGHBORHOOD PO BOX 6082 SAINT CLOUD, MN 56302	45-3233276	501(C)(3)	82,439.	0.	N/A	N/A	FOR PROVIDING EARLY LITERACY SERVICES (PCHP) IN NORTHERN MN

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ▶ 5.

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

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

Schedule I (Form 990) 2020

**JEWISH FAMILY AND CHILDREN'S SERVICE
OF MINNEAPOLIS**

Schedule I (Form 990) 2020

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Page 2

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
PERSONAL CARE	35	198,620.	0.	N/A	N/A
SCHOLARSHIPS/TRAINING	350	1,288,459.	0.	N/A	N/A
TRANSPORTATION	570	26,277.	0.	N/A	N/A
FOOD ASSISTANCE	1850	64,467.	0.	N/A	N/A
INDIVIDUALS	15	4,545.	0.	N/A	N/A

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:

PRIOR TO APPROVAL OF THE GRANT, THE PROGRAM MANAGER CONFIRMS THAT THE GRANT REQUEST IS APPROPRIATE AND THAT FUNDS ARE AVAILABLE. A REPORT IDENTIFYING HOW MUCH HAS BEEN USED IS RUN PRIOR TO EACH GRANT APPROVAL AS WELL AS WEEKLY AND MONTHLY TO ENSURE THAT PAYMENTS DO NOT EXCEED AVAILABILITY.

**JEWISH FAMILY AND CHILDREN'S SERVICE
OF MINNEAPOLIS**

41-0693860

Schedule I (Form 990)

Part III Continuation of Grants and Other Assistance to Domestic Individuals (Schedule I (Form 990), Part III.)

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
HOME HELPER	150.	29,790.	0.	N/A	N/A
HOUSING	60.	68,390.	0.	N/A	N/A
EMPLOYMENT/RELATED	300.	14,797.	0.	N/A	N/A
WAGES	3.	5,354.	0.	N/A	N/A
ADULT DAY CARE	2.	1,312.	0.	N/A	N/A

**SCHEDULE J
(Form 990)**

Compensation Information

OMB No. 1545-0047

2020

Open to Public Inspection

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.

▶ Attach to Form 990.

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

Department of the Treasury
Internal Revenue Service

Name of the organization **JEWISH FAMILY AND CHILDREN'S SERVICE OF MINNEAPOLIS**

Employer identification number
41-0693860

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 checked="" 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 checked="" 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)?

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

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

Schedule J (Form 990) 2020

**JEWISH FAMILY AND CHILDREN'S SERVICE
OF MINNEAPOLIS**

41-0693860

Schedule J (Form 990) 2020

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) JUDY HALPER CEO	(i)	246,334.	0.	0.	14,999.	7,487.	268,820.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) JOHN MALOY CFO	(i)	132,871.	0.	0.	5,806.	13,547.	152,224.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

JEWISH FAMILY AND CHILDREN'S SERVICE
OF MINNEAPOLIS

Schedule J (Form 990) 2020

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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.

PART I, LINE 1A:

JUDY HALPER: DISCRETIONARY SPENDING ACCOUNT - CAR ALLOWANCE IS FOR BUSINESS
PURPOSES AND IS INCLUDED IN TAXABLE INCOME. EXPENSE ALLOWANCE IS FOR
BUSINESS PURPOSES AND IS NOT INCLUDED IN TAXABLE INCOME.

SCHEDULE O
(Form 990 or 990-EZ)Department of the Treasury
Internal Revenue Service**Supplemental Information to Form 990 or 990-EZ**Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

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

OMB No. 1545-0047

2020Open to Public
Inspection

Name of the organization

JEWISH FAMILY AND CHILDREN'S SERVICE
OF MINNEAPOLIS

Employer identification number

41-0693860

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

CAREER SERVICES HELPED 1,434 INDIVIDUALS OVERCOME BARRIERS TO

EMPLOYMENT AND FIND MEANINGFUL WORK. IN THE PROGRAMS DESCRIBED BELOW,

CERTIFIED PROFESSIONALS PROVIDE COMPLETE CAREER ASSISTANCE INCLUDING

RESUME DEVELOPMENT, SOCIAL MEDIA STRATEGIES, INTERVIEWING SKILLS,

NETWORKING OPPORTUNITIES AND MORE. OUR PROGRAMS EMPOWER PEOPLE TO

EXPLORE AND IDENTIFY THEIR VISIONS OF CAREER SUCCESS, INCLUDING ACCESS

TO OR SUPPORT FOR CAREER TRAINING.

CAREER COUNSELING AND COACHING HELPS PEOPLE WHO ARE HAVE LOST THEIR

JOBS, WHO ARE ENTERING THE WORKFORCE OR WHO WANT TO SEEK A BETTER JOB.

THIS SERVICE INCLUDES CAREER ASSESSMENTS WITH PROFESSIONAL

INTERPRETATION, INDIVIDUAL JOB-SEARCH COACHING SESSIONS, RESUME AND

COVER LETTER CRITIQUE AND GOAL-SETTING SESSIONS TO CREATE AN INDIVIDUAL

ACTION PLAN. WE SERVED 10 PEOPLE.

THE DISLOCATED WORKER PROGRAM PROVIDES CAREER COUNSELING TO WORKERS WHO

ARE LAID OFF OR HAVE RECEIVED NOTICE OF PERMANENT LAYOFF OR

TERMINATION. THIS PROGRAM PROVIDES CAREER COUNSELING TO HELP PEOPLE

MAKE STRATEGIC DECISIONS ABOUT THEIR PROFESSIONAL FUTURES. THOSE WHO

QUALIFY RECEIVE TRAINING FUNDS TO DEVELOP NEW SKILLS, UPDATE EXISTING

SKILLS, OR OBTAIN REQUIRED CERTIFICATIONS OR CREDENTIALS. WE SERVED 240

PEOPLE.

IT PATHWAYS HELPS ENSURE THAT TWIN CITIES WORKERS HAVE THE SKILLS THEY

NEED TO SECURE HIGH-WAGE, IN-DEMAND JOBS IN THE INFORMATION TECHNOLOGY

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

Schedule O (Form 990 or 990-EZ) 2020

Name of the organization	JEWISH FAMILY AND CHILDREN'S SERVICE OF MINNEAPOLIS	Employer identification number	41-0693860
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(IT) INDUSTRY. THE PROGRAM FOCUSES ON SKILL & CAREER ASSESSMENTS, JOB SKILLS TRAINING, & JOB PLACEMENT. IT PATHWAYS SUPPORTS PEOPLE TRADITIONALLY UNDERREPRESENTED IN THE IT FIELD, INCLUDING WOMEN, VETERANS, PEOPLE OF COLOR, AND PEOPLE WHO HAVE LOW INCOMES. IT PATHWAYS ALSO SUPPORTS LOCAL EMPLOYERS TO FILL IT JOBS. JFCS'S PARTNERS INCLUDE: CREATING IT FUTURES FOUNDATION, PRIME DIGITAL ACADEMY, THE SOFTWARE GUILD, ADULT OPTIONS IN EDUCATION, NORMANDEALE COMMUNITY COLLEGE, IT CAREER LAB, AND OUR STRONG NETWORK OF EMPLOYERS. THE IT PATHWAYS PROGRAM SERVED 210 PEOPLE.

THE JFCS MINNESOTA FAMILY INVESTMENT PROGRAM (MFIP) CAREER SERVICES PROGRAM SERVES PEOPLE WITH LOW INCOMES WHO ARE PARENTS OF MINOR CHILDREN TO MOVE TOWARD SELF-SUFFICIENCY THROUGH EMPLOYMENT. ALL PARTICIPANTS RECEIVE AN ASSESSMENT AND AN EMPLOYMENT PLAN, WHICH OUTLINES PERSONALIZED STEPS NECESSARY TO REACH THEIR EMPLOYMENT GOAL. MFIP STAFF WORKED WITH 597 PEOPLE.

THE VOCATIONAL REHABILITATION PROGRAM PROVIDES PERSONALIZED SERVICES FOR INDIVIDUALS WITH DISABILITIES, INCLUDING MENTAL ILLNESS AND OTHER PHYSICAL AND COGNITIVE DISABILITIES, WHO ARE SEEKING TO IMPROVE THEIR WORK LIVES OR FIND EMPLOYMENT. THE PROGRAM OFFERS VOCATIONAL EVALUATION, JOB PLACEMENT, WORK ADJUSTMENT TRAINING AND EXTENDED EMPLOYMENT. WE SERVED 93 PEOPLE IN VOCATIONAL REHABILITATION.

WE DISTRIBUTED 840 EMERGENCY FINANCIAL ASSISTANCE GRANTS TO 284 CAREER SERVICES CLIENTS, TOTALING \$103,054. RECIPIENTS USED THESE FUNDS TO HELP WITH RENT, UTILITY BILLS, CAR REPAIRS, MEDICAL BILLS, TRANSPORTATION COSTS AND FOOD.

Name of the organization JEWISH FAMILY AND CHILDREN'S SERVICE
OF MINNEAPOLIS

Employer identification number
41-0693860

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

CHILDREN AND FAMILY SERVICES

OUR PROGRAMS FOR CHILDREN AND FAMILIES STRIVE TO PROVIDE THE TOOLS AND SUPPORT NEEDED TO LIVE STABLE AND ENGAGED LIVES. THIS INCLUDES COUNSELING, CASE MANAGEMENT, EARLY CHILDHOOD EDUCATION, MENTORSHIP, FINANCIAL ASSISTANCE AND OTHER PROGRAMS THAT AID STABILITY, SELF-SUFFICIENCY AND FOOD SECURITY. 3,349 PEOPLE PARTICIPATED IN CHILDREN AND FAMILY PROGRAMS.

THE ACT PROGRAM RECOGNIZES THAT WHEN FAMILIES HAVE BASIC NEEDS SATISFIED, ADEQUATE HEALTHCARE AND STABLE HOUSING, THEIR CHILDREN ARE MORE LIKELY TO GET TO SCHOOL AND SUCCEED. ACT, WHICH SERVES FAMILIES IN ELEMENTARY SCHOOL AND EARLY CHILDHOOD PROGRAMS IN THE ST LOUIS PARK SCHOOL DISTRICT, PROVIDES RESOURCES TO ASSIST WITH PARENTING SUPPORT, SCHOOL AND EDUCATIONAL CONCERNS, AND ACCESS TO COMMUNITY RESOURCES. 36 FAMILIES RECEIVED SERVICES. VOLUNTEER LUNCH BUDDIES GIVE CHILDREN A SUPPORTIVE RELATIONSHIP WITH A CARING ADULT. TWO CHILDREN PARTICIPATED WITH A LUNCH BUDDY.

JFCS CAMP SCHOLARSHIPS ARE AWARDED WITH FUNDING FROM DEDICATED ENDOWMENTS, PROVIDING THE OPPORTUNITY TO ATTEND CAMP TO BUILD NEW LIFE SKILLS, BECOME MORE INDEPENDENT AND CONNECT WITH PEERS ON A DEEPER LEVEL. 242 SCHOLARSHIPS WERE AWARDED TO CHILDREN, TOTALING \$79,095. WHEN MANY CAMPS CANCELED PROGRAMS FOR THE SUMMER OF 2020, JFCS CAMP SCHOLARSHIPS WERE STILL PROVIDED DIRECTLY TO CAMPS TO HELP THEM OFFSET COSTS AND SUSTAIN OPERATIONS THROUGH THE PANDEMIC.

Name of the organization	JEWISH FAMILY AND CHILDREN'S SERVICE OF MINNEAPOLIS	Employer identification number	41-0693860
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FAMILY LIFE EDUCATION (FLE) TAKES JFCS OUT INTO THE COMMUNITY AND BRINGS THE COMMUNITY INTO JFCS THROUGH PRESENTATIONS, TRAININGS, WORKSHOPS, CLASSES, SUPPORT GROUPS, INDIVIDUAL MEETINGS AND CONSULTATIONS. THE FOUNDATIONS OF FLE ARE COLLABORATION, PREVENTION AND EDUCATION WITH THE GOAL OF PROMOTING INDIVIDUAL, FAMILY AND COMMUNITY WELL-BEING AND EMPOWERMENT THROUGHOUT THE LIFESPAN. CUSTOMIZED PROGRAMMING INCLUDES TOPICS SUCH AS PARENTING WORKSHOPS, TEACHER TRAININGS, ADDRESSING INTERFAITH CHALLENGES, BULLYING, GRIEF AND LOSS, SUPPORTING CAREGIVERS, ADDRESSING CHALLENGING CURRENT EVENTS IN MEANINGFUL WAYS, AND BUILDING HEALTHY RELATIONSHIPS. IN 2020, FLE INTRODUCED PARENT COACHING TO PROVIDE TAILORED AND EVIDENCE-BASED SUPPORTS FOR PARENTS WHO ARE DEALING WITH A SPECIFIC ISSUE OR CONCERN WITH THEIR CHILDREN OR FAMILY. 545 PEOPLE PARTICIPATED IN FLE PROGRAMS.

JEWISH COMMUNITY ADDICTION SERVICES SEEKS TO PROMOTE RECOVERY AND REDUCE STIGMA FOR INDIVIDUALS AFFECTED BY SUBSTANCE USE DISORDER AND THEIR FAMILIES BY PROVIDING KNOWLEDGEABLE, CONFIDENTIAL, AND CULTURALLY-SENSITIVE SUPPORTS AND SERVICES. JEWISH COMMUNITY ADDICTION SERVICES SUPPORTED 70 PEOPLE.

OUR JEWISH YOUTH MENTORING PROGRAM IS A COMMUNITY-BASED MENTORING PROGRAM FOR JEWISH-IDENTIFIED YOUTH THAT IS DESIGNED TO PROMOTE POSITIVE SOCIAL-EMOTIONAL-SPIRITUAL DEVELOPMENT AND INCREASE ENGAGEMENT IN THE JEWISH COMMUNITY. MATCH ACTIVITIES ARE TAILORED TO INDIVIDUAL NEEDS, INTERESTS, AND ABILITIES. MATCHES ARE MONITORED AND SUPPORTED BY PROFESSIONAL STAFF AND PROVIDE POSITIVE ROLE MODELING, ACCESS TO JEWISH HOLIDAYS AND EVENTS, AND THE CHANCE TO HAVE SOME FUN WITH A FRIEND. 179 PEOPLE PARTICIPATED IN THE PROGRAM, INCLUDING YOUTH, MENTORS, AND

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FAMILY MEMBERS.

PARENTCHILD+, AN EVIDENCE-INFORMED EARLY LITERACY, PARENTING, AND SCHOOL READINESS PROGRAM, IS COMMITTED TO CLOSING THE OPPORTUNITY GAP BY PROVIDING FAMILIES WITH LOW-INCOMES THE SKILLS AND RESOURCES THEY NEED TO PREPARE THEIR CHILDREN FOR SCHOOL AND LIFE SUCCESS. EARLY LEARNING SPECIALISTS WORK WITH FAMILIES IN THEIR HOMES TWO TIMES EACH WEEK FOR TWO YEARS STARTING WHEN THEIR CHILD IS 18 MONTHS TO 2 YEARS OLD. PARTICIPATING FAMILIES RECEIVE FREE EDUCATIONAL BOOKS AND TOYS, LEARN CREATIVE WAYS TO LEARN AND PLAY TOGETHER, AND RECEIVE SUPPORT TO HELP YOUNG CHILDREN GROW, LEARN, AND BE READY FOR PRESCHOOL AND KINDERGARTEN. PARENTCHILD+ PROVIDES INSTRUCTION IN ENGLISH, SPANISH, AND SOMALI. JFCS IS A REPLICATION SITE FOR THE NATIONAL PARENTCHILD+ PROGRAM. JFCS SERVES FAMILIES IN THE MINNEAPOLIS/ST. PAUL METROPOLITAN AREA, AND WE PARTNER WITH COMMUNITY ORGANIZATIONS TO PROVIDE PARENTCHILD+ IN FOUR GREATER MINNESOTA LOCATIONS: CASS COUNTY, ROCHESTER, RICE COUNTY, AND ST. CLOUD. IN THE 2019-20 PROGRAM YEAR, PARENTCHILD+ SERVED 347 CHILDREN AND 436 PARENTS/CAREGIVERS.

PJ LIBRARY IS AN INTERNATIONAL AWARD-WINNING PROGRAM DESIGNED TO STRENGTHEN JEWISH IDENTITY BY SENDING JEWISH-CONTENT BOOKS AND MUSIC ON A MONTHLY BASIS TO CHILDREN FROM AGE 6 MONTHS THROUGH 8 YEARS. PJ OUR WAY, A KID-DRIVEN PROGRAM FOR KIDS AGES 8 -11 ALLOWS THE KIDS TO CHOOSE THEIR OWN BOOK BASED ON THEIR OWN READING LEVEL AND INTERESTS. PJ LIBRARY ALSO HOSTS REGULAR COMMUNITY EVENTS FOR FAMILIES. ANY FAMILY WITH A JEWISH CONNECTION IS INVITED TO ENROLL AND RECEIVE BEAUTIFUL, AGE-APPROPRIATE BOOKS. SHALOM BABY WELCOMES FAMILIES OF NEWBORNS AND BABIES, UP TO AGE TWO, TO THE JEWISH COMMUNITY. FAMILIES WITH NEWBORNS

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ARE INVITED TO OUR COMMUNITY BABY SHOWERS TO MEET OTHER FAMILIES AND
RECEIVE FREE GOODIE BAGS AND A SUBSCRIPTION TO PJ LIBRARY. SHALOM BABY
CIRCLE TIME IS AN ACTIVITY GROUP WITH MUSIC, SHAKERS, STORY TIME,
TUMBLE TIME, YOGA, MASSAGE AND PARACHUTE PLAY. 1,492 FAMILIES
SUBSCRIBED TO PJ LIBRARY. 770 FAMILIES PARTICIPATED IN 59 EVENTS.

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

COUNSELING AND MENTAL HEALTH SERVICES

JFCS COUNSELING AND MENTAL HEALTH SERVICES' HIGHLY SKILLED, LICENSED
THERAPISTS, SOCIAL WORKERS, AND CASE MANAGERS WORK WITH CARE AND
COMPASSION TO ADDRESS THE CHALLENGES PEOPLE FACE THROUGHOUT THEIR
LIVES. 2,078 PEOPLE PARTICIPATED IN COUNSELING AND MENTAL HEALTH
SERVICES.

COUNSELING IS A COLLABORATIVE EFFORT BETWEEN THE COUNSELOR AND CLIENT.

OUR LICENSED THERAPISTS HELP CLIENTS IDENTIFY GOALS AND POTENTIAL
SOLUTIONS TO PROBLEMS THAT CAUSE EMOTIONAL TURMOIL, IMPROVE
COMMUNICATION AND COPING SKILLS AND SYMPTOM MANAGEMENT, STRENGTHEN
SELF-ESTEEM, PROMOTE BEHAVIOR CHANGE, FEEL BETTER AND FUNCTION AT THEIR
BEST. OUR COUNSELING SERVICES INCLUDE INDIVIDUAL PSYCHOTHERAPY FOR
ADULTS, ADOLESCENTS & CHILDREN, COUPLES THERAPY, FAMILY THERAPY, PLAY
THERAPY, PARENTING COACHING, GRIEF SUPPORT AND MORE. CLIENTS ARE
REFERRED FROM OTHER PROGRAMS WITHIN THE AGENCY, FROM OTHER AGENCIES, OR
ARE SELF-REFERRED. OUR SERVICES ARE CONFIDENTIAL. WE ACCEPT MOST
INSURANCE INCLUDING MEDICARE. 287 PEOPLE RECEIVED COUNSELING.

WE DISTRIBUTED 176 EMERGENCY FINANCIAL ASSISTANCE GRANTS TOTALING
\$116,235 A 30% INCREASE FROM 2019. RECIPIENTS USED THESE FUNDS TO HELP

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WITH RENT, UTILITY BILLS, CAR REPAIRS, MEDICAL BILLS, TRANSPORTATION COSTS AND FOOD.

OUR INTAKE AND RESOURCE CONNECTION (IRC) WORKED WITH 1,239 CALLERS, PROVIDING THEM WITH REFERRALS, RESOURCES AND EMERGENCY FINANCIAL ASSISTANCE. DEPENDING ON THE CALLERS' NEEDS, CLINICALLY TRAINED PROFESSIONAL STAFF REFER THEM TO THE BEST-MATCHED PROGRAM, WHETHER AT JFCS OR ANOTHER COMMUNITY ORGANIZATION.

THE JEWISH FREE LOAN PROGRAM LENDS UP TO \$7,500 TO RESIDENTS OF THE JEWISH COMMUNITY OF THE GREATER TWIN CITIES MINNESOTA AREA WITH A SPECIFIC NEED, WHO ARE ABLE TO PROVIDE A CO-SIGNER. THE LOAN, TOGETHER WITH OTHER RESOURCES AND PROGRAMS, ENABLES RECIPIENTS TO BRIDGE AN OFTEN-UNEXPECTED FINANCIAL CHALLENGE. 11 PEOPLE HAD LOANS.

JFCS PROVIDES LICENSING SUPERVISION FOR MSW GRADUATES WHO ARE WORKING TOWARD TAKING THE SOCIAL WORK LICENSURE EXAM. WE SERVED 29 PEOPLE IN THIS PROGRAM.

OUR MENTAL HEALTH SUPPORT SERVICES (MHSS) PROGRAM SERVES ADULTS WITH SERIOUS AND PERSISTENT MENTAL ILLNESS TO HELP PROMOTE AND MAINTAIN INDEPENDENCE, STABILITY AND HEALTH. PROFESSIONAL CASE MANAGERS ASSIST ADULTS LIVING WITH MENTAL HEALTH CHALLENGES BY COORDINATING AND OBTAINING A WIDE RANGE OF SERVICES FOR THEM, INDIVIDUALLY TAILORED TO HELP PROMOTE AND MAINTAIN INDEPENDENCE, STABILITY AND HEALTH. CASE MANAGERS ASSIST WITH HOUSING, EMPLOYMENT, MEDICATION MANAGEMENT, EMERGENCY FINANCIAL ASSISTANCE, SUPPORT AND ENCOURAGEMENT. MHSS SERVED 316 PEOPLE.

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THE TWIN CITIES JEWISH HEALING PROGRAM SERVES PEOPLE WHO ARE JEWISH AND THEIR FAMILIES AS THEY ARE ENCOUNTERING LIFE-ALTERING MEDICAL SITUATIONS WHO ARE LOOKING FOR A SPIRITUAL CONNECTION, BUT ARE UNAFFILIATED WITH A SYNAGOGUE. THE HEALING PROGRAM HAS CREATED A VITAL PARTNERSHIP WITH TWIN CITIES HOSPITALS, NURSING HOMES AND HOSPICES IN AN ONGOING EFFORT TO PROVIDE CULTURALLY SENSITIVE CARE AND SPIRITUAL SUPPORT TO THEIR JEWISH PATIENTS. TRAINED VOLUNTEERS AND CLERGY VISIT THOSE IN HEALTH CARE SITUATIONS WHO ARE IN NEED OF HEALING.

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

COMMUNITY SERVICES AND ENGAGEMENT

THROUGH OUR COMMUNITY SERVICES AND ENGAGEMENT PROGRAMS, JFCS OFFERS NUMEROUS OPPORTUNITIES TO GET INVOLVED AND CONNECT WITH OUR COMMUNITY. JFCS LOOKS FOR OPPORTUNITIES THAT HELP BUILD AND SUSTAIN WELL-BEING AND MEANINGFUL CONNECTIONS, CREATING A STRONGER COMMUNITY. CHILDREN, YOUNG PROFESSIONALS, PARENTS, AND SENIORS PARTICIPATE. 6,160 PEOPLE PARTICIPATED IN COMMUNITY INVOLVEMENT ACTIVITIES AND EVENTS.

JFCS ADMINISTERS SEVERAL POST-SECONDARY ACADEMIC SCHOLARSHIP FUNDS. SELECTION CRITERIA INCLUDE FINANCIAL NEED AND MERIT REQUIREMENTS UNIQUE TO EACH FUND. WE AWARDED 58 SCHOLARSHIPS TOTALING \$103,620.

CARING CONNECTIONS PROVIDES OPPORTUNITIES FOR JEWISH ADULTS WITH DEVELOPMENTAL DISABILITIES TO TAKE PART IN SOCIAL AND EDUCATIONAL EVENTS AND LEARN ABOUT AND PARTICIPATE IN JEWISH HOLIDAYS AND TRADITIONS. WE COLLABORATE WITH SYNAGOGUES TO PROVIDE OPPORTUNITIES FOR CARING CONNECTIONS PARTICIPANTS TO PARTICIPATE FULLY IN JEWISH LIFE.

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417 PEOPLE, WITH AND WITHOUT DISABILITIES, PARTICIPATED IN EVENTS AND HOME VISITS. THE JEWISH COMMUNITY INCLUSION PROGRAM FOR PEOPLE WITH DISABILITIES COORDINATES COMMUNITY-WIDE EFFORTS TO RAISE AWARENESS, PROVIDE CONSULTATION, AND HELP JEWISH ORGANIZATIONS UNDERSTAND HOW TO ELIMINATE BARRIERS TO FACILITATE MEANINGFUL PARTICIPATION AND INVOLVEMENT FOR ALL PEOPLE. 40 PEOPLE ATTENDED EVENTS FOR JEWISH DISABILITY AWARENESS, ACCEPTANCE AND INCLUSION MONTH.

OUR FOOD SECURITY PROGRAM IS BUILT AROUND OUR PARTNERSHIP WITH PRISM, A SOCIAL SERVICE AGENCY THAT HOUSES A FOOD SHELF AND THRIFT STORE, AND WHICH IS CO-LOCATED IN ONE BUILDING WITH JFCS. IN ADDITION TO OUR KOSHER MEALS ON WHEELS PROGRAM AND EMERGENCY FINANCIAL ASSISTANCE FOR FOOD PURCHASES, JFCS PARTNERS WITH PRISM TO EXTEND THE CAPACITIES OF BOTH OUR AGENCIES TO MEET THE NEEDS OF INDIVIDUALS AND FAMILIES EXPERIENCING FOOD INSECURITY. TOGETHER WE ARE EXPANDING AND RE-ENVISIONING A FOOD SHELF AS A PLACE THAT NOT ONLY PROVIDES FREE GROCERIES IN TIMES OF CRISIS, BUT ALSO OFFERS COMPREHENSIVE SERVICES AND SUPPORTS THAT ARE ESSENTIAL TO ENSURING LONG-TERM STABILITY, SELF-SUFFICIENCY AND FOOD SECURITY. OUR FOOD SECURITY COORDINATOR PROVIDES OUTREACH IN THE COMMUNITY, HELPING CONNECT INDIVIDUALS, ESPECIALLY SENIORS, WITH NEEDED BENEFITS. WE ALSO ENGAGE IN ADVOCACY THROUGH EDUCATION AND WORKING TO INFLUENCE PUBLIC POLICY. WE ENGAGED WITH 1,150 HOUSEHOLDS ABOUT FOOD RESOURCES, HELPED 22 PEOPLE WITH SNAP (FOOD STAMP) APPLICATIONS, AND DISTRIBUTED 61 BOXES OF SHELF-STABLE FOOD. IN MAY 2020, WE STARTED DELIVERY OF GROCERIES TO PRISM FOOD SHELF CLIENTS.

OUR HAG SAMEACH (HAPPY HOLIDAY) PROGRAM PROVIDES HOLIDAY GIFTS FOR

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CHANUKAH AND CHRISTMAS, AND KOSHER-FOR-PASSOVER FOOD BAGS FOR PASSOVER.

VOLUNTEERS PURCHASE, ORGANIZE, SORT, AND ASSEMBLE GIFT BAGS FOR

FAMILIES, WRAP GIFTS, AND DELIVER THEM. HAG SAMEACH SERVED 1,281

INDIVIDUALS AND FAMILIES A 32% INCREASE FROM 2019.

J-PRIDE'S MISSION IS TO ENGAGE MINNESOTA BASED LESBIAN, GAY, BISEXUAL,

TRANSGENDER, AND QUEER (LGBTQ) JEWS AND THEIR ALLIES TO COME TOGETHER

FOR SOCIAL EVENTS, COMMUNITY GATHERINGS, CELEBRATIONS, AND EDUCATIONAL

OPPORTUNITIES. 1,744 PEOPLE PARTICIPATED IN J-PRIDE ACTIVITIES.

THE MENTAL HEALTH EDUCATION CONFERENCE RAISES AWARENESS OF MENTAL

HEALTH ISSUES, PROVIDES SUPPORT FOR INDIVIDUALS AND FAMILIES, AND

OFFERS EDUCATION THROUGH AN ANNUAL CONFERENCE ON MENTAL HEALTH. THE

CONFERENCE DRAWS PROFESSIONALS, PEOPLE WITH MENTAL ILLNESS, AND FAMILY

MEMBERS. THE CONFERENCE INCLUDES A KEYNOTE SPEAKER AND BREAKOUT

WORKSHOPS. 502 PEOPLE ATTENDED THIS YEAR'S ANNUAL CONFERENCE; THE FIRST

VIRTUAL VERSION.

NEXTGEN PROVIDES OPPORTUNITIES FOR YOUNG ADULTS AGES 21-36 TO DEVELOP

LEADERSHIP SKILLS AND DEEPEN CONNECTIONS TO JFCS AND ITS MISSION

THROUGH SOCIAL AND VOLUNTEER EXPERIENCES AND PHILANTHROPY. THE NEXTGEN

BOARD, AN ADVISORY GROUP OF AROUND 15 YOUNG ADULT LEADERS, PROVIDES

ESSENTIAL FEEDBACK, PLANNING, AND OUTREACH FOR THE PROGRAM. 160 PEOPLE

PARTICIPATED IN NEXTGEN.

THE VOLUNTEER RESOURCES PROGRAM RECRUITS, ASSESSES, MATCHES, TRAINS,

AND SUPPORTS VOLUNTEERS WHO WORK IN MANY AGENCY PROGRAMS AND

ACTIVITIES. SOME OF THE LARGEST VOLUNTEER ROLES INCLUDE: OBTAINING,

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WRAPPING, AND DELIVERING GIFTS FOR OUR HAG SAMEACH PROGRAM; DRIVING
CLIENTS TO ACTIVITIES AND APPOINTMENTS; ANSWERING THE GARBER
TRANSPORTATION RESERVATION LINE; SERVING AS YOUTH MENTORS; VISITING
PEOPLE WHO ARE ILL OR ISOLATED; HELPING TO PLAN AND EXECUTE SPECIAL
EVENTS; AND SERVING ON THE AGENCY'S BOARD OF DIRECTORS AND COMMITTEES.
725 VOLUNTEERS HELPED US DELIVER SERVICES AND ACHIEVE OUR MISSION,
INCLUDING IN NEW AND DIFFERENT WAYS DURING THE PANDEMIC.

SENIOR SERVICES

SENIOR SERVICES SUPPORT THE DIGNITY AND INDEPENDENCE OF OLDER ADULTS.
WE PROVIDE NUMEROUS SERVICES FOR SENIORS INCLUDING TRANSPORTATION,
GROCERY SHOPPING, AND KOSHER MEALS ON WHEELS, AS WELL AS
HIGHLY-PERSONALIZED SENIOR CARE SERVICES, INCLUDING CARE COORDINATION,
CARE PLANNING CONSULTATION AND CAREGIVER COACHING. OUR PROFESSIONAL
STAFF WORKS CLOSELY WITH ADULTS 60 YEARS OF AGE AND OLDER AND THEIR
FAMILIES TO ENSURE SAFE, SUPPORTED AND INDEPENDENT LIVING AT HOME;
RESOURCES, EDUCATION AND RESPITE FOR CAREGIVERS; AND ADVOCACY FOR
ISSUES THAT IMPACT SENIORS IN THE COMMUNITY. 478 PEOPLE PARTICIPATED IN
SENIOR SERVICES PROGRAMS.

CARE COORDINATION IS AT THE HEART OF HELPING SENIORS AGE IN PLACE. JFCS
CARE COORDINATORS HELP SENIORS STAY SAFE, HEALTHY, ENGAGED WITHIN THE
COMMUNITY AND IN THEIR OWN HOMES FOR AS LONG AS POSSIBLE. WITHIN A
RESPECTFUL, PERSON-CENTERED PLANNING APPROACH, CLIENTS ACTIVELY
PARTICIPATE IN THEIR GOAL SETTING AND DECISION MAKING PROCESS. CARE
COORDINATORS ALSO PROVIDE A SHORT MEMORY-SCREENING EXAM FOR ALL
PARTICIPANTS. IF CLIENTS DO NOT PASS THIS EXAM, JFCS REFERS THEM TO A
PHYSICIAN FOR ADDITIONAL TESTING. CARE COORDINATORS ARE CULTURALLY

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SENSITIVE, AND RUSSIAN-SPEAKING COORDINATORS ARE AVAILABLE. 125 PEOPLE RECEIVED CARE COORDINATION, INCLUDING 87 SENIORS WHO RECEIVE SPECIALIZED HOLOCAUST SURVIVOR SUPPORT SERVICES.

CARE PLANNING CONSULTATION HELPS WHEN FAMILIES NOTICE CHANGES IN PARENTS AND/OR SPOUSES, INCLUDING INCREASED FORGETFULNESS; WITHDRAWAL FROM SOCIAL ACTIVITIES; DECREASED CONFIDENCE OR ABILITY IN DRIVING; BECOMING OVERWHELMED BY NORMAL TASKS; OR OTHER CHANGES. BEFORE A CRISIS ARISES, CARE PLANNING CONSULTATION HELPS FAMILIES ARTICULATE ISSUES AND CHALLENGES, LEARN ABOUT AVAILABLE RESOURCES, CREATE A PLAN FOR MAXIMIZING INDEPENDENCE AND MORE. WE SERVED 11 PEOPLE IN CARE PLANNING CONSULTATIONS.

CAREGIVER COACHING WORKS DIRECTLY WITH FAMILY MEMBERS TO GUIDE THEM IN MAKING CHANGES TO IMPROVE LIFE AT HOME. THIS INCLUDES AN IN-HOME ASSESSMENT, COMPREHENSIVE REPORT AND CARE PLAN, CAREGIVER EDUCATION AND BEHAVIOR/COMMUNICATION ANALYSIS AND TRAINING. COACHES HELP COORDINATE SERVICES TO BENEFIT THE PERSON LIVING WITH DEMENTIA AND ASSIST THE CAREGIVER IN PROMOTING BETTER SELF-CARE. WE PROVIDED CAREGIVER COACHING TO 5 PEOPLE.

THE BI-ANNUAL KEEPING THE SPIRIT ALIVE CAREGIVERS CONFERENCE SUPPORTS CAREGIVERS WHO SUPPORT A LOVED ONE WITH ALZHEIMER'S OR DEMENTIA, AND LETS THEM KNOW THAT THEY ARE NOT ALONE ON THEIR JOURNEY. THIS FREE CONFERENCE FOR CAREGIVERS, FAMILY MEMBERS, LAY LEADERS, CLERGY AND PROFESSIONALS PROVIDES PRACTICAL APPROACHES FOR CAREGIVING, TACTICS TO TAKE CARE OF THE CAREGIVER, PLUS EDUCATIONAL AND RESEARCH UPDATES ABOUT DEMENTIA, THROUGH A JEWISH LENS. THE CONFERENCE ALSO PROVIDES

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INFORMATION ABOUT COMMUNITY RESOURCES THAT ARE AVAILABLE. DURING 2020,
WE PLANNED FOR THE 2021 CAREGIVERS CONFERENCE.

JFCS FACILITATES DEMENTIA FRIENDS TRAINING AS PART OF ITS ROLE AS A
LEADER IN THE COMMUNITY RESPONSE TO ALZHEIMER'S AND DEMENTIA-RELATED
DISEASES. WE FACILITATE DEMENTIA FRIENDS TRAINING SESSIONS TO THE BROAD
COMMUNITY, INCLUDING CLERGY, LOCAL BUSINESSES, FIRST RESPONDERS, AND
LOCAL GOVERNMENT STAFF. WE TRAINED 30 PEOPLE.

JACOB GARBER TRANSPORTATION SERVICES PROVIDES RIDES FOR CLIENTS WHO
RESIDE WITHIN A DEFINED SERVICE AREA IN HENNEPIN COUNTY. IT'S A
CONVENIENT, RELIABLE WAY FOR AMBULATORY ADULTS TO GET TO A DOCTOR'S
APPOINTMENT, FRIEND'S HOUSE, GROCERY STORE AND MORE. THE MAJORITY OF
RIDERS ARE LOW-INCOME SENIORS RANGING IN AGE FROM 60-98. MANY ARE OVER
AGE 80 AND ARE LIVING WITH MILD COGNITIVE, PHYSICAL OR OTHER DOCUMENTED
LIMITATIONS. RIDES CAN BE CURB-TO-CURB OR WITH THE DRIVER ACCOMPANYING
THE CLIENT WHILE AT MEDICAL APPOINTMENTS, SHOPPING, OR PARTICIPATING IN
SOCIAL ACTIVITIES. JFCS PROVIDED NEARLY 3,811 RIDES.

JFCS PROVIDES KOSHER MEALS ON WHEELS TO CLIENTS WITHIN OUR SERVICE
AREA. DRIVERS DELIVER KOSHER NUTRITIOUS MEALS DIRECTLY TO CLIENTS'
HOMES, HELPING THEM MAINTAIN THEIR INDEPENDENT LIVING SITUATION. MANY
CLIENTS ARE FROM THE FORMER SOVIET UNION AND ENJOY DELIVERIES BY AND
SOCIAL INTERACTIONS WITH JFCS'S RUSSIAN-SPEAKING DRIVERS. JFCS STAFF
AND VOLUNTEER DRIVERS DELIVERED 9,288 MEALS TO 74 PARTICIPANTS A 65%
INCREASE IN THE NUMBER OF PARTICIPANTS AND A 25% INCREASE IN THE NUMBER

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EXPENSES \$ 1,891,048. INCLUDING GRANTS OF \$ 631,589. REVENUE \$ 267,885.

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FORM 990, PART VI, SECTION A, LINE 1:

IN THE EVENT OF A TIE VOTE, THE PRESIDENT OF THE BOARD SHALL CAST THE TIE-BREAKING VOTE.

THE EXECUTIVE COMMITTEE SHALL CONSIST OF THE JFCS OFFICERS (INCLUDING THE CHAIRPERSON OF EACH STANDING COMMITTEE), THE IMMEDIATE PAST-PRESIDENT, THE PRESIDENT-ELECT (IF APPLICABLE) AND OTHERS AS APPOINTED BY THE PRESIDENT. DURING THE INTERVALS BETWEEN MEETINGS OF THE BOARD, THE EXECUTIVE COMMITTEE SHALL MEET UPON THE CALL OF THE PRESIDENT, AND SHALL TAKE FINAL ACTION ON MATTERS UPON WHICH IT HAS BEEN PREVIOUSLY EMPOWERED BY THE BOARD TO ACT, AND SHALL INVESTIGATE, CONSIDER, AND MAKE RECOMMENDATIONS TO THE BOARD ON MATTERS AS TO WHICH NO PREVIOUS SPECIFIC POWER TO TAKE FINAL ACTION HAD BEEN CONFERRED UPON IT, INCLUDING BUT NOT LIMITED TO MATTERS INVOLVING THE PROPOSED PUBLIC SUPPORT OF NON-CORE POLICIES. ALL ACTION AND RECOMMENDATIONS BY THE EXECUTIVE COMMITTEE SHALL BE REPORTED TO THE BOARD AT ITS MEETING NEXT FOLLOWING SUCH ACTION AND RECOMMENDATIONS, AND SUCH RECOMMENDATIONS SHALL BE SUBJECT TO APPROVAL, REVISIONS, OR REJECTION BY THE BOARD AT ITS PLEASURE.

FORM 990, PART VI, SECTION A, LINE 6:

ANY PERSON OR ENTITY, REGARDLESS OF RESIDENCE OR JURISDICTION OF GOVERNING LAW, THAT HAS CONTRIBUTED PRESCRIBED MEMBERSHIP DUES TO JFCS FOR A FISCAL YEAR SHALL BE A MEMBER OF JFCS FOR SUCH FISCAL YEAR.

FORM 990, PART VI, SECTION A, LINE 7A:

MEMBERS VOTE FOR SUCCESSORS TO BOARD MEMBERS WHOSE TERMS ARE EXPIRING.

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

THE FORM 990 IS PREPARED WITH THE INVOLVEMENT OF SEVERAL MEMBERS OF THE AGENCY'S MANAGEMENT TEAM. THE FORM 990 IS DISTRIBUTED TO THE CEO, COO AND CFO AND THE FULL BOARD OF DIRECTORS BEFORE BEING SUBMITTED TO THE IRS.

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

THE AGENCY MAINTAINS A CONFLICT OF INTEREST POLICY WHICH IS REVIEWED WITH BOARD MEMBERS AND EMPLOYEES AS PART OF THE ON BOARDING PROCESS. EMPLOYEES ARE REQUIRED TO NOTIFY THE CEO OF ANY POTENTIAL CONFLICTS ON AN ONGOING BASIS; THESE ARE REVIEWED WITH THE AGENCY COMPLIANCE OFFICER AND APPROPRIATE ACTIONS ARE TAKEN. IN ADDITION, STAFF WITH A CONFLICT OF INTEREST OR POTENTIAL CONFLICT OF INTEREST ARE PROHIBITED FROM PARTICIPATING IN DECISION-MAKING THAT WOULD INVOLVE THE AREA IN WHICH THE STAFF MEMBER HAS AN ACTUAL OR PERCEIVED CONFLICT. BOARD MEMBERS AND ADMINISTRATIVE STAFF MEMBERS COMPLETE A CONFLICT OF INTEREST SURVEY ON AN ANNUAL BASIS TO IDENTIFY ANY POTENTIAL CONFLICTS OF INTEREST. ADMINISTRATIVE STAFF MEMBERS INCLUDE THE CEO, COO, CFO, DIRECTORS OF HUMAN RELATIONS, PUBLIC RELATIONS, AND THE THREE PROGRAM DIRECTORS. TRANSACTIONS WHERE A CONFLICT OF INTEREST EXISTS ARE UNDERTAKEN ONLY WHEN THE FOLLOWING CRITERIA ARE ALL MET: 1. THE CONFLICTING INTEREST IS FULLY DISCLOSED; 2. THE PERSON WITH THE CONFLICT OF INTEREST IS EXCLUDED FROM THE DISCUSSION AND APPROVAL OF SUCH TRANSACTION; 3. A COMPETITIVE BID OR COMPARABLE VALUATION EXISTS; AND 4. THE BOARD OR A DULY CONSTITUTED COMMITTEE THEREOF HAS DETERMINED THAT THE TRANSACTION IS IN THE BEST INTEREST OF THE ORGANIZATION.

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

THE COMPENSATION OF THE CEO IS DETERMINED BY THE COMPENSATION COMMITTEE, A

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COMMITTEE OF THE BOARD OF DIRECTORS, LED BY THE PRESIDENT OF THE BOARD. THE PERFORMANCE OF THE CEO IS REVIEWED ANNUALLY BY THIS COMMITTEE, WHICH ALSO COMPILES SURVEY INFORMATION WITH REGARD TO COMPENSATION OF SIMILAR POSITIONS AT SIMILAR AGENCIES. THEN THE COMPENSATION COMMITTEE DETERMINES AN APPROPRIATE SALARY AND BENEFITS PACKAGE AND COMMUNICATES THIS WITH THE CEO'S PERFORMANCE REVIEW TO THE CEO BOTH IN PERSON AND IN A SIGNED LETTER, WHICH IS PROVIDED TO HUMAN RESOURCES AND PAYROLL DEPARTMENTS TO EXECUTE ANY CHANGES TO THE CEO'S COMPENSATION. THIS REVIEW IS DONE ANNUALLY WITH THE MOST RECENT REVIEW BEING DECEMBER 2020.

COMPENSATION OF OTHER OFFICERS OR KEY EMPLOYEES IS DETERMINED BY REFERENCE TO COMPENSATION SURVEYS FOR SIMILAR POSITIONS IN SOCIAL SERVICE AGENCIES. THE COMPENSATION IS DETERMINED BY THE CEO WITH CONSULTATION WITH THE HR DIRECTOR. THIS HAS BEEN AN INTERNAL PROCESS.

FORM 990, PART VI, SECTION C, LINE 19:
FINANCIAL STATEMENTS ARE AVAILABLE ON OUR WEBSITE AND ARE AVAILABLE, ALONG WITH GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICY, UPON REQUEST.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:
TIMING ADJUSTMENTS DUE TO RELEASE OF FUNDS TO SUPPORTING ORGANIZATION 461,684.

**SCHEDULE R
(Form 990)**

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.

▶ Attach to Form 990.

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

OMB No. 1545-0047

2020

Open to Public Inspection

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

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
QUEEN ESTHER'S KITCHEN - 46-0732561 5905 GOLDEN VALLEY ROAD GOLDEN VALLEY, MN 55422	FOOD WHOLESALER	MINNESOTA	0.	0.	JFCS OF MINNEAPOLIS

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.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
HELENA BIGOS SUPPORTING FOUNDATION - 46-1574321, 5905 GOLDEN VALLEY ROAD, GOLDEN VALLEY, MN 55422	SUPPORTING ORGANIZATION	MINNESOTA	501(C)(3)	LINE 12A, I	JFCS OF MINNEAPOLIS	X	

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

Schedule R (Form 990) 2020

**JEWISH FAMILY AND CHILDREN'S SERVICE
OF MINNEAPOLIS**

Schedule R (Form 990) 2020

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?

	Yes	No
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity		X
b Gift, grant, or capital contribution to related organization(s)		X
c Gift, grant, or capital contribution from related organization(s)		X
d Loans or loan guarantees to or for related organization(s)		X
e Loans or loan guarantees by related organization(s)		X
f Dividends from related organization(s)		X
g Sale of assets to related organization(s)		X
h Purchase of assets from related organization(s)		X
i Exchange of assets with related organization(s)		X
j Lease of facilities, equipment, or other assets to related organization(s)		X
k Lease of facilities, equipment, or other assets from related organization(s)		X
l Performance of services or membership or fundraising solicitations for related organization(s)		X
m Performance of services or membership or fundraising solicitations by related organization(s)		X
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	X	
o Sharing of paid employees with related organization(s)	X	
p Reimbursement paid to related organization(s) for expenses		X
q Reimbursement paid by related organization(s) for expenses		X
r Other transfer of cash or property to related organization(s)		X
s Other transfer of cash or property from related organization(s)		X

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) HELENA BIGOS SUPPORTING FOUNDATION	N	542,035.	COST
(2)			
(3)			
(4)			
(5)			
(6)			

