

Return of Organization Exempt From Income Tax

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

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

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

Open to Public Inspection

Department of the Treasury Internal Revenue Service

A For the 2023 calendar year, or tax year beginning JUL 1, 2023 and ending JUN 30, 2024

B Check if applicable:

- Address change
Name change
Initial return
Final return/terminated
Amended return
Application pending

C Name of organization: COMMUNITY SERVICE SOCIETY OF NEW YORK
Doing business as:
Number and street (or P.O. box if mail is not delivered to street address) Room/suite: 633 THIRD AVENUE, 10TH FLOOR
City or town, state or province, country, and ZIP or foreign postal code: NEW YORK, NY 10017
F Name and address of principal officer: DAVID R. JONES
SAME AS C ABOVE

D Employer identification number: 13-5562202
E Telephone number: 212-254-8900

G Gross receipts \$: 71,391,148

H(a) Is this a group return for subordinates? Yes No
H(b) Are all subordinates included? Yes No

I Tax-exempt status: 501(c)(3) 501(c)() (insert no.) 4947(a)(1) or 527

J Website: WWW.CSSNY.ORG

H(c) Group exemption number

K Form of organization: Corporation Trust Association Other

L Year of formation: 1939 M State of legal domicile: NY

Part I Summary

Table with 3 columns: Description, Prior Year, Current Year. Rows include: 1-7a Activities & Governance, 8-12 Revenue, 13-19 Expenses, 20-22 Net Assets or Fund Balances.

Part II Signature Block

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

Signature of officer: DAVID R. JONES, PRESIDENT/CEO
Signature of preparer: PATRICIA DIAZ, CPA
Firm name: DORFMAN ABRAMS MUSIC, LLC
Firm address: 250 PEHLE AVE., SUITE 702 SADDLE BROOK, NJ 07663

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

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: THE COMMUNITY SERVICE SOCIETY OF NEW YORK (CSS) HAS WORKED WITH AND FOR NEW YORKERS SINCE 1843 TO PROMOTE ECONOMIC OPPORTUNITY AND CHAMPION AN EQUITABLE CITY AND STATE. WE POWER CHANGE THROUGH A STRATEGIC COMBINATION OF RESEARCH, SERVICES, AND ADVOCACY TO MAKE NEW

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 23,374,980. including grants of \$ 13,401,817.) (Revenue \$) CSS'S HEALTH INITIATIVES DEPARTMENT CONDUCTS HEALTH COVERAGE POLICY RESEARCH, ADVOCATES FOR QUALITY AFFORDABLE COVERAGE FOR ALL, AND PROVIDES EDUCATION AND DIRECT HEALTH COVERAGE ASSISTANCE TO NEW YORK CONSUMERS. CSS'S HEALTH COVERAGE-RELATED DIRECT SERVICES PROGRAMS INCLUDE: COMMUNITY HEALTH ADVOCATES; THE CSS NAVIGATOR NETWORK; THE INDEPENDENT CONSUMER ADVOCACY NETWORK; THE ABD-FE PROGRAM; THE MANAGED CARE CONSUMER ASSISTANCE PROGRAM (MCCAP); AND COMMUNITY HEALTH ACCESS FOR ADDICTION AND MENTAL HEALTHCARE PROJECT (CHAMP). FOR MANY OF THESE PROJECTS, CSS SUBCONTRACTS WITH NETWORKS OF COMMUNITY-BASED ORGANIZATIONS TO SERVE CONSUMERS ACROSS NEW YORK STATE. TOGETHER, IN FY 2024, CSS'S HEALTH COVERAGE DIRECT SERVICES PROGRAMS SERVED CONSUMERS IN OVER 150,000 CASES. THE HEALTH INITIATIVES DEPARTMENT HAS 10 TRAINED

4b (Code:) (Expenses \$ 1,882,472. including grants of \$) (Revenue \$) RETIRED AND SENIOR VOLUNTEER PROGRAM (RSVP CORE PROGRAM) HIGHLIGHTS DURING FY2024 ARE AS FOLLOWS: -1,133 VOLUNTEERS PROVIDED OVER 160,000 HOURS OF SERVICE AT 165 COMMUNITY PARTNERS THROUGHOUT THE FIVE BOROUGHES. THEIR COLLECTIVE VOLUNTEER EFFORTS HELPED TENS OF THOUSANDS OF NEW YORKERS BY IMPACTING FOOD INSECURITY, LITERACY, ADULT EDUCATION, ISOLATION, RESPITE, AND CAPACITY BUILDING, TO NAME JUST A FEW EXAMPLES. -RSVP DEVELOPED NEW, INNOVATIVE RECRUITMENT MATERIALS INCLUDING LAUNCHING ITS OWN FACEBOOK PAGE. IT HELD SIX SUCCESSFUL IN-PERSON RECRUITMENT EVENTS, BRINGING TOGETHER DOZENS OF NON-PROFIT PARTNERS AND OVER 100 POTENTIAL VOLUNTEERS. THESE EFFORTS, AND OTHERS, RESULTED IN 152 NEW VOLUNTEERS JOINING AND ACTIVELY PARTICIPATING.

4c (Code:) (Expenses \$ 2,812,569. including grants of \$ 3,467.) (Revenue \$) EDUCATION DEBT CONSUMER ASSISTANCE PROGRAM (EDCAP) PROGRAM HIGHLIGHTS DURING FY2024 ARE AS FOLLOWS: - EDCAP ADDED ONE ADDITIONAL COMMUNITY-BASED ORGANIZATION AND NOW HAS 11 AS PART OF ITS NETWORK PROVIDING DIRECT CONSUMER ASSISTANCE STATEWIDE. - EDCAP HELD MONTHLY TRAINING AND MEETING WITH THE NETWORK AGENCIES DURING THE FISCAL YEAR. - EDCAP CONDUCTED 72 WORKSHOPS WITH 2,019 PARTICIPANTS, CONDUCTED 6,680 ONE-ON-ONE COUNSELING SESSIONS, SAVED CONSUMERS \$16,756,655, AND HELPED BORROWERS MANAGE OVER \$153,347,410 IN STUDENT LOAN DEBT. - 5 MILLION NEW YORKERS REACHED THROUGH OUTREACH AND EDUCATION CAMPAIGNS. THIS INCLUDES DIRECT MAILERS TO BORROWERS, GENERAL CAMPAIGNS

4d Other program services (Describe on Schedule O.) (Expenses \$ 7,639,553. including grants of \$ 453,546.) (Revenue \$ 152,375.)

4e Total program service expenses 35,709,574.

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> ? See instructions	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 Rev. Proc. 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> See instructions	X	
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	X	
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a	Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	X	

Part IV Checklist of Required Schedules (continued)

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

Note: All Form 990 filers are required to complete Schedule O

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

1a	170
1b	0

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		186
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	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?		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b	
c	Enter the amount of reserves on hand	13c	
14a	Did the organization receive any payments for indoor tanning services during the tax year?		X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O		
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 the instructions and file Form 4720, Schedule N.		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.		X
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.		

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

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

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year 1a 37 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.		
b	Enter the number of voting members included on line 1a, above, who are independent 1b 37		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	X	
b	Each committee with authority to act on behalf of the governing body?	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		X

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

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

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed NY, NJ, CT, FL
- 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
CHARLES TARMINA, CFO - 212-254-8900
633 THIRD AVENUE, 10TH FLOOR, NEW YORK, NY 10017

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) TERRY AGRIS TRUSTEE	1.00	X						0.	0.	0.
(2) MICHAEL HORODNICEANU, PH.D. TRUSTEE	1.00	X						0.	0.	0.
(3) JACQUELINE KOPPELL TRUSTEE	1.00	X						0.	0.	0.
(4) ANGELA DORN TRUSTEE	1.00	X						0.	0.	0.
(5) DAVID J. POLLAK TRUSTEE	1.00	X						0.	0.	0.
(6) FLORENCE FRUCHER TRUSTEE	1.00	X						0.	0.	0.
(7) MELINDA DUTTON TRUSTEE	1.00	X						0.	0.	0.
(8) KAREN Y. BITAR, ESQ. TRUSTEE	1.00	X						0.	0.	0.
(9) JEFFREY J. WEAVER TRUSTEE	1.00	X						0.	0.	0.
(10) GEOFFREY NEWMAN TRUSTEE	1.00	X						0.	0.	0.
(11) KHALED HARAM TRUSTEE	1.00	X						0.	0.	0.
(12) REGAN KELLEY ORILLAC TRUSTEE	1.00	X						0.	0.	0.
(13) KHARY LAZARRE-WHITE, ESQ. TRUSTEE	1.00	X						0.	0.	0.
(14) PHYLLIS TAYLOR TRUSTEE	1.00	X						0.	0.	0.
(15) PATRICIA GLAZER TRUSTEE	1.00	X						0.	0.	0.
(16) KEN SUNSHINE TRUSTEE	1.00	X						0.	0.	0.
(17) RICHARD W. EADDY TRUSTEE	1.00	X						0.	0.	0.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) DONALD W. SAVELSON, ESQ. TRUSTEE	1.00	X						0.	0.	0.
(19) ALEXANDER BARRETT TRUSTEE	1.00	X						0.	0.	0.
(20) ROBERT MCCABE TRUSTEE	1.00	X						0.	0.	0.
(21) GAYLE HORWITZ TRUSTEE	1.00	X						0.	0.	0.
(22) COREY JOHNSON TRUSTEE	1.00	X						0.	0.	0.
(23) MICHAL ROSENN TRUSTEE	1.00	X						0.	0.	0.
(24) AIMEE SCILLIERI TRUSTEE	1.00	X						0.	0.	0.
(25) MATTHEW J. CAMP TRUSTEE	1.00	X						0.	0.	0.
(26) KIMBERLY CHIN TRUSTEE	1.00	X						0.	0.	0.
1b Subtotal								0.	0.	0.
c Total from continuation sheets to Part VII, Section A								3,442,967.	0.	476,315.
d Total (add lines 1b and 1c)								3,442,967.	0.	476,315.

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 12

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual	3	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? If "Yes," complete Schedule J for such individual	4	X
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person	5	X

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
SANDHURST ASSOCIATES LTD, 299 PARK AVENUE, 42ND FL, NEW YORK, NY 10171	CONDOMINIUM MAINTENANCE CHARGES	483,671.
LAKE RESEARCH PARTNERS, INC, 1101 17TH STREET NORTHWEST, SUITE 301, WASHINGTON,	RESEARCH	336,994.
ROBERT HALF TECHNOLOGY, 12400 COLLECTIONS CENTER DRIVE, CHICAGO, IL 60693	TEMP AGENCY	215,845.
FAIRCOM NEW YORK, INC., 12 WEST 27TH STREET, 13TH FLOOR, NEW YORK, NY 10001	PROFESSIONAL FUNDRAISING	212,292.
COLLINS BUILDING SERVICES, INC., 24-01 44TH ROAD, 15TH FLOOR, LONG ISLAND CITY,	CLEANING SERVICES	157,581.

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 13

SEE PART VII, SECTION A CONTINUATION SHEETS

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(27) ABIGAIL FEUER TRUSTEE	1.00	X						0.	0.	0.
(28) RICHARD GOTTFRIED TRUSTEE	1.00	X						0.	0.	0.
(29) DOUGLAS LAWRENCE TRUSTEE	1.00	X						0.	0.	0.
(30) MARK R. LOFTON TRUSTEE	1.00	X						0.	0.	0.
(31) KATHRYN METCALFE TRUSTEE	1.00	X						0.	0.	0.
(32) TEAL NEWLAND TRUSTEE	1.00	X						0.	0.	0.
(33) SARAH S. PARK TRUSTEE	1.00	X						0.	0.	0.
(34) SYLVIA E. DI PIETRO, ESQ. (TERM TRUSTEE	1.00	X						0.	0.	0.
(35) MARLA EISLAND SPRIE, ESQ. (TERM TRUSTEE	1.00	X						0.	0.	0.
(36) HON. BETSY GOTBAUM (TERM FY24) TRUSTEE	1.00	X						0.	0.	0.
(37) MICHAEL CORRERA (TERM FY24) TRUSTEE	1.00	X						0.	0.	0.
(38) ROSALIE MARGOLIS, ESQ. (TERM FY TRUSTEE	1.00	X						0.	0.	0.
(39) MARGARITA ROSA, ESQ. (TERM FY24 TRUSTEE	1.00	X						0.	0.	0.
(40) MARK A. WILLIS BOARD CHAIR	1.00	X		X				0.	0.	0.
(41) MAGDA JIMENEZ TRAIN, ESQ. BOARD VICE CHAIR	1.00	X		X				0.	0.	0.
(42) JERRY WEBMAN BOARD TREASURER	1.00	X		X				0.	0.	0.
(43) JOSEPH J. HASLIP BOARD SECRETARY	1.00	X		X				0.	0.	0.
(44) DAVID R. JONES, ESQ. PRESIDENT/CEO	35.00			X				770,297.	0.	97,034.
(45) STEVEN L. KRAUSE EXECUTIVE V.P./COO	35.00			X				439,475.	0.	97,602.
(46) SARA GRIBBON GENERAL COUNSEL	35.00			X				200,555.	0.	6,212.
Total to Part VII, Section A, line 1c										

Part VIII Statement of Revenue

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

		(A)	(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	250.				
	1 b Membership dues					
	1 c Fundraising events	12,304.				
	1 d Related organizations					
	1 e Government grants (contributions)	27,606,857.				
	1 f All other contributions, gifts, grants, and similar amounts not included above	4,352,203.				
	1 g Noncash contributions included in lines 1a-1f	\$				
	1 h Total. Add lines 1a-1f	31,971,614.				
	Program Service Revenue	2 a PROGRAM SERVICE FEES	611420	152,375.	152,375.	
2 b						
2 c						
2 d						
2 e						
2 f All other program service revenue						
2 g Total. Add lines 2a-2f			152,375.			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		3,693,498.		3,693,498.	
	4 Income from investment of tax-exempt bond proceeds					
	5 Royalties					
	6 a Gross rents	6a	(i) Real	(ii) Personal		
		6b				
		6c				
	6 d Net rental income or (loss)					
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities	(ii) Other		
		7b	35,502,569.			
		7c	30,585,307.			
		7d	4,917,262.			
	7 e Net gain or (loss)		4,917,262.		4,917,262.	
	8 a Gross income from fundraising events (not including \$ 12,304. of contributions reported on line 1c). See Part IV, line 18	8a		71,092.		
		8b		50,571.		
		8c		20,521.		20,521.
9 a Gross income from gaming activities. See Part IV, line 19	9a					
	9b					
	9c					
10 a Gross sales of inventory, less returns and allowances	10a					
	10b					
	10c					
Miscellaneous Revenue	11 a					
	11 b					
	11 c					
	11 d All other revenue					
	11 e Total. Add lines 11a-11d					
12 Total revenue. See instructions		40,755,270.	152,375.	0.	8,631,281.	

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	13,554,217.	13,554,217.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	304,613.	304,613.		
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	2,790,539.	2,033,239.	571,649.	185,651.
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	14,065,914.	12,681,257.	604,159.	780,498.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	1,553,375.	1,479,769.		73,606.
9 Other employee benefits	805,325.	778,207.		27,118.
10 Payroll taxes	1,200,177.	1,003,646.	135,084.	61,447.
11 Fees for services (nonemployees):				
a Management				
b Legal	61,659.		61,659.	
c Accounting	146,368.		146,368.	
d Lobbying	282,521.	282,521.		
e Professional fundraising services. See Part IV, line 17	48,000.			48,000.
f Investment management fees	491,829.		491,829.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	1,481,007.	988,608.	461,065.	31,334.
12 Advertising and promotion	266,283.	254,997.	4,551.	6,735.
13 Office expenses	117,777.	13,957.		103,820.
14 Information technology				
15 Royalties				
16 Occupancy	822,965.	641,957.	148,281.	32,727.
17 Travel	188,147.	104,590.	83,543.	14.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	193,384.	53,834.	137,759.	1,791.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,299,392.	848,725.	402,219.	48,448.
23 Insurance	210,106.	9,736.	200,370.	
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 <u>SOFTWARE SUBSCRIPTIONS</u>	439,141.	174,992.	258,707.	5,442.
b <u>TELEPHONE AND COMMUNICA</u>	332,091.	259,837.	65,562.	6,692.
c <u>POSTAGE</u>	311,584.	20,391.	2,580.	288,613.
d <u>SUPPLIES</u>	170,669.	98,392.	63,871.	8,406.
e All other expenses	242,543.	122,089.	112,482.	7,972.
25 Total functional expenses. Add lines 1 through 24e	41,379,626.	35,709,574.	3,951,738.	1,718,314.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year	
Assets	1	Cash - non-interest-bearing	1,433,507.	1	1,849,436.
	2	Savings and temporary cash investments	6,658,065.	2	5,678,576.
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net	15,433,568.	4	19,737,649.
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7	Notes and loans receivable, net		7	
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges	410,715.	9	655,132.
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 39,842,853.		
	b	Less: accumulated depreciation	10b 12,659,622.	10c	27,183,231.
	11	Investments - publicly traded securities	145,859,805.	11	158,856,078.
	12	Investments - other securities. See Part IV, line 11	9,744,176.	12	10,912,842.
	13	Investments - program-related. See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11	41,146,250.	15	54,119,912.
16	Total assets. Add lines 1 through 15 (must equal line 33)	248,956,691.	16	278,992,856.	
Liabilities	17	Accounts payable and accrued expenses	6,572,649.	17	9,511,737.
	18	Grants payable		18	
	19	Deferred revenue	433,463.	19	922,363.
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	61,081.	25	0.
	26	Total liabilities. Add lines 17 through 25	7,067,193.	26	10,434,100.
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	158,026,174.	27	176,565,359.
	28	Net assets with donor restrictions	83,863,324.	28	91,993,397.
	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	241,889,498.	32	268,558,756.
33	Total liabilities and net assets/fund balances	248,956,691.	33	278,992,856.	

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	40,755,270.
2	Total expenses (must equal Part IX, column (A), line 25)	2	41,379,626.
3	Revenue less expenses. Subtract line 2 from line 1	3	-624,356.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	241,889,498.
5	Net unrealized gains (losses) on investments	5	19,020,121.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	8,273,493.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	268,558,756.

Part XII Financial Statements and Reporting

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

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

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization COMMUNITY SERVICE SOCIETY OF NEW YORK	Employer identification number 13-5562202
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Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

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

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

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

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	24,169,756.	25,946,344.	24,360,309.	30,305,659.	31,971,614.	136,753,682.
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	24,169,756.	25,946,344.	24,360,309.	30,305,659.	31,971,614.	136,753,682.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						136,753,682.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7 Amounts from line 4	24,169,756.	25,946,344.	24,360,309.	30,305,659.	31,971,614.	136,753,682.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	21,527,927.	6,916,078.	8,265,109.	3,703,041.	8,610,760.	49,022,915.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						185,776,597.
12 Gross receipts from related activities, etc. (see instructions)					12	759,977.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f))	14	73.61 %
15 Public support percentage from 2022 Schedule A, Part II, line 14	15	73.29 %
16a 33 1/3% support test - 2023. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization	<input checked="" type="checkbox"/>	
b 33 1/3% support test - 2022. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization	<input type="checkbox"/>	
17a 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization	<input type="checkbox"/>	
b 10% -facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization	<input type="checkbox"/>	
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions	<input type="checkbox"/>	

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

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

Section A. Public Support

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

Section B. Total Support

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

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

Section C. Computation of Public Support Percentage

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

Section D. Computation of Investment Income Percentage

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

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

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

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

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? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).		
3	By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.		

Section E. Type III Functionally Integrated Supporting Organizations

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

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

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

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

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

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

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

SCHEDULE C
(Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2023

Department of the Treasury
Internal Revenue Service

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

Open to Public
Inspection

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

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

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

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

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

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

Name of organization COMMUNITY SERVICE SOCIETY OF NEW YORK	Employer identification number 13-5562202
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

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

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

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

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

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

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

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals												
1a	Total lobbying expenditures to influence public opinion (grassroots lobbying)														
b	Total lobbying expenditures to influence a legislative body (direct lobbying)	282,521.													
c	Total lobbying expenditures (add lines 1a and 1b)	282,521.													
d	Other exempt purpose expenditures	35,427,053.													
e	Total exempt purpose expenditures (add lines 1c and 1d)	35,709,574.													
f	Lobbying nontaxable amount. Enter the amount from the following table in both columns. <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%; text-align: left;">If the amount on line 1e, column (a) or (b) is:</th> <th style="width: 50%; text-align: left;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>not over \$500,000,</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>over \$500,000 but not over \$1,000,000,</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>over \$1,000,000 but not over \$1,500,000,</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>over \$1,500,000 but not over \$17,000,000,</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>over \$17,000,000,</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	not over \$500,000,	20% of the amount on line 1e.	over \$500,000 but not over \$1,000,000,	\$100,000 plus 15% of the excess over \$500,000.	over \$1,000,000 but not over \$1,500,000,	\$175,000 plus 10% of the excess over \$1,000,000.	over \$1,500,000 but not over \$17,000,000,	\$225,000 plus 5% of the excess over \$1,500,000.	over \$17,000,000,	\$1,000,000.	1,000,000.	
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:														
not over \$500,000,	20% of the amount on line 1e.														
over \$500,000 but not over \$1,000,000,	\$100,000 plus 15% of the excess over \$500,000.														
over \$1,000,000 but not over \$1,500,000,	\$175,000 plus 10% of the excess over \$1,000,000.														
over \$1,500,000 but not over \$17,000,000,	\$225,000 plus 5% of the excess over \$1,500,000.														
over \$17,000,000,	\$1,000,000.														
g	Grassroots nontaxable amount (enter 25% of line 1f)	250,000.													
h	Subtract line 1g from line 1a. If zero or less, enter -0-	0.													
i	Subtract line 1f from line 1c. If zero or less, enter -0-	0.													
j	If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?	<input type="checkbox"/> Yes <input type="checkbox"/> No													

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

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) Total
2a Lobbying nontaxable amount	1,000,000.	1,000,000.	1,000,000.	1,000,000.	4,000,000.
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000.
c Total lobbying expenditures	194,300.	287,800.	256,750.	282,521.	1,021,371.
d Grassroots nontaxable amount	250,000.	250,000.	250,000.	250,000.	1,000,000.
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000.
f Grassroots lobbying expenditures					

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

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

Table with 3 main columns: (a) Yes/No, (b) Amount. Rows include: 1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation...; 2a Did the activities in line 1 cause the organization to not be described in section 501(c)(3)?; 2b If "Yes," enter the amount of any tax incurred under section 4912; 2c If "Yes," enter the amount of any tax incurred by organization managers under section 4912; 2d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?

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

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

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

Table with 3 columns: Question, Yes, No. Rows include: 1 Dues, assessments and similar amounts from members; 2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid); 3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues; 4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditures next year?; 5 Taxable amount of lobbying and political expenditures. See instructions.

Part IV Supplemental Information

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

Blank lines for providing supplemental information as required by the instructions.

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. Attach to Form 990.

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

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization

COMMUNITY SERVICE SOCIETY OF NEW YORK

Employer identification number

13-5562202

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: Description, 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 2d 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: Description, Amount. 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., 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:

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

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

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

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

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	124,652,469.	117,901,893.	136,891,877.	106,314,598.	106,314,598.
b Contributions					
c Net investment earnings, gains, and losses	17,947,568.	16,785,194.	-17,903,433.	42,033,098.	4,577,863.
d Grants or scholarships					
e Other expenditures for facilities and programs	9,888,379.	10,034,618.	1,086,550.	11,455,819.	4,577,863.
f Administrative expenses					
g End of year balance	132,711,658.	124,652,469.	117,901,894.	136,891,877.	106,314,598.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment 78.0800 %
 - b Permanent endowment 21.9200 %
 - c Term endowment _____ %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|--|--------------------------|-------------------------------------|
| (i) Unrelated organizations? | | <input checked="" type="checkbox"/> |
| (ii) Related organizations? | | <input checked="" type="checkbox"/> |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | <input 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		5,034,552.		5,034,552.
b Buildings		23,550,930.	5,392,650.	18,158,280.
c Leasehold improvements		8,925,550.	5,156,746.	3,768,804.
d Equipment		2,331,821.	2,110,226.	221,595.
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				27,183,231.

Part VII Investments - Other Securities

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

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

Part VIII Investments - Program Related.

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

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

Part IX Other Assets

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

(a) Description	(b) Book value
(1) BENEFICIAL INTEREST IN PERPETUAL TRUSTS	45,692,674.
(2) POST-EMPLOYMENT BENEFITS	8,427,238.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	54,119,912.

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

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

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

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

1	Total revenue, gains, and other support per audited financial statements		1	61,272,621.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	19,020,121.	
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d	1,497,230.	
e	Add lines 2a through 2d	2e		20,517,351.
3	Subtract line 2e from line 1	3		40,755,270.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c		0.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5		40,755,270.

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	40,887,797.
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		0.
3	Subtract line 2e from line 1	3		40,887,797.
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	491,829.	
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c		491,829.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5		41,379,626.

Part XIII Supplemental Information

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

PART V, LINE 4:

THE COMMUNITY SERVICE SOCIETY OF NEW YORK ENDOWMENT CONSISTS OF INDIVIDUAL DONOR-RESTRICTED ENDOWMENT FUNDS ESTABLISHED TO SUPPORT THE CSS DIRECT SERVICE PROGRAMS, PROGRAM ADMINISTRATION AND GENERAL PURPOSE USE.

CSS ALSO HAS A QUASI ENDOWMENT IN THE AMOUNT OF \$103,616,784 AT JUNE 30, 2024. THIS IS INCLUDED IN NET ASSETS WITHOUT DONOR RESTRICTION ON THE BALANCE SHEET.

PART X, LINE 2:

THE ORGANIZATION IS A TAX-EXEMPT ORGANIZATION AS DEFINED BY THE INTERNAL REVENUE CODE, THOUGH IT IS SUBJECT TO TAX ON INCOME UNRELATED TO ITS

Part XIII Supplemental Information (continued)

EXEMPT PURPOSE, UNLESS THAT INCOME IS OTHERWISE EXCLUDED BY THE CODE. THE ORGANIZATION HAS PROCESSES PRESENTLY IN PLACE TO ENSURE THE MAINTENANCE OF ITS TAX-EXEMPT STATUS; TO IDENTIFY AND REPORT UNRELATED INCOME; TO DETERMINE ITS FILING AND TAX OBLIGATIONS IN JURISDICTIONS FOR WHICH IT HAS NEXUS; AND TO IDENTIFY AND EVALUATE OTHER MATTERS THAT MAY BE CONSIDERED TAX POSITIONS. THE ORGANIZATION HAS DETERMINED THAT THERE ARE NO MATERIAL UNCERTAIN TAX POSITIONS THAT REQUIRE RECOGNITION OR DISCLOSURE IN THE CONSOLIDATED FINANCIAL STATEMENTS.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

INTEREST INCOME ON BOOKS OF FRIENDS OF RSVP	452.
INVESTMENT EXPENSES NETTED AGAINST INVESTMENT RETURN	-491,829.
CHANGE IN FAIR VALUE OF BENEFICIAL INTEREST IN PERPETUAL TRUSTS	1,988,607.
TOTAL TO SCHEDULE D, PART XI, LINE 2D	1,497,230.

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 NONE	(d) Total events (add col. (a) through col. (c))
		(event type)	(event type)	(total number)	
Revenue	1	Gross receipts	83,396.		83,396.
	2	Less: Contributions	12,304.		12,304.
	3	Gross income (line 1 minus line 2)	71,092.		71,092.
Direct Expenses	4	Cash prizes			
	5	Noncash prizes			
	6	Rent/facility costs	14,588.		14,588.
	7	Food and beverages	3,081.		3,081.
	8	Entertainment			
	9	Other direct expenses	32,902.		32,902.
	10	Direct expense summary. Add lines 4 through 9 in column (d)			50,571.
	11	Net income summary. Subtract line 10 from line 3, column (d)			20,521.

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

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

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

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

b If "No," explain: _____

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

b If "Yes," explain: _____

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

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

Name _____

Address _____

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

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

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

Name _____

Address _____

- 16 Gaming manager information:

Name _____

Gaming manager compensation \$ _____

Description of services provided _____

- Director/officer Employee Independent contractor

- 17 Mandatory distributions:

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

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

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

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

(I) NAME OF FUNDRAISER: FAIRCOM NEW YORK, INC.

(I) ADDRESS OF FUNDRAISER:

12 WEST 27TH STREET, 13TH FL, NEW YORK, NY 10001

**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

2023

Open to Public
Inspection

Name of the organization
COMMUNITY SERVICE SOCIETY OF NEW YORK

Employer identification number
13-5562202

Part I General Information on Grants and Assistance

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

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
HARTLEY HOUSE 413 WEST 46TH STREET NEW YORK, NY 10036	13-1656652	501(C)(3)	9,456.	0.			DIRECT SERVICE
ACTION FOR OLDER PERSONS 200 PLAZA DRIVE SUITE B VESTAL, NY 13850	23-7060657	501(C)(3)	88,861.	0.			DIRECT SERVICE
ADIRONDACK HEALTH INSTITUTE INC 100 GLEN STREET, SUITE 1A GLEN FALLS, NY 12801	14-1698269	501(C)(3)	575,720.	0.			DIRECT SERVICE
AIDS COMMUNITY RESOURCE 627 W GENESEE STREET SYRACUSE, NY 13204	16-1359060	501(C)(3)	712,051.	0.			DIRECT SERVICE
ASIAN AMERICANS FOR EQUALITY INC. 108 NORFOLK STREET NEW YORK, NY 10002	13-3187792	501(C)(3)	120,190.	0.			DIRECT SERVICE
BRONX WORKS INC. 60 EAST TREMONT AVENUE BRONX, NY 10453	13-3254484	501(C)(3)	137,379.	0.			DIRECT SERVICE

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

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

Schedule I (Form 990) 2023

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
BROOKLYN PERINATAL NETWORK INC 259 BRISTOL STREET STE 202 BROOKLYN, NY 11212	13-3428222	501(C)(3)	5,003.	0.			DIRECT SERVICE
CENTER FOR INDEPENDENCE OF THE DISABLED N.Y. - 841 BROADWAY STE 301 - NEW YORK, NY 10003	13-2984549	501(C)(3)	517,122.	0.			DIRECT SERVICE
CHENANGO HEALTH NETWORK 24 CONKEY AVENUE NORWICH, NY 13815	52-1987010	501(C)(3)	111,936.	0.			DIRECT SERVICE
COMMUNITY HEALTH ACTION OF STATEN ISLAND, INC. - 56 BAY STREET, 4TH FLR - STATEN ISLAND, NY 10301	13-3556132	501(C)(3)	79,945.	0.			DIRECT SERVICE
COMMUNITY OUTREACH CENTER 21 REMSEN AVE SUITE 201 MONSEY, NY 10952	13-3972370	501(C)(3)	77,208.	0.			DIRECT SERVICE
COORDINATED CARE SERVICES INC. 1099 JAY STREET BUILDING J ROCHESTER, NY 14611	22-2573042	501(C)(3)	77,928.	0.			DIRECT SERVICE
CORTLAND COUNTY CHAMBER OF COMMERCE - 83 MAIN STREET - CORTLAND, NY 13045	15-0278960	501(C)(3)	67,563.	0.			DIRECT SERVICE
EMERALD ISLE IMMIGRATION CENTER 59-26 WOODSIDE AVE 2ND FLR WOODSIDE, NY 11377	11-2932528	501(C)(3)	105,308.	0.			DIRECT SERVICE
EMPIRE JUSTICE CENTER 1 WEST MAIN STREET, STE 200 ROCHESTER, NY 14614	16-1487925	501(C)(3)	378,454.	0.			DIRECT SERVICE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
FAMILY AND CHILDREN'S ASSOCIATION 377 OAK STREET, 5TH FLR GARDEN CITY, NY 11530	11-3422018	501(C)(3)	71,583.	0.			DIRECT SERVICE
FAMILY COUNSELING SERVICES 165 MAIN STREET, SUITE A CORTLAND, NY 13045	16-0975006	501(C)(3)	80,000.	0.			DIRECT SERVICE
FINGER LAKES MIGRANT HEALTH CARE PROJECT INC - PO BOX 423 - PENN YAN, NY 14527	16-1581104	501(C)(3)	593,639.	0.			DIRECT SERVICE
HEALTH & WELFARE COUNCIL OF LI, INC. - 110 WAIT WHITMAN RD. SUITE 101 - HUNTINGTON STATION, NY 11746	11-1858098	501(C)(3)	71,983.	0.			DIRECT SERVICE
HEALTHLY CAPITAL DISTRICT INITIATIVE - 175 CENTRAL AVENUE, 5TH FLR - ALBANY, NY 12206	10-0000023	501(C)(3)	278,346.	0.			DIRECT SERVICE
HUMAN SERVICES COALITION OF TOMPKINS COUNTY INC - 118N TIGGA ST, STE 304 - ITHACA, NY 14850	16-1036873	501(C)(3)	155,904.	0.			DIRECT SERVICE
INDEPENDENT LIVING CENTER OF HUDSON VALLEY - 15-17 THIRD AVE - TROY, NY 12180	22-2875911	501(C)(3)	62,500.	0.			DIRECT SERVICE
JERICHO ROAD COMMUNITY HEALTH CENTER - 184 BARTON STREET - BUFFALO, NY 14213	42-1571876	501(C)(3)	61,051.	0.			DIRECT SERVICE
KOREAN COMMUNITY SERVICES 203-05 32ND AVE BAYSIDE, NY 11361	23-7348989	501(C)(3)	111,196.	0.			DIRECT SERVICE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
LEGAL ACTION CENTER 225 VARICK STREET, SUITE 402 NEW YORK, NY 10014	13-2756320	501(C)(3)	300,000.	0.			DIRECT SERVICE
LEGAL ASSISTANCE OF WESTERN N.Y. 16E MAIN STREET, STE 380 ROCHESTER, NY 14614	16-0955954	501(C)(3)	444,001.	0.			DIRECT SERVICE
LEGAL SERVICES OF THE HUDSON VALLEY - 90 MAPLE AVENUE - WHITE PLAINS, NY 10601	13-6265606	501(C)(3)	110,000.	0.			DIRECT SERVICE
MAKE THE ROAD N.Y. 301 GROVE STREET BROOKLYN, NY 11238	11-3344389	501(C)(3)	382,237.	0.			DIRECT SERVICE
MATERNAL-INFANT SRVCS. NETWORK 333 BROADWAY #1 NEWBURGH, NY 12550	06-1286045	501(C)(3)	62,062.	0.			DIRECT SERVICE
MEDICARE RIGHTS CENTER 266 W 37TH STREET, 3RD FLR NEW YORK, NY 10018	13-3505372	501(C)(3)	753,379.	0.			DIRECT SERVICE
MOTHERS & BABIES PERINATAL NETWORK OF SC - 457 STATE STREET - BINGHAMTON, NY 13901	16-1478905	501(C)(3)	67,139.	0.			DIRECT SERVICE
LEGAL SERVICES OF LONG ISLAND INC 1757 VETERANS HIGHWAY, SUITE 50 ISLANDIA, NY 11749	11-2125411	501(C)(3)	325,518.	0.			DIRECT SERVICE
NASSAU-SUFFOLK HOSP. COUNCIL, INC 1383 VETERANS MEMORIAL HWY #26 HAPPAGUE, NY 11788	11-3434265	501(C)(3)	53,725.	0.			DIRECT SERVICE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NEIGHBORHOOD LEGAL SERVICES INC 237 MAIN STREET, STE 400 BUFFALO, NY 14203	51-0198935	501(C)(3)	481,907.	0.			DIRECT SERVICE
NEW YORK LEGAL ASSISTANCE GROUP 100 PEARL STREET NEW YORK, NY 10004	13-3505428	501(C)(3)	474,250.	0.			DIRECT SERVICE
NORTH COUNTRY PRENATAL/PERINATAL COUNCIL - 200 WASHINGTON ST, SUITE 300 - WATERTOWN, NY 13601	16-1333337	501(C)(3)	80,652.	0.			DIRECT SERVICE
NYS COUNCIL FOR COMMUNITY BEHAVIORAL HEALTHCARE - 911 CENTRAL AVENUE, P.O BOX 152 - ALBANY, NY 12206	22-2567304	501(C)(3)	128,255.	0.			DIRECT SERVICE
PUBLIC POLICY & EDUCATION FUND 94 CENTRAL AVENUE ALBANY, NY 12206	13-3364209	501(C)(3)	532,038.	0.			DIRECT SERVICE
SAVE THE MICHAELS OF THE WORLD INC 737 DELWARE AVE, SUITE 101 BUFFALO, NY 14209	46-1191636	501(C)(3)	76,442.	0.			DIRECT SERVICE
SOUTH ASIAN COUNCIL FOR SOCIAL SERV - 143-06 45TH AVENUE - FLUSHING, NY 11355	11-3632920	501(C)(3)	159,075.	0.			DIRECT SERVICE
SOUTHERN ADIRONDACK INDEPENDENT LIVING CENTER - 71 GLENWOOD AVENUE - QUEENSBURY, NY 12804	14-1706914	501(C)(3)	299,806.	0.			DIRECT SERVICE
SOUTHERN TIER INDEPENDENCE CENTER 135 EAST FREDERICK STREET BINGHAMTON, NY 13904	16-1204347	501(C)(3)	107,185.	0.			DIRECT SERVICE

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
THE ACTOR'S FUND 729 SEVENTH AVENUE, 10TH FLR NEW YORK, NY 10019	13-1635251	501(C)(3)	46,950.	0.			DIRECT SERVICE
THE LEGAL AID SOCIETY OF NORTHEASTERN NY - 95 CENTRAL AVENUE - ALBANY, NY 12206	14-1338448	501(C)(3)	298,947.	0.			DIRECT SERVICE
UNITED JEWISH ORGANIZATION OF WILLIAMSBURG - 32 PENN STREET - BROOKLYN, NY 11249	11-2728233	501(C)(3)	142,459.	0.			DIRECT SERVICE
URBAN HEALTH PLAN INC. 1065 SOUTHERN BOULEVARD BRONX, NY 10459	23-7360305	501(C)(3)	74,063.	0.			DIRECT SERVICE
WESTCHESTER DISABLED ON THE MOVE 984 NORTH BROADWAY, SUITE LL 10 YONKERS, NY 10701	13-3211649	501(C)(3)	280,331.	0.			DIRECT SERVICE
WESTERN NEW YORK INDEPENDENT LIVING INC - 3108 MAIN STREET - BUFFALO, NY 14214-1384	22-2316065	501(C)(3)	90,632.	0.			DIRECT SERVICE
CITY LIMITS NEWS INC 8 WEST 126TH STREET NEW YORK, NY 10027	27-0218689	501(C)(3)	62,302.	0.			DIRECT SERVICE
AIM INDEPENDENT LIVING CENTER 271 EAST FIRST STREET CORNING, NY 14830	16-1137097	501(C)(3)	68,518.	0.			DIRECT SERVICE
JULIA DYCKMAN ANDRUS MEMORIAL INC 1156 NORTH BROADWAY YONKERS, NY 10701	13-2793295	501(C)(3)	79,907.	0.			DIRECT SERVICE

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PHOENIX HOUSES OF LONG ISLAND INC 34-11 VERNON BLVD LONG ISLAND CITY, NY 11106	11-2307925	501(C)(3)	77,396.	0.			DIRECT SERVICE
SECOND CHANCE OPPORTUNITIES INC 55 CLIVIN AVENUE ALBANY, NY 12206	20-8924424	501(C)(3)	79,910.	0.			DIRECT SERVICE
ARISE 635 JAMES STREET SYRACUSE, NY 13203	13-3254484	501(C)(3)	19,513.	0.			DIRECT SERVICE
BROOKLYN LEGAL SERVICES CORPORATION - 105 COURT STREET, 4TH FLOOR - BROOKLYN, NY 11201	13-2605599	501(C)(3)	306,307.	0.			DIRECT SERVICE
CITY BAR JUSTICE CENTER 42 WEST 44TH STREET NEW YORK, NY 10036	13-6003018	501(C)(3)	157,345.	0.			DIRECT SERVICE
DAY CARE COUNCIL OF NEW YORK 1430 BROADWAY SUITE 404 NEW YORK, NY 10018	13-2613479	501(C)(3)	125,460.	0.			DIRECT SERVICE
LIVING INDEPENDENTLY IS FOR EVERYONE AT RCIL INC. - PO BOX 210 - UTICA, NY 13503	22-2402150	501(C)(3)	52,300.	0.			DIRECT SERVICE
PARACHUTE CREDIT COUNSELING INC 40 GARDENVILLE PKWY STE 300 WEST SENECA, NY 14224	16-0909583	501(C)(3)	152,718.	0.			DIRECT SERVICE
UNITED WAY OF LONG ISLAND 819 GRAND BLVD DEER PARK, NY 11729	11-6042392	501(C)(3)	146,072.	0.			DIRECT SERVICE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)							
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
VOLUNTEER LAWYERS PROJECT OF CNY 221 S. WARREN ST STE 200 SYRACUSE, NY 13202	46-1593349	501(C)(3)	21,397.	0.			DIRECT SERVICE
NEW YORK PUBLIC INTEREST RESEARCH GROUP FUND - 9 MURRAY STREET - NEW YORK, NY 10007	13-2876109	501(C)(3)	7,500.	0.			DIRECT SERVICE

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
INDIVIDUAL SUPPORT	190	39,294.	0.		
TRANSPORTATION	66	8,555.	0.		
EDUCATION - TRAINING	1	3,467.	0.		
CAMPING	16	17,926.	0.		
DENTAL & MEDICAL	15	14,162.	0.		

Part IV

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

PART I, LINE 2:

THE SOCIETY MAINTAINS FINANCIAL GUIDELINES THAT DICTATE WHO
MAY RECEIVE A GRANT AND WHAT THE AMOUNTS OF THOSE GRANTS WILL BE. THE
FINANCIAL GUIDELINES ALSO DICTATE THE KIND OF SUPPORTING DOCUMENTATION A
POTENTIAL GRANTEE NEEDS TO PROVIDE IN ORDER TO BE ELIGIBLE AND RECEIVE
PAYMENT FOR A GRANT. CASE MANAGERS WHO WORK DIRECTLY WITH THE CLIENTS
ASSESS THEIR NEEDS AND MAINTAIN A FILE WITH ALL REQUIRED DOCUMENTATION AND
ENSURE THAT GRANT FUNDS ARE APPROPRIATELY USED. THE FINANCE DEPARTMENT
AUDITS REQUESTS FOR GRANTS AND VERIFIES THAT ALL DOCUMENTS SUBMITTED ARE

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
FOOD - INDIVIDUAL	98.	23,061.	0.		
RENT OR RENT IN ARREARS	134.	198,148.	0.		

**SCHEDULE J
(Form 990)**

Compensation Information

OMB No. 1545-0047

2023

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 **COMMUNITY SERVICE SOCIETY OF NEW YORK** Employer identification number **13-5562202**

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 checked="" type="checkbox"/> Tax indemnification and gross-up payments | <input checked="" type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |

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

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

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

- | | |
|---|---|
| <input type="checkbox"/> Compensation committee | <input checked="" type="checkbox"/> Written employment contract |
| <input checked="" 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		

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

Schedule J (Form 990) 2023

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) DAVID R. JONES, ESQ. PRESIDENT/CEO	(i)	553,824.	95,362.	121,111.	43,052.	53,982.	867,331.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) STEVEN L. KRAUSE EXECUTIVE V.P./COO	(i)	246,468.	85,900.	107,107.	43,500.	54,102.	537,077.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) SARA GRIBBON GENERAL COUNSEL	(i)	173,939.	26,060.	556.	5,227.	985.	206,767.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) CHARLES TARMINA CFO	(i)	189,601.	28,175.	1,521.	5,655.	1,058.	226,010.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) ELISABETH RYDEN BENJAMIN VP HEALTH INITIATIVES	(i)	284,314.	43,500.	853.	6,000.	18,042.	352,709.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) ALINA MOLINA VP OF PROGRAM SERVICES	(i)	191,649.	28,805.	1,641.	5,816.	21,208.	249,119.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(7) M. DEAN BRADLEY VP OF ADMINISTRATION	(i)	170,246.	28,175.	87.	5,655.	37,265.	241,428.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(8) ADRIANA PEZZULI VP OF DEVELOPMENT	(i)	174,214.	28,175.	129.	5,655.	45,545.	253,718.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(9) JEFFREY N. MACLIN VP OF GOVERNMENT AND PUBLI	(i)	193,307.	30,430.	822.	6,000.	37,348.	267,907.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(10) ALIA D. WINTERS VP OF DIGITAL STRATEGY	(i)	160,573.	26,000.	287.	5,346.	37,265.	229,471.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(11) MARTIN D. LUBIN DIRECTOR OF EMPLOYEE BENEFITS	(i)	243,465.	14,402.	2,662.	2,400.	537.	263,466.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(12) EMERITA TORRES VICE PRESIDENT OF POLICY,	(i)	160,163.	29,250.	194.	2,508.	32,164.	224,279.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information

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

PART I, LINE 1A:

THE CEO/PRESIDENT, DAVID R. JONES RECEIVED THE FOLLOWING BENEFITS DURING

THE CALENDAR YEAR ENDED WITHIN THE ORGANIZATION'S FISCAL YEAR:

MEMBERSHIP FEES TO VARIOUS ORGANIZATIONS

LONGTERM DISABLITY AND LIFE INSURANCE PREMIUMS

PERSONAL USE OF VEHICLE

THESE BENEFITS WERE TREATED AS TAXABLE COMPENSATION.

PART I, LINE 4B:

SECTION 457B PLAN:

DAVID R. JONES: \$22,500

STEVEN L. KRAUSE: \$22,500

SECTION 457F PLAN:

DAVID R. JONES: \$15,000

STEVEN L. KRAUSE: \$15,000

PART I, LINE 7:

THE CURRENT BONUS STRUCTURE FOR CSS NON-BARGAINING UNIT STAFF IS BASED UPON

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.

A COMPENSATION PROGRAM DEVELOPED IN CONJUNCTION WITH THE MANAGEMENT
CONSULTING FIRM KORN FERRY. IN ESSENCE IT PROVIDES FOR BONUSES TO BE PAID
TO MANAGEMENT STAFF BASED UPON TOTAL PERFORMANCE AND THE MEETING OF
INDIVIDUAL AND ORGANIZATIONAL GOALS. THE HIGHER THE LEVEL OF THE POSITION
HELD BY A STAFF MEMBER THE GREATER THE EMPHASIS ON ORGANIZATIONAL GOALS
VERSUS INDIVIDUAL GOALS AND THE HIGHER THE POTENTIAL PERCENTAGE BONUS.

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

COMMUNITY SERVICE SOCIETY OF NEW YORK

Employer identification number

13-5562202

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

PROMOTE ECONOMIC OPPORTUNITY AND CHAMPION AN EQUITABLE CITY AND STATE.
WE POWER CHANGE THROUGH A STRATEGIC COMBINATION OF RESEARCH, SERVICES,
AND ADVOCACY TO MAKE NEW YORK MORE LIVABLE FOR PEOPLE FACING ECONOMIC
INSECURITY. BY EXPANDING ACCESS TO HEALTH CARE, AFFORDABLE HOUSING,
EMPLOYMENT, OPPORTUNITIES FOR INDIVIDUALS WITH CONVICTION HISTORIES,
DEBT ASSISTANCE, AND MORE, WE MAKE A TANGIBLE DIFFERENCE IN THE LIVES
OF MILLIONS.

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

NEW YORK MORE LIVABLE FOR PEOPLE FACING ECONOMIC INSECURITY. BY EXPANDING
ACCESS TO HEALTH CARE, AFFORDABLE HOUSING, EMPLOYMENT, OPPORTUNITIES
FOR INDIVIDUALS WITH CONVICTION HISTORIES, DEBT ASSISTANCE, AND MORE,
WE MAKE A TANGIBLE DIFFERENCE IN THE LIVES OF MILLIONS.

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

AND ACTIVE VOLUNTEERS.

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

-TEN NEW PARTNER ORGANIZATIONS, SUCH AS ARIVA, LITERACY TRUST, THE
COAST GUARD SPOUSES' CLUB, AND THE CONVENT AVENUE BAPTIST CHURCH FOOD
PANTRY, WERE DEVELOPED. CSS WILL CONTINUE TO ENGAGE INACTIVE PARTNERS
TO BRING THEM BACK TO SERVICE AND CULTIVATE NEW PARTNERSHIPS.

-RSVP HAS FOCUSED STRATEGIC EFFORTS ON DEVELOPING VOLUNTEER
OPPORTUNITIES FOR, AND PROVIDING SERVICES TO, VETERANS, SERVICE MEMBERS
AND THEIR FAMILIES. THIS INCLUDES VOLUNTEERS SERVING AT THE

Name of the organization

COMMUNITY SERVICE SOCIETY OF NEW YORK

Employer identification number

13-5562202

BLUE STAR FAMILIES FOOD PANTRY WHO SERVE OVER 10,000 SERVICE MEMBERS EACH YEAR, NEWLY FORMED PARTNERSHIPS WITH THE MISSION CONTINUES AND THE NYC DEPARTMENT OF VETERANS SERVICES, AND THE WORK OF OUR STATEN ISLAND SERVICE MEMBER, VETERANS AND FAMILIES TASK FORCE. THE TASK FORCE HAS GROWN INTO A 70+ MEMBER COALITION DEDICATED TO IDENTIFYING AND FORMULATING ACTIONABLE STRATEGIES TO ADDRESS ISSUES OF FOOD INSECURITY AND POST-9/11 VETERAN OUTREACH AND SUICIDE PREVENTION, ALONG WITH PROMOTING VOLUNTEER OPPORTUNITIES FOR VETERANS AND THE COMMUNITY. -CONDUCTED FORMALIZED RECOGNITION EFFORTS INCLUDING TRIBUTE DAY, THE ANNUAL VOLUNTEER RECOGNITION AND AWARDS CEREMONY IN STATEN ISLAND, AND SEVEN AMERICORPS WEEK RECOGNITION EVENTS, WHICH INCLUDED ON SITE PRESENTATIONS TO THE VOLUNTEERS TO THANK THEM FOR THEIR SERVICE. 375 VOLUNTEERS PARTICIPATED IN THESE EVENTS. THREE VOLUNTEERS WERE NOMINATED AND SELECTED TO RECEIVE THE DAILY POINT OF LIGHT AWARD FOR OUTSTANDING VOLUNTEERS, ADMINISTERED THROUGH THE POINTS OF LIGHT ORGANIZATION.

-RSVP VOLUNTEERS WERE CHOSEN TO PARTICIPATE IN NATIONAL MEDIA PRODUCTIONS INCLUDING VOLUNTEER SHARON MINEO WHO WAS FEATURED IN A WNET SERIES ON HEALTHY AGING AND 19 VOLUNTEERS WERE SELECTED TO APPEAR IN A NATIONAL PUBLIC SERVICE ANNOUNCEMENT (PSA) COMMISSIONED BY OUR FEDERAL FUNDER AMERICORPS TO PROMOTE VOLUNTEERING THROUGH AMERICORPS SENIORS AND RSVP.

FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS: FOCUSED ON AVAILABLE RELIEF LIKE THE PUBLIC SERVICE LOAN FORGIVENESS AND INCOME-DRIVEN REPAYMENT, AND BORROWERS REACHED THROUGH SOCIAL MEDIA PLATFORMS.

- EDCAP CONTINUES TO ADVOCATE FOR STATE CONSUMER PROTECTIONS AND WORKS

Name of the organization

COMMUNITY SERVICE SOCIETY OF NEW YORK

Employer identification number

13-5562202

CLOSELY WITH THE DEPARTMENT OF FINANCIAL SERVICES TO ENSURE BORROWERS
GET HELP ADDRESSING THEIR ISSUES.

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

OTHER PROGRAM SERVICES INCLUDE:

UNHEARD THIRD

HOUSING RESEARCH

YOUTH POLICY

LABOR MARKET STUDIES

TRUE COST OF LIVING CAMPAIGN GENERAL

CITYLIMITS

INCOME SUPPORT

BENEFITPLUS

HIICAP/NYS

POLITICAL DEPARTMENT

PUBLIC AFFAIRS

EXPENSES \$ 7,639,553. INCLUDING GRANTS OF \$ 453,546. REVENUE \$ 152,375.

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

ELECTRONICALLY DISTRIBUTE THE 990 TO ALL BOARD OF TRUSTEE MEMBERS FOR
INFORMATION, REVIEW, AND FEEDBACK.

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

CONFLICT OF INTEREST FORMS ARE DISTRIBUTED AND SIGNED ANNUALLY
AT THE JUNE BOARD MEETING. ALL TRUSTEES/OFFICERS/BOARD MEMBERS HAVE ONGOING
DUTY TO DISCLOSE ANY CONFLICTS ARISING THROUGHOUT THE YEAR. THE GENERAL
COUNSEL MONITORS AND REVIEWS COMPLETED FORMS. IF THERE IS A CONFLICT THE
BOARD IS NOTIFIED OF THE CONFLICT. IF SUCH CONFLICT CANNOT BE RESOLVED THE

Name of the organization

COMMUNITY SERVICE SOCIETY OF NEW YORK

Employer identification number

13-5562202

BOARD MEMBER/TRUSTEE/OFFICER IS ASKED TO RESIGN OR
TAKE A LEAVE OF ABSENCE. EMPLOYEES ARE NOT REQUIRED TO SIGN THE CONFLICT OF
INTEREST STATEMENTS.

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

COMPENSATION OF THE PRESIDENT AND CEO IS SET BY THE BOARD OF TRUSTEES.
BOARD ACTION IS BASED ON PERIODIC REVIEW BY OUTSIDE INDEPENDENT
COMPENSATION AND CLASSIFICATION EXPERTS UNDERTAKEN AT THE DIRECTION OF THE
GOVERNANCE AND NOMINATING COMMITTEE OF THE BOARD. THE INDEPENDENT
COMPENSATION COUNSULTANT CONDUCTS A COMPENSATION SURVEY AND PRESENTS THE
FINDINGS TO THE GOVERNANCE AND NOMINATING COMMITTEE. THE BOARD SIGNS A
WRITTEN EMPLOYMENT CONTRACT WITH THE PRESIDENT AND CEO. THE LAST OUTSIDE
INDEPENDENT COMPENSATION REVIEW WAS COMPLETED IN 2022 AND THE BOARD HAS
ARRANGED TO HAVE ANOTHER INDEPENDENT REVIEW DONE IN THE UPCOMING FISCAL
YEAR.

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

THE AGENCY'S FINANCIAL STATEMENTS AND INFORMATIONAL RETURNS ARE AVAILABLE
TO THE PUBLIC VIA THE AGENCY'S WEBSITE. THE AGENCY'S FINANCIAL STATEMENTS,
CONFLICT OF INTEREST POLICY, GOVERNING DOCUMENTS AND INFORMATIONAL RETURNS
ARE AVAILABLE TO THE PUBLIC UPON REQUEST AT ITS HEADQUARTERS; 633 THIRD
AVENUE, TENTH FLOOR, NEW YORK NY 10017.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:

CHANGE IN FAIR VALUE OF BENEFICIAL INTEREST IN PERPETUAL TRUSTS	1,988,607.
PENSION RELATED CHANGES OTHER THAN NET PERIODIC PENSION COST	6,283,108.

Name of the organization COMMUNITY SERVICE SOCIETY OF NEW YORK	Employer identification number 13-5562202
---	--

FRIENDS OF RSVP 1,778.

TOTAL TO FORM 990, PART XI, LINE 9 8,273,493.

FORM 990, PART XII, LINE 2C:

THE ORGANIZATION DID NOT CHANGE EITHER ITS OVERSIGHT PROCESS OR SELECTION PROCESS DURING THE TAX YEAR.

**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

2023
Open to Public
Inspection

Name of the organization
COMMUNITY SERVICE SOCIETY OF NEW YORK

Employer identification number
13-5562202

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

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
FRIENDS OF RSVP, INC. - 13-3335293 C/O CSS NY 633 THIRD AVE 10TH FLOOR NEW YORK, NY 10017	FUNDRAISING FOR RSVP PROGRAM	NEW YORK	501 (C)(3)	PF	CSS	X	
INSTITUTE FOR COMMUNITY EMPOWERMENT - 13-3473143, C/O CSS NY 633 THIRD AVE 10TH FLOOR, NEW YORK, NY 10017	PERFORM CERTAIN ELECTORAL ADVOCACY, RESEARCH AND LOBBYING ACTIVITIES	NEW YORK	501 (C)(4)		CSS	X	

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

Schedule R (Form 990) 2023

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

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

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No

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.

	Yes	No
1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?		
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity		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) FRIENDS OF RSVP, INC.	C	2,320.	CASH/FMV
(2) FRIENDS OF RSVP, INC.	N	0.	NO FEES WERE CHARGED
(3) FRIENDS OF RSVP, INC.	O	0.	NO FEES WERE CHARGED
(4) INSTITUTE FOR COMMUNITY EMPOWERMENT	N	0.	NO FEES WERE CHARGED
(5) INSTITUTE FOR COMMUNITY EMPOWERMENT	O	0.	NO FEES WERE CHARGED
(6)			

Form **8879-TE**

IRS E-file Signature Authorization for a Tax Exempt Entity

OMB No. 1545-0047

For calendar year 2023, or fiscal year beginning JUL 1, 2023, and ending JUN 30, 2024

2023

Department of the Treasury
Internal Revenue Service

Do not send to the IRS. Keep for your records.

Go to www.irs.gov/Form8879TE for the latest information.

Name of filer

COMMUNITY SERVICE SOCIETY OF NEW YORK

EIN or SSN

13-5562202

Name and title of officer or person subject to tax

**CHARLES TARMINA
CFO**

Part I Type of Return and Return Information

Check the box for the return for which you are using this Form 8879-TE and enter the applicable amount, if any, from the return. Form 8038-CP and Form 5330 filers may enter dollars and cents. For all other forms, enter whole dollars only. If you check the box on line 1a, 2a, 3a, 4a, 5a, 6a, 7a, 8a, 9a, or 10a below, and the amount on that line for the return being filed with this form was blank, then leave line 1b, 2b, 3b, 4b, 5b, 6b, 7b, 8b, 9b, or 10b, whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. Do not complete more than one line in Part I.

1a	Form 990 check here	<input checked="" type="checkbox"/>	b Total revenue, if any (Form 990, Part VIII, column (A), line 12)	140,755,270.
2a	Form 990-EZ check here	<input type="checkbox"/>	b Total revenue, if any (Form 990-EZ, line 9)	2b
3a	Form 1120-POL check here	<input type="checkbox"/>	b Total tax (Form 1120-POL, line 22)	3b
4a	Form 990-PF check here	<input type="checkbox"/>	b Tax based on investment income (Form 990-PF, Part V, line 5)	4b
5a	Form 8868 check here	<input type="checkbox"/>	b Balance due (Form 8868, line 3c)	5b
6a	Form 990-T check here	<input type="checkbox"/>	b Total tax (Form 990-T, Part III, line 4)	6b
7a	Form 4720 check here	<input type="checkbox"/>	b Total tax (Form 4720, Part III, line 1)	7b
8a	Form 5227 check here	<input type="checkbox"/>	b FMV of assets at end of tax year (Form 5227, Item D)	8b
9a	Form 5330 check here	<input type="checkbox"/>	b Tax due (Form 5330, Part II, line 19)	9b
10a	Form 8038-CP check here	<input type="checkbox"/>	b Amount of credit payment requested (Form 8038-CP, Part III, line 22)	10b

Part II Declaration and Signature Authorization of Officer or Person Subject to Tax

Under penalties of perjury, I declare that I am an officer of the above entity or I am a person subject to tax with respect to (name of entity) _____, (EIN) _____ and that I have examined a copy of the

2023 electronic return and accompanying schedules and statements, and, to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the return to the IRS and to receive from the IRS (a) an acknowledgement of receipt or reason for rejection of the transmission, (b) the reason for any delay in processing the return or refund, and (c) the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the electronic return and, if applicable, the consent to electronic funds withdrawal.

PIN: check one box only

I authorize **DORFMAN ABRAMS MUSIC, LLC** to enter my PIN **79691**
ERO firm name Enter five numbers, but do not enter all zeros

as my signature on the tax year 2023 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen.

As an officer or person subject to tax with respect to the entity, I will enter my PIN as my signature on the tax year 2023 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen.

Signature of officer or person subject to tax

Date

5/1/25

Part III Certification and Authentication

ERO's EFIN/PIN. Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN.

20095179691

Do not enter all zeros

I certify that the above numeric entry is my PIN, which is my signature on the 2023 electronically filed return indicated above. I confirm that I am submitting this return in accordance with the requirements of Pub. 4163, Modernized e-File (MeF) Information for Authorized IRS e-file Providers for Business Returns.

ERO's signature

Date

05/01/25

**ERO Must Retain This Form - See Instructions
Do Not Submit This Form to the IRS Unless Requested To Do So**

For Privacy Act and Paperwork Reduction Act Notice, see instructions.

Form **8879-TE** (2023)



Department of the Treasury
Internal Revenue Service
Ogden, UT 84201-0074

Notice	CP211A
Tax period	June 30, 2024
Notice date	November 25, 2024
Employer ID number	13-5562202
To contact us	Phone 877-829-5500
Page 1 of 1	

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|||

COMMUNITY SERVICE SOCIETY OF NEW
YORK
633 3RD AVE FL 10
NEW YORK NY 10017-6701



004396

Important information about your June 30, 2024, Form 990

We approved your Form 8868, Application for Automatic Extension of Time To File an Exempt Organization Return

We approved the Form 8868 for your June 30, 2024, Form 990, Return of Organization Exempt From Income Tax. Your new due date is May 15, 2025.

What you need to do

File your June 30, 2024, Form 990 by May 15, 2025, electronically. The IRS will not accept Form 990 filed on paper for tax years ending on or after July 31, 2020. You may use software offered by visiting [IRS.gov/eomefproviders](https://www.irs.gov/eomefproviders).

Additional information

- Visit [IRS.gov/cp211a](https://www.irs.gov/cp211a).
- Go to [IRS.gov/charities](https://www.irs.gov/charities) or call 877-829-5500 to learn more about electronic filing requirements.
- Keep this notice for your records.

**Application for Extension of Time To File an Exempt Organization
Return or Excise Taxes Related to Employee Benefit Plans**

E-file

OMB No. 1545-0047

Department of the Treasury
Internal Revenue Service

File a separate application for each return.
Go to www.irs.gov/Form8868 for the latest information.

Electronic filing (e-file). You can electronically file Form 8868 to request up to a 6-month extension of time to file any of the forms listed below except for Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts. An extension request for Form 8870 must be sent to the IRS in a paper format (see instructions). For more details on the electronic filing of Form 8868, visit www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits.

Caution: If you are going to make an electronic funds withdrawal (direct debit) with this Form 8868, see Form 8453-TE and Form 8879-TE for payment instructions.

All corporations required to file an income tax return other than Form 990-T (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

Part I - Identification

Type or Print	Name of exempt organization, employer, or other filer, see instructions. COMMUNITY SERVICE SOCIETY OF NEW YORK	Taxpayer identification number (TIN) 13-5562202
	Number, street, and room or suite no. If a P.O. box, see instructions. 633 THIRD AVENUE, 10TH FLOOR	
File by the due date for filing your return. See instructions.	City, town or post office, state, and ZIP code. For a foreign address, see instructions. NEW YORK, NY 10017	

Enter the Return Code for the return that this application is for (file a separate application for each return) **01**

Application Is For	Return Code	Application Is For	Return Code
Form 990 or Form 990-EZ	01	Form 4720 (other than individual)	09
Form 4720 (individual)	03	Form 5227	10
Form 990-PF	04	Form 6069	11
Form 990-T (sec. 401(a) or 408(a) trust)	05	Form 8870	12
Form 990-T (trust other than above)	06	Form 5330 (individual)	13
Form 990-T (corporation)	07	Form 5330 (other than individual)	14
Form 1041-A	08		

- After you enter your Return Code, complete either Part II or Part III. Part III, including signature, is applicable only for an extension of time to file Form 5330.
- If this application is for an extension of time to file Form 5330, you must enter the following information.

Plan Name _____
Plan Number _____
Plan Year Ending (MM/DD/YYYY) _____

Part II - Automatic Extension of Time To File for Exempt Organizations (see instructions)

The books are in the care of **CHARLES TARMINA, CFO**
633 THIRD AVENUE, 10TH FLOOR - NEW YORK, NY 10010
Telephone No. **212-254-8900** Fax No. _____

- If the organization does not have an office or place of business in the United States, check this box
- If this is for a Group Return, enter the organization's four-digit Group Exemption Number (GEN) _____. If this is for the whole group, check this box . If it is for part of the group, check this box and attach a list with the names and TINs of all members the extension is for.

1 I request an automatic 6-month extension of time until **MAY 15**, 20 **25**, to file the exempt organization return for the organization named above. The extension is for the organization's return for:
 calendar year 20 _____ or
 tax year beginning **JUL 1**, 20 **23**, and ending **JUN 30**, 20 **24**

2 If the tax year entered in line 1 is for less than 12 months, check reason: Initial return Final return
 Change in accounting period

3a If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	3a	\$	0.
b If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit.	3b	\$	0.
c Balance due. Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	3c	\$	0.

For Privacy Act and Paperwork Reduction Act Notice, see instructions.

Form 8868 (Rev. 1-2024)



Community
Service
Society

***CONSOLIDATED FINANCIAL STATEMENTS
WITH INDEPENDENT AUDITORS' REPORT***

YEARS ENDED JUNE 30, 2024 AND 2023

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INDEPENDENT AUDITORS' REPORT

To The Board of Trustees
Community Service Society of New York and Affiliates
New York, New York

Opinion

We have audited the accompanying consolidated financial statements of the Community Service Society of New York (a nonprofit organization) and Affiliates, (the Society), which comprise the consolidated balance sheets as of June 30, 2024 and 2023, and the related consolidated statements of activities, cash flows, and functional expenses for the years then ended, and the related notes to the consolidated financial statements.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of the Community Service Society of New York and Affiliates as of June 30, 2024 and 2023, and the changes in their net assets and their cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Community Service Society of New York and Affiliates and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with accounting principles generally accepted in the United States of America; and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Society's ability to continue as a going concern within one year after the date that the consolidated financial statements are available to be issued.

Auditors' Responsibility for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Society's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Dorfman Abrams Music, LLC

Saddle Brook, New Jersey
December 20, 2024

COMMUNITY SERVICE SOCIETY OF NEW YORK AND AFFILIATES

CONSOLIDATED BALANCE SHEETS

(in thousands)

ASSETS

	June 30,	
	<u>2024</u>	<u>2023</u>
Assets:		
Cash and cash equivalents	\$ 7,567	\$ 8,133
Investments	169,769	155,601
Government grants and other receivables	19,738	15,435
Prepaid pension and post-retirement benefits	8,427	
Prepaid expenses and other assets	654	412
Beneficial interest in perpetual trusts	45,693	41,146
Property and equipment, net	<u>27,183</u>	<u>28,271</u>
Total assets	<u>\$ 279,031</u>	<u>\$ 248,998</u>

LIABILITIES AND NET ASSETS

Liabilities:		
Accounts payable and accrued expenses	\$ 9,507	\$ 6,566
Refundable advances	926	437
Accrued pension and post-retirement liability		<u>61</u>
Total liabilities	<u>10,433</u>	<u>7,064</u>
Net assets:		
Without donor restrictions:		
Board designated:		
Quasi-endowment fund	103,617	97,476
Operating reserve	5,000	5,000
Other	1,338	1,215
Bequest	7,226	6,773
Undesignated	<u>59,382</u>	<u>47,564</u>
Total net assets without donor restrictions	<u>176,563</u>	<u>158,028</u>
With donor restrictions:		
Donor restricted endowment funds	29,095	27,176
Beneficial interest in perpetual trusts	45,693	41,146
Purpose restricted	<u>17,247</u>	<u>15,584</u>
Total net assets with donor restrictions	<u>92,035</u>	<u>83,906</u>
Total net assets	<u>268,598</u>	<u>241,934</u>
Total liabilities and net assets	<u>\$ 279,031</u>	<u>\$ 248,998</u>

See Notes to Financial Statements.

COMMUNITY SERVICE SOCIETY OF NEW YORK AND AFFILIATES

CONSOLIDATED STATEMENTS OF ACTIVITIES
(in thousands)

	Year ended June 30, 2024			Year ended June 30, 2023		
	Without donor restrictions	With donor restrictions	Total	Without donor restrictions	With donor restrictions	Total
Operating revenue and support:						
Government grants	\$	\$ 27,607	\$ 27,607	\$	\$ 23,982	\$ 23,982
Direct contributions and federated campaigns	627	3,272	3,899	876	4,880	5,756
Bequests	453		453	455		455
Program fees and other revenue	153		153	168		168
Investment return used for operations, net	7,894	1,606	9,500	9,562	2,938	12,500
Special events, net of expenses of \$51 and \$200 in 2024 and 2023, respectively	32		32	155	25	180
Net assets released from restrictions	33,238	(33,238)		29,942	(29,942)	
Total operating revenue and support	42,397	(753)	41,644	41,158	1,883	43,041
Operating expenses:						
Program services:						
Direct program services	31,562		31,562	29,492		29,492
Policy, research and advocacy	3,359		3,359	3,117		3,117
Public interest	848		848	746		746
Total program services	35,769		35,769	33,355		33,355
Supporting services:						
Management and general	3,404		3,404	3,660		3,660
Fundraising	1,718		1,718	1,596		1,596
Total supporting services	5,122		5,122	5,256		5,256
Total operating expenses	40,891		40,891	38,611		38,611
Excess (deficit) of operating revenue over operating expenses	1,506	(753)	753	2,547	1,883	4,430
Non-operating activities:						
Investment return in excess of amount used for operations, net	10,746	8,882	19,628	7,591	4,989	12,580
Total non-operating activities	10,746	8,882	19,628	7,591	4,989	12,580
Change in net assets before pension and post-retirement related charges	12,252	8,129	20,381	10,138	6,872	17,010
Pension and post-retirement related charges other than periodic pension cost	6,283		6,283	4,526		4,526
Change in total net assets	18,535	8,129	26,664	14,664	6,872	21,536
Net assets, beginning of year	158,028	83,906	241,934	143,364	77,034	220,398
Net assets, end of year	\$ 176,563	\$ 92,035	\$ 268,598	\$ 158,028	\$ 83,906	\$ 241,934

COMMUNITY SERVICE SOCIETY OF NEW YORK AND AFFILIATES

CONSOLIDATED STATEMENTS OF CASH FLOWS

(in thousands)

	Year ended June 30,	
	2024	2023
Cash flows from operating activities:		
Change in net assets	\$ 26,664	\$ 21,536
Adjustments to reconcile change in net assets to net cash provided (used) by operating activities:		
Depreciation	1,298	1,315
Net realized and unrealized gains on investments	(19,391)	(18,365)
Increase in beneficial interest in perpetual trusts	(4,547)	(2,330)
Pension and post-retirement related changes other than net periodic pension cost	(6,283)	(4,526)
Changes in operating assets and liabilities:		
(Increase) decrease in:		
Government grants and other receivables	(4,303)	(2,734)
Prepaid expenses and other assets	(242)	128
Increase (decrease) in:		
Accounts payable and accrued expenses	2,941	300
Refundable advances	489	(319)
Accrued pension and post-retirement liability	(2,205)	(1,485)
Net cash used by operating activities	<u>(5,579)</u>	<u>(6,480)</u>
Cash flows from investing activities:		
Purchase of investments	(30,410)	(33,514)
Proceeds from sale/maturity of investments	35,633	42,278
Purchase of property and equipment	(210)	(37)
Net cash provided by investing activities	<u>5,013</u>	<u>8,727</u>
Net change in cash and cash equivalents	(566)	2,247
Cash and cash equivalents, beginning of year	<u>8,133</u>	<u>5,886</u>
Cash and cash equivalents, end of year	<u>\$ 7,567</u>	<u>\$ 8,133</u>

See Notes to Financial Statements.

COMMUNITY SERVICE SOCIETY OF NEW YORK AND AFFILIATES

CONSOLIDATED STATEMENTS OF FUNCTIONAL EXPENSES

(in thousands)

Years Ended June 30, 2024 and 2023

	Program services expenses							
	Direct program services		Policy, research and advocacy		Public interest		Total	
	2024	2023	2024	2023	2024	2023	2024	2023
Salaries	\$ 12,102	\$ 10,079	\$ 2,047	\$ 1,863	\$ 434	\$ 419	\$ 14,583	\$ 12,361
Fringe benefits and payroll taxes	3,081	3,248	261	345	109	131	3,451	3,724
Total salaries and related expenses	15,183	13,327	2,308	2,208	543	550	18,034	16,085
Professional fees	14,094	14,048	696	551	180	69	14,970	14,668
Occupancy	535	471	89	85	18	13	642	569
Software and equipment expenses	177	172	22	21	20	28	219	221
Direct assistance	305	365					305	365
Telephone and communication	236	157	19	18	5	3	260	178
Insurance	10	8					10	8
Support payments	57	45	2	4	52	58	111	107
Conferences, conventions and meetings	42	35	12	20			54	55
Printing and other office expenses	6	7	8	1			14	8
Transportation	88	80	17	17			105	97
Supplies	88	36	9	4			97	40
Postage and shipping	20	18	1	4		1	21	23
Other expenses	35	20	41	31	3	1	79	52
Depreciation	686	703	135	153	27	23	848	879
Total operating expenses	<u>\$ 31,562</u>	<u>\$ 29,492</u>	<u>\$ 3,359</u>	<u>\$ 3,117</u>	<u>\$ 848</u>	<u>\$ 746</u>	<u>\$ 35,769</u>	<u>\$ 33,355</u>

See Notes to Financial Statements.

COMMUNITY SERVICE SOCIETY OF NEW YORK AND AFFILIATES

CONSOLIDATED STATEMENTS OF FUNCTIONAL EXPENSES

(in thousands)

Years Ended June 30, 2024 and 2023

	Supporting services expenses						Total program and supporting services expenses	
	Management and general		Fundraising		Total		2024	2023
	2024	2023	2024	2023	2024	2023		
Salaries	\$ 1,066	\$ 1,177	\$ 952	\$ 861	\$ 2,018	\$ 2,038	\$ 16,601	\$ 14,399
Fringe benefits and payroll taxes	187	325	177	222	364	547	3,815	4,271
Total salaries and related expenses	1,253	1,502	1,129	1,083	2,382	2,585	20,416	18,670
Professional fees	674	678	86	100	760	778	15,730	15,446
Occupancy	148	152	33	32	181	184	823	753
Software and equipment expenses	309	258	6	6	315	264	534	485
Direct assistance							305	365
Telephone and communication	66	61	7	6	73	67	333	245
Insurance	200	191			200	191	210	199
Support payments							111	107
Conferences, conventions and meetings	138	183	2	5	140	188	194	243
Printing and other office expenses			104	213	104	213	118	221
Transportation	84	77			84	77	189	174
Supplies	65	143	8	3	73	146	170	186
Postage and shipping	3	7	289	83	292	90	313	113
Other expenses	62	25	6	12	68	37	147	89
Depreciation	402	383	48	53	450	436	1,298	1,315
Total operating expenses	\$ 3,404	\$ 3,660	\$ 1,718	\$ 1,596	\$ 5,122	\$ 5,256	\$ 40,891	\$ 38,611

See Notes to Financial Statements.

COMMUNITY SERVICE SOCIETY OF NEW YORK AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

(in thousands)

June 30, 2024 and 2023

1. Nature of the Organizations

Community Service Society of New York (CSS) and its affiliated organizations, Institute for Community Empowerment (Institute), and Friends of R.S.V.P., Inc. (CSS and its affiliates are collectively referred to as the Society), are affiliated through common board control. CSS is a 501(c)(3) nonprofit corporation operating under a Certificate of Consolidation granted by the State of New York in 1939, merging the New York Association for Improving the Condition of the Poor and The Charity Organization Society of the City of New York. It is a private, nonsectarian, voluntary social service agency. The mission of CSS is to identify problems which create a permanent poverty class in New York City and to advocate the systemic changes required to eliminate such problems. CSS's primary goals are to advocate for better job opportunities to break the cycle of intergenerational poverty that particularly affects communities of color; promote policies and programs that advance the economic security of the poor and working poor; and promote health care reform as an essential strategy for alleviating barriers to employment and economic stability.

The Institute is a 501(c)(4) not-for-profit corporation which was established in November 1988 to perform certain electoral advocacy, research, and lobbying activities with other community-based organizations. The Institute did not engage in any activities during either of the years ended June 30, 2024 and 2023.

Friends of R.S.V.P., Inc. is a 501(c)(3) private foundation created in 1986 as a fund-raising vehicle for the Retired and Senior Volunteer Program administered by CSS. On January 23, 2005, the Board of Trustees voted to dissolve the Friends of R.S.V.P., Inc. Implementation of this decision has yet to occur citing the potential of a name change or reorganization.

The Society's primary sources of revenues are government grants, contributions, and investment income.

2. Summary of significant accounting policies

Principles of consolidation

The consolidated financial statements include the accounts of CSS, Institute and Friends of R.S.V.P., Inc. All material intercompany balances and transactions have been eliminated in consolidation.

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2. Summary of significant accounting policies (continued)

Basis of presentation

The consolidated financial statements have been prepared on the accrual basis of accounting in accordance with generally accepted accounting principles (U.S. GAAP). Net assets, revenues, gains and losses are classified based on the existence or absence of donor-imposed restrictions. Accordingly, net assets of the Society and changes therein are classified and reported as follows:

Net assets without donor restrictions - Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the Society. These net assets may be used at the discretion of the Society's management and its Board of Trustees. Included within net assets without donor restrictions are board-designated net assets of \$109,955 and \$103,691 as of June 30, 2024 and 2023, respectively.

Net assets with donor restrictions - Net assets subject to stipulations imposed by donors, and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of the Society or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity.

Functional allocation of expenses

The costs of providing various programs and support services have been summarized on a functional basis in the consolidated statement of activities and in the consolidated statement of functional expenses. Accordingly, natural expenses attributable to more than one functional expense category are allocated using a variety of cost allocation techniques such as time and effort and square footage.

Measure of operations

The statement of activities reports all changes in net assets, including changes in net assets from operating and non-operating activities. Operating activities consist of those items attributable to the Society's ongoing services and amounts appropriated and spent from the Society's investments. Non-operating activities are limited to other investment activity not used in operations, pension related charges other than net periodic pension cost and other activities considered to be of a more unusual or nonrecurring nature.

Fair value of financial instruments

The carrying amounts reported on the consolidated balance sheet of the Society approximate their fair value.

Income taxes

The Society is comprised of tax-exempt organizations as defined by the Internal Revenue Code, though they are subject to tax on income unrelated to its exempt purpose, unless that income is otherwise excluded by the Code. The Society has processes presently in place to ensure the maintenance of their tax-exempt status; to identify and report unrelated income; to determine their filing and tax obligations in jurisdictions for which they have nexus; and to identify and evaluate other matters that may be considered tax positions. The Society has determined that there are no material uncertain tax positions that require recognition or disclosure in the consolidated financial statements.

COMMUNITY SERVICE SOCIETY OF NEW YORK AND AFFILIATES

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June 30, 2024 and 2023

2. Summary of significant accounting policies (continued)

Operating revenue and support

The Society recognizes contributions when cash, securities, or other assets; an unconditional promise to give; or a notification of a beneficial interest is received. Bequests are recognized when the Society receives notification that the probate court has declared the will valid. Contributions received are recorded as net assets without donor restrictions or net assets with donor restrictions, depending on the existence and/or nature of any donor-imposed restrictions. When a restriction expires (that is, when a stipulated time restriction ends or purpose restriction is accomplished), net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the consolidated statement of activities as net assets released from restrictions. Conditional promises to give are contributions with a measurable performance or other barrier and a right of return. Contributions with conditions are not recognized until the conditions upon which they depend have been met.

A significant portion of the Society's revenues are derived from cost-reimbursable federal, state, and city contracts and grants, which are conditioned upon certain performance requirements and/or the incurrence of allowable qualifying expenses. Amounts received are recognized as revenue when the Society has incurred expenditures in compliance with specific contract or grant provisions. Amounts received on cost reimbursement grants, prior to incurring qualifying expenditures, are reported as refundable advances in the consolidated balance sheet. Under the terms of funding agreements with various governmental agencies, certain reported expenditures are subject to audit and acceptance by the funding agencies. In the opinion of management, adjustments, if any, resulting from future audits, should not have a material effect on the Society's financial position or changes in its net assets.

In-kind contributions are reflected as contributions at fair value at date of donation and are reported as support without donor restrictions unless explicit donor stipulations specify how donated assets must be used. The Society did not recognize any in-kind donations during either of the years ended June 30, 2024 or 2023.

Several volunteers have made significant contributions of their time in furtherance of the Society's mission. These services are not reflected in the accompanying consolidated statement of activities because they do not meet the necessary criteria for recognition under U.S. GAAP.

Cash and cash equivalents

Cash and cash equivalents consist of demand deposit accounts and highly liquid financial instruments with original maturities of three months or less. Cash and money market funds held as a portion of the Organization's investment portfolio, are classified as investments and are not considered to be cash equivalents for purposes of the statement of cash flows.

Investments

Investments are recorded at cost, or if donated, at fair value on the date of donation. Thereafter, investments are reported at their fair values in the consolidated balance sheet. Investment fees are netted against the investment return.

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June 30, 2024 and 2023

2. Summary of significant accounting policies (continued)

Government grants and other receivables

Unconditional promises to give that are expected to be collected within one year are recorded at net realizable value. Unconditional promises to give that are expected to be collected in future years are recorded at the present value of their estimated future cash flows. The discounts on those amounts are computed using risk-adjusted interest rates applicable to the years in which the promises are received. Discount amortization is included in contribution revenue. Conditional promises to give are not included as support until the conditions are met. All government grants and other receivables are due within one year for the years ended June 30, 2024 and 2023.

Allowance for doubtful accounts

Government grants and other receivables are charged to bad debt expense when they are determined to be uncollectible based upon a periodic review of client balances by management. Factors used to determine whether an allowance should be recorded include the age of the receivable and a review of payments subsequent to year end. As of June 30, 2024 and 2023, management determined that an allowance was not necessary.

Beneficial interest in perpetual trusts

The Society has a beneficial interest in various perpetual trusts. The Society's interest in these trusts is reported as a contribution in the year received at their fair value. Changes in the fair value of the underlying assets are recognized as increase or decrease in net assets on the consolidated statement of activities.

Property and equipment

Property and equipment are stated at cost, if purchased, or at fair value at the date of the gift, if donated, less accumulated depreciation. The cost of property and equipment purchased in the amount of \$5 or more with an estimated useful life in excess of a year is capitalized. Depreciation is provided in amounts sufficient to amortize the cost of the property and equipment over the estimated useful lives on a straight-line basis.

Building	39 years
Building and improvements	7 - 15 years
Computer and office equipment	3 - 7 years

The cost of assets sold or otherwise disposed of and the accumulated depreciation thereon are eliminated from the accounts and the resulting gain or loss is reflected as increase or decrease in net assets. Expenditures for maintenance and repairs are charged to expense as incurred; replacements and betterments that extend the useful lives are capitalized.

COMMUNITY SERVICE SOCIETY OF NEW YORK AND AFFILIATES

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June 30, 2024 and 2023

2. Summary of significant accounting policies (continued)

Operating leases - right-of-use assets

The Society recognizes rights and obligations arising from leases as right-of-use (ROU) assets and lease liabilities in the balance sheet in accordance with Accounting Standards Update (ASU) No. 2016-02, Leases. ROU assets and lease liabilities reflect the present value of the future minimum lease payments over the lease term, and ROU assets also include prepaid or accrued rent. Operating lease expense is recognized on a straight-line basis over the lease term. The Society does not report ROU assets and lease liabilities for its short-term leases (leases with a term of 12 months or less) and leases below the ROU assets capitalization policy of \$200. Instead, the lease payments of those leases are reported as lease expense on a straight-line basis over the lease term. The Society evaluated its leases and concluded that there are no material leases, which would require right-of-use assets and related lease liabilities to be recorded.

Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Accordingly, actual results could differ from those estimates.

Reclassifications

Certain amounts in the 2023 consolidated financial statements have been reclassified to conform to the 2024 presentation.

Recent accounting pronouncements

In June 2016, the FASB issued ASU 2016-13, Financial Instruments—Credit Losses (Topic 326): Measurement of Credit Losses on Financial Instruments, which affects all entities that hold financial assets and net investment in leases that are not accounted for at fair value through the change in net assets. The ASU is effective for fiscal years beginning after December 15, 2022, with early adoption permitted. The Organization adopted ASU 2016-13 effective July 1, 2023 and the pronouncement did not have a material effect on the Organization's financial statements.

COMMUNITY SERVICE SOCIETY OF NEW YORK AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
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3. Availability and liquidity

The following reflects the Society's financial assets as of June 30, 2024, reduced by funds not available for general use due to restrictions imposed by either the governing board and/or donor-imposed restrictions within one year of the consolidated balance sheet date. However, funds already appropriated from donor-restricted endowment for general expenditure within one year of the consolidated balance sheet date are not deemed unavailable.

The following represents the Society's financial assets at June 30, 2024:

Financial assets:	
Cash and cash equivalents	\$ 7,567
Investments	169,769
Government and other receivables	19,738
Beneficial interest in perpetual trusts	<u>45,693</u>
Total financial assets	<u>242,767</u>
Less funds unavailable for general expenditures within one year due to:	
Donor-imposed restrictions	92,035
Board designated net assets	109,955
Less: net assets with restrictions to be met in less than a year	<u>(17,247)</u>
Total funds unavailable for general expenditures within one year	<u>184,743</u>
Financial assets available for general expenditures within one year	<u>\$ 58,024</u>

The Society's operations are substantially supported by government grants and restricted contributions. Because donor-imposed restrictions or contractual obligations require resources to be used in a particular manner or in a future period, the Society must maintain sufficient resources to meet these responsibilities. Thus, financial assets may not be available for general expenditure within one year. As part of the Society's liquidity management, there is a policy in place to structure financial assets to be available as obligations become due. The Society's goal is generally to maintain financial assets to meet 90 days of operating expenses, approximately \$10,200. Cash in excess of daily requirements is invested in short-term investments.

In addition, the governing board has designated certain funds (see Note 11) that may be drawn upon in the event of financial distress or an immediate liquidity need resulting from events outside the typical life cycle of converting financial assets to cash or settling financial liabilities. The Society also had \$6,000 available on its line of credit to meet unanticipated liquidity needs at June 30, 2024 (see Note 8).

4. Risks and uncertainties

Financial instruments that potentially subject the Society to concentrations of credit risk consist principally of cash and cash equivalents, investments, and government grants and other receivables. The Society maintains its cash and cash equivalents in bank deposit accounts, the balances of which, at times, may exceed federally insured limits. Exposure to credit risk is reduced by placing such deposits in high quality financial institutions. The Society limits its exposure by performing periodic evaluations of the financial institution where it maintains its cash and cash equivalents. Investments are exposed to various risks. Due to the level of risk associated with certain investments, it is at least reasonably possible that changes in the value of investments will occur in the near term and that such changes could materially affect the amounts reported in the consolidated financial statements. Concentration of credit risk with respect to receivables is limited due to the fact that they are mainly derived from governmental agencies. The Society has not experienced, nor does it anticipate, any losses with respect to such accounts.

COMMUNITY SERVICE SOCIETY OF NEW YORK AND AFFILIATES

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5. Government grants and other receivables

Government grants and other receivables consist of the following at June 30:

	<u>2024</u>	<u>2023</u>
Government receivables:		
U.S. Department of Health and Human Services:		
Community Health Advocate	\$ 6,092	\$ 2,737
Navigator Program Grant	3,296	1,961
ABD Healthcare Program Grant	<u>2,351</u>	<u>911</u>
	11,739	5,609
Corporation for National and Community Service:		
RSVP Program	160	155
New York State Department of Health:		
ICAN Healthcare Program Grant	1,786	2,901
New York City DOHMH:		
MCCAP and Access Health NYC grant	761	1,601
New York State Department of Financial Services:		
EDCAP Program	976	1,931
New York State Department of State:		
EDCAP Program	51	500
Other government receivables	<u>1,155</u>	<u>881</u>
Total government receivables	16,628	13,578
Non-government receivables	<u>3,110</u>	<u>1,857</u>
	<u>\$ 19,738</u>	<u>\$ 15,435</u>

At both June 30, 2024 and 2023, all receivables were expected to be collected within one year.

COMMUNITY SERVICE SOCIETY OF NEW YORK AND AFFILIATES

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June 30, 2024 and 2023

6. Fair value measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets and liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are as follows:

Level 1 - Inputs that reflect unadjusted quoted prices in active markets for identical assets or liabilities that the Society has the ability to access at the measurement date;

Level 2 - Inputs other than quoted prices that are observable for the assets or liability either directly or indirectly, including inputs that are not considered to be active;

Level 3 - Inputs that are unobservable.

Inputs are used in applying the various valuation techniques and broadly refer to the assumptions that market participants use to make valuation decisions, including assumptions about risk. Inputs may include price information, volatility statistics, specific and broad criteria data, liquidity statistics, and other factors.

An investment's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. However, the determination of what constitutes "observable" requires significant judgment by the Society. The Society considers observable data to be that market data which is readily available, regularly distributed or updated, reliable and verifiable, not proprietary, provided by multiple, independent sources that are actively involved in the relevant market.

The categorization of an investment within the hierarchy is based upon the pricing transparency of the investment and does not necessarily correspond to the Society's perceived risk of that investment.

The following is a description of the valuation methodologies used for assets measured at fair value.

Money market funds, fixed-income securities and equities - Valued at the closing price reported on the active market on which the individual securities are traded.

Mutual funds - Valued at the net asset value (NAV) of shares held at year end as determined by the managers of the underlying funds.

Alternative investments and private equities - There are no observable inputs and certain of the underlying investments are not publicly traded and there is no secondary market for such funds. These mutual funds are valued by the managers of the underlying funds at the NAV of shares held by CSS at year end or other pricing methodologies.

Beneficial interest in perpetual trusts - Beneficial interest in perpetual trusts is valued at fair value of the Society's beneficial interest in the fair value of underlying assets.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Society believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

COMMUNITY SERVICE SOCIETY OF NEW YORK AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
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6. Fair value measurements (continued)

Investment securities are stated at fair value and are summarized as follows at June 30:

	2024		2023	
	Cost	Fair value	Cost	Fair value
Money market funds	\$ 8,508	\$ 8,508	\$ 11,851	\$ 11,851
Fixed income:				
U.S. government and agency	5,896	5,788	4,118	3,789
Corporate bonds	2,782	2,787	1,428	1,272
Mutual funds:				
Equity	71,372	110,260	74,505	101,894
Fixed income	8,849	8,302	7,260	6,559
Alternative investment	6,086	6,868	6,000	5,770
U.S. equity	9,426	10,912	8,860	9,854
Non-U.S. equity	10,047	12,299	9,250	10,638
Private equity	2,997	4,045	2,997	3,974
	<u>\$ 125,963</u>	<u>\$ 169,769</u>	<u>\$ 126,269</u>	<u>\$ 155,601</u>

The classification of the Society's investment securities at fair value is as follows at June 30, 2024:

	Level 1	Level 2	Level 3	Total
Money market funds (at cost)	\$	\$	\$	\$ 8,508
Fixed income:				
U.S. government and agency	5,788			5,788
Corporate bonds	2,787			2,787
Mutual funds:				
Equity	110,260			110,260
Fixed income	8,302			8,302
Alternative investment			6,868	6,868
U.S. equity	10,912			10,912
Non-U.S. equity	12,299			12,299
Private equity			4,045	4,045
	<u>150,348</u>	<u></u>	<u>10,913</u>	<u>169,769</u>
Beneficial interest in perpetual trusts			45,693	45,693
	<u>\$ 150,348</u>	<u>\$</u>	<u>\$ 56,606</u>	<u>\$ 215,462</u>

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6. Fair value measurements (continued)

The classification of the Society's investment securities at fair value is as follows at June 30, 2023:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Money market funds (at cost)	\$	\$	\$	\$ 11,851
Fixed income:				
U.S. government and agency	3,789			3,789
Corporate bonds	1,272			1,272
Mutual funds:				
Equity	101,894			101,894
Fixed income	6,559			6,559
Alternative investment			5,770	5,770
U.S. equity	9,854			9,854
Non-U.S. equity	10,638			10,638
Private equity			3,974	3,974
	<u>134,006</u>		<u>9,744</u>	<u>155,601</u>
Beneficial interest in perpetual trusts			<u>41,146</u>	<u>41,146</u>
	<u>\$ 134,006</u>	<u>\$</u>	<u>\$ 50,890</u>	<u>\$ 196,747</u>

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6. Fair value measurements (continued)

The table below sets forth a summary of changes in the fair value of the level 3 assets for the year ended June 30, 2024:

	Permanent Portfolio Fund	Wilshire Private Equity Annual Fund Series L.P.	Total	Beneficial Interest in Perpetual	Total
Balance, beginning of year	\$ 5,770	\$ 3,974	\$ 9,744	\$ 41,146	\$ 50,890
Purchases		409	409		409
Sales		(480)	(480)		(480)
Fees		(33)	(33)		(33)
Interest/dividend income	86	43	129		129
Unrealized gain/(loss)	1,012	71	1,083	4,547	5,630
Realized gain/(loss)		61	61		61
Net change	1,098	71	1,169	4,547	5,716
Balance, end of year	\$ 6,868	\$ 4,045	\$ 10,913	\$ 45,693	\$ 56,606

The table below sets forth a summary of changes in the fair value of the level 3 assets for the year ended June 30, 2023:

	Permanent Portfolio Fund	Wilshire Private Equity Annual Fund Series L.P.	Total	Beneficial Interest in Perpetual	Total
Balance, beginning of year	\$ 6,933	\$ 2,390	\$ 9,323	\$ 38,816	\$ 48,139
Purchases		1,107	1,107		1,107
Sales	(1,518)		(1,518)		(1,518)
Fees		(27)	(27)		(27)
Interest/dividend income	17	2	19		19
Unrealized gain/(loss)	422	198	620	2,330	2,950
Realized gain/(loss)	(84)	304	220		220
Net change	(1,163)	1,584	421	2,330	2,751
Balance, end of year	\$ 5,770	\$ 3,974	\$ 9,744	\$ 41,146	\$ 50,890

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6. Fair value measurements (continued)

The following table describes the investments that are included in level 3 of the fair value hierarchy.

Fund name	Redemption period	Notice period	Description of fund	2024	2023
Permanent Portfolio Fund			The fund seeks to preserve and increase long-term purchasing power value by investing fixed percentages in gold, silver, Swiss Franc assets, stocks of real estate and natural resource companies, aggressive growth stocks, and US Treasury securities.	\$ 6,868	\$ 5,770
Wilshire Private Equity Annual Fund Series, L.P.			<p>The Fund is designed to be a turnkey private equity solution consisting of 6-12 primary fund investments and up to 6 secondary fund investments and direct co-investments diversified by sector and geography. The Fund will be structured to be diversified by sector, industry and geography. Each series containing 6-12 primary fund investments and up to 6 secondary fund investments and direct co-investments would be expected to be in excess of 60 underlying investment positions. We also believe in the importance of vintage year diversification and believe investors can achieve this objective by investing in future annual series offerings.</p> <p>The Fund will follow a legacy of fully discretionary private markets investment vehicles that Wilshire has sponsored. The Fund will seek to develop a diversified portfolio of private equity investments composed primarily of private equity partnerships targeting long-term net returns that are expected to exceed those available through a diversified portfolio of publicly-traded equity securities. The Fund will focus on underserved and niche markets and may include select transactions that could further diversify the portfolio and may generate incremental returns. The fund aims to generate strong risk-adjusted returns on behalf of its investors.</p>	4,045	3,974
				<u>\$10,913</u>	<u>\$ 9,744</u>

COMMUNITY SERVICE SOCIETY OF NEW YORK AND AFFILIATES

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

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June 30, 2024 and 2023

6. Fair value measurements (continued)

The following summarizes the net investment return. The classification of the investment return is reported in the consolidated statement of activities.

	<u>2024</u>	<u>2023</u>
Interest and dividend income	\$ 3,201	\$ 2,505
Net realized and unrealized gains on investments	23,938	20,695
Perpetual trust investment income	<u>1,989</u>	<u>1,880</u>
	<u>\$ 29,128</u>	<u>\$ 25,080</u>

Consistent with the Society's spending policy during the years ended June 30, 2024 and 2023, \$9,500 and \$12,500 was appropriated and spent, respectively.

7. Property and equipment

A summary of property and equipment is as follows at June 30:

	<u>2024</u>	<u>2023</u>
Land	\$ 5,035	\$ 5,035
Building and improvements	32,476	32,441
Computer and office equipment	<u>2,332</u>	<u>2,166</u>
	39,843	39,642
Less accumulated depreciation	<u>12,660</u>	<u>11,371</u>
	<u>\$ 27,183</u>	<u>\$ 28,271</u>

Depreciation expense for the years ended June 30, 2024 and 2023 was \$1,298 and \$1,315, respectively.

8. Line of credit

The Society has a \$6,000 revolving line of credit with a financial institution that bears interest at LIBOR plus 0.95% per annum. The loan is secured by certain investments and expires on November 10, 2026.

There were no outstanding balances as of June 30, 2024 and 2023, and no interest expense was incurred during either of the years then ended.

COMMUNITY SERVICE SOCIETY OF NEW YORK AND AFFILIATES

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9. Net assets with donor restrictions and net assets released from donor restrictions

Net assets with donor restrictions are available for the following purposes at June 30:

	<u>2024</u>	<u>2023</u>
Net assets with donor restrictions:		
Subject to expenditure for specified purpose:		
Direct program services	\$ 14,702	\$ 13,899
Policy, research and advocacy	1,826	1,191
Program administration	719	494
	<u>17,247</u>	<u>15,584</u>
Donor-imposed restricted endowment funds	<u>29,095</u>	<u>27,176</u>
Beneficial interest in perpetual trusts	<u>45,693</u>	<u>41,146</u>
Net assets with donor restrictions	<u>\$ 92,035</u>	<u>\$ 83,906</u>

Net assets released from donor restrictions by incurring expenses satisfying the restricted purpose or by occurrence of the passage of time or other events specified by donors during the fiscal years ended June 30, 2024 and 2023 were as follows:

	<u>2024</u>	<u>2023</u>
Direct service programs	\$ 30,652	\$ 27,973
Policy, research and advocacy	2,203	1,686
Management and general	283	283
Fundraising	<u>100</u>	<u> </u>
	<u>\$ 33,238</u>	<u>\$ 29,942</u>

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10. Endowment funds

The Society's endowment fund consists of both donor-restricted endowment funds which are classified and reported based on the existence or absence of donor-imposed restrictions and board-designated endowment funds. Board-designated endowment funds are portions of net assets without donor restriction which are designated or earmarked for long-term investment and functions as an endowment (Quasi-endowment). Any donated gift instructions received for particular purpose that the Society is unable to spend in the near term may be designated by the board for long-term investment and recognized as net assets with donor restrictions until those funds are used.

The Society's Board of Trustees is responsible for the long-term investment policies of the endowment funds, unless otherwise specified by the donor.

The Society has adopted the New York Prudent Management of Institutional Funds Act (NYPMIFA). As a result, the Society classifies endowment funds with donor-imposed restrictions as net assets with donor restrictions and income generated from those assets are time restricted until its Board of Trustees appropriates them for expenditure. Most of those funds are also subject to purpose restrictions that may be met before they are released from restrictions.

NYPMIFA moves away from the "historic dollar value" standard and permits charities to apply a spending policy to endowments based on certain specified standards of prudence. The Society is now governed by the NYPMIFA spending policy, which establishes a maximum prudent spending limit of 7% of the average of its previous five years' balance.

The Society's Board of Trustees has interpreted this change of policy as not requiring the maintenance of purchasing power of the original gift value contributed to the endowment fund, unless a donor stipulated to the contrary. As a result of this interpretation, when reviewing donor-restricted endowment funds, the Society considers a fund to be underwater if the fair market value of the fund is less than its original initial value of gifts donated, the original value of subsequent gifts added to the fund and or any accumulations to the fund that are required to be maintained in perpetuity in accordance with the direction of the applicable donor gift instrument. NYPMIFA has permitted spending from underwater funds in accordance with prudent measures as required under the law.

In addition to NYPMIFA prudent measures, the Society consider the following factors when determining to appropriate or accumulate donor-restricted endowment funds:

- The purpose of the donor restrictions;
- Anticipated income and appreciation of the assets;
- Preservation and duration of the fund;
- General economic conditions;
- The availability of other resources;
- The investment policies of the Society;

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10. Endowment funds (continued)

Return objectives, strategies employed and spending policy

The overall financial objective of the endowment is to provide the operations of the Society with a relatively stable stream of spendable revenue that increases over time and matches the general rate of inflation, as measured by the Consumer Price Index.

The long-term investment objective for the endowment fund is to attain a total return (net of investment management fees) of at least 6% per year in excess of inflation. This objective assumes that withdrawals from the Fund will average, long term, no more than 6% of the Fund's value over time.

Composition of endowment funds

Endowment funds consist of the following at June 30:

	<u>2024</u>	<u>2023</u>
Donor-restricted endowment funds:		
Income restricted for specific purposes	\$ 4,741	\$ 4,741
Income restricted for program administration	455	455
Income available for general purposes	<u>23,899</u>	<u>23,899</u>
	29,095	29,095
Temporary deficiency due to market conditions		<u>(1,919)</u>
Total donor-restricted endowment funds	<u>29,095</u>	<u>27,176</u>
Board-designated endowment funds:		
Quasi-endowment fund	<u>103,617</u>	<u>97,476</u>
Total endowment funds	<u>\$ 132,712</u>	<u>\$ 124,652</u>

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10. Endowment funds (continued)

Activity within endowment funds

Changes in endowment net assets for the year ended June 30, 2024 are as follows:

	Board-designated endowment funds without donor restrictions	Endowment funds with donor restrictions	Total
Endowment net assets, beginning of year	\$ 97,476	\$ 27,176	\$ 124,652
Investment return:			
Interest and dividend income	1,919	535	2,454
Realized gains	3,050	850	3,900
Unrealized gains	9,066	2,528	11,594
Total investment return	14,035	3,913	17,948
Appropriation of endowment income for expenditure	(7,894)	(1,994)	(9,888)
Endowment net assets, end of year	<u>\$ 103,617</u>	<u>\$ 29,095</u>	<u>\$ 132,712</u>

Changes in endowment net assets for the year ended June 30, 2023 are as follows:

	Board-designated endowment funds without donor restrictions	Endowment funds with donor restrictions	Total
Endowment net assets, beginning of year	\$ 93,699	\$ 24,203	\$ 117,902
Investment return:			
Interest and dividend income	1,586	409	1,995
Realized gains	443	115	558
Unrealized gains	11,310	2,922	14,232
Total investment return	13,339	3,446	16,785
Appropriation of endowment income for expenditure	(9,562)	(473)	(10,035)
Endowment net assets, end of year	<u>\$ 97,476</u>	<u>\$ 27,176</u>	<u>\$ 124,652</u>

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10. Endowment funds (continued)

From time to time, the fair value of assets associated with endowment funds may fall below the level that UPMIFA requires to retain as a fund of perpetual duration. According to generally accepted accounting principles (U.S. GAAP), deficiencies of this nature are reported in net assets with donor restrictions. During fiscal year ended June 30, 2023, those deficiencies resulted from unfavorable market fluctuations and continued appropriation for certain programs that were deemed prudent by the Board of Trustees. Subsequent gains that restore the fair value of assets of the endowment funds to the required level will be classified as an increase in net assets with donor restrictions.

11. Board designated net assets

The Society's Board of Trustees has designated from net assets without donor restrictions for the following purposes as of June 30:

	<u>2024</u>	<u>2023</u>
Quasi-endowment fund	\$ 103,617	\$ 97,476
Operating reserve	5,000	5,000
Other	<u>1,338</u>	<u>1,215</u>
	<u>\$ 109,955</u>	<u>\$ 103,691</u>

12. Employee benefit plans

Pension plan and other post-retirement benefits

The Society has a noncontributory defined benefit pension plan (DB plan) covering substantially all employees. The Society is required to accrue the estimated cost of these retiree benefit payments during the employees' active service period. The Society pays the cost of post-retirement benefits as incurred.

Effective July 1, 2021, the Society amended the DB Plan to freeze accruals under the traditional and cash balance formulas. The impact on the Society was a \$7,393 change in unrestricted net assets, which will be amortized over 10 years at approximately \$801 per annum.

The following table summarizes the DB Plan's funded status at June 30:

	<u>2024</u>	<u>2023</u>
Projected benefit obligation	\$ (43,843)	\$ (46,728)
Fair value of Plan assets	<u>52,270</u>	<u>46,667</u>
Funded status - recognized in the consolidated balance sheet	<u>\$ 8,427</u>	<u>\$ (61)</u>

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June 30, 2024 and 2023

12. Employee benefit plans (continued)

The following table provides information about the weighted average assumptions for the pension benefits as of June 30:

	Pension cost		Pension obligations	
	2024	2023	2024	2023
Weighted-average assumptions as of June 30:				
Discount rate	5.00%	4.50%	5.25%	5.00%
Expected return on Plan assets	7.00%	7.00%	N/A	N/A
Rate of compensation increase	4.50%	4.50%	4.50%	4.50%

The following table provides information about the contributions to the Plan and benefits paid for the years ended June 30:

	2024	2023
Society's contributions	\$ 1,200	\$ 1,200
Benefits paid	\$ 2,653	\$ 2,337

The accumulated benefit obligation for the defined benefit pension plan was \$43,843 and \$46,728 at June 30, 2024 and 2023, respectively.

The Mortality Table was changed from the RP2006 with Generational Projection Scale MP-2021 as of June 30, 2023 to the PRI2012 table with Generational Projection Scale MP-2021 as of June 30, 2024.

An assumed long-term rate of return of 7.00% for both years ended June 30, 2024 and 2023 was used for pension benefits. In developing this rate, the Society evaluated input from its actuaries on asset class return expectations and long-term inflation.

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12. Employee benefit plans (continued)

Amounts recognized as changes in net assets, but not yet included in net periodic benefit cost, consist of following at June 30:

	<u>2024</u>	<u>2023</u>
Beginning balance of cumulative pension related changes other than net periodic pension cost	\$ 2,090	\$ (2,437)
Changes:		
Amortization gain		450
Prior service credit	(802)	(802)
Asset gain	<u>7,085</u>	<u>4,879</u>
Net change	<u>6,283</u>	<u>4,527</u>
Ending balance of cumulative pension related changes other than net periodic pension cost	<u>\$ 8,373</u>	<u>\$ 2,090</u>

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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

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12. Employee benefit plans (continued)

The components of net pension cost and net post-retirement benefit cost are as follows for the years ended June 30:

	<u>2024</u>	<u>2023</u>
Service costs	\$ 799	\$ 855
Interest cost	2,182	2,112
Expected return on assets	(3,185)	(2,899)
Net amortization and deferral		450
Amortization of prior services credit	<u>(802)</u>	<u>(802)</u>
Net change	<u>\$ (1,006)</u>	<u>\$ (284)</u>

The future expected benefits to be paid for the pension benefits are as follows for the years ended June 30:

	<u>Pension benefits</u>
2025	\$ 2,690
2026	2,759
2027	2,835
2028	2,869
2029	2,957
2030 - 2034	<u>14,461</u>
	<u>\$ 28,571</u>

403(b) Plan

In addition, the Society has established a 403(b) plan for all employees; however, only non-union employees are eligible to participate for purposes of matching contributions. The Society matches employee contributions to the Plan at a rate of 50% up to the first 6% of each employee's salary. Salary deferrals in excess of \$12 are not matched. The Society's contributions to the Plan were \$212 and \$190 during the years ended June 30, 2024 and 2023, respectively.

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13. Commitments and contingencies

The Society leases office space in Staten Island, NY for one of its programs. This office lease will expire on September 30, 2025. In addition, the Society leases various equipment and automobiles under operating leases which expire through May 2025. These leases are below the Society's ROU assets capitalization policy of \$200. Rent expense for these leases was \$91 and \$117 for the years ended June 30, 2024 and 2023, respectively.

Minimum annual rental commitments for the remaining term of the Society's noncancelable operating leases are as follows:

Year ending June 30:		
2025	\$	75
2026		<u>11</u>
	\$	<u>86</u>

14. Litigation

The Society is involved in legal matters arising in the normal course of its operations. In the opinion of management, the outcome of any pending claims will not have a material effect on the Society's financial position or results of operations.

15. Significant source of support

The Society received approximately 86% and 79% of its operating revenue and support, excluding investment returns, for the years ended June 30, 2024 and 2023, respectively, from government agencies. Amounts due the Society from these agencies were \$16,628 and \$13,578 at June 30, 2024 and 2023, respectively. Contracts with the funding agencies were renewed at comparable amounts for the upcoming fiscal year.

16. Collective bargaining agreement

Certain employees are covered by a collective bargaining agreement. The agreement with 1199 SEIU United Healthcare Workers East is effective through June 30, 2028. Payments made to the National Benefits fund were \$1,301 and \$1,168 for the years ended June 30, 2024 and 2023, respectively.

17. Subsequent events

Subsequent events have been evaluated through December 20, 2024, which is the date the consolidated financial statements were available to be issued. All subsequent events requiring recognition or disclosure as of June 30, 2024 have been incorporated into these consolidated financial statements. The Society is not aware of any additional material subsequent events.