



**Part III Statement of Program Service Accomplishments**

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

**1** Briefly describe the organization's mission:

THE PURPOSE OF VOICES FOR INDEPENDENCE IS TO EMPOWER PEOPLE WITH DISABILITIES, IMPROVE THE QUALITY, INDEPENDENCE, DIGNITY, AND CONTROL OF THEIR LIVES, AS WELL AS TO PROMOTE A PHILOSOPHY OF INDEPENDENT LIVING, INCLUDING A PHILOSOPHY OF CONSUMER CONTROL, PEER SUPPORT, SELF-HELP, SELF- DETERMINATION, EQUAL ACCESS, AND INDIVIDUAL AND SYSTEMS ADVOCACY, AS WELL AS THE INTEGRATION AND FULL INCLUSION OF INDIVIDUALS WITH CROSS DISABILITIES INTO THE MAINSTREAM OF AMERICAN SOCIETY.

**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  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  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.

<b>4a</b>	(Code: )	(Expenses \$	12,024,132	including grants of \$	109,242)	(Revenue \$	13,894,069)
	See Additional Data						

<b>4b</b>	(Code: )	(Expenses \$	4,413,743	including grants of \$	)	(Revenue \$	3,917,241)
	See Additional Data						

<b>4c</b>	(Code: )	(Expenses \$	1,066,705	including grants of \$	)	(Revenue \$	666,014)
	See Additional Data						

(Code: )	(Expenses \$	1,060,222	including grants of \$	)	(Revenue \$	384,593)
INDEPENDENT LIVING PROGRAMS - VFI OPERATES A CENTER FOR INDEPENDENT LIVING TO PROVIDE SUPPORT, EDUCATION AND ADVOCACY TO EMPOWER PEOPLE WITH DISABILITIES, IMPROVE THE QUALITY, INDEPENDENCE, DIGNITY, AND CONTROL OF THEIR LIVES, AS WELL AS TO PROMOTE A PHILOSOPHY OF INDEPENDENT LIVING, INCLUDING A PHILOSOPHY OF CONSUMER CONTROL, PEER SUPPORT, SELF-HELP, SELF- DETERMINATION, EQUAL ACCESS, AND INDIVIDUAL AND SYSTEMS ADVOCACY. FUNDING IS RECEIVED FROM THE US DEPARTMENT OF HEALTH AND HUMAN SERVICES AND THE COMMONWEALTH OF PENNSYLVANIA OFFICE OF VOCATIONAL REHABILITATION.						

**4d** Other program services (Describe in Schedule O.)  
 (Expenses \$ 1,060,222 including grants of \$ ) (Revenue \$ 384,593 )

**4e Total program service expenses** ▶ 18,564,802

Part IV Checklist of Required Schedules

Table with 3 columns: Question Number, Question Description, and Yes/No columns. Rows include questions 1 through 21 regarding various organizational requirements and schedules.

Part IV Checklist of Required Schedules (continued)

Table with 3 main columns: Question, Yes, No. Rows include questions 22 through 38 regarding organizational reporting, compensation, tax-exempt bonds, and controlled entities.

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

Table with 3 main columns: Question, Yes, No. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and backup withholding rules.

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

Table with multiple rows (2a-16) and columns containing questions, numerical input fields (e.g., 2a, 10a-11b, 12b, 13a-13c, 14b), and checkboxes for Yes/No.







Part VIII Statement of Revenue

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

Table for Contributions, Gifts, Grants and Other Similar Amounts (Lines 1a-1g and 1h Total). Includes categories like Federated campaigns, Membership dues, Fundraising events, etc.

Table for Program Service Revenue (Lines 2a-2f and 9 Total). Includes Business Code and revenue details for CONTRACT REVENUES, COMM. OF PA-OLTL PAS PROGRAM, etc.

Table for Other Revenue (Lines 3-11d and 12 Total). Includes Investment income, Rental income, Net gain or loss, and Miscellaneous Revenue.

**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

Table with 5 columns: (A) Total expenses, (B) Program service expenses, (C) Management and general expenses, (D) Fundraising expenses. Rows include categories like Grants, Salaries, Office expenses, and Total functional expenses.





## Additional Data

**Software ID:**

**Software Version:**

**EIN:** 25-1727199

**Name:** VOICES FOR INDEPENDENCE

Form 990 (2019)

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**Form 990, Part III, Line 4a:**

PERSONAL ASSISTANTS SERVICES PROGRAM - VFI PROVIDED HOME CARE SERVICES UNDER THE CONSUMER-EMPLOYER DELEGATED MODEL EMPOWERING PROGRAM RECIPIENTS TO ASSIST IN THE HIRING AND MANAGING OF THEIR DIRECT CARE GIVERS. SUPPORT INCLUDED PROVIDING BILLING, PAYROLL AND PAYROLL TAX SERVICES TO OVER 400 PROGRAM PARTICIPANTS UNDER VARIOUS PROGRAMS SUPPORTED BY MEDICAL ASSISTANCE MANAGED CARE ORGANIZATIONS.

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**Form 990, Part III, Line 4b:**

HOME MODIFICATIONS PROGRAM -SUPPORT PROVIDED TO OVER 300 INDIVIDUALS WITH DISABILITIES BY MANAGING PHYSICAL ADAPTATION CONSTRUCTION PROJECTS  
TOTALLING APPROXIMATELY 3,900,000 OF COSTS FOR MEDICAL ASSISTANCE ELIGIBLE INDIVIDUALS.

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**Form 990, Part III, Line 4c:**

VFI PROVIDED A NURSING HOME TRANSITION PROGRAM ESTABLISHED TO IDENTIFY AND TRANSITION INDIVIDUALS FROM NURSING HOMES. SERVICES INCLUDED IDENTIFICATION OF ELIGIBLE NURSING HOME RESIDENTS, COMMUNITY PLANNING WITH FAMILY AND SUPPORT NETWORKS, IDENTIFICATION AND PREPARATION OF HOUSING RESOURCES, THE PROVISION OF TANGIBLE ASSISTANCE SERVICES TO ACCOMPLISH THE RELOCATION TO COMMUNITY, LINKAGE TO COMMUNITY SUPPORT PROGRAMS, NON-MEDICAL TRANSPORTATION SERVICES, AND FOLLOW UP. APPROXIMATELY 300 INDIVIDUALS WERE PROVIDED WITH NURSING HOME TRANSITION SERVICES DURING THE FISCAL YEAR.

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**Part IV Supporting Organizations**

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

**Section A. All Supporting Organizations**

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





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

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

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

## Additional Data

**Software ID:**

**Software Version:**

**EIN:** 25-1727199

**Name:** VOICES FOR INDEPENDENCE

Schedule A (Form 990 or 990-EZ) 2019

Page 8

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

**Facts And Circumstances Test**





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.

Table with 3 columns: (a) Description of security or category, (b) Book value, (c) Method of valuation: Cost or end-of-year market value. Rows include Financial derivatives, Closely-held equity interests, and Other.

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.

Table with 3 columns: (a) Description of investment, (b) Book value, (c) Method of valuation: Cost or end-of-year market value. Rows numbered 1-9.

Part IX Other Assets.

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

Table with 2 columns: (a) Description, (b) Book value. Rows numbered 1-9.

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.

Table with 2 columns: (a) Description of liability, (b) Book value. Row 1 includes Federal income taxes and LIABILITY FOR ACA ASSESSMENT with value 251,000.

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 FIN 48 (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.

<b>1</b>	Total revenue, gains, and other support per audited financial statements		<b>1</b>	
<b>2</b>	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
<b>a</b>	Net unrealized gains (losses) on investments	<b>2a</b>		
<b>b</b>	Donated services and use of facilities	<b>2b</b>		
<b>c</b>	Recoveries of prior year grants	<b>2c</b>		
<b>d</b>	Other (Describe in Part XIII.)	<b>2d</b>		
<b>e</b>	Add lines <b>2a</b> through <b>2d</b>		<b>2e</b>	
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b>		<b>3</b>	
<b>4</b>	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b	<b>4a</b>		
<b>b</b>	Other (Describe in Part XIII.)	<b>4b</b>		
<b>c</b>	Add lines <b>4a</b> and <b>4b</b>		<b>4c</b>	
<b>5</b>	Total revenue. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 12.)		<b>5</b>	

**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.

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

**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.

Return Reference	Explanation
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**Part XIII****Supplemental Information (continued)**

Return Reference	Explanation
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- 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:
- |                                      | 13a | %   |
|--------------------------------------|-----|-----|
| <b>a</b> The organization's facility |     |     |
| <b>b</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 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.

Return Reference

Explanation

Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

Schedule I (Form 990)

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

OMB No. 1545-0047

2019

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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.

Name of the organization VOICES FOR INDEPENDENCE

Employer identification number

25-1727199

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.

Table with 8 columns: (a) Name and address of organization or government, (b) EIN, (c) IRC section (if applicable), (d) Amount of cash grant, (e) Amount of non-cash assistance, (f) Method of valuation (book, FMV, appraisal, other), (g) Description of noncash assistance, (h) Purpose of grant or assistance. Includes rows for TRANSITIONAL PATHS TO INDEP LIVING and TRPIL COMMUNITY SERVICES.

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 . . . . .

**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 noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

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

Return Reference	Explanation
SCHEDULE I, PAGE 1, PART I, LINE 2	VFI OBTAINS APPROVAL FOR THE FUNDING FOR ADAPTIVE PHYSICAL IMPROVEMENTS TO THE RESIDENCE OF MEDICAL ASSISTANCE ELIGIBLE INDIVIDUALS. VFI MANAGES THE CONSTRUCTION ACTIVITY AND PAYMENT TO CONTRACTORS FOR SERVICES OF PHYSICAL ADAPTATIONS IN ORDER TO ASSURE THE FUNDS ARE USED FOR THE REQUIRED PURPOSE.
SCHEDULE I, PAGE 4, PART IV	PART 3, LINE 1F - DESCRIPTION OF NON-CASH ASSISTANCE PAYMENTS FOR ADAPTIVE IMPROVEMENTS TO MADE TO CONSTRUCTION CONTRACTORS ON BEHALF OF ELIGIBLE INDIVIDUALS.



**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 are not listed on Form 990, Part VII.

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
<b>1</b> SHONA EAKIN EXECUTIVE DIRECTOR	(i)	167,153				20,791	187,944	
	(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.

Return Reference	Explanation
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**SCHEDULE O**  
**(Form 990 or 990-EZ)**

**Supplemental Information to Form 990 or 990-EZ**

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

▶ Attach to Form 990 or 990-EZ.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

**2019**

**Open to Public Inspection**

Department of the Treasury

Name of the organization  
VOICES FOR INDEPENDENCE

**Employer identification number**

25-1727199

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
FORM 990 - ORGANIZATION'S MISSION	THE PURPOSE OF VOICES FOR INDEPENDENCE IS TO EMPOWER PEOPLE WITH DISABILITIES, IMPROVE THE QUALITY, INDEPENDENCE, DIGNITY, AND CONTROL OF THEIR LIVES, AS WELL AS TO PROMOTE A PHILOSOPHY OF INDEPENDENT LIVING, INCLUDING A PHILOSOPHY OF CONSUMER CONTROL, PEER SUPPORT, SELF-HELP, SELF- DETERMINATION, EQUAL ACCESS, AND INDIVIDUAL AND SYSTEMS ADVOCACY, AS WELL AS THE INTEGRATION AND FULL INCLUSION OF INDIVIDUALS WITH CROSS DISABILITIES INTO THE MAINSTREAM OF AMERICAN SOCIETY.

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PAGE 2, PART III, LINE 4D	INDEPENDENT LIVING PROGRAMS - VFI OPERATES A CENTER FOR INDEPENDENT LIVING TO PROVIDE SUPPORT, EDUCATION AND ADVOCACY TO EMPOWER PEOPLE WITH DISABILITIES, IMPROVE THE QUALITY, INDEPENDENCE, DIGNITY, AND CONTROL OF THEIR LIVES, AS WELL AS TO PROMOTE A PHILOSOPHY OF INDEPENDENT LIVING, INCLUDING A PHILOSOPHY OF CONSUMER CONTROL, PEER SUPPORT, SELF-HELP, SELF-DETERMINATION, EQUAL ACCESS, AND INDIVIDUAL AND SYSTEMS ADVOCACY. FUNDING IS RECEIVED FROM THE US DEPARTMENT OF HEALTH AND HUMAN SERVICES AND THE COMMONWEALTH OF PENNSYLVANIA OFFICE OF VOCATIONAL REHABILITATION.

**990 Schedule O, Supplemental Information**

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 4	VOICES FOR INDEPENDENCE (VFI) AND TRPIL, A NONPROFIT ORGANIZATION LOCATED IN WASHINGTON, P A ENTERED INTO AN AFFILIATION AGREEMENT EFFECTIVE OCTOBER 1, 2019. THE AFFILIATION IS A PARENT/SUBSIDIARY RELATIONSHIP PURSUANT TO WHICH VFI IS THE PARENT CORPORATION AND TRPIL AND ITS AFFILIATES (TRANSITIONAL PATHS TO INDEPENDENT LIVING, TRPIL COMMUNITY SERVICES, AND ACCESSIBLE DREAMS) ARE EACH INDEPENDENT SUBSIDIARY CORPORATION OF VFI. PRIVATE CARE RESOURCES, INC. D/B/A VFI HOME HEALTH REMAINED AN AFFILIATE OF TRPIL. THE CHIEF EXECUTIVE OFFICER (CEO) OF VFI WAS APPOINTED CEO OF EACH OF THE TRPIL ENTITIES. THE NEW VFI BOARD WAS INITIALLY COMPRISED OF AN EQUAL NUMBER OF BOARD MEMBERS FROM BOTH VFI AND TRPIL, PLUS THE CEO OF VFI.

## 990 Schedule O, Supplemental Information

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PAGE 6, PART VI, LINE 11B	A COPY OF FORM 990 IS PROVIDED TO ALL BOARD MEMBERS FOR REVIEW AND DISCUSSION PRIOR TO SIGNING AND SUBMITTING THE FORM.

## 990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 12C	THE ORGANIZATION REQUIRES THE COMPLETION OF AN ANNUAL CONFLICT OF INTEREST QUESTIONNAIRE AND MONITORS THE CONFLICT OF INTEREST POLICY THROUGH EDUCATION AND COMMUNICATION AMONG THE BOARD OF ANY POTENTIAL CONFLICT AND THE STEPS NEEDED TO ADDRESS ANY CONFLICTS WHICH MAY ARI SE.

# 990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PAGE 6, PART VI, LINE 15A	BOARD OF DIRECTORS REVIEW THE COMPENSATION OF THE CEO & CFO IN CONJUNCTION WITH APPROVING THE ANNUAL BUDGET. COMPARABILITY DATA OF THE AREA AND THE INDUSTRY IS USED.

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PAGE 6, PART VI, LINE 15B	BOARD OF DIRECTORS REVIEW THE COMPENSATION OF THE CEO & CFO IN CONJUNCTION WITH APPROVING THE ANNUAL BUDGET. COMPARABILITY DATA OF THE AREA AND THE INDUSTRY IS USED.

**990 Schedule O, Supplemental Information**

<b>Return Reference</b>	<b>Explanation</b>
FORM 990, PAGE 6, PART VI, LINE 19	GOVERNING DOCUMENTS MADE AVAILABLE UPON REQUEST.









**Part VII**      **Supplemental Information**

Provide additional information for responses to questions on Schedule R. (see instructions).

Return Reference	Explanation