Internal Revenue Service

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

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

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

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

2023 Open to Public Inspection

Α	For the	e 2023 calend	dar year, or tax year beginning 01/01/2023 and ending		12/31/20)23	
в	Check if	f applicable:	C Name of organization HIS HANDS MINISTRIES		[D Empl	oyer identification number
	Address	s change	Doing business as His Hands Free Clinic				39-1878606
	Name cl	hange	Number and street (or P.O. box if mail is not delivered to street address)	Room/	/suite E	T elepl	hone number
	Initial ret	turn	1245 2nd Ave SE				319-862-2636
	Final retu	urn/terminated	City or town, state or province, country, and ZIP or foreign postal code				
	Amende	ed return	Cedar Rapids, IA 52403		C	G Gross	receipts \$ 1,149,079
	Applicat	tion pending	F Name and address of principal officer: Alex Trunnell		H(a) Is this a grou	p return fo	or subordinates? 🗌 Yes 🗹 No
			1245 2nd Ave SE, Cedar Rapids, IA 52403		H(b) Are all sub	ordinat	es included? Ves No
I	Tax-exe	empt status:	✓ 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or 527		If "No," attach a	a list. S	ee instructions.
J	Website	HisHands	sClinic.org		H(c) Group exe	emption	number
-		organization: 🖌	Corporation Trust Association Other L Year of form	nation:	1997	V State	of legal domicile:
Ρ	art I	Summa					
	1	Briefly des	cribe the organization's mission or most significant activities: The p	rimar	y purpose of	f the o	rganization is to bring
Activities & Governance		glory to Go	d by meeting the physical, emotional, and spiritual needs of those with	out a	dequate resc	ources	
nar							
ver	2		box $\[\square \]$ if the organization discontinued its operations or disposed			% of it	s net assets.
õ	3		voting members of the governing body (Part VI, line 1a)			3	11
s S	4		independent voting members of the governing body (Part VI, line 1)	,		4	11
itie	5		per of individuals employed in calendar year 2023 (Part V, line 2a)			5	21
ċţi	6		per of volunteers (estimate if necessary)	• •		6	151
Ă	7a		ated business revenue from Part VIII, column (C), line 12	• •		7a	0
	b	Net unrelat	ed business taxable income from Form 990-T, Part I, line 11			7b	0
					Prior Year		Current Year
e	8		ons and grants (Part VIII, line 1h)		1,55	3,438	1,094,407
Revenue	9	•	ervice revenue (Part VIII, line 2g)			0	0
Rev	10		income (Part VIII, column (A), lines 3, 4, and 7d)			8,055	54,044
_	11		nue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)			3,502	-3,964
	12		ue-add lines 8 through 11 (must equal Part VIII, column (A), line 12)		1,54	8,885	1,144,487
	13		I similar amounts paid (Part IX, column (A), lines 1–3)			0	0
	14	•	aid to or for members (Part IX, column (A), line 4)			0	0
Expenses	15		her compensation, employee benefits (Part IX, column (A), lines 5–10)			2,529	544,606
ĕ	16a		al fundraising fees (Part IX, column (A), line 11e)		3	5,200	0
Ř	b		aising expenses (Part IX, column (D), line 25) 145,929				
_	17	-	enses (Part IX, column (A), lines 11a–11d, 11f–24e)			2,779	373,099
	18	-	nses. Add lines 13–17 (must equal Part IX, column (A), line 25) .			0,508	917,705
_ ې	19	Revenue le	ess expenses. Subtract line 18 from line 12	Bogi		8,377	226,782
Net Assets or Fund Balances	20	Total ass-	a (Part X, line 16)	веді	inning of Currer		End of Year
\sse Bala	20		s (Part X, line 16)			5,256	2,395,779
let ∕	21 22		ties (Part X, line 26)			1,434	5,175
	art II		or fund balances. Subtract line 21 from line 20		2,16	3,822	2,390,604
-		•	re Block	otorsa	ata and to the !	nont of	my knowledge and hall of this
			I declare that I have examined this return, including accompanying schedules and state. Declaration of preparer (other than officer) is based on all information of which prepare				my knowledge and belief, it is

Sign	Signature of officer	Dat	te					
Here	Beth Disselkoen, Treasurer							
Paid Proporor	Print/Type preparer's name	Preparer's signature		Date		Check if self-employed	PTIN	
Preparer Use Only	Firm's name	Firm's EIN						
Use Only	Firm's address				Phon	e no.		
May the IRS	discuss this return with the pre-	eparer shown above? See instruc	tions				Yes	No
For Paperwo	rk Reduction Act Notice, see the	separate instructions.	Cat	. No. 11282Y			Form 9	90 (2023)

Form 99	10 (2023) Page 2
Part	
	Check if Schedule O contains a response or note to any line in this Part III
1	Briefly describe the organization's mission: The primary purpose of the organization is to bring glory to God by meeting the physical, emotional, and spiritual needs of those without adequate resources.
2	Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?
	If "Yes," describe these new services on Schedule O.
3	Did the organization cease conducting, or make significant changes in how it conducts, any program services?
	If "Yes," describe these changes on Schedule O.
4	Describe the 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 \$645,844 including grants of \$0) (Revenue \$0)
	His Hands Ministries doing business as His Hands Free Clinic offers a wide variety of services designed to best fit the needs of
	our community. Services include medical, dental, chiropractic, women's health, mental health, prescription assistance, spiritual
	care, casework services, and durable medical equipment. All services are by appointment only. In 2023, the clinic had 2,461
	general medical visits, 143 chiropractic visits, 114 physical therapy visits, 243 dental visits, 619 casework visits, and 67 Chronic Disease Education visits. Volunteers gave 8,037 hours of service.
4b	(Code:) (Expenses \$including grants of \$) (Revenue \$)
4c	(Code:) (Expenses \$including grants of \$) (Revenue \$)
4d	Other program services (Describe on Schedule O.)
	(Expenses \$ 0 including grants of \$ 0) (Revenue \$ 0)
4e	Total program service expenses 645,844

Form 99	0 (2023)		I	Page 3
Part	V Checklist of Required Schedules			
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes,"		Yes	No
	complete Schedule A	1	~	
2	Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	2	~	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>	3		~
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i> .	4		~
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i> .	5		~
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</i> "Yes," <i>complete Schedule D, Part I</i>	6		~
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>	7		~
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		~
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>	9		~
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i> .	10	~	
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VII, IX, or X, as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	11a	~	
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>	11b		~
С	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>	11c		~
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>	11d	~	
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		~
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>	11f	~	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a		~
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		~
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		~
14a b	Did the organization maintain an office, employees, or agents outside of the United States? Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking,	14a		~
Ŭ	fundraising, business, investment, and program service activities outside the United States, or aggregate			
	foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b		~
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>	15		~
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>	16		~
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	17		~
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> .	18	~	
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>	19		~
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		~
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
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>	21		~

 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 21 if "Yes," complete Schedule I, Parts I and III. 23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization nave at tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a 24a 24b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? 25d Did the organization acts an "on behalf of" issuer for bonds outstanding at any time during the year? 25d Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization are that it engaged in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I 25a Did the organization are that it engaged in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I 25b 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 35% controlled entity of many or othes persons? If "Yes," complete Schedule L, Part II 27 28 Was the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor? If "Yes," complete Schedule L, Part II 29 Did the organization and party to a business transaction with and excellon in a party or a business transaction with and excellon in	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 21 if "Yes," complete Schedule I, Parts I and III. 23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization nave at tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a 24a 24b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? 25d Did the organization acts an "on behalf of" issuer for bonds outstanding at any time during the year? 25d Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization are that it engaged in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I 25a Did the organization are that it engaged in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I 25b 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 35% controlled entity of many or othes persons? If "Yes," complete Schedule L, Part II 27 28 Was the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor? If "Yes," complete Schedule L, Part II 29 Did the organization and party to a business transaction with and excellon in a party or a business transaction with and excellon in		~
 organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J. 23 24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a 24a 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? 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)(2) organizations. Did the organization engage in an excess benefit transaction with a disqualified person in a pricr year, and that the transaction has not been reported on any of the organization s prior forms 990 or 99-EZ? 25b Is 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 (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part II 27 Was the organization aparty to a business transaction with one of the following parties? (See the Schedule L, Part II) 28 Was the organization receive contributions or applete schedule L, Part IV 29 Did the organization receive controlled entity disegarded in line 28a? If "Yes," complete Schedule L, Part IV 20 A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part II 29 Did the organization receive controlled entividuals and/or organizations described in line 28a regressions? If "Yes," complete Schedule L, Part II <li< td=""><td></td><td>v</td></li<>		v
 \$100,000 is 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 b) bid the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? c) bid the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? d) bid the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? d) bid the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? d) bid the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? d) bid the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? d) bid the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? d) bid 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? d) bid 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 27 Did the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part II) A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV A family member of any individual described in line 28a? If "Yes," complete Schedule M. D) bid the organization receive contributions of		
 c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? 24c 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 in a transaction with a disqualified person in a proryear, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-E2? 16 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 I 27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, or substantial contributor, or 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part IV 28 Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV. 28 A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV 28 A family member of any individual described in line 28a? If "Yes," complete Schedule M, Part I 29 Did the organization receive more than \$25,000 in noncash contributors? If "Yes," complete Schedule L, Part II 30 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule R, Part I 31 Did the organization relates to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part I, III, II, orl, and Part V, line 1 32 Did the organization relates to any tax-exempt or taxable entity? If "Yes," complete Schedul		~
 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 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-E27 If "Yes," complete Schedule L, Part I 25b 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 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 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part II 28 Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part III "Yes," complete Schedule L, Part IV 28 A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV 28 A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part I 29 Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule N, Part I 30 Did the organization well excerptions of art, historical trassures, or other similar assets? If "Yes," complete Schedule N, Part I 31 Did the organization nealty contributions of art, historical trassures, or other similar assets? If "Yes," complete Schedule N, Part I 33 Did the organization neelie controlled ontily within the meaning of section 512(b)(
 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		~
 26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>		~
 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 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 b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV 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 280 29 Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule M 30 31 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule N, Part I 31 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II 32 Did the organization neated to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 34 Was the organization neated to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? 36 Section 501(c)(3) organizations. Did the organization controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 36 		~
L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions). A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV 28a b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV 28b c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If 28b c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If 28b 29 Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule M 29 30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M 30 31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I 31 32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II 31 33 Did 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 33 34 Was the organization have a controlled entity within the meaning of section 512(b)(13)? 35a 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? 35a		~
 "Yes," complete Schedule L, Part IV b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV 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 29 Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule M 29 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M 29 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I 31 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part I 32 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I 33 Did the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1 34 Was the organization have a controlled entity within the meaning of section 512(b)(13)? 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? 35a Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable 		
 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 Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule M Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part I 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 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 Did the organization have a controlled entity within the meaning of section 512(b)(13)? 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 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable 		r
 30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>. 31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> 32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i> 33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>. 34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>. 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? 35a Did the organization set a controlled entity within the meaning of section 512(b)(13)? 35a Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable 		
 31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> 32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i> 33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i> 34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i> 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? 35a If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i> 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable 	~	
 33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		v v
or IV, and Part V, line 1 34 35a Did the organization have a controlled entity within the meaning of section 512(b)(13)? 35a b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 35b 36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable 35b		~
 b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2. 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		r
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI 37		~
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note: All Form 990 filers are required to complete Schedule O	~	
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		
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 1a 12 b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable 1b 0 c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? 1c 1c	Yes	No

Form 99			F	Page 5
Part			Yes	No
	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 21			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? .	2b	~	
	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		~
	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O .	3b		
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)?	4a		~
	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).	_		
	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		レ レ
	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5b 5c		V
	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the	50		
	organization solicit any contributions that were not tax deductible as charitable contributions?	6a		~
	If "Yes," did the organization include with every solicitation an express statement that such contributions or	- vu		-
	gifts were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).			
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods			
	and services provided to the payor?	7a		~
	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was			
	required to file Form 8282?	7c		~
	If "Yes," indicate the number of Forms 8282 filed during the year	-		
	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e 7f		~ ~
	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7f 7a		V
-	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7g 7h		
	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the	711		
	sponsoring organization have excess business holdings at any time during the year?	8		
9	Sponsoring organizations maintaining donor advised funds.			
а	Did the sponsoring organization make any taxable distributions under section 4966?	9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		
	Section 501(c)(7) organizations. Enter:			
	Initiation fees and capital contributions included on Part VIII, line 12			
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities . 10b			
11	Section 501(c)(12) organizations. Enter: Gross income from members or shareholders			
a b	Gross income from members or shareholders			
5	against amounts due or received from them.)			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
	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.			
а	Is the organization licensed to issue qualified health plans in more than one state?	13a		
_	Note: See the instructions for additional information the organization must report on Schedule O.			
	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			
	Enter the amount of reserves on hand	140		
	Did the organization receive any payments for indoor tanning services during the tax year?	14a 14b		~
	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or			<u> </u>
	excess parachute payment(s) during the year?	15		~
	If "Yes," see the instructions and file Form 4720, Schedule N.			
	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16		~
	If "Yes," complete Form 4720, Schedule O.			
	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person, engage in any activities			
	that would result in the imposition of an excise tax under section 4951, 4952, or 4953?	17		
	If "Yes," complete Form 6069.			

Form 990 (20)	23)
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Part	Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O.			
	Check if Schedule O contains a response or note to any line in this Part VI			
Secti	on 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 11			
	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				
ь 2	Enter the number of voting members included on line 1a, above, who are independent . 1b 11 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with	-		
2	any other officer, director, trustee, or key employee?	2		~
3	Did the organization delegate control over management duties customarily performed by or under the direct	2		•
Ŭ	supervision of officers, directors, trustees, or key employees to a management company or other person? .	3		~
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		~
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5		~
6	Did the organization have members or stockholders?	6		~
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint			
	one or more members of the governing body?	7a		~
b	Are any governance decisions of the organization reserved to (or subject to approval by) members,			
	stockholders, or persons other than the governing body?	7b		~
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
-	The governing body?	0.0		
a b	Each committee with authority to act on behalf of the governing body?	8a 8b	マ マ	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at	00	•	
	the organization's mailing address? If "Yes," provide the names and addresses on Schedule O	9		~
Centi	ion B. Policies (This Section B requests information about policies not required by the Internal Rever			
Secti		ue C	oae.)	
Secu		ue C	oae.) Yes	No
<u>Secti</u> 10a	Did the organization have local chapters, branches, or affiliates?	10a	,	No V
	Did the organization have local chapters, branches, or affiliates?	10a	,	
10a	Did the organization have local chapters, branches, or affiliates?	10a 10b	,	
10a b 11a	Did the organization have local chapters, branches, or affiliates? 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? Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	10a	,	
10a b 11a b	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a	Yes	
10a b 11a b 12a	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a 12a	Yes V	
10a b 11a b 12a b	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a	Yes	
10a b 11a b 12a	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a 12a 12b	Yes V	
10a b 11a b 12a b c	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a 12a 12b 12c	Yes V V V	
10a b 11a b 12a c 13	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a 12a 12b 12c 13	Yes V	
10a b 11a b 12a b c	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a 12a 12b 12c	Yes V V V V	
10a b 11a b 12a c 13 14	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a 12a 12b 12c 13	Yes V V V V	
10a b 11a b 12a c 13 14	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a 12a 12b 12c 13	Yes V V V V	
10a b 11a b 12a c 13 14 15	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a 12a 12b 12c 13 14	Yes V V V V V V	
10a b 11a b 12a c 13 14 15 a b	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a 12a 12b 12c 13 14	Yes V V V V V V	
10a b 11a b 12a c 13 14 15 a	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a 12a 12b 12c 13 14 15a 15b	Yes V V V V V V	
10a b 11a b 12a c 13 14 15 a b 16a	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a 12a 12b 12c 13 14	Yes V V V V V V	
10a b 11a b 12a c 13 14 15 a b	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a 12a 12b 12c 13 14 15a 15b	Yes V V V V V V	
10a b 11a b 12a c 13 14 15 a b 16a	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a 12a 12b 12c 13 14 15a 15b 16a	Yes V V V V V V	
10a b 11a b 12a c 13 14 15 a b 16a b	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a 12a 12b 12c 13 14 15a 15b	Yes V V V V V V	
10a b 11a b 12a c 13 14 15 a b 16a b Secti	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a 12a 12b 12c 13 14 15a 15b 16a	Yes V V V V V V	
10a b 11a b 12a c 13 14 15 a b 16a b	Did the organization have local chapters, branches, or affiliates?	10a 10b 11a 12a 12b 12c 13 14 15a 15b 16a 16b	Yes V V V V V V	

- **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. Kimberly Greiner, (319)862-2636

Form 990 (2023)

Page 6

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.

				((C)					
(A)	(B)				sition			(D)	(E)	(F)
Name and title	Average					e than c is both		Reportable	Reportable	Estimated amount
	hours					or/trust		compensation	compensation	of other
	per week (list any hours for related organizations below dotted line)	Individua or directo	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	from the organization (W-2/ 1099-MISC/ 1099-NEC)	from related organizations (W-2/ 1099-MISC/ 1099-NEC)	compensation from the organization and related organizations
Dawn Brouwers	35.00									
Executive Director	0.00				~			67,014	0	0
Alex Trunnell	35.00									
Executive Director	0.00				~			10,855	0	0
Phil Hershner	1.00									
Vice President	0.00	~		~				0	0	0
Beth Disselkoen	2.00									
Treasurer	0.00	~		~				0	0	0
Kimberly lvestor	1.00									
Secretary	0.00	~		~				0	0	0
Donald Paynter	4.50									
President	0.00	~		r				0	0	0
Mary Lehner	1.00									
Director	0.00	~						0	0	0
Gina Kleman	1.00									
Director	0.00	~						0	0	0
Alan Bensema	3.00									
Director	0.00	~						0	0	0
Andrea Cooley	1.00									
Director	0.00	~						0	0	0
Diana Richardson	1.00									
Director	0.00	~						0	0	0
Tim Wesselink	1.00									
Director	0.00	~						0	0	0
										000

Part	VII Section A. Officers, Directors, 7	rustees,	Key	Emj	ploy	yee	s, an	d⊦	lighest Compe	ensated E	mplo	yees (c	ontin	ued)
	(A) Name and title	(B) Average hours	box,	unles	Pos neck ss pe	rson	e than o is both or/trust	an	(D) Reportable compensation	(E) Reportal compensa	ation	Estimat of	other	
		per week (list any hours for related organizations below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	from the organization (W-2/ 1099-MISC/ 1099-NEC)	from rela organization 1099-MI 1099-NE	s (W-2/ SC/			and
			-											
			-											
			-											
			-											
			-											
			-											
			-											
			-											
1b	Subtotal		· .						77,869		0			0
c d									77,869		0			0
2	Total number of individuals (including reportable compensation from the organi		limite	ed t	o t	hos	e list	ed	above) who re 0	eceived m	iore t	han \$1	00,00	0 0
3	Did the organization list any former of employee on line 1a? If "Yes," complete s							•	loyee, or highes				Yes	No V
4	For any individual listed on line 1a, is the organization and related organizations <i>individual</i>	e sum of re greater th	porta an \$ ⁻	ble (150,	com 000	npei)? <i>I</i> :	nsatio f "Yes	n a s,"	nd other compe complete Schee	nsation fro	m the			-
5	Did any person listed on line 1a receive of for services rendered to the organization?	or accrue co	ompe	nsat	tion	froi	m any	' un	related organiza	tion or indi		4 5		~ ~
Secti 1	on B. Independent Contractors Complete this table for your five high compensation from the organization. Rep													
	(A) Name and business add								(B) Description of serv		-	(C) Compensa		
Vone														
2	Total number of independent contracto	vra (includiu	ag bi	it 12	ot I	linait	ad to	th	and listed show	ia) who				_

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

Part VIII Statement of Revenue

Paru	VIII	Statement of Rev Check if Schedule			spon	se or note to an	v line in this Pa	art VIII		
							(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512–514
rants, ounts	1a	Federated campaig			1a	3,865				
	b	Membership dues			1b	0				
Å, G	c	Fundraising events			1c	45,440				
ar ,	d	Related organization			1d	0				
s, G	e f	Government grants All other contribution			1e	0				
ion sr S	•	and similar amounts no			1f	1,045,102				
Contributions, Gifts, Grants, and Other Similar Amounts	g	Noncash contributio				1,043,102				
		lines 1a-1f			1g	\$ 132,577				
	h	Total. Add lines 1a-	-1f .				1,094,407			
						Business Code				
vice	2a									
Program Service Revenue	b									
jram Ser Revenue	C									
grai Rev	d									
ŗõ	e f	All other program se								
<u>н</u>	g	Total. Add lines 2a-					0			
	3	Investment income) (inclu	uding divid	dends	s, interest, and				
		other similar amoun	ıts) .		•		54,044	54,044	0	0
	4	Income from investr				· ·	0	0	0	0
	5	Royalties	<u></u>				0	0	0	0
				(i) Real		(ii) Personal				
	6a	Gross rents	6a							
	b	Less: rental expenses Rental income or (loss)								
	c d	Net rental income or (loss))	0	0				-
	7a	Gross amount from	r ř	(i) Securit		 (ii) Other				
		sales of assets								
		other than inventory	7a							
e	b	Less: cost or other basis								
enne		and sales expenses .	7b							
w 1			7c		0					
erl										
Other R	8a	Gross income from		-						
•		events (not including of contributions rep		0 I on line						
		1c). See Part IV, line			8a	o				
	b	Less: direct expens			8b	4,592				
	с	Net income or (loss)			g eve	nts	-4,592		0	-4,592
	9a	Gross income f		0 0	Ī					
		activities. See Part I			9a					
	b	Less: direct expense			9b					
	C	Net income or (loss)			tivitie	es				
	10a	Gross sales of ir returns and allowan			10-					
	b	Less: cost of goods			10a 10b					
	b C	Net income or (loss)				prv				
s						Business Code				
e e	11a	Reimbursed Expene	se			622000	628	628	0	0
scellanec Revenue	b									
	с			·						
Miscellaneous Revenue	d	All other revenue			•					
<	e	Total. Add lines 11a					628			
	12	Total revenue. See	Instru	ictions .	•		1,144,487	54,672	0	-4,592

Form **990** (2023)

Part IX Statement of Functional Expenses

fundraising solicitation. Check here [] if

following ŠOP 98-2 (ASC 958-720)

Check if Schedule O contains a response or note to any line in this Part IX . **(D)** Fundraising expenses Do not include amounts reported on lines 6b. 7b. (A) Total expenses (B) (C) Program service expenses Management and general expenses 8b, 9b, and 10b of Part VIII. Grants and other assistance to domestic organizations 1 and domestic governments. See Part IV, line 21 2 Grants and other assistance to domestic individuals. See Part IV, line 22 Grants and other assistance to foreign 3 organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 4 Benefits paid to or for members Compensation of current officers, directors, 5 trustees, and key employees 19,425 66,624 16,656 30,543 6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . . 424,919 50,075 50,533 324,311 Other salaries and wages 7 8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) 576 305 133 138 Other employee benefits 9 15,409 9,394 3,681 2,334 10 Payroll taxes 23,730 37,078 5,562 7,786 11 Fees for services (nonemployees): Management а . . Legal b 6,493 6,493 С Accounting 3,950 3,950 d Lobbying Professional fundraising services. See Part IV, line 17 е Investment management fees f Other. (If line 11g amount exceeds 10% of line 25, column a (A), amount, list line 11g expenses on Schedule O.) 6,683 6,683 12 Advertising and promotion 43,975 43,975 13 Office expenses 22,638 12,168 3,307 7,163 14 Information technology 31,874 14,800 16,917 157 15 Royalties Occupancy 16 38,771 34,506 3,102 1,163 17 Travel 8,848 2,746 6,102 18 Payments of travel or entertainment expenses for any federal, state, or local public officials 19 Conferences, conventions, and meetings . 20 Interest 21 Payments to affiliates 22 Depreciation, depletion, and amortization . 53,348 47,480 4,268 1,600 23 Insurance 2,917 15,378 11,924 537 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.) Staff Training and Volunteers 9,188 9,188 0 а 0 Medical and Patient Expenses b 131,953 131,953 0 0 С d All other expenses е 25 Total functional expenses. Add lines 1 through 24e 917.705 645,844 125,932 145,929 Joint costs. Complete this line only if the 26 organization reported in column (B) joint costs from a combined educational campaign and

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

Form 990 (2023)

	n 990 (20	,			Page 11
P	art X		and M		_
		Check if Schedule O contains a response or note to any line in this P	(A) Beginning of year	<u> </u>	 (B) End of year
	1	Cash-non-interest-bearing	266,675	1	224,107
	2	Savings and temporary cash investments	567,761	2	657,072
	3	Pledges and grants receivable, net		3	73,420
	4	Accounts receivable, net		4	
	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	
ŝ	7	Notes and loans receivable, net		7	
Assets	8	Inventories for sale or use	59,460	8	69,861
As	9	Prepaid expenses and deferred charges	1,489	9	716
	10a	Land, buildings, and equipment: cost or other			
		basis. Complete Part VI of Schedule D 10a 1,294,283	3		
	b	Less: accumulated depreciation 10b 297,34	1 937,032	10c	996,942
	11	Investments-publicly traded securities		11	
	12	Investments-other securities. See Part IV, line 11		12	
	13	Investments-program-related. See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11	332,839	15	373,661
	16	Total assets. Add lines 1 through 15 (must equal line 33)	2,165,256	16	2,395,779
	17	Accounts payable and accrued expenses	1,434	17	5,175
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D .		21	
Liabilities	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35%			
iab		controlled entity or family member of any of these persons		22	
-	23	Secured mortgages and notes payable to unrelated third parties	0	23	
	24 25	Unsecured notes and loans payable to unrelated third parties Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17–24). Complete Part X		24	
		of Schedule D	0	25	0
	26	Total liabilities. Add lines 17 through 25	1,434	26	5,175
seou		Organizations that follow FASB ASC 958, check here \checkmark and complete lines 27, 28, 32, and 33.			
alar	27	Net assets without donor restrictions	1,793,638	27	1,920,978
ñ	28	Net assets with donor restrictions	370,184	28	469,626
Fund Balances		Organizations that do not follow FASB ASC 958, check here D and complete lines 29 through 33.			
Net Assets or	29	Capital stock or trust principal, or current funds		29	
ets	30	Paid-in or capital surplus, or land, building, or equipment fund		30	
ss	31	Retained earnings, endowment, accumulated income, or other funds		31	
∋t ∠	32	Total net assets or fund balances	2,163,822	32	2,390,604
Ž	33	Total liabilities and net assets/fund balances	2,165,256	33	2,395,779

Form **990** (2023)

	90 (2023)				Page 1		
Par	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			44,48		
2	Total expenses (must equal Part IX, column (A), line 25)	2			17,70		
3	Revenue less expenses. Subtract line 2 from line 1	3 4			26,78		
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A)) Net unrealized gains (losses) on investments	4 5		2,163,822			
5 6	Donated services and use of facilities	5 6					
7		7					
8		8					
о 9	Prior period adjustments	0 9					
9 10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line	9					
10	32, column (B))	10		2.2	90,60		
Par	XII Financial Statements and Reporting	10		2,3	90,00		
r art	Check if Schedule O contains a response or note to any line in this Part XII				Г		
		<u> </u>		_	· _		
1	Accounting method used to prepare the Form 990: Cash Accrual Other If the organization changed its method of accounting from a prior year or checked "Other," ex Schedule O.	kplain	on				
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 con reviewed on a separate basis, consolidated basis, or both.						
	Separate basis Consolidated basis Both consolidated and separate basis						
b	Were the organization's financial statements audited by an independent accountant?						
	separate basis, consolidated basis, or both.						
	Separate basis Consolidated basis Both consolidated and separate basis						
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for over						
	the audit, review, or compilation of its financial statements and selection of an independent accounta			: 🗸			
	If the organization changed either its oversight process or selection process during the tax year, ex	xplain	on				
	Schedule O.						
3a	Schedule O. As a result of a federal award, was the organization required to undergo an audit or audits as set for Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		the 3	1	~		

Form **990** (2023)

SCHEDULE A (Form 990)

Public Charity Status and Public Support

OMB No. 1545-0047

Open to Public

Inspection

Department of the Treasury
Internal Revenue Service

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.

Name	of the	organization

Employer identification number

HIS H	MINIST	RIFS

SMINISTRIES		39-18/8606
Reason for Public Charity Status.	(All organizations must complete this p	oart.) See instructions.

Part I 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).
- A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990).) 2
- 3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).
- A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the 4 hospital's name, city, and state:
- An organization operated for the benefit of a college or university owned or operated by a governmental unit described in 5 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:
- An organization that normally receives (1) more than 33¹/₃% of its support from contributions, membership fees, and gross 10 receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33¹/₃% 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.)
- An organization organized and operated exclusively to test for public safety. See section 509(a)(4). 11
- 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 12a,
 - **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving а 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.
 - Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, С its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E.
 - **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) d 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.
 - Check this box if the organization received a written determination from the IRS that it is a Type I. Type II. Type III. е functionally integrated, or Type III non-functionally integrated supporting organization.

.

- Enter the number of supported organizations f
- Provide the following information about the supported organization(s)

9								
(i) Name of supported organization			listed in you	organization ur governing ment?	(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)		
			Yes	No				
(A)								
(B)								
(C)								
(D)								
(E)								
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.)

Secti	on A. Public Support						
Calen	dar 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.")	1,001,837	1,106,041	1,582,935	1,553,438	1,094,407	6,338,658
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf	1,001,637	1,106,041	1,362,735	1,353,436	1,094,407	0,336,036
3	The value of services or facilities furnished by a governmental unit to the organization without charge						
4	Total. Add lines 1 through 3	1,001,837	1,106,041	1,582,935	1,553,438	1,094,407	6,338,658
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 Secti	Public support. Subtract line 5 from line 4 on B. Total Support						6,338,658
-	dar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7	Amounts from line 4	1,001,837	1,106,041	1,582,935	1,553,438	1,094,407	6,338,658
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	79	2,155	598	-8,055	54,044	48,821
9	Net income from unrelated business activities, whether or not the business is regularly carried on		2,100		0,000	01,011	10/02 1
10	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	1,387	4,760	990	3,502	628	11,267
11	Total support. Add lines 7 through 10						6,398,746
12 13	Gross receipts from related activities, etc First 5 years. If the Form 990 is for the	organization's	s first, second	, third, fourth,	or fifth tax ye		
Soati	organization, check this box and stop he on C. Computation of Public Suppor						· · · []
<u>3ecu</u> 14	Public support percentage for 2023 (line (•		1 column (f)		14	99.06 %
15	Public support percentage from 2022 Sch		-			15	99.9 %
16a	331/3% support test-2023. If the organ	ization did not	check the box	on line 13, ar	nd line 14 is 33	¹ /3% or more,	check this
b	box and stop here . The organization qualifies as a publicly supported organization						
	this box and stop here . The organization			•			
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						
b	10%-facts-and-circumstances test — 2 15 is 10% or more, and if the organization in Part VI how the organization meets the organization	on meets the fa	cts-and-circur cumstances te	nstances test, st. The organi	check this bo zation qualifies	x and stop he s as a publicly	re. Explain supported
18	Private foundation. If the organization	did not check	a box on line	13, 16a, 16b,	17a, or 17b,	check this bo	x and see
	instructions						· · · 🗌
						Schedule A	A (Form 990) 2023

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

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

Secti	on A. Public Support						
Calen	dar 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						
С	Add lines 7a and 7b						
8	Public support. (Subtract line 7c from						
	line 6.)						
Secti	on B. Total Support			-			
Calen	dar 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						
	,						
	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						
10	(Explain in Part VI.)						_
13	Total support. (Add lines 9, 10c, 11, and 12.)						
14	and 12.)	organization	 	third fourth	or fifth toy yo	or 00 0 000	1
14	organization, check this box and stop he	-			•		
Socti	on C. Computation of Public Suppor						· · · · _
15	Public support percentage for 2023 (line 8	-		12 column (f))		15	%
16	Public support percentage for 2023 (inter Public support percentage from 2022 Sch					16	%
	on D. Computation of Investment In						70
17	Investment income percentage for 2023 (-	ov line 13 colu	imn (f))	17	%
18	Investment income percentage from 2022			-		18	%
19a	33 ¹ / ₃ % support tests – 2023. If the organ						
194	17 is not more than $33^{1/3}$ %, check this box						
b	33 ¹ / ₃ % support tests – 2022. If the organiz	-	-	-		-	
~	line 18 is not more than 33 ¹ / ₃ %, check this						
20	Private foundation. If the organization di	-	-	-			
	· ····ato roundation: in the organization di	a not oneon a		, 100, 01 100,			

Schedule A (Form 990) 2023

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

- 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.)

Yes No

1

2

3a

3b

3c

4a

4b

4c

5a

5b 5c

6

7

8

9a

9b

9c

10a

Section B. Type I Supporting Organizations

- 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

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? 1 2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s), or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s). 2 3 By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's

income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.

Section E. Type III Functionally Integrated Supporting Organizations

- Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). 1
- а The organization satisfied the Activities Test. Complete **line 2** below.
- The organization is the parent of each of its supported organizations. *Complete line 3 below.* b
- С 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.
- Did substantially all of the organization's activities during the tax year directly further the exempt purposes of а 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.
- 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.
- Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each b of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.

Yes No

1

2

1

3

2a

2b

3a

3b

Yes No

Yes No

Part	V Type III Non-Functionally Integrated 509(a)(3) Supporting Org	jani	zations	
1	Check here if the organization satisfied the Integral Part Test as a qualifying instructions. All other Type III non-functionally integrated supporting organ			ions A through E.
Sect	ion 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		
Sect	ion 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):			
а	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
С	Fair market value of other non-exempt-use assets	1c		
d	Total (add lines 1a, 1b, and 1c)	1d		
е	Discount claimed for blockage or other factors (explain in detail in Part VI):			
2	Acquisition indebtedness applicable to non-exempt-use assets	2		
3	Subtract line 2 from line 1d.	3		
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by 0.035.	6		
7	Recoveries of prior-year distributions	7		
8	Minimum Asset Amount (add line 7 to line 6)	8		
Sect	ion 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	Check here if the current year is the organization's first as a non-function	allv i	ntegrated Type III suppo	rting organization

Schedule A (Form 990) 2023

7 Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).

Schedule A (Form 990) 2023

Schedu	le A (Form 990) 2023			Page 7
Part	V Type III Non-Functionally Integrated 509(a)(3	B) Supporting Organi	zations (continued)	
Sect	on D-Distributions			Current Year
1	Amounts paid to supported organizations to accomplish e			
2	Amounts paid to perform activity that directly furthers exe	empt purposes of suppo	orted	
	organizations, in excess of income from activity		2	
3	Administrative expenses paid to accomplish exempt purp	oses of supported orga	inizations 3	
4	Amounts paid to acquire exempt-use assets		4	
5	Qualified set-aside amounts (prior IRS approval required-	•	<i>VI</i>) 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 whic (provide details in Part VI). See instructions.	h the organization is res	ponsive	
9	Distributable amount for 2023 from Section C, line 6		9	
10	Line 8 amount divided by line 9 amount		10)
Sect	ion E—Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2023	(iii) Distributable Amount for 2023
1	Distributable amount for 2023 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2023 (reasonable cause required — <i>explain in Part VI</i>). See instructions.			
3	Excess distributions carryover, if any, to 2023			
а	From 2018			
b	From 2019			
С	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: \$			
а	Applied to underdistributions of prior years			
b	Applied to 2023 distributable amount			
C	Remainder. Subtract lines 4a and 4b from line 4.			
5	Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6	Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7	Excess distributions carryover to 2024. Add lines 3j and 4c.			
8	Breakdown of line 7:			
а	Excess from 2019			
b	Excess from 2020			
С	Excess from 2021			
d	Excess from 2022			
e	Excess from 2023			

Schedule A (Form 990) 2023

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

Schedule A, Part II, Line 10 - Other Income mainly consists of reimbursed expenses for records provided to the State of Iowa. There are small minimal amounts for reimbursement from Linn County for jury duty and a rebate for prior year Zoom expenses. -----

SCHEDU	JLE	D
(Form 99	90)	

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 20 23 **Open to Public** Inspection

Name of the organization
Internal Revenue Service
Department of the Treasury

HIS	HANDS	MINISTRIES
	10,000	MINING THES

ime o	f the organization		Employer identification number
IS H	ANDS MINISTRIES		39-1878606
Par	t Organizations Maintaining Donor Advi	ised Funds or Other Similar Fund	s or Accounts
	Complete if the organization answered "	Yes" on Form 990, Part IV, line 6.	
		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year) .		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		
5	Did the organization inform all donors and donor	advisors in writing that the assets he	ld in donor advised
	funds are the organization's property, subject to the	e organization's exclusive legal control	? Ves 🗌 Yes 🗌 No
6	Did the organization inform all grantees, donors, ar	nd donor advisors in writing that grant	funds can be used
	only for charitable purposes and not for the benefi		
	conferring impermissible private benefit?		· · · · · · 🗌 Yes 🗌 No
Par	Conservation Easements		
	Complete if the organization answered "	Yes" on Form 990. Part IV. line 7.	
1	Purpose(s) of conservation easements held by the c		
	□ Preservation of land for public use (for example, recre		f a historically important land area
	 Protection of natural habitat 		f a certified historic structure
	Preservation of open space		
2	Complete lines 2a through 2d if the organization he	ld a qualified conservation contribution	in the form of a conservation
	easement on the last day of the tax year.		Held at the End of the Tax Year
а			. 2a
b	Total acreage restricted by conservation easements		
c	Number of conservation easements on a certified h		
d	Number of conservation easements included on line		
-	on a historic structure listed in the National Register		· 2d
3	Number of conservation easements modified, trans		
•	tax year		
4	Number of states where property subject to conserv	vation easement is located	
5	Does the organization have a written policy reg		ection, handling of
	violations, and enforcement of the conservation eas		
6	Staff and volunteer hours devoted to monitoring, inspec	sting handling of violations and enforcing	
Ŭ		sting, handling of violations, and emotoring	conservation casements during the year
7	Amount of expenses incurred in monitoring, inspectin	a handling of violations and enforcing o	conservation easements during the year
•		g, handling of violations, and officially c	senser valien eacomente daning the year
8	Does each conservation easement reported on line	2d above satisfy the requirements of s	ection 170(h)(4)(B)(i)
•	and section 170(h)(4)(B)(ii)?		
9	In Part XIII, describe how the organization reports c		
	sheet, and include, if applicable, the text of the foot		•
	organization's accounting for conservation easement	-	
Par	III Organizations Maintaining Collections	s of Art. Historical Treasures, or 0	Other Similar Assets
an	Complete if the organization answered "		
1a	If the organization elected, as permitted under FAS		e statement and balance sheet works
	of art, historical treasures, or other similar assets		
	service, provide in Part XIII the text of the footnote t		
b	If the organization elected, as permitted under FAS		
	art, historical treasures, or other similar assets held		
	provide the following amounts relating to these item	-	
			¢
	(i) Revenue included on Form 990, Part VIII, line 1 (ii) Assets included in Form 990, Part X		Ψ \$
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 FA		access for manolar gain, provide the

. . .

. .

\$_____

\$

Schedu	e D (Form 990) 2023								Page 2
Part	III Organizations Maintaining	Collections of	Art, Histo	rical T	reasures	, or Ot	her Similar As	sets (cont	inued)
3	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).								
а	a 🗌 Public exhibition d 🗌 Loan or exchange program								
b									
c	 Preservation for future generations 		•	0					
4	Provide a description of the organizat		and explain	how th	ney further	the org	ganization's exem	pt purpose	e in Part
5	During the year, did the organization assets to be sold to raise funds rather							r □ Yes	🗌 No
Part	IV Escrow and Custodial Arra	ngements			_				
	Complete if the organization 990, Part X, line 21.	•	" on Form	990, F	Part IV, line	e 9, or	reported an am	ount on F	orm
1a	Is the organization an agent, trustee, included on Form 990, Part X?			-				t	□ No
b	If "Yes," explain the arrangement in Pa								
-				g .e			Ar	nount	
с	Beginning balance					10	;		
d						10	_		
e	Distributions during the year					16			
f	Ending balance					1f			
2a	Did the organization include an amou							? Yes	No
	If "Yes," explain the arrangement in Pa								\square
Par									
	Complete if the organization	answered "Yes'	" on Form	990, F	Part IV, line	e 10.			
		(a) Current year	(b) Prior y		(c) Two year		(d) Three years back	(e) Four ye	ars back
1a	Beginning of year balance	332,839		3,385		3,019	2,500		2,500
b	Contributions	2,000	3	38,000		0	C		0
С	Net investment earnings, gains, and								
	losses	41,515		-8,519		392	600		0
d	Grants or scholarships	0		0		0	C		0
е	Other expenditures for facilities and								
	programs	0		0		0	C		0
f	Administrative expenses	2,713		27		26	81		0
g	End of year balance	373,641	3	32,839		3,385	3,019		2,500
2	Provide the estimated percentage of t	he current year en	d balance (line 1g	, column (a)) held	as:	•	
а	Board designated or quasi-endowmer	nt 100 S	%						
b	Permanent endowment) %							
С	Term endowment 0 %								
	The percentages on lines 2a, 2b, and								
3a	Are there endowment funds not in the	e possession of th	e organizat	ion tha	at are held	and ad	ministered for th	e	
	organization by:							Ye	es No
	(i) Unrelated organizations?							3a(i) 🖌	/
	()							3a(ii)	~
b	If "Yes" on line 3a(ii), are the related o							3b	
4	Describe in Part XIII the intended uses		on's endow	ment fu	unds.				
Part									
	Complete if the organization					e 11a.	See Form 990,	Part X, lin	e 10.
	Description of property	(a) Cost or ot (investme		•	r other basis ther)		Accumulated epreciation	(d) Book v	alue
1 a	Land		0		81,300				81,300
b	Buildings		0		1,015,845		144,010		871,835
с	Leasehold improvements		0		0		0		0
d	Equipment		0		197,138		153,331		43,807
е	Other		0		0		0		0
Total.	Add lines 1a through 1e. (Column (d) n	nust equal Form 9	90, Part X, I	ine 10c	c, column (l	B)) .			996,942

Schedule D (Form 990) 2023

Part VII Investments-Other Securities Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12. (a) Description of security or category (b) Book value (c) Method of valuation: (including name of security) 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. (Column (b) must equal Form 990, Part X, line 12, col. (B)) Investments – Program Related Part VIII 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. (Column (b) must equal Form 990, Part X, line 13, col. (B)) **Other Assets** Part IX 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) GCRC Foundation - Prairie Endow 373,661 (2) (3) (4) (5) (6) (7) (8) (9) Total. (Column (b) must equal Form 990, Part X, line 15, col. (B)) . . . 373,661 **Other Liabilities** Part X 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 0 (2) (3) (4) (5) (6) (7) (8) (9) Total. (Column (b) must equal Form 990, Part X, line 25, col. (B)) 0 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

Schedule D (Form 990) 2023

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Schedu	le D (Form 990) 2023			Page 4
Part			Retur	'n
	Complete if the organization answered "Yes" on Form 990, Part IV, line	e 12a.		
1	Total revenue, gains, and other support per audited financial statements		1	
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
а	Net unrealized gains (losses) on investments			
b	Donated services and use of facilities			
С	Recoveries of prior year grants 2c			
d	Other (Describe in Part XIII.)			
е	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
а	Investment expenses not included on Form 990, Part VIII, line 7b 4a			
b	Other (Describe in Part XIII.)			
С	Add lines 4a and 4b		4c	
5	Total revenue. Add lines 3 and 4c. (<i>This must equal Form</i> 990, <i>Part I, line</i> 12.)		5	
Part			r Ret	urn
	Complete if the organization answered "Yes" on Form 990, Part IV, line			
1	Total expenses and losses per audited financial statements		1	
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
а	Donated services and use of facilities			
b	Prior year adjustments			
С	Other losses			
d	Other (Describe in Part XIII.)			
е	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
а	Investment expenses not included on Form 990, Part VIII, line 7b 4a			
b	Other (Describe in Part XIII.)			
_c	Add lines 4a and 4b		4c	
5	Total expenses. Add lines 3 and 4c. (<i>This must equal Form 990, Part I, line 18.</i>)		5	
Part		line of the second Obse	Devit	V line 4. Deat V line
	le the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, t XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide a			
		-		
	Jule D, Part V, Line 4 - The endowment fund was established to assist the Organization with			
progra	ammatic activity depending upon where the greatest need is any given time.			
Cabad				
	Jule D, Part X, Line 2 - As a 501(c)(3) organization, the Organization is exempt from federal a			
	esult from unrelated business activities. At December 31, 2023 and 2022 the Organization h			
	ess activities for which income taxes would be due. Accordingly, no provision for income to			
	npanying financial statements. Accounting standards prescribe recognition thresholds and nent of disclosure of tax positions taken or expected to be taken that are not certain to be r			
	on and had determined that there are no material uncertain tax positions that require recog			
	nber 31, 2023 and 2022.			
Decei				

(Form §	ULE G 990) t of the Treasury venue Service	Complete if	the organization a organization ent	nswered "Yes ered more tha tach to Form	a" on Form 990 In \$15,000 on 990 or Form 9	raising or Gami D, Part IV, line 17, 18, Form 990-EZ, line 6a. 90-EZ. Id the latest informati	or 19, or if the	OMB No. 1545-0047
Name of th	e organization						Employer identit	
	IDS MINISTRIE							9-1878606
Part I		sing Activities. 0-EZ filers are r				vered "Yes" on I	Form 990, Part IV	, line 17.
1 Ir		•	on raised funds	through any		•	heck all that apply.	
a	Mail solicita			e	ment grants			
b		d email solicitatio	ns	f		on of government	-	
c ∟ d □	☐ Phone solic ☐ In porcon of		g 🗌 Special fundraising events					
							undraising services	
b If	"Yes," list the		individuals or e	entities (fun		•	•	he fundraiser is to b
(i)	Name and addres or entity (fun		(ii) Activity	custody of	ndraiser have or control of butions?	(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
				Yes	No		col. (I)	
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								
			1		1			

Schedule G (Form 990) 2023

 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.

		0 1 0				
			(a) Event #1 Miracle Breakfast	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through
			(event type)	(event type)	(total number)	col. (c))
nue						
Revenue	1	Gross receipts	45,440			45,440
č	2	Less: Contributions	45,440			45,440
	3	Gross income (line 1 minus line 2)	0			0
	4	Cash prizes	0			0
		·				
	5	Noncash prizes	0			0
səsu	6	Rent/facility costs	0			0
Expe	7	Food and beverages	3,648		0	3,648
Direct Expenses	8	Entertainment	0		0	0
_	9	Other direct expenses .	944			944
	10 11	Direct expense summary. Ac Net income summary. Subtr	act line 10 from line 3, c	olumn (d)		4,592 -4,592
Pa	rt III	Gaming. Complete if th \$15,000 on Form 990-E	ne organization answe	ered "Yes" on Form 9	990, Part IV, line 19,	or reported more than
Revenue			(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Rev	1	Gross revenue				
ses	2	Cash prizes				
Direct Expenses	3	Noncash prizes				
irect [4	Rent/facility costs				
	5	Other direct expenses .				
	6	Volunteer labor	☐ Yes% ☐ No	□ Yes% □ No	☐ Yes % ☐ No	
	7	Direct expense summary. Ac	dd lines 2 through 5 in c	olumn (d)		
	8	Net gaming income summar	ry. Subtract line 7 from li	ne 1, column (d)		
	a Is	nter the state(s) in which the or the organization licensed to c "No," explain:	•	• • • • • • • • • • • • • • • • • • • •	s?	🗌 Yes 🗌 No

~			
10a	Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year?	•	🗌 Yes 🗌 No
b	If "Yes," explain:		

Schedu	ule G (Form 990) 2023 Page
11	Does the organization conduct gaming activities with nonmembers?
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?
13	Indicate the percentage of gaming activity conducted in:
а	The organization's facility
b	An outside facility
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?
b 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
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?
	spent in the organization's own exempt activities during the tax year \$
Part	Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); an Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information See instructions.

Schedule G (Form 990) 2023

SCHEDULE M (Form 990)

Noncash Contributions

OMB No. 1545-0047

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

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

Open to Public

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	L
Name of the organization	

Department of the Treasury

Internal	I Revenue Service Go to I	/www.irs.gov	<i>Form990</i> for instructions and	d the latest inform	nation.	Inspection
Name o	of the organization				Employer id	lentification number
HIS H	IANDS MINISTRIES					39-1878606
Par	t I Types of Property					
		(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash cont amounts repo Form 990, Part V	orted on	(d) Method of determining noncash contribution amounts
1 2 3	Art-Works of art Art-Historical treasures Art-Fractional interests					
4	Books and publications	~			2,210	Fair Market Value
5 6 7 8	Clothing and household goods				6,945	Fair Market Value
9	Securities-Publicly traded					
10 11	Securities—Closely held stock . Securities—Partnership, LLC, or trust interests					
12 13	Securities—Miscellaneous Qualified conservation contribution—Historic structures					
14	Qualified conservation contribution—Other					
15 16 17	Real estate – Residential Real estate – Commercial Real estate – Other					
18 19	Collectibles					
20	Drugs and medical supplies	~	85		98,481	Fair Market Value

21	laxidermy					
22	Historical artifacts					
23	Scientific specimens					
24	Archeological artifacts					
25	Other (Fundraising Supplies)	~	1	22,000	Fair I	Market Value
26	Other (Office Supplies)	~	13	1,804	Fair I	Market Value
27	Other (Volunteer Supplies)	~	23	1,138	Fair I	Market Value
28	Other (
29	Number of Forms 8283 received which the organization completed				29	0
						Yes No

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?

b If "Yes," describe the arrangement in Part II. Does the organization have a gift acceptance policy that requires the review of any nonstandard 31

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash b If "Yes," describe in Part II.

If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, 33 describe in Part II.

30a

31

32a

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	Form 990) 2023
Part II	Supplemental Information. Provide the information required by Part I, lines 30b, 32b, and 33, and whether
	the organization is reporting in Part I, column (b), the number of contributions, the number of items received,
	or a combination of both. Also complete this part for any additional information.

SCHEDULE O (Form 990)

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.



Department of the Treasury	Attach to Form 990 or Form 990-E2.	Open to Public
Internal Revenue Service	Go to www.irs.gov/Form990 for the latest information.	
Name of the organization		Employer identification number
HIS HANDS MINISTRIE		39-1878606
	tion B, Line 11b - A complete draft of the Form 990 is reviewed by management and	
	ven the opportunity to review and provide comments to the Board President and Tre ess, the updated draft is forwarded to all voting board members prior to filing with t	
part of the review proc	ess, the updated draft is forwarded to an voting board members prior to ming with t	
Form 990 Part VI Sec	tion B, Line 12c - The board and staff are covered by the Conflict of Interest Policy. E	Board members complete and
	est Statement in January of each year. Potential conflicts are reported to the Execut	
	any potentially conflicted member, makes the final determination as to whether the p	
conflict.		
Form 990, Part VI, Sec	tion B, Line 15 - The Board meets, discusses and votes on the appropriate compens	ation of the Executive Director.
the deliberations and o	decisions are documented by the board members.	
Form 990, Part VI, Sec	tion C, Line 17 - None	
	tion C, Line 19 - The governing documents, Conflict of Interest Policy, and financial	statements are available to the
public upon request.		