Form **990**

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

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

Dep Inte	artment of nal Rever	f the Treasury nue Service	▶ 1			•	nd its instruct		•		=	•	Inspec	tion
A			ndar year, or ta				'-01		and ending		06-		, 20 16	
В		applicable.	C Name of organ) Employ	er identification r	number
Ī	Address		Doing business		<u>- 1</u>								54-1661280	
\Box	Name cl	-			O. box if ma	il is not delive	red to street add	tress)	Room/sur	te		E Telepho	ne number	
$\overline{\Box}$	Initial ref	•	13084 Thrift	Lane									202-328-1199	
\Box		m/terminated			ovince, count	ry, and ZIP or	foreign postal o	ode	·			•		
$\overline{\sqcap}$	Amende		Woodbridge	- VA 2	2193	-					I	G Gross re	eceipts \$	
Ē		on pending	F Name and add			7				н	(a) Is this a gro	up return for	subordinates? Yes	s 🗸 No
_					•								s included? TYe	
	Tax-exe	mpt status	501(c)(3)		501(c) () ∢ (ins	sert no) 494	7(a)(1) or	527	7			a list. (see instructi	
	Website	-			<u> </u>	, , , ,,,,,	,	. (4/(1/ 5)		┦μ	I(c) Group e	exemption	number 🕨	
K			Corporation	Trust	Associat	ion Other	>	L Ye	ar of formati		1993	ĭ	of legal domicile	VA
	art I	Summ		-										•
	1			anızatı	on's missi	on or most	significant a	ctivities	To dev	elop	and impl	ement v	vays of empowe	ering
ø	1		need toward s											-
auc	1	Poppie III	nece toward 5	011 50111	oionoy univ	ough mousi	.g, 00a	31100000						
E .	2	Check th	is box ▶ ☐ if	the orga	anization o	liscontinue	d its operati	ons or d	isposed c	of m	ore than	25% of	its net assets.	
Š.	3		of voting mem									3	1	5
ن مخ	4		of independer		_		•	-				4		4
Activities & Governance	5		nber of individ	_	•	•		•				5		33
<u>Z</u>	6		nber of volunt			_	•		•			6		79
Act	7a		elated busines			-						7a		0
•	b		lated business									7b		0
~~ <u>~</u>	 						.,		Ť	<u> </u>	Prior Yea	ır	Current Y	
2017, Tue	8	Contribut	tions and gran	nts (Part	VIII. line 1	h) DE6	1630F 00=3C=		🖯		1.	387,084		1,209,154
	9	Program	service reven	ue (Part	VIII. line 2		EIVED					0		0
13 20 Revenue	10		ent income (Pa				and 7d)					20,262		9,212
r m	11		venue (Part VII					delen .	· ·			3,638		3,251
0=	12		enue-add line						ne 12)		1	410,984		1,221,617
MAR -	13		nd sımılar amo									0		0
	14		paid to or for									0		0
SCANNED	45		other compens					(A) lines	5-10)		1	210,835		1,142,987
CANNI Expenses	16a		onal fundraisin			•			. –		1,210,63			0
	b		draising exper				•		2.464					
డ్లు చై	17		penses (Part I)	-								198,362		227,403
(C)	18		penses. Add lir					 N line 2!	5)			409.197	1	1,370,390
	19		less expense								<u>''</u>	1,787		(148,773)
<u> </u>	+	. 10 101140	.ccc caponeo				· <u> </u>	<u> </u>		Begir	ning of Cur		End of Y	
Net Assets or	20	Total ass	sets (Part X, lin	ne 16)	_		_		}			715,653		412,106
Ass	21		oilities (Part X,	•								176,390		21,616
Š	22		ts or fund bala	•		ne 21 from	line 20					539,263		390,490
	art II		ture Block										<u> </u>	
_				have exa	mined this re	eturn, includir	accompanyin	schedule	s and state	ment	s, and to th	e best of	my knowledge an	nd belief, it is
			lete. Declaration o										,	
			toll 1	/_ <	1/04	Forts					1	2/	14/2017	
Si	gn	Sign	ature of officer	<u> </u>		1	,	-	/-	$\overline{}$	Date	9		
	ere		Tohr	· 4-	Sho	Herl	y E	ecut	We f	D_{I}	rector	_		
		Туре	e or print name an	d title			///	,,	/		<u> </u>			
_	الد: .	17, 2	pe preparer's nan			Preparer's sig	nature		Da	ate		Charle	PTIN	
	aid		•			·						Check self-em		
	epare		name Þ			-					Firm	s EIN ▶	<u> </u>	
U	se On		name ► address ►	-							Phor			
Ma	v the II		s this return w	uth the	oreparer s	hown abov	/e? (see insti	ructions)		-	1 1101		TY6	s No
-	.,	.c. Globas	otion Act Notic)	6-4.1	. 11	0000			990 (2015)

Part			ııs Part III	_
1	Briefly describe the organization's m	nission:	ns Fartin	ᆜ
	To develop and implement ways of e	mpowering people in need toward self-	sufficiency through housing, counseling, job training	
2		significant program services during the		— lo
3	_	cting, or make significant changes		
	services?	Schedule O.	· · · · · · · · · · · · · · · · · · ·	0
4	expenses. Section 501(c)(3) and 50	n service accomplishments for each of 1(c)(4) organizations are required to range in the reported in the repor	of its three largest program services, as measured eport the amount of grants and allocations to other.	by ∍rs,
4a	(Code:) (Expenses \$	1,183,843 including grants of \$) (Revenue \$	
	Shelter Operations - The Open Door Sl	helter for Women and the John Young C	enter for Women programs provide overnight	
			odest evening meal, showers, limited storage	
	an additional 10 overflow beds. During the fiscal year ended June 30, 2016, No The program staff provides referrals a	g period of hypothermia or hyperthermi ew Hope Ministries served a total of 1,07 nd collaborates closely with a variety of	rch 31) The Open Door Shelter for Women provides a alerts these facilities remain open and staffed. For 3 women, 39.7% of whom were over 50 years of age. mainstream and housing services, both public and	
4b		***************************************) (Revenue \$)	
4c	(Code:) (Expenses \$	including grants of \$) (Revenue \$	
				-
			·····	

4d	Other program services (Describe in	Schedule ().)	1.27. 1.22. 1.	
		ng grants of \$) (Reve	nue\$)	
4e	Total program service expenses			

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	90 (2015)		İ	Page :
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," complete Schedule A		Yes	No
•		1	1	ļ
2 3	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3	1	1
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? If "Yes," complete Schedule C, Part II	4		1
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5		1
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? If "Yes," complete Schedule D, Part I	6		1
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		1
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		1
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? If "Yes," complete Schedule D, Part IV	9		1
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	10		1
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VIII, VIII, 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? If "Yes," complete Schedule D, Part VII	11b		1
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? If "Yes," complete Schedule D, Part VIII	11c		1
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? If "Yes," complete Schedule D, Part IX	11d		1
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		1
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)? If "Yes," complete Schedule D, Part X	11f	1	
	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a		1
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		1
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		1
14 a	g	14a		1
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b		1
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? If "Yes," complete Schedule F, Parts II and IV	15		1
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? If "Yes," complete Schedule F, Parts III and IV.	16		1

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? If "Yes," complete Schedule G, Part I (see instructions)

Did the organization report more than \$15,000 total of fundraising event gross income and contributions on

Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? 17

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Form 99	0 (2015)		ا ا	Page 4
Part	Checklist of Required Schedules (continued)			
20 a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a	Yes	No
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			
20	domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	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 2? If "Yes," complete Schedule I, Parts I and III	22		/
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated			
24a	employees? If "Yes," complete Schedule J	23		✓
240	\$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		1
	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		✓
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		1
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		1
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b		/
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If "Yes," complete Schedule L, Part II	26	1	}
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part III			1
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):	27		
a b	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete	28a		√
	Schedule L, Part IV	28b	✓	
С	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		1
29 30	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified	29		V
31	conservation contributions? If "Yes," complete Schedule M	30	1	✓
	Part I	31		1
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		1
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		1
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34		1
35a b	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a 35b		1
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		1
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,	33		
	Part VI	37		✓
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	38	1	
		For	n 990	(2015)

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	<u> </u>		
4-			Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	ļ		
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	ł		
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		1	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax	1c	-	
4. CI		İ		İ
b	Statements, filed for the calendar year ending with or within the year covered by this return 2a 33 If at least one is reported on line 2a, did the organization file all required federal employment tax returns?.	2b	1	ļ
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to <i>e-file</i> (see instructions)		_	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		1
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O	3b		<u> </u>
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		1
b	If "Yes," enter the name of the foreign country: ▶			
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		1
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		1
C	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the			
	organization solicit any contributions that were not tax deductible as charitable contributions?	6a		✓
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or	ļ		
	gifts were not tax deductible?	6b		
7_	Organizations that may receive deductible contributions under section 170(c).			ł
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods	<u> </u>		<u> </u>
	and services provided to the payor?	7a	ļ .	1
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
C	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		
d	If "Yes," indicate the number of Forms 8282 filed during the year		- 	ļ.,
9	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e	-	1
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f	ļ	1
g h	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g 7h		1
8	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the	'' 	 	 *
Ū	sponsoring organization have excess business holdings at any time during the year?	8	ļ	∤
9	Sponsoring organizations maintaining donor advised funds.	۳	 	
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		
10	Section 501(c)(7) organizations. Enter:			
а	Initiation fees and capital contributions included on Part VIII, line 12			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b	1		
11	Section 501(c)(12) organizations. Enter:	1		}
а	Gross income from members or shareholders			l
b	Gross income from other sources (Do not net amounts due or paid to other sources	Ì		l
	against amounts due or received from them.)			<u>_</u>
12a b	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041? If "Yes," enter the amount of tax-exempt interest received or accrued during the year 12b	12a		-
13	Section 501(c)(29) qualified nonprofit health insurance issuers.	<u> </u>	<u></u>	
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.			
b	Enter the amount of reserves the organization is required to maintain by the states in which	ļ		
	the organization is licensed to issue qualified health plans]		
С	Enter the amount of reserves on hand	<u> </u>	<u> </u>	L.
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a	<u> </u>	1
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	14b		L

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 in Schedule O. S								
	Check if Schedule O contains a response or note to any line in this Part VI	<u></u>		. <u>D</u>					
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 5	!							
	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 in Schedule O.								
ь	Enter the number of voting members included in line 1a, above, who are independent . 1b 4	ļ							
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with								
	any other officer, director, trustee, or key employee?	2		1					
3	Did the organization delegate control over management duties customarily performed by or under the direct								
	supervision of officers, directors, or trustees, or key employees to a management company or other person? .	3	<u> </u>	1					
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?									
5	Did the organization become aware during the year of a significant diversion of the organization's assets? .	5	<u> </u>	/					
6 70	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	İ	1					
b	Are any governance decisions of the organization reserved to (or subject to approval by) members,	1a		 					
	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:		ĺ						
а	The governing body?	8a	1						
b	Each committee with authority to act on behalf of the governing body?	8b	✓						
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at								
	the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9	Щ,	<u> </u>					
Secti	on B. Policies (This Section B requests information about policies not required by the Internal Reven	ue C	ode.) Yes	No					
10a	Did the organization have local chapters, branches, or affiliates?	10a	163	1					
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters,	104		├ <u></u>					
_	affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10Ь	ĺ						
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	1						
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.								
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	1						
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	\						
C	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes,"								
	describe in Schedule O how this was done	12c	✓	<u> </u>					
13	Did the organization have a written whistleblower policy?	13		\ <u> </u>					
14 15	Did the organization have a written document retention and destruction policy?	14		V					
,,,	independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		1						
а	The organization's CEO, Executive Director, or top management official	15a	1						
b	Other officers or key employees of the organization	15b	<u> </u>	1					
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).								
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement								
	with a taxable entity during the year?	16a		1					
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its								
	participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the		ļ						
Casti	organization's exempt status with respect to such arrangements?	16b		<u> </u>					
17	on C. Disclosure List the states with which a copy of this Form 990 is required to be filed ▶								
18	Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section	501/	c)(3)s	onlv)					
	available for public inspection. Indicate how you made these available. Check all that apply.		-,(5,5	Jy)					
	☐ Own website ☐ Another's website ☑ Upon request ☐ Other (explain in Schedule O)								
19	Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of into	erest	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 rec	cords	>						
	John Shetterly, 648 Village Park Drive, #102, Wilmington, NC 28405 (202) 497-8949								

Form	990	(2015)	
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Part VII	Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees	, and
	Independent Contractors	

Check if Schedule O contains a response or note to								$\overline{}$
Chack it Schadula () contains a response or note to	sany lina in thic Dart VIII							1 1
Check if Ochedule O contains a response of flote to	any michilino party ii							

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

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.
- List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's current key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

Check this box if neither the organization no	r any relate	d org	anız	atic	on c	ompe	nsa	ited any currer	nt officer, directo	r, or trustee.
					C)					
(A)	(B)				sition			(D)	(E)	(F)
Name and Title	Average					than o		Reportable	Reportable	Estimated
Traine and This	hours per					is both or/trust		compensation	compensation from	
	week (list any		_		_			from	related	other
	hours for related	5 €	šŧ	Officer	e	물호	Former	the organization	organizations (W-2/1099-MISC)	compensation from the
	organizations	S E	등	٩ ا	틝	oye st	₫	(W-2/1099-MISC)		organization
	below dotted	9 =	ᆲ	1	Key employee	βΨ				and related
	line)	Individual trustee or director	Institutional trustee		8	en				organizations
		Ō	tee	İ	İ	Highest compensated employee	ļ			
			_	-	-	ă	-	-		
(1) John L. Shetterly	40									
Executive Director/Secretary		1		✓	<u> </u>			137,145	0	137,145
(2) R. Scott Gardner	11					ļ				
President			_	L				0	0	0
(3) Gary Hines	1									
Vice President				L				0	0	0
(4) Brian Beverly	1			l						
Director								o	0	0
(5) Roy Walker	11	ļ	ŀ				ĺ			
Director								0	o	0
(6)	ļ									
(7)										
-X1										
(8)			\vdash					 		
	 									
(9)										
	T									
(10)										
(11)										
					<u> </u>					
(12)	<u> </u>									
					Ш					
(13)	<u> </u>									
							<u> </u>			
(14)										
	1	į i		ı	i 1		1	I	I I	

	90 (2015)		_											Page 8
Part	VII Section A. Officers, Directors, Trust (A) Name and title	(B) Average hours per	(do n	ot ch	Pos neck ss pe	c) ition more	than on the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the street of the stre	one n an	(D) Reportable compensation	(E) Reportab compensatio	ole n from	Estii	(F) mated ount of	
		week (list any hours for related organizations below dotted line)		institutional trustee	Officer	Key employee	Highest compensated employee	Former	from the organization (W-2/1099-MISC)	related organizati (W-2/1099-N	ons	composition from the composition of the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition from the composition	ther ensation in the nization related lization	n L
(15)			ļ							1				
(16)								-						
(17)														
(18)														
(19)			ļ.— !			-		-						
(20)			ļ	-		-								
(21)			-						<u> </u>					
(22)								-						
(23)						-								
(24)					-			-	<u> </u>					
(25)			<u> </u>	-	-	-		_						
1b	Sub-total		<u> </u>	<u> </u>	<u></u>	<u> </u>	<u> </u>	<u> </u>	137,145				1	37,145
c d	Total from continuation sheets to Part Total (add lines 1b and 1c)							▶	137,145				1:	37,145
2	Total number of individuals (including but reportable compensation from the organi	t not limited					above	e) w	ho received m	ore than \$1	00,000	of		
3	Did the organization list any former of employee on line 1a? If "Yes," complete	ficer, dırec							oloyee, or high	est compe	ensated	3	Yes	No V
4	For any individual listed on line 1a, is the organization and related organizations	sum of re	portal	ble (con	npei	nsatio	n a	nd other comp			<u> </u>		
5	Individual		ompe	nsat	tion	froi						4		✓
Section	on B. Independent Contractors											5_		
1	Complete this table for your five highest compensation from the organization. Repyear.	compensat port compe	ed ind nsatio	depo on fo	end or th	ent ne c	contr alend	acto lar y	ors that receive	ed more that h or within	an \$100, the orga	000 of Inizatio	on's t	ax
										(C) ompens	ation			
									-					
								_						
	Total number of independent contractor	vro (modu di	a h	ı+	ot '	inc!	ad t	- 4h	one listed sha	2110) 1110				
~	received more than \$100,000 of compens							, til	iose iisteu adi	ovej wno				

Part VIII		Statement of Revenue Check if Schedule O contains a response or note to any line in this Part VIII												
		Check if Schedule O	contains a	response or note				<u>, , , , , , , , , , , , , , , , , , , </u>						
}					(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514						
nts	1a	Federated campaigns		1a										
arar Iour	b	Membership dues .	[1b]									
Is, (С	Fundraising events .	h-	1c	_									
ia gi	d	Related organizations	<u> </u>	1d	_									
ns,	е	Government grants (con		1e 1,207,02	1									
atio	f	All other contributions, gi												
를 들	_	and similar amounts not inc	L	1f 2,13	3									
Contributions, Gifts, Grants and Other Similar Amounts	9 h	Noncash contributions include Total. Add lines 1a-1												
		Total. Add lines ra-r	<u> </u>	Business Code	1,209,154		 	<u> </u>						
Program Service Revenue	2a				-			 -/						
æ	b						 	<u> </u>						
vice.	С													
Ser	d													
E	е													
go	f	All other program sen						<u> </u>						
<u></u>	9	Total. Add lines 2a-2					г	<u></u>						
	3	Investment income and other similar amo			1									
	4	Income from investment	•		9,212			9,212						
	5			>										
		rioyanaca	(ı) Real	(ii) Personal	 	 -	 							
	6a	Gross rents			 									
	b	Less: rental expenses			7									
	C	Rental income or (loss)			1									
	d	Net rental income or (loss)	<u></u> ▶										
	7a	Gross amount from sales of	(i) Securitie	s (ii) Other										
		assets other than inventory			<u>.</u>									
	b	Less: cost or other basis and sales expenses .												
	c	Gain or (loss)												
	d	Net gain or (loss)			<u> </u>									
	_					-								
Jue	8a	Gross income from fu	ndraising											
Other Reven		events (not including \$						-						
Re		of contributions reporte												
her		See Part IV, line 18 .												
ð	Ь	Less: direct expenses												
		Net income or (loss) fr Gross income from ga												
	Эа	See Part IV, line 19 .												
	b	Less: direct expenses		<u> </u>	-									
		Net income or (loss) fr					ļ							
		Gross sales of in												
		returns and allowance	es	a										
	b	Less: cost of goods s												
ı	С	Net income or (loss) fr												
		Miscellaneous R		Business Code										
		Vending machines		9000099	3,251		ļ	3,251						
	b		·			_		 						
	d	All other revenue .			+		 	 						
	u e	Total. Add lines 11a-	-		3,251		 	<u> </u>						
	12	Total revenue. See in			1,221,617			12,463						
					1,221,017		<u> </u>	Form 990 (2015)						

Part IX Statement of Functional Expenses

Sectio	on 501(c)(3) and 501(c)(4) organizations must com				
	Check if Schedule O contains a respons	se or note to any lin	e in this Part IX .		
	ot include amounts reported on lines 6b, 7b, b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2	Grants and other assistance to domestic individuals. See Part IV, line 22				
3	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 5	Benefits paid to or for members Compensation of current officers, directors, trustees, and key employees	137,145	124,939	10,286	1,920
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	137,143	124,333	10,200	1,320
7 8	Other salaries and wages	717,274	698,625	18,649	
	section 401(k) and 403(b) employer contributions)	24,059	23,601	458	
9	Other employee benefits	182,524	171,117	11,407	
10	Payroll taxes	81,985	80,316	1,222	447
11 a	Fees for services (non-employees): Management	16,070		16,070	
b	Legal				
c	Accounting	75,953	11,703	64,250	
d	Lobbying				
e f	Professional fundraising services. See Part IV, line 17 Investment management fees				
9	Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)				
12	Advertising and promotion	-			
13	Office expenses	21,888	9,644	12,147	
14	Information technology				
15	Royalties				
16	Occupancy	42,262	28,892	13,370	
17	Travel [7,074	695	6,379	
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings .	1,854	1,422	432	····
20	Interest	7,784	<u></u> .	7,784	
21	Payments to affiliates				
22	Depreciation, depletion, and amortization .	18,797		18,797	
23	Insurance	20,165	18,096	2,069	
24	Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If	į			
	line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
а	Lounday	10.010	40.010		
a b	Other	10,042 2,830	10,042 2,567	263	
C	Direct Client Costs	2,684	2,567	203	
d		2,004	2,004		
e	All other expenses				
25	Total functional expenses. Add lines 1 through 24e	1,370,390	1,183,843	183,583	2,464
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here if following SOP 98-2 (ASC 958-720)	.,5,0,000	,,.00,040	.55,555	2,707

Part X Balance Sheet Check if Schedule O contains a response or note to any line in this Part X (B) Beginning of year End of year 1 34,602 203<u>,468</u> 2 Savings and temporary cash investments 2 3 3 4 Accounts receivable, net 4 274,077 5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. 5 213 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary 6 7 7 380,262 203,117 8 Inventories for sale or use 8 9 Prepaid expense and deferred charges 9 4,138 10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D 10a 10b h Less: accumulated depreciation 18,797 10c 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 Intangible assets 14 14 15 15 3,564 16 Total assets. Add lines 1 through 15 (must equal line 34) . . . 16 715,653 412,106 17 Accounts payable and accrued expenses 17 176,3<u>9</u>0 21,616 18 18 19 19 Tax-exempt bond liabilities 20 20 21 Escrow or custodial account liability. Complete Part IV of Schedule D. Loans and other payables to current and former officers, directors, iabilities 22 trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L. 23 Secured mortgages and notes payable to unrelated third parties . . . 23 24 Unsecured notes and loans payable to unrelated third parties . . . 24 25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X 25 26 Total liabilities. Add lines 17 through 25 26 176,390 21,616 Organizations that follow SFAS 117 (ASC 958), check here ▶ □ and Net Assets or Fund Balances complete lines 27 through 29, and lines 33 and 34. 27 27 539,263 390,490 28 28 29 29 Organizations that do not follow SFAS 117 (ASC 958), check here ▶ □ and complete lines 30 through 34. Capital stock or trust principal, or current funds 30 30 31 Paid-in or capital surplus, or land, building, or equipment fund . . . 31 32 Retained earnings, endowment, accumulated income, or other funds. 32 33 33 539,263 390,490 Total liabilities and net assets/fund balances 715,653 34 412,106

Page	1	2

	- (20.0)			, 4	9 c
Part	XI Reconciliation of Net Assets				
	Check if Schedule O contains a response or note to any line in this Part XI	<u> </u>			
1	Total revenue (must equal Part VIII, column (A), line 12)	1		1,22	1,617
2	Total expenses (must equal Part IX, column (A), line 25)	2		1,37	0,390
3	Revenue less expenses. Subtract line 2 from line 1	3		(148	3,77 <u>3)</u>
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4		53	9,263
5	Net unrealized gains (losses) on investments	5			
6	Donated services and use of facilities	6			
7	Investment expenses	7			
8	Prior period adjustments	8			
9	Other changes in net assets or fund balances (explain in Schedule O)	9			
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line				
	33, column (B))	10		39	0,490
Part	XII Financial Statements and Reporting				
	Check if Schedule O contains a response or note to any line in this Part XII				
				Yes	No
1	Accounting method used to prepare the Form 990: Cash Accrual Other			i	
	If the organization changed its method of accounting from a prior year or checked "Other," exp	olain in	l		
	Schedule O.		 		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		2a		✓
	If "Yes," check a box below to indicate whether the financial statements for the year were comp	olled or	•		
	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?		2b		✓
	If "Yes," check a box below to indicate whether the financial statements for the year were audite	d on a	ì		
	separate basis, consolidated basis, or both:		ŀ		
	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				
	of the audit, review, or compilation of its financial statements and selection of an independent account		2c	<u> </u>	 ,
	If the organization changed either its oversight process or selection process during the tax year, ex Schedule O.	plain in	1	İ	
			}		
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set				
	the Single Audit Act and OMB Circular A-133?		3a		✓
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not unde				
	required audit or audits, explain why in Schedule O and describe any steps taken to undergo such a	Jaits.	3b		<u> </u>
			For	n 99 0	(2015)

SCHEDULE A (Form 990 or 990-EZ)

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ.

Department of the Treasury Internal Revenue Service

▶ Information about Schedule A (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047

2015

Open to Public Inspection

Name of the organization Employer identification number New Hope Ministries, Inc. 54-1661280 Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions. The organization is not a private foundation because it is: (For lines 1 through 11, 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 or 990-EZ).) 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 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 section 170(b)(1)(A)(iv). (Complete Part II.) ☐ A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v). 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.) A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.) An organization that normally receives: (1) more than 331/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 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.) 10 An organization organized and operated exclusively to test for public safety. See section 509(a)(4). 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 in lines 11a through 11d that describes the type of supporting organization and complete lines 11e, 11f, and 11g. Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. You must complete Part IV, Sections A and B. 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, 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) 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 III, Type III functionally integrated, or Type III non-functionally integrated supporting organization. Enter the number of supported organizations Provide the following information about the supported organization(s). (i) Name of supported organization (ii) EIN (v) Amount of monetary (iii) Type of organization (iv) is the organization (vi) Amount of (described on lines 1-9 listed in your governing support (see other support (see above (see instructions)) document? instructions) instructions) Yes No (A) (B) (C) (D) (E)

Schedule A (Form 990 or 990-EZ) 2015 Page 2 Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi) Part II (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.) Section A. Public Support Calendar year (or fiscal year beginning in) ▶ (a) 2011 **(b)** 2012 (c) 2013 (d) 2014 (e) 2015 (f) Total Gifts, grants, contributions,

	include any "unusual grants.")	1,098,051	1,146,213	1,216,062	1,404,465	1,209,154	6,073,945
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf	1,033,631	.,,	1,2 10,002	1,101,100	1,20,700	9,610,012
3	The value of services or facilities furnished by a governmental unit to the organization without charge				,		-
4	Total. Add lines 1 through 3	1,098,051	1,146,213	1,216,062	1,404,465	1,209,154	6,073,945
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	<u> </u>					
	dar year (or fiscal year beginning in)	(a) 2011	(b) 2012	(c) 2013	(d) 2014	(e) 2015	(f) Total
7	Amounts from line 4	1,098,051	1,146,213	1,216,062	1,404,465	1,209,154	6,073,945
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	16,686	16,004	16,783	20,262	9,212	72,129
9	Net income from unrelated business activities, whether or not the business is regularly carried on	11,815	18,619	10,309	3,638	3,251	47,632
10	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)		,-	.,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
11	Total support. Add lines 7 through 10						6,200,706
12	Gross receipts from related activities, etc.	. (see instructio	ns)			12	
13	First five years. If the Form 990 is for the	-	's first, second	d, third, fourth	, or fifth tax ye	ear as a section	n 501(c)(3)
	organization, check this box and stop her			<u> </u>	<u> </u>		· · 🕨 🗆
	on C. Computation of Public Suppor	<u></u>					
14	Public support percentage for 2015 (line 6	• • •	•			14	97.96 %
15 16a	Public support percentage from 2014 Sch 33 ¹ / ₃ % support test—2015. If the organiz					15	98.04 %
iva	box and stop here. The organization qual				1 1110 14 15 557	/376 Of ITIOTE, CI	. > 🗸
b	331/3% support test—2014. If the organ	-	•	•	16a, and line	15 is 33½%	
	check this box and stop here. The organi						. ▶ □
17a	10%-facts-and-circumstances test—20 10% or more, and if the organization mee Part VI how the organization meets the "forganization".	ets the "facts-a acts-and-circu	and-circumstar mstances" tes	nces" test, che	eck this box an ation qualifies	nd stop here. E	xplain ın
b	10%-facts-and-circumstances test—20 15 is 10% or more, and if the organizate Explain in Part VI how the organization m supported organization	tion meets the leets the "facts	facts-and-cir= and-circumst-	rcumstances" ances" test. T	test, check th	ns box and ste	op here.
18	Private foundation. If the organization di instructions	d not check a b	oox on line 13,	16a, 16b, 17a			

SCHEDULE D (Form 990)

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.

OMB No. 1545-0047

Open to Public Inspection

Department of the Treasury Internal Revenue Service Name of the organization ▶ Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

Name o	f the or	ganization		Employ	er identification number
New	Hope	Ministries, Inc.			54-1661280
Par	t I	Organizations Maintaining Donor Adv			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	Aggre	egate value of contributions to (during year)			
3	Aggre	egate value of grants from (during year) .		1	
4	Aggre	egate value at end of year			
5	Did tl	ne organization inform all donors and donor	advisors in writing that the assets h	eld in d	donor advised
	funds	are the organization's property, subject to the	ne organization's exclusive legal contro	ol?	· · · · 🗌 Yes 🗌 No
6	Did th	ne organization inform all grantees, donors, a	and donor advisors in writing that grai	nt funds	s can be used
	only f	or charitable purposes and not for the bene	fit of the donor or donor advisor, or f	or any	other purpose
		rring impermissible private benefit?			· · · · 🗌 Yes 🗌 No
Part		Conservation Easements.			
		Complete if the organization answered	"Yes" on Form 990, Part IV, line 7.		
1	Purpo	ose(s) of conservation easements held by the	organization (check all that apply).		
		reservation of land for public use (e.g., recrea		f a histo	prically important land area
	_	rotection of natural habitat			fied historic structure
	☐ Pi	reservation of open space			
2	Comp	olete lines 2a through 2d if the organization he	eld a qualified conservation contribution	on in the	e form of a conservation
	easer	nent on the last day of the tax year.		ſ	Held at the End of the Tax Year
а	Total	number of conservation easements		1	2a
b	Total	acreage restricted by conservation easement	ts	[2b
C	Numb	per of conservation easements on a certified	nistoric structure included in (a)	1	2c
d		per of conservation easements included in			
	histor	ic structure listed in the National Register .			2d
3	Numb	per of conservation easements modified, trans	sferred, released, extinguished, or terr	ninated	by the organization during the
	tax ye	ear ►			
4		per of states where property subject to conse			
5		the organization have a written policy re-			
	violat	ions, and enforcement of the conservation ea	sements it holds?		· · · · 🗌 Yes 🗌 No
6	Staff a	ind volunteer hours devoted to monitoring, inspec	ting, handling of violations, and enforcing	conserva	ation easements during the year
	▶				
7	Amou	nt of expenses incurred in monitoring, inspectir	ng, handling of violations, and enforcing	conserv	ation easements during the year
	▶\$	***************************************			
8		each conservation easement reported on line			
9		t XIII, describe how the organization reports			
		ce sheet, and include, if applicable, the text of		ancial s	statements that describes the
		ization's accounting for conservation easeme			
Part	Ш	Organizations Maintaining Collection			Similar Assets.
		Complete if the organization answered			
1a		organization elected, as permitted under SF			
		of art, historical treasures, or other similar			
_		service, provide, in Part XIII, the text of the f			
b		organization elected, as permitted under S			
		of art, historical treasures, or other similar		lucation	n, or research in furtherance of
		service, provide the following amounts relat			
	(i) Re	evenue included on Form 990, Part VIII, line 1			. • \$
_	(ii) As	sets included in Form 990, Part X			. ▶ \$
2		organization received or held works of art,			tor financial gain, provide the
		ring amounts required to be reported under S			
a	Hever	nue included on Form 990, Part VIII, line 1 .			\$
<u> </u>	Asset	s included in Form 990, Part X	<u> </u>	<u></u>	. ▶ \$

Раль	2
raue	-

Part									
3	Using the organization's acquisition, collection items (check all that apply)		her reco	rds, ched	k any of the	follow	ring that are a	significant u	se of its
а	☐ Public exhibition		d	☐ Loan	or exchange	e progr	ams		
b	☐ Scholarly research								
С	☐ Preservation for future generation	s							
4	Provide a description of the organiza XIII.		and expl	ain how t	hey further t	he org	anızatıon's exe	mpt purpos	e in Part
5	During the year, did the organization assets to be sold to raise funds rathe								□No
Part	IV Escrow and Custodial Arr	angements.					· · · · · ·		
	Complete if the organization 990, Part X, line 21.	n answered "Yes'					·		orm
1a	Is the organization an agent, trustee included on Form 990, Part X?					ons or	other assets r		□ No
b	If "Yes," explain the arrangement in F	art XIII and comple	ete the fo	ollowing t	able:		 	Amount	
c	Beginning balance					1c			
d	Additions during the year					1d			
е	Distributions during the year					1e		-	
f	Ending balance					1f			
2a	Did the organization include an amou	nt on Form 990. Pa	art X. line	21. for e	escrow or cu	stodial	account liabilit	v? ☐ Yes	□No
b	If "Yes," explain the arrangement in P								
Par									
	Complete if the organization	n answered "Yes"	on For	m 990, I	Part IV. line	10.			
		(a) Current year		or year	(c) Two years		(d) Three years bad	ck (e) Four ye	ars back
1a	Beginning of year balance						•	·	
b	Contributions								
C	Net investment earnings, gains, and losses			•					
d	Grants or scholarships								
e	Other expenditures for facilities and				 				
_	programs								
f	Administrative expenses	· · · · · ·							
	End of year balance								
g 2	Provide the estimated percentage of	the ourrest year on	d balanc	o (lino 1s	, ookuma (a)	hold o		l	
	Board designated or quasi-endowme			e (iirie 16	j, column (a),) Helu a	15.		
a	Permanent endowment		%						
b		%							
С	Temporarily restricted endowment		2007						
3a	The percentages on lines 2a, 2b, and Are there endowment funds not in the			malian bla	at are bald a		minustavad far t	ha	
Ja	organization by:	e possession or in	e organi	zauon un	at are neio a	ına auı	ministered for t	_	N-
	· ·							,	es No
	(i) unrelated organizations							3a(i)	
	(ii) related organizations							3a(ii)	
b	If "Yes" on line 3a(ii), are the related of							3b	
4	Describe in Part XIII the intended use		n's end	wment t	unas.				
Part			. –						
	Complete if the organization					•			
	Description of property	(a) Cost or oth		1	or other basis other)		ccumulated preciation	(d) Book v	alue
1a	Land								
b	Buildings								
C	Leasehold improvements								
d	Equipment								
е	Other								
Total.	Add lines 1a through 1e. (Column (d) r	nust equal Form 99	00, Part	K, columr	n (B), line 10d	c.)	•		

(a) Description of security or artispory (b) Book value Cost or end-of-year market value (c) II) Financial derivatives	Part VII	Investments—Other Securities. Complete if the organization answered "Yes"	on Form 990. Part IV lin	e 11b. See Form 990. Part X. line 12.
20 Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color		(a) Description of security or category		(c) Method of valuation
3) Other ((1) Financia	denvatives		
(G) (G) (G) (G) (G) (G) (G) (G) (G) (G)	(2) Closely-I	neld equity interests		
(G) (G) (G) (G) (G) (G) (G) (G) (G) (G)	(3) Other			
G G G G G G G G	(A)			
Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Color Col				
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Fig.				
Gill Column (b) must equal Form 990, Part X, col. (B) line 12.) Four XIII Investments — Program Related. Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13. (e) Method of valuation (Cost or end-oi-year market value (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f				
Total, Column (b) must equal Form 990, Part X, col. (B) line 13.				
Total Column (b) must equal Form 990, Part X, col. (b) line 12) ► Part XI				
Investments — Program Related. Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.				
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 Cost or end of year market value				<u> </u>
(a) Description of investment (b) Book value (c) Method of valuation Cost or end-of-year market value (1)	Part VIII		5 000 B 1 1 1 1 1	44 0 5 000 5 17 11 40
(1) Cost or end-of-year market value				
29		(a) Description of investment	(b) Book value	
(9) (9) (17) (8) (9) (18) (9) (19) (10) (10) (10) (10) (10) (10) (10) (10	(1)			
(6) (7) (8) (9) Total, Column (b) must equal Form 990, Part X, col. (B) line 13) ▶ Part IX Other Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15. (a) Description (b) Book value (1) (2) (3) (4) (5) (9) (9) (1) (1) (9) (9) (1) (1) (1) (1) (2) (2) (3) (4) (5) (6) (7) (8) (9) (1) (1) (1) (2) (3) (4) (5) (5) (6) (7) (6) (9) (6) (7) (8) (9) (9) (1) (1) (2) (3) (4) (5) (6) (6) (7) (8) (9) (9) (1) (1) (2) (3) (4) (5) (6) (6) (7) (8) (9) (9) (1) (1) (2) (2) (3) (4) (5) (6) (6) (7) (8) (9) (9) (1) (2) (2) (3) (4) (5) (6) (9) (9) (1) (1) (2) (2) (3) (4) (5) (6) (9) (9) (1) (1) (2) (2) (3) (4) (5) (6) (6) (9) (9) (1) (1) (2) (2) (3) (4) (5) (6) (6) (7) (8) (9) (9) (1) (2) (2) (3) (4) (5) (6) (6) (7) (7) (8) (9) (9) (1) (2) (2) (3) (4) (5) (6) (6) (7) (7) (8) (9) (9) (1) (2) (2) (3) (4) (5) (6) (6) (7) (7) (8) (9) (9) (1) (2) (2) (3) (4) (5) (6) (6) (7) (7) (8) (9) (9) (1) (2) (2) (3) (4) (5) (6) (6) (7) (7) (8) (9) (9) (1) (2) (2) (2) (3) (4) (5) (6) (6) (7) (7) (8) (9) (9) (1) (2) (2) (2) (3) (4) (5) (5) (6) (6) (7) (7) (8) (9) (9) (1) (2) (2) (2) (3) (4) (5) (5) (6) (6) (7) (7) (8) (9) (9) (1) (2) (2) (2) (3) (4) (5) (5) (6) (6) (7) (7) (8) (9) (9) (1) (2) (2) (2) (3) (4) (5) (5) (6) (6) (7) (7) (8) (9) (9) (1) (2) (2) (2) (3) (4) (5) (5) (6) (6) (7) (7) (8) (9) (7) (8) (9) (8) (9) (9) (9) (1) (1) (1) (1) (1) (1) (1) (1) (1) (1	_(2)			
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(B) (9) (9) (10) (10) (10) (11) (2) (3) (4) (5) (9) (9) (17) (8) (9) (18) (19) (19) (19) (19) (19) (19) (19) (19	_(6)			
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Part IX				
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2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the		h) must equal Form 990 Part X col (B) line 25)		
			he footnote to the organization	n's financial statements that reports the
organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII 🔃				

Part	Reconciliation of Revenue per Audited Financial Statemers Complete if the organization answered "Yes" on Form 990,		Return.
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:		
	Net unrealized gains (losses) on investments	2a	
a b	Donated services and use of facilities	2b	
C	Recoveries of prior year grants	2c	1
d	Other (Describe in Part XIII.)	2d	1 1
e	Add lines 2a through 2d		2e
3	Subtract line 2e from line 1		3
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:	i . i	
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	1
C	Add lines 4a and 4b		4c
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line		5
Part	XII Reconciliation of Expenses per Audited Financial Staten	nents With Expenses po	er Return.
	Complete if the organization answered "Yes" on Form 990,		
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	2a	<u>}</u>
b	Prior year adjustments	2b]
C	Other losses	2c]
d	Other (Describe in Part XIII.)	2d]]
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	4 1
b	Other (Describe in Part XIII.)	4b	4 . 1
c	Add lines 4a and 4b		46
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, lin Supplemental Information.	e 18.)	5
	e the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and	d 4: Part IV lines 1b and 2b	Part V line 4: Part V line
	XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part		
	,	-	
01. F	ootnote for uncertain tax position under FIN 48 (Part X)		
The	Organization is recognized as exempt from Federal Income Taxees under Section 5	01 (c) (3)	
• • •			
of the	United States Internal Revenue Code. The Organization is not a private foundation	n under	••••
Cast	on 500 (a) (0) and the denomance the desired state of the desired the desired to the desired the desired to the desired the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the desired to the de	- 4t-	
Secu	on 509 (a) (2), and its donors qualify to deduct their donations to the Organization or	n meir 	
fodos	al income tax returns. As of June 30, 2016, the Organization's information returns fi	lad with the	
	an moone tax returns. As or durie 30, 2010, the Organization's information returns in	iea will life	
Inten	nal Revenue Service remain open for examination generally for three years after the	v were filed.	
	3	,	
The	Organization follows the Financial Accounting Standards Board Accounting Standard	ds Codification (FASB ASC),	
which	provides guidance on accounting for uncertainty in income taxes recognized in an	organization's financial stateme	ents.
The	juidance prescribes a recognition and measurement of a tax position taken or expec	ted to be taken in a tax return.	
and a	lso provides guidance on derecognition, classification, interest and penalties, accou	nting in interim periods, disclos	sure,
and t	ransition. Examples of tax positions include the tax-exempt status of the Organizati	ion and various positions relate	ed to

Schedule D (Fo	rm 990) 2015	Page 5
Part XIII	Supplemental Information (continued)	
the potenti	al sources of unrelated business income tax (UBIT). As of June 30, 2016 and 2015, the Organization had no uncertain tax	
positions th	at qualified for either recognition of an unrecognized tax benefit or disclosure in its financial statements.	
The Organi	zation's policy is to recognize interest and penalties, if any, on tax positions related to its unrecognized tax benefits	
in income ta	ax expense in the financial statements. No interest and penalties were assessed or recorded during the years	
ended June	30, 2016 and 2015.	

SCHEDULE L

(6) **(7)** (8) (9) (10) **Transactions With Interested Persons**

(Form 990 or 990-EZ) ► Complete if the organization answered "Yes" on Form 990, Part IV, line 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V, line 38a or 40b.

Department of the Treasury

► Attach to Form 990 or Form 990-EZ.

OMB No. 1545-0047

2015

Open To Public

Internal	Revenue Service	<u>nformation about</u>	Schedule L (For	m 990 o	r 990-EZ	and its insti	ruction	s is at www.irs.go	v/forn	1990	Ir	ıspec	tion	
Name (of the organization				· <u>-</u>			Emplo	yer ide	ntificat	ion nu	mber		
Nev	w Hope Ministries, Inc.										16612	80		
Par	t I Excess Bene Complete if the	fit Transaction ne organization	is (section 501 answered "Ye	(c)(3), : s" on F	section orm 99	501(c)(4), a 0, Part IV, I	nd 50 ine 25	1(c)(29) organiz ia or 25b, or Fo	ations	only) 0-EZ,). Part	V, line	40b.	,
			(b) Relationship be	tween d	isqualified	person and	Γ						(d) Con	rected*
1	(a) Name of disqualified	person		organiza		P 41.2.1.2.12		(c) Descriptio	n of tra	nsactio	n		Yes	No
(1)								·						
(2)				-			 							
(3)														
(4)										_				
(5)														
(6)								·	-					
2	Enter the amount	of tax incurred	by the organ	nizatıor	manag	gers or dis	qualifi	ed persons du	iring t	he ye	ar			
	under section 4958	3									▶ \$	\$		
3	Enter the amount of	of tax, if any, on	line 2, above,	reimbu	ursed by	the organ	zatıor	n			▶ \$	a		
Part		l/or From Inter												
								38a or Form 9	90, Pa	art IV,	line 2	6; or	if the	
	organization r	eported an am	ount on Form S	990, Pa	art X, line	e 5, 6, or 2	2.							
(a) N	lame of interested person	(b) Relationship	(c) Purpose of	(d) Lo	an to or	(e) Origin	nal	(f) Balance due	(a) In	default?	(h) Ao	proved	aw	ntten
	F	with organization		fror	m the	principal an		(, = ==================================			by bo	oard or		ment?
				organ	ization?					,	comn	nittee?		
				То	From				Yes	No	Yes	No	Yes	No
(1)	John L. Shetterly	Exec. Director	payroll adv		✓	ļ . <u>.</u>	533		<u> </u>	✓	✓	ļ		/
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Total		oietenes Bene					<u>. </u>	Ψ						
Part		sistance Bene ne organization				0, Part IV, I	ine 27	·						
(a)	Name of interested perso		ship between intere and the organization		c) Amount	of assistance	(d) Type of assistance	ce	(e) Purpo	ose of a	assistan	ce
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(3) (4) (5) (6) (7) (8) (9) (9) Provide additional information for responses to questions on Schedule L (see instructions).	organi	organiz reven	rever
Step of Faith Enterprises, Ltd	Yes	res	res
(3) (4) (5) (6) (7) (8) (9) (9) Provide additional information for responses to questions on Schedule L (see instructions).	+		
4) 5) 6) 7) 8) 9) 0) Provide additional information for responses to questions on Schedule L (see instructions).	+		
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8) 9) 0) Part V Supplemental Information Provide additional information for responses to questions on Schedule L (see instructions).	7		
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Provide additional information for responses to questions on Schedule L (see instructions).			
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SCHEDULE O (Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

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

OMB No. 1545-0047 20**15**

Department of the Treasury Internal Revenue Service Name of the organization ► Attach to Form 990 or 990-EZ.

► Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

Open to Public Inspection

Employer identification number

54-1661280 New Hope Ministries, Inc. 01. Foem 990 governing body review (Paart VI, line 11) The 990 is reviewed in detail by the Executive Director and shared with the full Board prior to its filing. 02. Conflict of interest policy compliance (Part VI, line 12c) The Board monitors potential conflicts of interest. I a potential conflict were to arise, the Board Member with the potential conflict would recuse himself from the discussion and any votes on the matter. 03 CEO, Executive Director, top management comp (Part VI, line 15a) Salary adjustments have been based on industry norms and applied universally to all employees. 04. Governing documents, etc., available to public (Part VI, line 19) These documents are available upon request.