** Electronically signed at the Form 990 Online Website (efile.form990.org) **

Form **8453-TE**

Tax Exempt Entity Declaration and Signature for E-file

1/2023	and ending	06/30/2024
112023	and chuniq	UUISUIZUZ4

Department of the Treasury Internal Revenue Service

For calendar year 2023, or tax year beginning 07/0 For use with Forms 990, 990-EZ, 990-PF, 990-T, 1120-POL, 4720, 8868, 5227, 5330, and 8038-CP Go to www.irs.gov/Form8453TE for the latest information.

2023

OMB No. 1545-0047

Name of filer	EIN or SSN									
FREEDOM F	IRM USA					20-5280075				
Part I	Type of Return and Return II	nformation								
and Form 53 6a, 7a, 8a, 9 6b, 7b, 8b, 9 below. Do no	ox for the type of return being filed 30 filers may enter dollars and central, or 10a below, and the amount or 0b, or 10b, whichever is applicable, of complete more than one line in Part 1990 check here 7 b 1	s. For all other for that line of the blank (do not en art I.	orms, enter whole return being filed nter -0-). If you e	e dollars only. I d with this form ntered -0- on t	If you check the was blank, the return, ther	ne box on line nen leave line n enter -0- on	1a, 2a, 3a, 4a, 5a, 1b, 2b, 3b, 4b, 5b, the applicable line			
			any (Form 990, F				345,629			
2a Form 990-EZ check here										
	The state of the s									
4a Form 990-PF check here b Tax based on investment income (Form 990-PF, Part V, line 5) . 4b										
6a Form										
			990-T, Part III, line 4720, Part III, line							
8a Form			t end of tax year							
9a Form			330, Part II, line 1							
10a Form			t payment reques				***			
Part II	Declaration of Officer or Per				-					
fe C: I ir	rithdrawal (direct debit) entry to the ederal taxes owed on this return, a contact the U.S. Treasury Financial A also authorize the financial institution of the contact the U.S. Treasury Financial institution and the contact the U.S. Treasury Financial institution and the contact t	nd the financia gent at 1-888-3 ions involved in iiries and resolve	I institution to de 353-4537 no later in the processing e issues related to	ebit the entry to than 2 busines of the electro the payment.	o this accoun ss days prior to onic payment	t. To revoke to the payment of taxes to re	a payment, I must t (settlement) date. eceive confidential			
e	a copy of this return is being filed w xecuted the electronic disclosure c 90-PF (as specifically identified in Pa	onsent containe	ed within this retu	urn allowing dis	art of the IRS F sclosure by th	ed/State proge e IRS of this	gram, I certify that I Form 990/990-EZ/			
Under penalt (name of enti	ies of perjury, I declare that 📝 I a	am an officer of	the above named	d entity or	-	on subject to t , (EIN)	ax with respect to			
knowledge a of the electro to the IRS ar delay in proc	nave examined a copy of the 2023 and belief, they are true, correct, and onic return. I consent to allow my intend to receive from the IRS (a) an accessing the return or refund, and (c) wash Henck	l complete, I fur ermediate servi knowledgemen	ther declare that ce provider, trans t of receipt or re- refund.	the amount in mitter, or elect ason for reject	Part I above is ronic return or ion of the tran	s the amount siginator (ERO) smission, (b)	shown on the copy to send the return			
11-	nature of officer or person subject to		Date	9, 2024 Leah I	applicable	ent				
	Declaration of Electronic Re					uctions)	· · · · · · · · · · · · · · · · · · ·			
I declare that I am only a c The entity off be filed with Information f	t I have reviewed the above return at collector, I am not responsible for re- ficer or person subject to tax will ha the IRS to the officer or person sul- for Authorized IRS e-file Providers for ed the above return and accompar complete. This Paid Preparer declar	nd that the entri- eviewing the ret- ve signed this for oject to tax, and or Business Ret- lying schedules	es on Form 8453 urn and only dec orm before I subn d have followed a urns. If I am also and statements,	-TE are completer that this fait the return. I all other require the Paid Prepand, to the be	ete and correctorm accurately will give a copements in Pubarer, under peest of my knowet	t to the best of reflects the poy of all forms . 4163, Mode enalties of per wledge and be	data on the return. and information to mized e-File (MeF) ury I declare that I			
correct, and	RO'S ERO'S Greek it asia G					ERO's SSN or PTIN				
ERO's ER	nature		Date	1			PTIN			
ERO's ER sig	nature m's name (or yours if f-employed),		Date	1		EIN	PTIN			
ERO's ER Sig Fin Sel ad Under penalt my knowledge	m's name (or yours if f-employed), dress, and ZIP code ties of perjury, I declare that I have on ge and belief, they are true, correct,	examined the all and complete.	Dove return and a	paid preparer	schedules and	EIN Phone no.	and, to the best of			
ERO's ER Sig Fin Only Under penalt	mature m's name (or yours if f-employed), dress, and ZIP code ties of perjury, I declare that I have one ge and belief, they are true, correct, ge.	and complete.	pove return and a Declaration of pi	paid preparer	employed schedules and d on all inform	EIN Phone no.	and, to the best of			
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ERO's ER Sig Fin Sel ad Under penalt my knowled any knowled	mature m's name (or yours if f-employed), dress, and ZIP code ties of perjury, I declare that I have one ge and belief, they are true, correct, ge.	and complete.	pove return and a Declaration of pi	paid preparer	employed schedules and d on all inform	EIN Phone no. I statements, nation of whice Check if self-	and, to the best of h the preparer has			

990 **990**

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

2023

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

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

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

Open to Public Inspection

A	For the	2023 calend	dar year, or tax year beginning	07/01/2023	and ending		06/30/2	2024			
В	Check if a	applicable:	C Name of organization FREEDO	M FIRM USA				D Emple	oyer identification i	number	
	Address of	change	Doing business as						20-5280075		
	Name cha	ange	Number and street (or P.O. box if	mail is not delivered to street addr	ess)	Room	n/suite	E Teleph	hone number		
	Initial retu	ırn	214 Cherry Street						720-432-1607		
\Box	Final return	n/terminated	City or town, state or province, co								
$\overline{\Box}$	Amended		Galax, VA 24333					G Gross	receipts \$	345,629	
$\overline{\Box}$	Applicatio	on pending	F Name and address of principal off	icer: Leah Henck			H(a) Is this a gro	oup return fo	or subordinates?	s 🔽 No	
			214 Cherry St, Galax, VA 2433	33			†		es included? Te	s 🗌 No	
ī	Tax-exem	npt status:	✓ 501(c)(3)) (insert no.)	(1) or 527	7	If "No," attach	n a list. Se	ee instructions.		
J	Website:	www.free	edomfirm.org		•		H(c) Group ex	kemption	number		
ĸ	Form of organization: Corporation Trust Association Other L Year of formation: 2006 M State of legal domicile: MN										
_	art I	Summa									
			cribe the organization's miss	ion or most significant activ	/ities: We e	exist to	o raise fund	ing, awa	areness, and sup	port	
ě	1		and rescue minor girls who ha							ILILLIA.	
Activities & Governance	_		I on Schedule O, Statement 1)								
eru	-		box if the organization d	iscontinued its operations of	or disposed	of m	ore than 25	% of it	s net assets.		
Š	1		voting members of the gove	· ·				3		6	
۵			independent voting member					4		6	
ies	1		per of individuals employed in					5		5	
Ĭξ			per of volunteers (estimate if	,				6		20	
Act	1		ated business revenue from	= -				7a		0	
	1	Net unrelat		7b		0					
				, . ,			Prior Year		Current Yea		
4	8 (Contributio	ons and grants (Part VIII, line	27,093		331,004					
n	1		ervice revenue (Part VIII, line		0		0				
Revenue	1	_	t income (Part VIII, column (A					1,390		14,625	
æ			nue (Part VIII, column (A), line					0		0	
			ue—add lines 8 through 11 (n		-		4	428,483 345,63			
	_		I similar amounts paid (Part I	-				43,487		308,308	
	1		aid to or for members (Part IX					0			
w	1		her compensation, employee					72,654		75,345	
Expenses	1		al fundraising fees (Part IX, c					0		0	
ben			aising expenses (Part IX, col	• • •	8,936						
Ä	1		enses (Part IX, column (A), line			-		52,679		34,801	
		•	nses. Add lines 13–17 (must	•				68,820		418,454	
		-	ess expenses. Subtract line 1					59,663		-72,825	
es es				<u> </u>			inning of Curr		End of Yea		
ets (20	Total asset	s (Part X, line 16)					42,088		368,873	
Ass J Ba	21		ties (Part X, line 26)					596		521	
Net Assets or Fund Balances	22		or fund balances. Subtract li	ne 21 from line 20			4	41,492		368,352	
_	art II		re Block					,			
tru	e, correct,		, I declare that I have examined this e. Declaration of preparer (other than						my knowledge and l	oelief, it is	
Si		Signature	of officer				Dat	е			
Here Leah Henck, President											
_		Type or pr	int name and title								
Pa	id eparer	1	preparer's name	Preparer's signature		Date		Check self-emp	if PTIN		
	eparer se Only	L Lives's see	ne				Firm's	EIN			
_	. Only	Firm's add	dress				Phone	no.			
Ma	v the IRS	S discuss t	this return with the preparer s	shown above? See instructi	ions				□ Ves	No	

Form 990 (2023) Page **2**

Part		Accomplishments response or note to any line in this F	Part III	
1	Briefly describe the organization's missi	-	artiii	· · · · <u></u>
•	Freedom Firm USA exists to raise awaren		operation of Freedom Firm in India w	hoso
	mission is to identify and rescue minor gi			
	counseling, education, and job training; a			
	Billi			
2				Yes ☑ No
3		g, or make significant changes in		Yes ☑ No
	If "Yes," describe these changes on Sch			
4	Describe the organization's program se expenses. Section 501(c)(3) and 501(c) the total expenses, and revenue, if any,	(4) organizations are required to repo		
4a	(Code:) (Expenses \$	308,308 including grants of \$	308,308) (Revenue \$	0)
	Instrumental in rescuing 82 girls from sex			
	life skill sessions, 83 home investigations			
	placement in a micro-enterprise business children orphaned by a rescued survivor.	so that the women can become self-su	pported; and ensured in depth couns	eling for two
4b	(Code:) (Expenses \$	including grants of \$) (Revenue \$)
4c	(Code:) (Expenses \$	including grants of \$) (Revenue \$)
4d	Other program services (Describe on So	chedule O.)		
	(Expenses \$ 0 including §		s 0)	
4e	Total program service expenses	308,308	·	

18

19

21

	00 (2023)			Page
Part	IV Checklist of Required Schedules		Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1	V	140
2	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	2	~	
	candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>	3		~
4	election in effect during the tax year? If "Yes," complete Schedule C, Part II	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? If "Yes," complete Schedule C, Part III	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? If "Yes," complete Schedule D, Part 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? <i>If</i> "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</i> "Yes," <i>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, 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		,
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		,
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		-
e f	Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i> 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>	11e		\(\tau \)
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, 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	14a 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? If "Yes," complete Schedule F, Parts III and IV.	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? If "Yes," complete Schedule G, Part I. See instructions	17		,

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

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? If "Yes," complete Schedule I, Parts I and II

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

20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H

If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?

18

19

20a

20b

Part	Checklist of Required Schedules (continued)			
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on		Yes	No
22	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 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? Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24b 24c		
d 25a	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	24d 25a		~
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 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>	26		~
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27	~	
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).			
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If</i> "Yes," complete Schedule L, Part IV	28a		,
	A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i> A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If</i>	28b		~
	"Yes," complete Schedule L, Part IV	28c		~
29 30	Did the organization receive more than \$25,000 in noncash contributions? <i>If "Yes," complete Schedule M</i> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \
31 32	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 II	31		\(\times \)
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</i> "Yes," <i>complete Schedule R, Part I</i>	32		,
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		,
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 related organization? <i>If "Yes," complete Schedule R, Part V, line 2 </i>	36		~
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37		~
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	38	~	
Part				
	Check if Schedule O contains a response or note to any line in this Part V	• •	Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 1a 0			
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable 1b 0 Did the organization comply with backup withholding rules for reportable payments to vendors and			
С	reportable gaming (gambling) winnings to prize winners?	1c		

Part	V Statements Regarding Other IRS Filings and Tax Compliance (continued)		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return 5			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? .	2b	~	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		~
b	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		\
b	If "Yes," enter the name of the foreign country			
E-	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).	En		
5a b	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5a 5b		<u> </u>
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 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	~	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	~	
С	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	7e		~
e f	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? .	76 7f		~
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the			
	sponsoring organization have excess business holdings at any time during the year?	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		
10 a	Section 501(c)(7) organizations. Enter: 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			
11	Section 501(c)(12) organizations. Enter:			
а	Gross income from members or shareholders			
b	Gross income from other sources. (Do not net amounts due or paid to other sources			
	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		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year			
13 a	Section 501(c)(29) qualified nonprofit health insurance issuers. Is the organization licensed to issue qualified health plans in more than one state?	13a		
a	Note: See the instructions for additional information the organization must report on Schedule O.	104		
b	Enter the amount of reserves the organization is required to maintain by the states in which			
	the organization is licensed to issue qualified health plans			
С	Enter the amount of reserves on hand			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		~
_b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O.	14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?	4-		
		15		\
16	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.	10		
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person, engage in any activities			
	that would result in the imposition of an excise tax under section 4951, 4952, or 4953?	17		
	If "Yes," complete Form 6069.			

Form 990 (2023) Page **6**

Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a

response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions. Section A. Governing Body and Management Yes No 1a Enter the number of voting members of the governing body at the end of the tax year . . . 1a 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. Enter the number of voting members included on line 1a, above, who are independent . 1b 2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with 2 V Did the organization delegate control over management duties customarily performed by or under the direct 3 supervision of officers, directors, trustees, or key employees to a management company or other person? . 3 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? 4 4 5 Did the organization become aware during the year of a significant diversion of the organization's assets? . 5 6 6 Did the organization have members, stockholders, or other persons who had the power to elect or appoint 7a Are any governance decisions of the organization reserved to (or subject to approval by) members, 7b Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: 8a 8b Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O 9 Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.) Yes No **10a** Did the organization have local chapters, branches, or affiliates? 10a If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? 10b 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? 11a **b** Describe on Schedule O the process, if any, used by the organization to review this Form 990. **12a** Did the organization have a written conflict of interest policy? *If "No," go to line 13* 12a Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? 12b Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," 12c 13 13 ~ Did the organization have a written document retention and destruction policy? 14 14 15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? The organization's CEO, Executive Director, or top management official 15a 15b If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions. 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement 16a 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 Section C. Disclosure List the states with which a copy of this Form 990 is required to be filed See Schedule O, Statement 2 17 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c) 18 (3)s only) available for public inspection. Indicate how you made these available. Check all that apply. Other (explain on Schedule O) Own website ✓ Another's website ✓ Upon request Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, 19 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. Leah Henck, (276)235-2587

Part VI

Form 990 (2023) Page **7**

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 no	r any relate	a org	anız	atic	n c	ompe	ensa	ited any current	officer, director,	or trustee.
				(0	C)					
(A)	(B)				ition			(D)	(E)	(F)
Name and title	Average hours per week	(do not check more than one box, unless person is both an officer and a director/trustee)			n an tee)	Reportable compensation from the	Reportable compensation from related	Estimated amount of other compensation		
	(list any hours for related organizations below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	organization (W-2/ 1099-MISC/ 1099-NEC)	organizations (W-2/ 1099-MISC/ 1099-NEC)	from the organization and related organizations
Leah Henck	25.00									
President/Treasurer	0.00			~		~		44,234	0	0
Roger Rumer	1.00									
Chairman	0.00	~						0	0	0
Brian Rightler	1.00									
Vice Chair	0.00	~						0	0	0
Reuben Arulanandam	1.00									
Board Member	0.00	~						0	0	0
Bethany Lueers	1.00									
Board Member	0.00	~						0	0	0
Amy Swanson	1.00									
Board Member	0.00	~						0	0	0
Raghu Velaga	1.00									
Board Member	0.00	~						0	0	0
Evan Henck	1.00									
Vice President	0.00			~				0	0	0
		-								

Part	VII Section A. Officers, Directors, 7	rustees,	Key I	Em	plo	yee	s, an	d F	lighest Compe	nsated Empl	oyees (continued)	
					(0	C)						
	(A)	(B)	(do n	ot of		ition		ono	(D)	(E)	(F)	
	Name and title	Average	١,				e than o is both		Reportable	Reportable	Estimated amount	
		hours per week	office	er an	_	lirect	or/trus	— <u> </u>	compensation from the	compensation from related	of other compensation	
		(list any	Indi or c	Inst	Officer	Key	High	Former	High Forn	organization (W-2/	organizations (W-2	/ from the
		hours for related	Individual to	Į į	cer	em	nest	ner	1099-MISC/ 1099-NEC)	1099-MISC/ 1099-NEC)	organization and related organizations	
		organizations	or all tr	onal		Key employee	com		1000 1420)	1000 1420)	Tolated organizations	
		below dotted line)	ndividual trustee or director	nstitutional trustee		8	ipen					
		dotted inter	Ф	tee			Highest compensated employee					
							<u> </u>					
			1									
			-									
			-									
			-									
			1									
1b	Subtotal		٠	٠.	٠.				44,234	(0	
С	Total from continuation sheets to Part	VII, Section	n A									
d	Total (add lines 1b and 1c)								44,234	(
2	Total number of individuals (including		limite	ed t	to t	thos	se lis	ted	above) who re	eceived more	than \$100,000 of	
	reportable compensation from the organi	zation							0		W N.	
3	Did the organization list any former of	officer dire	actor	tru	ıcta	ا م	′0\/ 0	mn	lovee or highes	et compensate	Yes No	
3	employee on line 1a? If "Yes," complete										3 /	
4	For any individual listed on line 1a, is the											
	organization and related organizations											
	individual										4	
5	Did any person listed on line 1a receive of										al	
	for services rendered to the organization	? If "Yes," (compl	ete	Sch	nedu	ıle J 1	for s	such person .		5 🗸	
	on B. Independent Contractors Complete this table for your five high				امد:		l -				then \$100,000 of	
1	compensation from the organization. Rep					•						
	<u>-</u>	ort comper	isatioi	1 10			icrida	. yc		Within the orga	-	
	(A) Name and business add	ress							(B) Description of serv	vices	(C) Compensation	
None												
	Tatal asserbase 6.1.1.	/:				II. 11		<u> </u>	10 1 2 2			
2	Total number of independent contractor received more than \$100,000 of compens						ed to	o th		e) who		
	received more man \$100,000 or compens	auon nom	uie oi	yan	ıı∠al	IUII			0			

Page 8

Dart VIII	Statement of Revenue
	Statement of nevenue

		Check if Schedule O contains a response or not	e to an	y line in this Pa	rt VIII		\square
				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512–514
ts, ts	1a	Federated campaigns 1a	0				
Contributions, Gifts, Grants, and Other Similar Amounts	b	Membership dues 1b	0				
عَ ق	С	Fundraising events 1c	0				
fts, r A	d	Related organizations 1d	0				
ੜੂ ਵੂ∣	е	Government grants (contributions) 1e	0				
ns, Sir	f	All other contributions, gifts, grants,					
er.		and similar amounts not included above 1f 3	31,004				
혈된	g	Noncash contributions included in					
ig it		lines 1a–1f 1g \$	0				
S F	h	Total. Add lines 1a–1f		331,004			
		Business	Code				
ce	2a						
اه ∑	b						
gram Ser Revenue	С						
am eve	d						
Program Service Revenue	е						
P.	f	All other program service revenue					
	g	Total. Add lines 2a–2f		0			
	3	Investment income (including dividends, interest					
		other similar amounts)		14,625	14,625	0	0
	4	Income from investment of tax-exempt bond proceed	eds	0	0	0	0
	5	Royalties		0	0	0	0
		(i) Real (ii) Pers	onal				
	6a	Gross rents 6a					
	b	Less: rental expenses 6b					
	С	Rental income or (loss) 6c 0	0				
	d	Net rental income or (loss)					
	7a	Gross amount from (i) Securities (ii) Oth	ner				
		sales of assets					
		other than inventory 7a					
Revenue	b	Less: cost or other basis					
Ven		and sales expenses . 7b	_				
Be		Gain or (loss) 7c 0	0				
ē	d	Net gain or (loss)	•				
Other	8a	Gross income from fundraising					
		events (not including \$0 of contributions reported on line					
		1c). See Part IV, line 18 8a					
	b	Less: direct expenses 8b					
	C	Net income or (loss) from fundraising events					
		Gross income from gaming	•				
	-	activities. See Part IV, line 19 . 9a					
	b	Less: direct expenses 9b					
		Net income or (loss) from gaming activities					
		Gross sales of inventory, less					
		returns and allowances 10a					
	b	Less: cost of goods sold 10b					
	С	Net income or (loss) from sales of inventory					
2		Business	Code				
90 E	11a						
Miscellaneous Revenue	b						
	С						
Ais.	d	All other revenue		0			
2	е	Total. Add lines 11a-11d		0			
	12	Total revenue. See instructions		345.629	14.625	0	0

Part IX Statement of Functional Expenses

Section 501(c)(3) a	and 501(c)(4) (organizations mu	ıst complete all columns.	. All other organizations mus	t complete column (A).
<u> </u>					•

	Check if Schedule O contains a response or note to any line in this Part IX							
Do no	t include amounts reported on lines 6b, 7b,	(A)	(B)	(C)	(D)			
8b, 9b	, and 10b of Part VIII.	Total expenses	Program service expenses	Management and general expenses	Fundraising expenses			
1	Grants and other assistance to domestic organizations							
	and domestic governments. See Part IV, line 21 .	0	0					
2	Grants and other assistance to domestic individuals. See Part IV, line 22	3,595	3,595					
3	Grants and other assistance to foreign organizations, foreign governments, and	0,070	0,070					
_	foreign individuals. See Part IV, lines 15 and 16	304,713	304,713					
4 5	Benefits paid to or for members Compensation of current officers, directors, trustees, and key employees	0 41,147	0	41,147	0			
6	Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0	0	0	0			
7	Other salaries and wages	28,621	0	28,621	0			
8	Pension plan accruals and contributions (include	- , -	-	-,-				
	section 401(k) and 403(b) employer contributions)	0	0	0	0			
9	Other employee benefits	0	0	0	0			
10	Payroll taxes	5,577	0	5,577	0			
11	Fees for services (nonemployees):	3,377	•	3,311				
a	Management	0	0	0	0			
b	Legal	0	0	0	0			
C	Accounting	4,900	0	4,900	0			
d	Lobbying	0	0	0	0			
e	Professional fundraising services. See Part IV, line 17	0	o l	J	0			
f	Investment management fees	0	0	0	0			
g g	Other. (If line 11g amount exceeds 10% of line 25, column	•	0	Ů				
Ū	(A), amount, list line 11g expenses on Schedule O.) .	0	0	0	0			
12	Advertising and promotion	8,936	0	0	8,936			
13	Office expenses	6,978	0	6,978	0,730			
14	Information technology	5,213	0	5,213	0			
15	Royalties	0	0	0	0			
16	Occupancy	0	0	0	0			
17	Travel	5,069	0	5,069	0			
18	Payments of travel or entertainment expenses	5,069	U	5,069	<u> </u>			
	for any federal, state, or local public officials	0	0	0	0			
19	Conferences, conventions, and meetings .	0 627	0	0 627	0			
20	· · · · · · · · · · · · · · · · · · ·		_					
20 21	Interest	0	0	0	0			
22	Depreciation, depletion, and amortization .	0	0	0	0			
23	Insurance	3,078	0	3,078	0			
23 24	Other expenses. Itemize expenses not covered	3,078	U	3,078	U			
24	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.)							
а								
a b								
C								
d								
	All other expenses							
e 25	Total functional expenses. Add lines 1 through 24e	410.454	200 200	101 010	0.001			
25 26	Joint costs. Complete this line only if the	418,454	308,308	101,210	8,936			
20	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)							
	10.10.11.11g 001 00 2 (100 000 120)			<u>l</u>	Form 990 (2023)			

Part X Balance Sheet

		Check if Schedule O contains a response or note to any line in this Pa	art X		📙
			(A) Beginning of year		(B) End of year
	1	Cash—non-interest-bearing	115,777	1	149,110
	2	Savings and temporary cash investments	125,996	2	115,041
	3	Pledges and grants receivable, net	0	3	0
	4	Accounts receivable, net	0	4	0
	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	0	5	0
	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)	0	6	0
Ś	7	Notes and loans receivable, net	0	7	0
Assets	8	Inventories for sale or use	0	8	0
As	9	Prepaid expenses and deferred charges	0	9	0
	10a	Land, buildings, and equipment: cost or other			
		basis. Complete Part VI of Schedule D 10a			
	b	Less: accumulated depreciation 10b	0	10c	
	11	Investments—publicly traded securities	200,315		104,722
	12	Investments—other securities. See Part IV, line 11	0		0
	13	Investments—program-related. See Part IV, line 11	0	13	0
	14	Intangible assets	0	14	0
	15	Other assets. See Part IV, line 11	0	15	0
	16	Total assets. Add lines 1 through 15 (must equal line 33)	442,088	16	368,873
	17	Accounts payable and accrued expenses	596	_	521
	18	Grants payable	0	18	0
	19	Deferred revenue	0	19	0
	20	Tax-exempt bond liabilities	0	20	0
	21	Escrow or custodial account liability. Complete Part IV of Schedule D.	0	21	0
S	22	Loans and other payables to any current or former officer, director,			
itie		trustee, key employee, creator or founder, substantial contributor, or 35%			
Liabilities		controlled entity or family member of any of these persons	0	22	0
Ë	23	Secured mortgages and notes payable to unrelated third parties	0	23	0
	24	Unsecured notes and loans payable to unrelated third parties	0	24	0
	25	Other liabilities (including federal income tax, payables to related third			
		parties, and other liabilities not included on lines 17-24). Complete Part X			
		of Schedule D		25	
	26	Total liabilities. Add lines 17 through 25	596	26	521
S		Organizations that follow FASB ASC 958, check here			
JCE		and complete lines 27, 28, 32, and 33.			
ala	27	Net assets without donor restrictions	441,492	27	368,352
Ä	28	Net assets with donor restrictions	0	28	0
o <u>r</u>		Organizations that do not follow FASB ASC 958, check here			
ŕ		and complete lines 29 through 33.			
0	29	Capital stock or trust principal, or current funds		29	
šets	30	Paid-in or capital surplus, or land, building, or equipment fund		30	
4ss	31	Retained earnings, endowment, accumulated income, or other funds .		31	
Net Assets or Fund Balances	32	Total net assets or fund balances	441,492	32	368,352
Ź	33	Total liabilities and net assets/fund balances	442,088	33	368,873

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Part	XI Reconciliation of Net Assets				
	Check if Schedule O contains a response or note to any line in this Part XI				
1	Total revenue (must equal Part VIII, column (A), line 12)			34	5,629
2	Total expenses (must equal Part IX, column (A), line 25)			41	8,454
3	Revenue less expenses. Subtract line 2 from line 1			-7	2,825
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))			44	1,492
5	Net unrealized gains (losses) on investments				0
6	Donated services and use of facilities				0
7	Investment expenses				0
8	Prior period adjustments				-315
9	Other changes in net assets or fund balances (explain on Schedule O)				0
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line				
	32, column (B))			36	8,352
Part	XII Financial Statements and Reporting				
	Check if Schedule O contains a response or note to any line in this Part XII				\Box
				Yes	No
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," explain				
	Schedule O.	. 011			
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 compile	d 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 audited or	on a			
	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 oversign				
	the audit, review, or compilation of its financial statements and selection of an independent accountant?		2c	~	
	If the organization changed either its oversight process or selection process during the tax year, explain Schedule O.	n on			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in	າ the 「			
	Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	. [3a		~
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo		7		
	required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits	š .	3b	000	

Form **990** (2023)

SCHEDULE A (Form 990)

Public Charity Status and Public Support

OMB No. 1545-0047

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.

Open to Public

Department of the Treasury Internal Revenue Service

Name of the organization

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

ion. Inspection
Employer identification number

		FIRM USA					20-52	80075	
Par	t I	Reason for Public Cha	rity Status. (All	l organizations mus	t comple	ete this p	oart.) See instructi	ons.	
The c	organi	zation is not a private founda	ation because it i	s: (For lines 1 through	12, ched	ck only or	ne box.)		
1	\square A	church, convention of churc	hes, or associati	on of churches descri	ibed in s e	ection 17	0(b)(1)(A)(i).		
2	A school described in section 170(b)(1)(A)(ii) . (Attach Schedule E (Form 990).)								
3	A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).								
4	A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the								
	h	ospital's name, city, and state	e:						
5		n organization operated for ection 170(b)(1)(A)(iv). (Com		college or university	owned c	r operate	ed by a government	al unit described in	
6	□ A	federal, state, or local gover	nment or govern	mental unit described	l in secti o	on 170(b)	(1)(A)(v).		
7		n organization that normally escribed in section 170(b)(1)			port from	a gover	nmental unit or fron	n the general public	
8	□ A	community trust described i	n section 170(b)	(1)(A)(vi). (Complete I	Part II.)				
9	_	n agricultural research organ				erated in	conjunction with a I	and-grant college	
	o u	r university or a non-land-gra niversity:	nt college of agr	iculture (see instruction	ons). Ente	er the nan	ne, city, and state of	the college or	
10	∠ A	n organization that normally i	receives (1) more	than 33 ¹ /3% of its su	pport fro	m contrib	outions, membership	fees, and gross	
	SI	eceipts from activities related upport from gross investmen	t income and un	related business taxal	ble incon	eptions, a ne (less s	ection 511 tax) from	businesses	
	a	cquired by the organization a	fter June 30, 197	75. See section 509(a	a)(2). (Coi	mplete Pa	art III.)		
11	□ A	n organization organized and	l operated exclus	sively to test for public	c safety.	See sect	ion 509(a)(4).		
12		n organization organized and							
		ne or more publicly supported							
	tr	ne box on lines 12a through 12		,, ,,			•	, ,	
а		Type I. A supporting organ							
		the supported organization					he directors or trust	ees of the	
		supporting organization. Y	-	· ·					
b		Type II. A supporting orga							
		control or management of				persons	that control or man	age the supported	
		organization(s). You must							
С		Type III functionally integ its supported organization(ally integrated with,	
d		Type III non-functionally	i ntegrated. A su	pporting organization	operated	d in conn	ection with its suppo	orted organization(s)	
		that is not functionally integ	grated. The orga	nization generally mu	st satisfy	a distribu	ution requirement an	d an attentiveness	
		requirement (see instructio	ns). You must c	omplete Part IV, Sec	ctions A	and D, ar	nd Part V.		
е		Check this box if the organ	ization received	a written determination	on from t	he IRS th	at it is a Type I, Type	e II, Type III	
		functionally integrated, or	Гуре III non-func	tionally integrated sup	oporting	organizat	ion.		
f	Ent	er the number of supported of	organizations .						
g	Pro	vide the following information	n about the supp	orted organization(s).	•				
	(i) Na	me of supported organization	(ii) EIN	(iii) Type of organization		organization	(v) Amount of monetary	(vi) Amount of	
				(described on lines 1–10 above (see instructions))		ur governing ment?	support (see instructions)	other support (see instructions)	
				above (see instructions))			li isti detions)	manuchona)	
					Yes	No			
(A)									
(~) ——									
(B)									
(C)									
(D)									
(E)									

Schedule A (Form 990) 2023 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) 2019 **(b)** 2020 (d) 2022 (c) 2021 **(e)** 2023 (f) Total Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") . . Tax revenues levied for the organization's benefit and either paid to or expended on its behalf The value of services or facilities furnished by a governmental unit to the organization without charge **Total.** Add lines 1 through 3 . . . 4 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) **Public support.** Subtract line 5 from line 4 Section B. Total Support Calendar year (or fiscal year beginning in) (a) 2019 **(b)** 2020 (c) 2021 (d) 2022 (e) 2023 (f) Total 7 Amounts from line 4 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources Net income from unrelated business 9 activities, whether or not the business is regularly carried on 10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) **Total support.** Add lines 7 through 10 11 Gross receipts from related activities, etc. (see instructions) 12 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) 13 Section C. Computation of Public Support Percentage Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f)) % 14 Public support percentage from 2022 Schedule A, Part II, line 14 15 331/3% support test - 2023. If the organization did not check the box on line 13, and line 14 is 331/3% or more, check this 331/3% support test - 2022. If the organization did not check a box on line 13 or 16a, and line 15 is 331/3% or more, check 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 b 10%-facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see 18

Schedule A (Form 990) 2023 Page **3**

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.")	397,937	373,105	461,110	427,093	331,004	1,990,249
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 7a	Total. Add lines 1 through 5 Amounts included on lines 1, 2, and 3 received from disqualified persons .	397,937	373,105	461,110	427,093	331,004	1,990,249
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 8	Add lines 7a and 7b						1,990,249
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	397,937	373,105	461,110	427,093	331,004	1,990,249
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	1	1	14	1,390	14,625	16,031
b	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
С	Add lines 10a and 10b	1	1	14	1,390	14,625	16,031
11	Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	0	0	429	0	0	429
13	Total support. (Add lines 9, 10c, 11, and 12.)	397,938	373,106	461,553	428,483	345,629	2,006,709
14	First 5 years. If the Form 990 is for the organization, check this box and stop he	organization's	first, second,	third, fourth,	or fifth tax ye		501(c)(3)
Secti	on C. Computation of Public Suppor						
15	Public support percentage for 2023 (line 8	B, column (f), di	vided by line 1			15	99.18 %
16	Public support percentage from 2022 Sch			<u>.</u>		16	99.91 %
	on D. Computation of Investment In						
17	Investment income percentage for 2023 (-		17	0.8 %
18	Investment income percentage from 2022					18	0.07 %
19a	33 ¹ / ₃ % support tests – 2023. If the organ						
	17 is not more than 33 ¹ / ₃ %, check this box	_	=	-		_	_
b	331/3% support tests – 2022. If the organiz line 18 is not more than 331/3%, check this line 18 is not more than 331/3%, check this line 18 is not more than 331/3%.	oox and stop he	ere. The organi	zation qualifies	as a publicly su	upported organi	zation .
20	Private foundation. If the organization di	d not check a h	nox on line 14	19a or 19b c	heck this box	and see instruc	tions

Schedule A (Form 990) 2023 Page 4

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.)

Se

Secti	on A. All Supporting Organizations			
			Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.	1		
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).	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.	3a		
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.			
С	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.	3b 3c		
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.	4a		
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.	4b		
С	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.	4c		
5а	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).	5a		
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?	5b		
С	Substitutions only. Was the substitution the result of an event beyond the organization's control?	5c		
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.	6		
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).	7		
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).	8		
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 .	9a		
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 .	9b		
С	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 .	9c		
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>	10a		
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.)

Schedule A (Form 990) 2023 Page 5 Part IV **Supporting Organizations** (continued) Yes No Has the organization accepted a gift or contribution from any of the following persons? a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization? 11a **b** A family member of a person described on line 11a above? 11b c A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI. 11c Section B. Type I Supporting Organizations Yes No 1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? 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. 1 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. 2 Section C. Type II Supporting Organizations Yes No 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). 1 Section D. All Type III Supporting Organizations Yes No 1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided? 1 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 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. 3 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). 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.* 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. Yes No Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities. 2a 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. 2b 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. 3a

Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in **Part VI** the role played by the organization in this regard.

3b

Schedule A (Form 990) 2023 Page **6**

				. ago -
Part	Type III Non-Functionally Integrated 509(a)(3) Supporting Org	jani	izations	
1	\Box Check here if the organization satisfied the Integral Part Test as a qualifying			
	instructions. All other Type III non-functionally integrated supporting organ	nizat	ions must complete Sect	
Sect	tion 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	tion 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	tion 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-functional	ally i	integrated Type III suppor	ting organization
	(see instructions).			

Schedule A (Form 990) 2023 Page 7

Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued) Part V Section D-Distributions **Current Year** Amounts paid to supported organizations to accomplish exempt purposes 1 2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity 2 3 Administrative expenses paid to accomplish exempt purposes of supported organizations 4 Amounts paid to acquire exempt-use assets 4 Qualified set-aside amounts (prior IRS approval required - provide details in Part VI) 5 5 Other distributions (describe in Part VI). See instructions. 6 6 7 Total annual distributions. Add lines 1 through 6. 7 Distributions to attentive supported organizations to which the organization is responsive 8 (provide details in Part VI). See instructions. 8 Distributable amount for 2023 from Section C, line 6 9 9 10 10 Line 8 amount divided by line 9 amount (ii) (iii) Section E—Distribution Allocations (see instructions) **Underdistributions Distributable Excess Distributions** Pre-2023 Amount for 2023 Distributable amount for 2023 from Section C, line 6 2 Underdistributions, if any, for years prior to 2023 (reasonable cause required - explain in Part VI). See instructions. Excess distributions carryover, if any, to 2023 a From 2018 From 2019 **c** From 2020 **d** From 2021 **e** From 2022 Total of lines 3a through 3e Applied to underdistributions of prior years Applied to 2023 distributable amount Carryover from 2018 not applied (see instructions) j Remainder. Subtract lines 3g, 3h, and 3i from line 3f. Distributions for 2023 from Section D, line 7: Applied to underdistributions of prior years Applied to 2023 distributable amount Remainder. Subtract lines 4a and 4b from line 4. Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. For result 5 greater than zero, explain in Part VI. See instructions. Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions. Excess distributions carryover to 2024. Add lines 3j and 4c. Breakdown of line 7: Excess from 2019 . . . Excess from 2020 . . . Excess from 2021 . . . Excess from 2022 . . . Excess from 2023 . . .

Schedule A (Form 990) 2023 Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part Part VI 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 III, Line 12 - Two tax years ago, we redeemed business credit card points in a cash deposit of \$429.31, as described in our previous 990 filing. This year we had no unusual income to report.

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

Employer identification number

Department of the Treasury Internal Revenue Service Name of the organization

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

FREE	DOM FIRM USA		20-5280075
Par	<u> </u>		ds or Accounts
	Complete if the organization answered "		
		(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	•	
	funds are the organization's property, subject to the	•	
6	Did the organization inform all grantees, donors, ar		
	only for charitable purposes and not for the benefi		
			· · · · · · · L Yes L No
Par			
	Complete if the organization answered "		
1	Purpose(s) of conservation easements held by the o	= : : : : : : : : : : : : : : : : : : :	
	Preservation of land for public use (for example, recre	ation or education) $\ \ \square$ Preservation $\ \ $	of a historically important land area
	☐ Protection of natural habitat	☐ Preservation of	of a certified historic structure
_	Preservation of open space		
2	Complete lines 2a through 2d if the organization hel	ld a qualified conservation contribution	n in the form of a conservation
	easement on the last day of the tax year.		Held at the End of the Tax Year
а	Total number of conservation easements		
b	Total acreage restricted by conservation easements		
C	Number of conservation easements on a certified hi		
d	Number of conservation easements included on line	•	
	on a historic structure listed in the National Register		Zu
3	Number of conservation easements modified, trans	sferred, released, extinguished, or ter	minated by the organization during the
_	tax year		
4 5	Number of states where property subject to conserve Does the organization have a written policy reg		postion bondling of
5	violations, and enforcement of the conservation eas		
•			
6	Staff and volunteer hours devoted to monitoring, inspec	cung, nandling of violations, and emorcin	g conservation easements during the year
7	Amount of expenses incurred in monitoring, inspecting	a handling of violations, and enforcing	conservation assements during the year
•	Amount of expenses incurred in monitoring, inspecting	g, flatiding of violations, and emorcing	conservation easements during the year
8	Does each conservation easement reported on line	2d above satisfy the requirements of	section 170(h)(4)(B)(i)
•	and section 170(h)(4)(B)(ii)?		
9	In Part XIII, describe how the organization reports c		
	sheet, and include, if applicable, the text of the foot		
	organization's accounting for conservation easement	nts.	
Part	III Organizations Maintaining Collections	of Art. Historical Treasures. or	Other Similar Assets
	Complete if the organization answered "		
1a	If the organization elected, as permitted under FAS		ue 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	SB ASC 958, to report in its revenue	statement and balance sheet works of
	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		\$
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		3
9	Revenue included on Form 990 Part VIII line 1		\$

b Assets included in Form 990, Part X . . .

Schedu	le D (Form 990) 2023										P	age Z
Part												
3	Using the organization's acquisition, a collection items (check all that apply).		sion, and ot	ther recor	ds, chec	k any of the	e follov	wing that make	signi	ificant	use	of its
а	☐ Public exhibition			d	☐ Loan	or exchang	e prog	ram				
b	☐ Scholarly research			е	Other							
С	☐ Preservation for future generations											
4	Provide a description of the organizat	tion's	collections a	and expla	ain how t	hey further	the or	ganization's ex	empt	purpo	se in	Par
5	XIII. During the year, did the organization assets to be sold to raise funds rather									□ v -		7 .
Davi				allieu as p	Jan Oi lin	e organizan	011 5 00	Jilection? .	•	Yes	<u>3</u> ∟	No
Part	Complete if the organization 990, Part X, line 21.			" on For	m 990, F	Part IV, line	9, or	reported an a	amou	nt on	Forr	n
1a									not	☐ Yes		
b	If "Yes," explain the arrangement in Pa								٠ ١	16:	> ∟	No
D	ii res, explain the arrangement ii r	ait Aiii	rana compi	ete trie io	mowning to	abie.			Amoi	unt		
С	Beginning balance						10	2				
d	Additions during the year						10					
e	Distributions during the year						16	9				
f	Ending balance						11	f				
2a	Did the organization include an amour						ustodia	ıl account liabil	ity?	Ye	s [No
b	If "Yes," explain the arrangement in Pa	art XIII	l. Check her	e if the ex	kplanatio	n has been	provid	ed in Part XIII]
Par	t V Endowment Funds											
	Complete if the organization	ansv	vered "Yes	" on For	m 990, F	Part IV, line	e 10.					
		(a) (Current year	(b) Pri	or year	(c) Two year	s back	(d) Three years b	ack (e) Four	years l	back
1a	Beginning of year balance											
b	Contributions											
С	Net investment earnings, gains, and											
	losses											
d	Grants or scholarships											
е	Other expenditures for facilities and											
	programs											
f	Administrative expenses											
g	End of year balance											
2	Provide the estimated percentage of the		-	nd balanc	e (line 1g	j, column (a)) held	as:				
а	Board designated or quasi-endowmer	nt		%								
b	Permanent endowment	%										
С	Term endowment%											
_	The percentages on lines 2a, 2b, and 2											
3a	Are there endowment funds not in the	e poss	session of th	ne organi	zation tha	at are held	and ac	iministered for	the	Г		
	organization by:								ī		Yes	No
									t	3a(i)	\dashv	
	(ii) Related organizations?									3a(ii)	\rightarrow	
b	If "Yes" on line 3a(ii), are the related or	_		•					. [3b		
4 Por	Describe in Part XIII the intended uses Land, Buildings, and Equip			on s enac	wment it	unas.						
Part				" on For	m 000 E	Dart IV line	112	See Form 90	η Da	rt V I	ina 1	Λ
	Complete if the organization	aiisv								d) Book		
	Description of property		(a) Cost or of (investm		1	or other basis other)		Accumulated epreciation	(а) воок	value	!
1a	Land											
b	Buildings	[
С	Leasehold improvements	[
d	Equipment	[
е	Other											
Total.	Add lines 1a through 1e. (Column (d) m		qual Form 9	90, Part)	K, line 10	c, column (l	3)) .					

Part VII	Investments—Other Securities	N/ E 44b O E		David V. Brand O
	Complete if the organization answered "Yes" on Form 990, Part (a) Description of security or category (including name of security)	(b) Book value	(c) M	ethod of valuation:
(1) Financial	· · · · · · · · · · · · · · · · · · ·			,
` '	neld equity interests			
. ,	······································			
(A)				
(B)				
(C)				
(D)				
(E)				
(F)				
(G) (H)				
	mn (b) must equal Form 990, Part X, line 12, col. (B))			
Part VIII	Investments – Program Related			
	Complete if the organization answered "Yes" on Form 990, Part	IV, line 11c. See Fo	orm 990,	Part X, line 13.
	(a) Description of investment	(b) Book value	(c) M	ethod of valuation: id-of-year market value
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)	mn (b) must equal Form 990, Part X, line 13, col. (B))			
Part IX	Other Assets			
	Complete if the organization answered "Yes" on Form 990, Part	IV, line 11d. See F	orm 990,	Part X, line 15.
	(a) Description			(b) Book value
(1)				
(2)				
(3)				
<u>(4)</u>				
(5)				
(6) (7)				
(8)				
(9)				
	mn (b) must equal Form 990, Part X, line 15, col. (B))			
Part X	Other Liabilities Complete if the organization answered "Yes" on Form 990, Part	IV, line 11e or 11f.	See Form	m 990, Part X,
1.	line 25. (a) Description of liability			(b) Book value
(1) Federal in				(b) Book value
(2)				
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)	(1)			
	mn (b) must equal Form 990, Part X, line 25, col. (B))		·	at raparts the
	r uncertain tax positions. In Part XIII, provide the text of the footnote to the orgar s liability for uncertain tax positions under FASB ASC 740. Check here if the text			

Schedule D (Form 990) 2023 Page 4 Reconciliation of Revenue per Audited Financial Statements With Revenue per Return Part XI Complete if the organization answered "Yes" on Form 990, Part IV, line 12a. Total revenue, gains, and other support per audited financial statements. 345,629 2 Amounts included on line 1 but not on Form 990. Part VIII. line 12: Net unrealized gains (losses) on investments 0 Donated services and use of facilities 0 h Recoveries of prior year grants 0 Other (Describe in Part XIII.) 0 Add lines 2a through 2d 2e 3 3 Subtract line **2e** from line **1** 345,629 Amounts included on Form 990. Part VIII. line 12, but not on line 1: Investment expenses not included on Form 990, Part VIII, line 7b 4a 0 4b 0 Add lines 4a and 4b 4c 0 Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.) 5 345,629 Reconciliation of Expenses per Audited Financial Statements With Expenses per Return Part XII Complete if the organization answered "Yes" on Form 990, Part IV, line 12a. Total expenses and losses per audited financial statements 418,454 2 Amounts included on line 1 but not on Form 990, Part IX, line 25: Donated services and use of facilities 2a 0 Prior year adjustments 2b 0 Other losses 2c 0 Other (Describe in Part XIII.) 0 Add lines 2a through 2d . . 2e 0 3 3 Subtract line **2e** from line **1** 418,454 Amounts included on Form 990, Part IX, line 25, but not on line 1: Investment expenses not included on Form 990, Part VIII, line 7b 4a 0 4b 0 Add lines **4a** and **4b** 4c Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.) 5 418,454 **Supplemental Information** Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

S	chedule D (Form 990) 2023

SCHEDULE F (Form 990)

Statement of Activities Outside the United States

Complete if the organization answered "Yes" on Form 990, Part IV, line 14b, 15, or 16. Attach to Form 990.

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service Name of the organization

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

Open to Public Inspection

Employer identification number

FREE	DOM FIRM USA				2	0-5280075
Par	General Information Form 990, Part IV, line		ies Outside	the United States. Com	nplete if the organization a	ınswered "Yes" or
1	For grantmakers. Does the other assistance, the grante award the grants or assistan	es' eligibility	for the gran		selection criteria used to	☐ Yes ☐ No
2	For grantmakers. Describe outside the United States.	in Part V the	e organization	's procedures for monitorin	g the use of its grants an	d other assistance
3	Activities per Region. (The fo	llowing Part	I, line 3 table o	can be duplicated if addition	nal space is needed.)	
	(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in the region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
(1)						
(2)						
(3)						
(4)						
(5)						
(6)						
(7)						
(8)						
(9)						
(10)						
(11)						
(12)						
(13)						
(14)						
(15)						
(16)						
(17)						
3a	Subtotal					
b	Total from continuation sheets to Part I					
С	Totals (add lines 3a and 3b)					

Part II Grants and Other Assistance to Organizations or Entities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed. (a) Name of (b) IRS code (c) Region (d) Purpose of (e) Amount of (f) Manner of (g) Amount of (h) Description (i) Method of section and EIN organization grant cash grant cash noncash of noncash assistance valuation (book, FMV, (if applicable) disbursement assistance appraisal, other) (1) South Asia Rescue, restoration, a 304,713 Wire transfer (2) (3) (4) (5) (6) (7) (8) (9)(10)(11) (12)(13)(14)(15)(16)Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as a tax

Schedule F (Form 990) 2023

Part III Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 16. Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of noncash assistance	(g) Description of noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

Schedule F (Form 990) 2023 Page **4**

Part IV Foreign Forms

1	Was the organization a U.S. transferor of property to a foreign corporation during the tax year? If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see the Instructions for Form 926)	☐ Yes	☑ No
2	Did the organization have an interest in a foreign trust during the tax year? If "Yes," the organization may be required to separately file Form 3520, Annual Return To Report Transactions With Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see the Instructions for Forms 3520 and 3520-A; don't file with Form 990)	☐ Yes	✓ No
3	Did the organization have an ownership interest in a foreign corporation during the tax year? If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect to Certain Foreign Corporations (see the Instructions for Form 5471)	☐ Yes	✓ No
4	Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund (see the Instructions for Form 8621)	☐ Yes	✓ No
5	Did the organization have an ownership interest in a foreign partnership during the tax year? If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect to Certain Foreign Partnerships (see the Instructions for Form 8865)	☐ Yes	☑ No
6	Did the organization have any operations in or related to any boycotting countries during the tax year? If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see the Instructions for Form 5713; don't file with Form 990)	☐ Yes	✓ No

Schedule F (Form 990) 2023

Schedule F (Form 990) 2023 Page 5 Part V **Supplemental Information** Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

SCHEDULE L (Form 990)

Transactions With Interested Persons
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.

OMB No. 1545-0047

20-5280075

Department of the Treasury Internal Revenue Service

FREEDOM FIRM USA

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

Par								ction 501(c)(29) 5a or 25b; or For					40b.		
1	(a) Name of disqualif	fied person	(b) Relationship be		•	person and		(c) Description	n of trar	saction	1		(d) Cor	rected?	
				organizat	tion								Yes	No	
(1)															
(2)															
(3)															
(4)															
(5)															
(6)															
2	Enter the amount of under section 4958		by the organ		_	-		ed persons durin	ng the 	year	\$				
3	Enter the amount o	f tax, if any, on	line 2, above,	reimbu	ırsed by	the organ	izatio	n			\$				
Part	Loans to and	/or From Inter	ested Person	s											
	Complete if th		answered "Ye	s" on F				38a, or Form 9	90, Pa	art IV,	line 2	:6; or	if the		
		(b) Relationship with organization	(c) Purpose of loan	(d) Loan to or from the organization?		(e) Origir principal an			(g) In default?					(i) Written agreement?	
				То	From	_			Yes	No	Yes	No	Yes	No	
(1)															
(2)															
(3)															
(4)															
(5)															
(6)															
(7)															
(8)															
(9)															
(10)															
Total				٠				\$							
Part		sistance Bene ne organization				0, Part IV, I	ine 27	7.							
(a)	(a) Name of interested person (b) Relationship between interested person and the organization				mount of stance		(d) Type of assistance (e) Purpose o			se of a	assistance				
(1)	Amy Swanson	Board Men	nber			3,595	Cour	nseling Services		Traur	na co	unsel	ing fo	r two	
(2)															
(3)															
(4)															
(5)															
(6)															
(7)															
(8)															
(9)															
(10)															

Schedule L (Form 990) 2023 Page 2 Part IV **Business Transactions Involving Interested Persons** Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c. (a) Name of interested person (b) Relationship between (c) Amount of (d) Description of transaction (e) Sharing of interested person and the transaction organization's organization revenues? Yes No (1) (2) (3) (4) (5) (6)(7) (8) (9) (10) Part V **Supplemental Information** Provide additional information for responses to questions on Schedule L. See instructions. Schedule L, Part III - This grant funding was made available specifically to fund trauma counseling for two children of a deceased trafficking survivor who had been rescued by Freedom Firm in India. The two children were adopted by a family in the United States and were in need of counseling services. This grant funding is temporary and specific to this need. All funds are disbursed directly to the counseling provider for services rendered as evidenced by detailed bills

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.

OMB No. 1545-0047

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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

Name of the organization	Employer identification number
FREEDOM FIRM USA	20-5280075
Form 990, Part VI, Section A, Line 2 - Leah Henck (President) and Evan Henck (Vice President) are married	i.
Form 990, Part VI, Section B, Line 11b - The Board is presented the Form 990 and schedules and approves	by vote.
Form 990, Part VI, Section B, Line 12c - The board members annually review and affirm their service to the	board. In this affirmation, there
is a review of any conflicts of interest, declaration and avoidance of such conflicts.	
Form 990, Part VI, Section C, Line 19 - The governing documents, conflict of interest policy, and financial	statements of Freedom Firm USA
are available to the public upon request.	

Schedule O, Statement 1 FREEDOM FIRM USA

Form: Form 990 (2023) EIN: 20-5280075

Page: 1 Part I, Line 1

Activity Or Mission Description

Description

counseling, education, and job training in an effort to restore and empower victims; and to prosecute brothel keepers and traffickers to the full extent of the law.

Schedule O, Statement 2 FREEDOM FIRM USA

Form: **Form 990 (2023)** EIN: **20-5280075**

Page: 6 Part VI, Section C, Line 17

Otatas Whara Come Of Battom In File I	
States where Copy Of Return is Filed	
	States Where Copy Of Return Is Filed