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Part III

Statement of Program Service Accomplishments

Check if Schedule O contains a response to any question in this Part III

1

Briefly describe the organization's mission

FINANCIAL SUPPORT OF ESTABLISHED CHRISTIAN AND/OR CHARITABLE ORGANIZATIONS

2

Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?

If "Yes," describe these new services on Schedule O

3

Did the organization cease conducting, or make significant changes in how it conducts, any program services?

If "Yes," describe these changes on Schedule O

4

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

4a

(Code) (Expenses \$ 3,522,130 including grants of \$ 3,398,840) (Revenue \$ 1,068,635)

THE ORGANIZATION'S PURPOSE IS TO PROVIDE AN ENTITY FOR INDIVIDUALS TO SUPPORT CHRISTIAN AND OTHER CHARITABLE ORGANIZATIONS IN HIS STEPS FOUNDATION, IN TURN, DISTRIBUTES FUNDS TO CHARITABLE ORGANIZATIONS IN ACCORDANCE WITH SPECIFIC DONOR INSTRUCTIONS

4b

(Code) (Expenses \$ including grants of \$) (Revenue \$)

4c

(Code) (Expenses \$ including grants of \$) (Revenue \$)

4d

Other program services (Describe in Schedule O)

(Expenses \$ including grants of \$) (Revenue \$)

4e

Total program service expenses 3,522,130

Part IV

Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i> 	Yes	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> (see instructions)? 	Yes	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		No
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		No
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>		No
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i> 	Yes	
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> 		No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i> 		No
9 Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i> 		No
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i> 	Yes	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i> 		No
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i> 		No
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i> 		No
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i> 	Yes	
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i> 	Yes	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i> 	Yes	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i> 	Yes	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i> 		No
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		No
14a Did the organization maintain an office, employees, or agents outside of the United States?		No
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i> 	Yes	
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? <i>If "Yes," complete Schedule F, Parts II and IV</i> 	Yes	
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If "Yes," complete Schedule F, Parts III and IV</i> 		No
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I (see instructions)</i>		No
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		No
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		No
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		

Part IV

Checklist of Required Schedules (continued)

21	Did the organization report more than \$5,000 of grants and other assistance to any government or organization in the United States on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21	Yes	
22	Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22		No
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? <i>If "Yes," complete Schedule J</i>	23		No
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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25</i>	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3) and 501(c)(4) 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>	25a		No
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? <i>If "Yes," complete Schedule L, Part I</i>	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highest compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>	27		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)			
a	A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28a		No
b	A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b		No
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33		No
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	34		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
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)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	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		No
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		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	38	Yes	

Part V

Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response to any question in this Part V

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable.	17	
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.	0	
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		1c	Yes
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return.	2a	5
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions).		2b	Yes
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?		3a	No
b If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in 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	No
b If "Yes," enter the name of the foreign country: _____ See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.			
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a	No
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b	No
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	No
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).			
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		7a	No
b If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b	
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c	Yes
d If "Yes," indicate the number of Forms 8282 filed during the year.		7d	1
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e	
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		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 and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		8	
9 Sponsoring organizations maintaining donor advised funds.			
a Did the organization make any taxable distributions under section 4966?		9a	
b Did the organization make a distribution to a donor, donor advisor, or related person?		9b	
10 Section 501(c)(7) organizations. Enter			
a Initiation fees and capital contributions included on Part VIII, line 12.		10a	
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.		10b	
11 Section 501(c)(12) organizations. Enter			
a Gross income from members or shareholders.		11a	
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them).		11b	
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		12a	
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year.		12b	
13 Section 501(c)(29) qualified nonprofit health insurance issuers.			
a Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.		13a	
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans.		13b	
c Enter the amount of reserves on hand.		13c	
14a Did the organization receive any payments for indoor tanning services during the tax year?		14a	No
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O.		14b	

Part VI

Governance, Management, and Disclosure

For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Check if Schedule O contains a response to any question in this Part VI

Section A. Governing Body and Management

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

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	No
10b	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	No
11b	Describe in Schedule O the process, if any, used by the organization to review this Form 990		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes
12c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	Yes
13	Did the organization have a written whistleblower policy?	13	Yes
14	Did the organization have a written document retention and destruction policy?	14	Yes
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?		
15a	The organization's CEO, Executive Director, or top management official	15a	Yes
15b	Other officers or key employees of the organization	15b	No
If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	No
16b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b	

Section C. Disclosure

17	List the States with which a copy of this Form 990 is required to be filed	OH
18	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. ☐ Own website ☒ Another's website ☒ Upon request ☐ Other (explain in Schedule O)	
19	Describe in Schedule O whether (and if so, how), the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year	
20	State the name, physical address, and telephone number of the person who possesses the books and records of the organization ROBERT S CATHCART 1894 GEORGETOWN ROAD HUDSON, OH (330) 528-1785	

Check if Schedule O contains a response to any question in this Part VII ☐

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

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

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

• List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations

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

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

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

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

[illegible]

Part VII

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
1b Sub-Total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)							87,500	0	9,000	

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization: 0

		Yes	No
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3	No
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	4	No
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>	5	No

Section B. Independent Contractors

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

(A)	(B)	(C)
Name and business address	Description of services	Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ►0

Part VIII

Statement of Revenue

Check if Schedule O contains a response to any question in this Part VIII

				(A)	(B)	(C)	(D)
				Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512, 513, or 514
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns . . .	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	5,220,013			
	g	Noncash contributions included in lines 1a-1f \$		1,803,107			
	h	Total. Add lines 1a-1f			5,220,013		
Program Service Revenue			Business Code				
	2a	REALIZED GAINS AND LOS	523920	700,311	700,311		
	b	MANAGEMENT FEES	523920	130,397	130,397		
	c	CHANGE IN VALUE OF SPL	523920	-110,466	-110,466		
	d						
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f			720,242		
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		347,899	347,899		
	4	Income from investment of tax-exempt bond proceeds . .					
	5	Royalties					
	6a	(i) Real					
		(ii) Personal					
	b	Less rental expenses					
	c	Rental income or (loss)					
	d	Net rental income or (loss)					
	7a	(i) Securities					
		(ii) Other					
	b	Less cost or other basis and sales expenses					
	c	Gain or (loss)					
	d	Net gain or (loss)					
	8a	Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18 . . .					
		a					
		b	Less direct expenses				
	c	Net income or (loss) from fundraising events . .					
	9a	Gross income from gaming activities See Part IV, line 19					
a							
b		Less direct expenses					
c	Net income or (loss) from gaming activities . .						
10a	Gross sales of inventory, less returns and allowances						
	a						
	b	Less cost of goods sold					
c	Net income or (loss) from sales of inventory . .						
Miscellaneous Revenue		Business Code					
11a	OTHER REVENUE	900099	494	494			
b							
c							
d	All other revenue						
e	Total. Add lines 11a-11d			494			
12	Total revenue. See Instructions			6,288,648	1,068,635	0	0

Part IX

Statement of Functional Expenses

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

Check if Schedule O contains a response to any question in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the United States. See Part IV, line 21.	3,398,840	3,398,840		
2	Grants and other assistance to individuals in the United States. See Part IV, line 22.				
3	Grants and other assistance to governments, organizations, and individuals outside the United States. See Part IV, lines 15 and 16.				
4	Benefits paid to or for members.				
5	Compensation of current officers, directors, trustees, and key employees.	87,500	52,500	17,500	17,500
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B).				
7	Other salaries and wages.	21,938	13,164	4,387	4,387
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions).	9,000	5,400	1,800	1,800
9	Other employee benefits.				
10	Payroll taxes.	9,513	5,709	1,902	1,902
11	Fees for services (non-employees):				
a	Management.				
b	Legal.	1,657			1,657
c	Accounting.	9,100		9,100	
d	Lobbying.				
e	Professional fundraising services. See Part IV, line 17.				
f	Investment management fees.	71,804	21,541	50,263	
g	Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O).	125		125	
12	Advertising and promotion.	386	232	77	77
13	Office expenses.	14,918	7,871	3,140	3,907
14	Information technology.				
15	Royalties.				
16	Occupancy.	13,246	8,247	2,500	2,499
17	Travel.				
18	Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19	Conferences, conventions, and meetings.	8,566	6,853	1,713	
20	Interest.				
21	Payments to affiliates.				
22	Depreciation, depletion, and amortization.	1,944	972	972	
23	Insurance.	1,001	801	200	
24	Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O).				
a	MISCELLANEOUS	16,896		16,896	
b					
c					
d					
e	All other expenses.				
25	Total functional expenses. Add lines 1 through 24e.	3,666,434	3,522,130	110,575	33,729
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720).				

Part X

Balance Sheet

Check if Schedule O contains a response to any question in this Part X

						(A)		(B)
						Beginning of year		End of year
Assets	1	Cash—non-interest-bearing				775,812	1	1,459,289
	2	Savings and temporary cash investments				1,971,270	2	2,154,188
	3	Pledges and grants receivable, net					3	
	4	Accounts receivable, net					4	
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L					5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L					6	
	7	Notes and loans receivable, net					7	
	8	Inventories for sale or use					8	
	9	Prepaid expenses and deferred charges					9	
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a			10c		
	b	Less accumulated depreciation	10b					
	11	Investments—publicly traded securities				10,676,452	11	12,788,854
	12	Investments—other securities See Part IV, line 11					12	
	13	Investments—program-related See Part IV, line 11					13	
	14	Intangible assets					14	
	15	Other assets See Part IV, line 11				1,504,856	15	1,501,133
16	Total assets. Add lines 1 through 15 (must equal line 34)				14,928,390	16	17,903,464	
Liabilities	17	Accounts payable and accrued expenses					17	
	18	Grants payable					18	
	19	Deferred revenue					19	
	20	Tax-exempt bond liabilities					20	
	21	Escrow or custodial account liability Complete Part IV of Schedule D					21	
	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L					22	
	23	Secured mortgages and notes payable to unrelated third parties					23	
	24	Unsecured notes and loans payable to unrelated third parties					24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D				579,268	25	738,399
	26	Total liabilities. Add lines 17 through 25				579,268	26	738,399
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here ☒ and complete lines 27 through 29, and lines 33 and 34.							
	27	Unrestricted net assets				777,535	27	687,106
	28	Temporarily restricted net assets				13,033,297	28	15,939,669
	29	Permanently restricted net assets				538,290	29	538,290
	Organizations that do not follow SFAS 117 (ASC 958), check here ☐ and complete lines 30 through 34.							
	30	Capital stock or trust principal, or current funds					30	
	31	Paid-in or capital surplus, or land, building or equipment fund					31	
	32	Retained earnings, endowment, accumulated income, or other funds					32	
	33	Total net assets or fund balances				14,349,122	33	17,165,065
	34	Total liabilities and net assets/fund balances				14,928,390	34	17,903,464

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response to any question in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	6,288,648
2	Total expenses (must equal Part IX, column (A), line 25)	2	3,666,434
3	Revenue less expenses Subtract line 2 from line 1	3	2,622,214
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	14,349,122
5	Net unrealized gains (losses) on investments	5	193,729
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	17,165,065

Part XII Financial Statements and Reporting

Check if Schedule O contains a response to any question in this Part XII

		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 in Schedule O		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	2a	No
2b	Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	2b	Yes
2c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O	2c	Yes
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a	No
3b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	3b	

SCHEDULE A
(Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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

► Attach to Form 990 or Form 990-EZ. ► See separate instructions.

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization
IN HIS STEPS FOUNDATION

Employer identification number
31-1512682

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is (For lines 1 through 11, check only one box)

- 1

☐

A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2

☐

A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E)
- 3

☐

A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4

☐

A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state _____
- 5

☐

An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II)
- 6

☐

A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7

☒

An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II)
- 8

☐

A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II)
- 9

☐

An organization that normally receives (1) more than 33¹/₃% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33¹/₃% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III)
- 10

☐

An organization organized and operated exclusively to test for public safety See **section 509(a)(4).**
- 11

☐

An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h

a

☐

Type I

b

☐

Type II

c

☐

Type III - Functionally integrated

d

☐

Type III - Non-functionally integrated
- e

☐

By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)
- f

☐

If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box
- g

☐

Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

(i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?

(ii) A family member of a person described in (i) above?

(iii) A 35% controlled entity of a person described in (i) or (ii) above?

h

☐

Provide the following information about the supported organization(s)
- | | Yes | No |
|----------|-----|----|
| 11g(i) | | |
| 11g(ii) | | |
| 11g(iii) | | |
- | (i) Name of supported organization | (ii) EIN | (iii) Type of organization (described on lines 1- 9 above or IRC section (see instructions)) | (iv) Is the organization in col (i) listed in your governing document? | | (v) Did you notify the organization in col (i) of your support? | | (vi) Is the organization in col (i) organized in the U S ? | | (vii) Amount of monetary support |
|------------------------------------|----------|--|--|----|---|----|--|----|----------------------------------|
| | | | Yes | No | Yes | No | Yes | No | |
| | | | | | | | | | |
| | | | | | | | | | |
| Total | | | | | | | | | |
- For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990EZ.

Cat No 11285F

Schedule A (Form 990 or 990-EZ) 2012

Part II

Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")	3,389,961	3,022,191	5,221,132	3,293,050	5,220,013	20,146,347
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge		2,084,026				2,084,026
4 Total. Add lines 1 through 3	3,389,961	5,106,217	5,221,132	3,293,050	5,220,013	22,230,373
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)						1,787,559
6 Public support. Subtract line 5 from line 4						20,442,814

Section B. Total Support							
Calendar year (or fiscal year beginning in) ▶		(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
7	Amounts from line 4	3,389,961	5,106,217	5,221,132	3,293,050	5,220,013	22,230,373
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	273,775	203,014	200,078	264,477	347,899	1,289,243
9	Net income from unrelated business activities, whether or not the business is regularly carried on						
10	Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
11	Total support (Add lines 7 through 10)						23,519,616
12	Gross receipts from related activities, etc (see instructions)					12	
13	First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here ▶						

Section C. Computation of Public Support Percentage			
14	Public support percentage for 2012 (line 6, column (f) divided by line 11, column (f))	14	86 920 %
15	Public support percentage for 2011 Schedule A, Part II, line 14	15	94 720 %
16a	33 1/3% support test—2012. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		
b	33 1/3% support test—2011. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		
17a	10%-facts-and-circumstances test—2012. 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 IV how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization		
b	10%-facts-and-circumstances test—2011. 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 IV how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization		
18	Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		

Part IIISupport Schedule for Organizations Described in Section 509(a)(2)
(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support (Subtract line 7c from line 6.)						

Section B. Total Support						
Calendar year (or fiscal year beginning in) ▶	(a) 2008	(b) 2009	(c) 2010	(d) 2011	(e) 2012	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in 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 IV.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						
14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and stop here ▶						

Section C. Computation of Public Support Percentage		
15 Public support percentage for 2012 (line 8, column (f) divided by line 13, column (f))	15	
16 Public support percentage from 2011 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage		
17 Investment income percentage for 2012 (line 10c, column (f) divided by line 13, column (f))	17	
18 Investment income percentage from 2011 Schedule A, Part III, line 17	18	
19a 33 1/3% support tests—2012. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ▶		
b 33 1/3% support tests—2011. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ▶		
20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ▶		

Part IV **Supplemental Information.** Complete this part to provide the explanations required by Part II, line 10; Part II, line 17a or 17b; and Part III, line 12. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

Explanation

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

OMB No 1545-0047

2012

Open to Public Inspection

Name of the organization
IN HIS STEPS FOUNDATION

Employer identification number
31-1512682

Part I

Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year	137	1
2 Aggregate contributions to (during year)	5,464,061	364,702
3 Aggregate grants from (during year)	3,189,973	215,200
4 Aggregate value at end of year	15,217,304	1,166,477
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?	☒ Yes ☐ No	
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?	☒ Yes ☐ No	

Part II

Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply)

☐ Preservation of land for public use (e g , recreation or education)

☐ Preservation of an historically important land area

☐ Protection of natural habitat

☐ Preservation of a certified historic structure

☐ Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

	Held at the End of the Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶

4 Number of states where property subject to conservation easement is located ▶

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ▶

7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶ \$

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

☐ Yes ☐ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

Part III

Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenues included in 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 SFAS 116 (ASC 958) relating to these items

a Revenues included in Form 990, Part VIII, line 1 ▶ \$

b Assets included in Form 990, Part X ▶ \$

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Cat No 52283D

Schedule D (Form 990) 2012

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

3

Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)

a

☐ Public exhibition

b

☐ Scholarly research

c

☐ Preservation for future generations

d

☐ Loan or exchange programs

e

☐ Other

4

Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII

5

During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?

☐ Yes

☐ No

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

1a

Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIII and complete the following table

	Amount
1c	
1d	
1e	
1f	

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

2a

Did the organization include an amount on Form 990, Part X, line 21?

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

☐

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

	(a)Current year	(b)Prior year	b (c)Two years back	(d)Three years back	(e)Four years back
1a Beginning of year balance	2,958,038	2,458,324	2,655,516		
b Contributions	115,437	974,479	62,049		
c Net investment earnings, gains, and losses	285,096	-15,987	98,220		
d Grants or scholarships					
e Other expenditures for facilities and programs	187,457	458,778	357,461		
f Administrative expenses					
g End of year balance	3,171,114	2,958,038	2,458,324		

2

Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as

a

Board designated or quasi-endowment

b

Permanent endowment

16 970 %

c

Temporarily restricted endowment

83 030 %

The percentages in lines 2a, 2b, and 2c should equal 100%

3a

Are there endowment funds not in the possession of the organization that are held and administered for the organization by

(i)

unrelated organizations

3a(i)

☐ Yes

☐ No

(ii)

related organizations

3a(ii)

☐ Yes

☐ No

b

If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?

3b

☐ Yes

☐ No

4

Describe in Part XIII the intended uses of the organization's endowment funds

Part VI Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment				
e Other				
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				0

Part XI

Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements	1	6,482,377
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12		
a	Net unrealized gains on investments	2a	193,729
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII)	2d	
e	Add lines 2a through 2d	2e	193,729
3	Subtract line 2e from line 1	3	6,288,648
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII)	4b	
c	Add lines 4a and 4b	4c	0
5	Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)	5	6,288,648

Part XII

Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements	1	3,666,434
2	Amounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII)	2d	
e	Add lines 2a through 2d	2e	0
3	Subtract line 2e from line 1	3	3,666,434
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII)	4b	
c	Add lines 4a and 4b	4c	0
5	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)	5	3,666,434

Part XIII

Supplemental Information

Complete this part to 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.

Identifier	Return Reference	Explanation
DESCRIPTION OF INTENDED USE OF ENDOWMENT FUNDS	PART V, LINE 4	FINANCIAL SUPPORT OF ESTABLISHED CHRISTIAN AND/OR CHARITABLE ORGANIZATIONS
DESCRIPTION OF UNCERTAIN TAX POSITIONS UNDER FIN 48	PART X, LINE 2	GAAP REQUIRES MANAGEMENT TO EVALUATE TAX POSITIONS TAKEN BY IHS AND RECOGNIZE A TAX LIABILITY (OR ASSET) IF IHS HAS TAKEN AN UNCERTAIN POSITION THAT MORE LIKELY THAN NOT WOULD NOT BE SUSTAINED UPON EXAMINATION BY THE INTERNAL REVENUE SERVICE (IRS). MANAGEMENT HAS ANALYZED THE TAX POSITIONS TAKEN BY IHS, AND HAS CONCLUDED THAT AS OF DECEMBER 31, 2012 THERE ARE NO UNCERTAIN POSITIONS TAKEN OR EXPECTED TO BE TAKEN THAT WOULD REQUIRE RECOGNITION OF A LIABILITY (OR ASSET) OR DISCLOSURE IN THE FINANCIAL STATEMENTS.

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" to 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.

[illegible]

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter 2

3 Enter total number of other organizations or entities ►

Part III

[illegible]

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 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 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 Instructions for Forms 3520 and 3520-A)*

☐ 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 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, Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see 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 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 file Form 5713, International Boycott Report (see Instructions for Form 5713).*

☐ Yes

☒ No

Supplemental Information

Complete this part to 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).

[illegible]

Schedule I
(Form 990)

Department of the Treasury
Internal Revenue Service

Name of the organization
IN HIS STEPS FOUNDATION

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

Complete if the organization answered "Yes," to Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990

OMB No 1545-0047

2012

Open to Public
Inspection

Employer identification number
31-1512682

Part I General Information on Grants and Assistance

1

Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

☒ Yes ☐ No

2

Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

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

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
See Additional Data Table							

2

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

▶

3

Enter total number of other organizations listed in the line 1 table

▶

Part III

Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a)Type of grant or assistance	(b)Number of recipients	(c)Amount of cash grant	(d)Amount of non-cash assistance	(e)Method of valuation (book, FMV, appraisal, other)	(f)Description of non-cash assistance

Part IV Supplemental Information.		
Complete this part to provide the information required in Part I, line 2, Part III, column (b), and any other additional information		
Identifier	Return Reference	Explanation
PROCEDURE FOR MONITORING GRANTS IN THE U S	PART I, LINE 2	SCHEDULE I, PART I, LINE 2 BOARD OF DIRECTORS MONITOR ALL GRANT DISTRIBUTIONS TO DETERMINE RECIPIENT ORGANIZATION MEETS ALL REQUIREMENTS OF IN HIS STEPS FOUNDATION POLICIES AND PROCEDURES AND THERE IS NO CONFLICT WITH ALL APPLICABLE CRITERIA

Software ID:

Software Version:

EIN: 31-1512682

Name: IN HIS STEPS FOUNDATION

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ACROSS BORDERSPO BOX 761 GATES MILLS,OH 44040		501(C)(3)	15,824				GENERAL SUPPORT
ADVENT EPISCOPAL CHURCH3760 DOVER CENTER ROAD WESTLAKE,OH 44145		501(C)(3)	24,000				GENERAL SUPPORT
ADVENT MINISTRIESPO BOX 295 ELYRIA,OH 44036		501(C)(3)	12,500				GENERAL SUPPORT
AGAPE CHRISTIAN ACADEMY14220 CLARIDON TROY ROAD BURTON,OH 44021		501(C)(3)	10,200				GENERAL SUPPORT
AGLOW INTERNATIONAL 123-2ND AVENUE SOUTH SUITE 100 EDMONDS,WA 98020		501(C)(3)	50,000				GENERAL SUPPORT
AKRON BAPTIST TEMPLE 2324 MANCHESTER ROAD AKRON,OH 44314		501(C)(3)	8,000				GENERAL SUPPORT
ALPHA USA2275 HALF DAY ROAD SUITE 185 BANNOCKBURN,IL 60015		501(C)(3)	22,700				GENERAL SUPPORT
ALTERNATERM2026 LEE ROAD CLEVELAND HEIGHTS,OH 44118		501(C)(3)	10,000				GENERAL SUPPORT
AMBASSADORS IN SPORTS 3819 E AURORA ROAD TWINSBURG,OH 44087		501(C)(3)	6,200				GENERAL SUPPORT
AP ROUNDTABLE11288 ALAMEDA DRIVE STRONGSVILLE,OH 44149		501(C)(3)	87,900				GENERAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ASSEMBLIES OF GOD1445 NORTH BOONVILLE AVENUE SPRINGFIELD,MO 65802		501(C)(3)	5,000				GENERAL SUPPORT
AZUSA PACIFIC UNIVERSITY901 EAST ALOSTA AVENUE AZUSA,CA 91702		501(C)(3)	10,000				GENERAL SUPPORT
BETHEL CLEVELAND16670 EAST BAGLEY ROAD MIDDLEBURG HEIGHTS,OH 44130		501(C)(3)	20,000				GENERAL SUPPORT
BIBLE PATHWAYS MINISTRIESPO BOX 20123 MURFREESBORO,TN 37129		501(C)(3)	10,000				GENERAL SUPPORT
BUILDING HOPE IN THE CITY2031 WEST 30TH STREET CLEVELAND,OH 44113		501(C)(3)	7,000				GENERAL SUPPORT
BURNHAM MINISTRIES INTERNATIONALPO BOX 811625 BOCA RATON,FL 33481		501(C)(3)	30,000				GENERAL SUPPORT
CALVARY CHAPEL20991 THREE OAKS PKWY ESTERO,FL 33928		501(C)(3)	10,000				GENERAL SUPPORT
CALVARY OF THE SEA ISLAND CHURCH201 N KAINALU DRIVE KAILUA,HI 96734		501(C)(3)	6,000				GENERAL SUPPORT
CAMPUS CRUSADE FOR CHRIST (CRU)100 LAKE HART DRIVE ORLANDO,FL 32832		501(C)(3)	178,400				GENERAL SUPPORT
CANTOR ARTS CENTER328 LOMITA DRIVE STANFORD,CA 94305		501(C)(3)	5,000				GENERAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CBN977 CENTERVILLE TURNPIKE VIRGINIA BEACH,VA 23463		501(C)(3)	211,100				GENERAL SUPPORT
CEAIPO BOX 45610 WESTLAKE,OH 44145		501(C)(3)	12,000				GENERAL SUPPORT
CHILD EVANGELISM FELLOWSHIPAKRON310 ORCHARD AVENUE CUYAHOGA FALLS,OH 44221		501(C)(3)	5,000				GENERAL SUPPORT
CHILD EVANGELISM FELLOWSHIPMARCK1358 1/2 LEXINGTON AVENUE MANSFIELD,OH 44907		501(C)(3)	5,000				GENERAL SUPPORT
CHRIST CHURCH VERO BEACH925 14TH LANE VERO BEACH,FL 32960		501(C)(3)	27,000				GENERAL SUPPORT
CHRIST COMMUNITY CHAPEL750 W STREETSBORO STREET HUDSON,OH 44236		501(C)(3)	66,000				GENERAL SUPPORT
CHRIST THE KING CHURCH 30635 LORAIN ROAD NORTH OLMSTED,OH 44070		501(C)(3)	6,900				GENERAL SUPPORT
CHRISTIAN COMMUNITY SCHOOL35716 ROYALTON ROAD NORTH EATON,OH 44044		501(C)(3)	6,750				GENERAL SUPPORT
CHRISTIAN HOPE MISSIONARY BAPTIST CHURCH2424 EAST 79TH STREET CLEVELAND,OH 44104		501(C)(3)	15,340				GENERAL SUPPORT
CHRISTIAN TRAINING CENTER243 WATCHMAN LANE FRANKLIN,NC 28734		501(C)(3)	40,000				GENERAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

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CHURCH OF THE OPEN DOOR43275 TELEGRAPH ROAD ELYRIA,OH 44035		501(C)(3)	50,000				GENERAL SUPPORT
CLEVELAND CLINIC FOUNDATION9500 EUCLID AVENUE CLEVELAND,OH 44195		501(C)(3)	33,000				GENERAL SUPPORT
CLEVELAND PREGNANCY CENTER5273 BROADVIEW ROAD CLEVELAND,OH 44134		501(C)(3)	12,400				GENERAL SUPPORT
COME ALONGSIDE MINISTRIES5 WATSON AVENUE 1 WORCESTER,MA 01606		501(C)(3)	9,000				GENERAL SUPPORT
COMMUNITY INTERFAITH INSTITUTEPO BOX 1616 ELYRIA,OH 44036		501(C)(3)	7,000				GENERAL SUPPORT
COMPASSION INTERNATIONAL12290 VOYAGER PARKWAY COLORADO SPRINGS,CO 80921		501(C)(3)	6,067				GENERAL SUPPORT
CORNERSTONE AMONG WOMEN364 GRISWOLD ROAD ELYRIA,OH 44035		501(C)(3)	33,260				GENERAL SUPPORT
CORPORATE PRAYER RESOURCES305 SPRING CREEK VILLAGE SUITE 518 DALLAS,TX 75248		501(C)(3)	10,004				GENERAL SUPPORT
CREDO65 E COLLEGE ST SUITE 7 OBERLIN,OH 44074		501(C)(3)	9,000				GENERAL SUPPORT
CROSSPOINT ALLIANCE CHURCH855 ROTHROCK ROAD AKRON,OH 44321		501(C)(3)	14,000				GENERAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CUYAHOGA VALLEY CHURCH5055 E WALLINGS ROAD BROADVIEW HEIGHTS, OH 44147		501(C)(3)	7,500				GENERAL SUPPORT
CUYAHOGA VALLEY CHRISTIAN ACADEMY4687 WYOGA LAKE ROAD CUYAHOGA FALLS, OH 44224		501(C)(3)	44,500				GENERAL SUPPORT
DARTMOUTH COLLEGE207 PARKHURST HALL HANOVER, NH 03755		501(C)(3)	10,000				GENERAL SUPPORT
ISLAND INSTITUTE - ELDERCARE OUTREACH OF SWANS ISLANDPO BOX 648 ROCKLAND, ME 04841		501(C)(3)	7,000				GENERAL SUPPORT
EVERY HOME FOR CHRIST 640 CHAPEL HILLS DRIVE COLORADO SPRINGS, CO 80920		501(C)(3)	50,000				GENERAL SUPPORT
ERIESIDE CHURCH221 EAST 320TH STREET WILLOWICK, OH 44095		501(C)(3)	13,000				GENERAL SUPPORT
FAIRMOUNT CENTER FOR THE ARTS8400 FAIRMOUNT ROAD NOVELTY, OH 44072		501(C)(3)	5,000				GENERAL SUPPORT
FAMILY TALK540 ELKTON DRIVE SUITE 201 COLORADO SPRINGS, CO 80907		501(C)(3)	5,000				GENERAL SUPPORT
FELLOWSHIP OF CHRISTIAN ATHLETES8701 LEEDS ROAD KANSAS CITY, MO 64129		501(C)(3)	31,400				GENERAL SUPPORT
FELLOWSHIP BIBLE CHURCH16391 CHILLICOTHE ROAD CHAGRIN FALLS, OH 44023		501(C)(3)	18,150				GENERAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
FELLOWSHIP FOR THE PERFORMING ARTS1674 BROADWAY SUITE 404 NEWYORK,NY 10019		501(C)(3)	5,000				GENERAL SUPPORT
FOREST HILLS CHURCH 7224 PARK RD CHARLOTTE,NC 28210		501(C)(3)	5,000				GENERAL SUPPORT
GREATER CLEVELAND CHRISTIAN SCHOOLS FOUNDATIONPO BOX 1120 HUDSON,OH 44236		501(C)(3)	14,800				GENERAL SUPPORT
GLOBAL ASSISTANCE PARTNERS34920 RIDGE ROAD SUITE 100 WILLOUGHBY,OH 44094		501(C)(3)	10,000				GENERAL SUPPORT
GLOBAL PARTNERS IN HOPE14441 DUPONT COURT SUITE 101 OMAHA,NE 68144		501(C)(3)	10,000				GENERAL SUPPORT
GREAT COMMISSION MINISTRIES11002 LAKE HART DRIVE SUITE 100 ORLANDO,FL 32832		501(C)(3)	5,400				GENERAL SUPPORT
GO FORTH MINISTRIESPO BOX 1498 CUPERTINO,CA 95015		501(C)(3)	10,500				GENERAL SUPPORT
GOD CARES MINISTRY515 MOORE RD SUITE 3 AVON LAKE,OH 44012		501(C)(3)	5,500				GENERAL SUPPORT
GRACE BIBLE CHURCH 2474 GRAHAM ROAD STOW,OH 44224		501(C)(3)	24,000				GENERAL SUPPORT
GREENHOUSE IN PARIS209 E LIBERTY DRIVE WHEATON,IL 60187		501(C)(3)	20,000				GENERAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
GUIDEPOSTS FOUNDATION39 OLD RIDGEBURY ROAD SUITE 2AB DANBURY,CT 06810		501(C)(3)	5,000				GENERAL SUPPORT
HAND IN HAND PARENTING 555 WAVERLEY STREET 25 PALO ALTO,CA 94301		501(C)(3)	5,000				GENERAL SUPPORT
HARVESTNET MINISTRIES 3274 WEST 58TH STREET CLEVELAND,OH 44102		501(C)(3)	42,400				GENERAL SUPPORT
HAVEN OF REST MINISTRIES175 EAST MARKET STREET AKRON,OH 44308		501(C)(3)	15,000				GENERAL SUPPORT
HILLSDALE COLLEGE33 E COLLEGE STREET HILLSDALE,MI 49242		501(C)(3)	5,000				GENERAL SUPPORT
HONOR THERAPY DOGSPO BOX 77108 CHARLOTTE,NC 28271		501(C)(3)	10,000				GENERAL SUPPORT
HSLDAPO BOX 3000 PURCELLVILLE,VA 20134		501(C)(3)	5,000				GENERAL SUPPORT
HYDRATING HUMANITY992 LYTCHFIELD PLACE WINSTONSALEM,NC 27104		501(C)(3)	35,000				GENERAL SUPPORT
IMAGE CLEAR ULTRASOUND MOBILE2569 ROMIG ROAD SUITE 303 AKRON,OH 44320		501(C)(3)	5,000				GENERAL SUPPORT
INLET DANCE COMPANY CO MUSIC SCHOOL SETTLEMENT11125 MAGNOLIA DRIVE CLEVELAND,OH 44106		501(C)(3)	5,000				GENERAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
INNER HEALTH MINISTRIES17730 LORAIN AVENUE SUITE 7 CLEVELAND,OH 44111		501(C)(3)	14,000				GENERAL SUPPORT
INTERCESSORS FOR AMERICAPO BOX 915 PURCELLVILLE,VA 20134		501(C)(3)	10,100				GENERAL SUPPORT
INTERNATIONAL FRIENDSHIPS INC195 CHITTENDEN AVENUE COLUMBUS,OH 43201		501(C)(3)	8,000				GENERAL SUPPORT
INTERNATIONAL JUSTICE MISSIONPO BOX 96961 WASHINGTON,DC 20090		501(C)(3)	5,700				GENERAL SUPPORT
JONI AND FRIENDSPO BOX 3333 AGOURA HILLS,CA 91301		501(C)(3)	5,000				GENERAL SUPPORT
JOSH MCDOWELL MINISTRY2001 WEST PLANO PARKWAY SUITE 2400 PLANO,TX 75075		501(C)(3)	9,000				GENERAL SUPPORT
JOSHUA FUNDPO BOX 3468 MCLEAN,VA 22103		501(C)(3)	12,000				GENERAL SUPPORT
JOURNEY CHURCH21220 LORAIN ROAD FAIRVIEW PARK,OH 44126		501(C)(3)	27,000				GENERAL SUPPORT
JUDAH CHRISTIAN COMMUNITY972 BEECHWOOD ROAD COLUMBUS,OH 43227		501(C)(3)	5,000				GENERAL SUPPORT
JULIO C RUBIAL FOUNDATIONPO BOX 1830 PINELLAS PARK,FL 33780		501(C)(3)	10,000				GENERAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
LAKEVIEW CHURCH OF GOD7555 YORK ROAD CLEVELAND,OH 44130		501(C)(3)	11,000				GENERAL SUPPORT
LAZYPBROOK BAPTIST CHURCH1822 WEST 18TH STREET HOUSTON,TX 77008		501(C)(3)	30,000				GENERAL SUPPORT
LEROY COMMUNITY CHURCH12920 PAINESVILLE WARREN ROAD PAINESVILLE,OH 44077		501(C)(3)	6,000				GENERAL SUPPORT
LIGHTHOUSE MINISTRIES 215 E MAGNOLIA STREET LAKELAND,FL 33801		501(C)(3)	30,000				GENERAL SUPPORT
LIGHTHOUSE INC1360 E 9TH ST SUITE 200 CLEVELAND,OH 44114		501(C)(3)	5,000				GENERAL SUPPORT
LOVE INCPO BOX 270305 ST PAUL,MI 55127		501(C)(3)	28,008				GENERAL SUPPORT
LOVE MERCYPO BOX 3921 OLATHE,KS 66063		501(C)(3)	30,000				GENERAL SUPPORT
LUD GOLZ MINISTRIES 9584 KINSMAN ROAD NOVELTY,OH 44072		501(C)(3)	21,000				GENERAL SUPPORT
LUIS PALAU MINISTRIES PO BOX 50 PORTLAND,OR 97207		501(C)(3)	12,000				GENERAL SUPPORT
LUTHERAN WEST HIGH SCHOOL3850 LINDEN ROAD ROCKY RIVER,OH 44116		501(C)(3)	10,250				GENERAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
MANHATTAN BIBLE CHURCH401 WEST 205TH STREET NEW YORK,NY 10034		501(C)(3)	25,000				GENERAL SUPPORT
MANHATTAN CHRISTIAN ACADEMY401 WEST 205TH STREET NEW YORK,NY 10034		501(C)(3)	37,200				GENERAL SUPPORT
MARANATHA BIBLE CHURCH1424 KILLIAN ROAD AKRON,OH 44312		501(C)(3)	100,000				GENERAL SUPPORT
MENLO PARK PRESBYTERIAN CHURCH 950 SANTA CRUZ AVENUE MENLO PARK,CA 94025		501(C)(3)	10,000				GENERAL SUPPORT
MINISTRY OF RECONCILIATIONPO BOX 202206 SHAKER HTS,OH 44120		501(C)(3)	5,000				GENERAL SUPPORT
MISSION TO THE AMISH PEOPLE575 ST RT 250 N PO BOX 128 SAVANNAH,OH 44874		501(C)(3)	5,000				GENERAL SUPPORT
MISSION TO THE FATHERLESSPO BOX 778 LAKEWOOD,OH 44107		501(C)(3)	8,500				GENERAL SUPPORT
MISSION TRAINING INTERNATIONALPO BOX 1220 PALMER LAKE,CO 80133		501(C)(3)	5,000				GENERAL SUPPORT
MOODY BIBLE INSTITUTE 820 N LASALLE BLVD CHICAGO,IL 60610		501(C)(3)	33,010				GENERAL SUPPORT
NATIONAL DAY OF PRAYER PO BOX 64225 COLORADO SPRINGS,CO 80962		501(C)(3)	10,000				GENERAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV , appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NCF - NATIONAL CHRISTIAN FOUNDATION 11625 RAINWATER DR SUITE 500 ALPHARETTA,GA 30009		501(C)(3)	19,918				GENERAL SUPPORT
NEW COVENANT FELLOWSHIP 12920 CHARDON-WINDSOR ROAD CHARDON,OH 44024		501(C)(3)	61,000				GENERAL SUPPORT
NEW LIFE MINISTRIES PO BOX 1018 LAGUNA BEACH,CA 92652		501(C)(3)	5,000				GENERAL SUPPORT
NEWPORT COMMUNITY CHURCH 100 TOURO STREET NEWPORT,RI 02840		501(C)(3)	19,000				CHARITABLE ORGANIZATION FUNCTIONS
OPEN DOOR CHRISTIAN SCHOOL 8287 WEST RIDGE ROAD ELYRIA,OH 44035		501(C)(3)	9,577				GENERAL SUPPORT
OPEN DOORS PO BOX 27001 SANTA ANA,CA 92799		501(C)(3)	50,000				GENERAL SUPPORT
OPERATION BLESSING PO BOX 2636 VIRGINIA BEACH,VA 23450		501(C)(3)	10,000				GENERAL SUPPORT
PARKSIDE CHURCH 7100 PETTIBONE ROAD CHAGRIN FALLS,OH 44023		501(C)(3)	67,350				GENERAL SUPPORT
PJ MEDURI MINISTRIES PO BOX 961 KENT,OH 44240		501(C)(3)	13,800				GENERAL SUPPORT
PREGNANCY SOLUTIONS & SERVICES 3136 MANCHESTER ROAD AKRON,OH 44319		501(C)(3)	10,000				GENERAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PRINCETON THEOLOGICAL SEMINARY64 MERCER STREET PRINCETON,NJ 08542		501(C)(3)	5,000				GENERAL SUPPORT
PROVIDENCE CHILDREN'S HOMEPO BOX 1419 CLAREMONT,CA 91711		501(C)(3)	12,200				GENERAL SUPPORT
REIKES CENTER1540 WEST FIFTH AVENUE COLUMBUS,OH 43212		501(C)(3)	5,000				GENERAL SUPPORT
REVIVE OUR HEARTSPO BOX 2000 NILES,MI 49120		501(C)(3)	20,000				GENERAL SUPPORT
RIMIPO BOX 688 ROUND LAKE BEACH,IL 60073		501(C)(3)	14,000				GENERAL SUPPORT
RIVER OF LIFE3801 BLAIRS FERRY ROAD NE CEDAR RAPIDS,IA 52402		501(C)(3)	9,000				GENERAL SUPPORT
ROUNDTABLE11288 ALAMEDA DRIVE STRONGSVILLE,OH 44149		501(C)(3)	5,000				GENERAL SUPPORT
RZIM4725 PEACHTREE CORNORS CIRCLE SUITE 250 NORCROSS,GA 30092		501(C)(3)	10,300				GENERAL SUPPORT
SALVATION ARMY615 SLATERS LANE ALEXANDRIA,VA 22314		501(C)(3)	5,510				GENERAL SUPPORT
SAVE THE NATION USA 10510 TUDOR CIRCLE NORTH ROYALTON,OH 44133		501(C)(3)	14,000				GENERAL SUPPORT

Form 990,Schedule I, Part II, Grants and Other Assistance to Governments and Organizations in the United States

(a) Name and address of organization or government	(b) EIN	(c) IRC Code section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SCRANTON ROAD MINISTRIES3095 SCRANTON ROAD CLEVELAND,OH 44113		501(C)(3)	16,400				GENERAL SUPPORT
SCRANTON ROAD BIBLE CHURCH3095 SCRANTON ROAD CLEVELAND,OH 44113		501(C)(3)	5,000				GENERAL SUPPORT
SEE JESUS MINISTRIESPO BOX 197 TELFORD,PA 18969		501(C)(3)	20,000				GENERAL SUPPORT
SOUTH STREET MINISTRIES130 WEST SOUTH STREET AKRON,OH 44311		501(C)(3)	12,500				GENERAL SUPPORT
SPORTS CHALLENGE555 BRYANT STREET 123 PALO ALTO,CA 94301		501(C)(3)	5,000				GENERAL SUPPORT
STANFORD UNIVERSITY 450 SERRA MALL STANFORD,CA 94305		501(C)(3)	30,000				GENERAL SUPPORT
STANFORD UNIVERSITY GRADUATE SCHOOL OF BUSINESS655 KNIGHT WAY STANFORD,CA 94305		501(C)(3)	10,000				GENERAL SUPPORT
STONEY GLEN CAMP5300 WEST LOVELAND ROAD MADISON,OH 44057		501(C)(3)	5,000				GENERAL SUPPORT
THE CHAPEL AKRON135 FIR HILL AKRON,OH 44304		501(C)(3)	124,000				GENERAL SUPPORT
THE CITY MISSION5310 CARNEGIE AVENUE CLEVELAND,OH 44103		501(C)(3)	21,100				GENERAL SUPPORT

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THE INTERNATIONAL JUSTICE MISSION PO BOX 58147 WASHINGTON,DC 20037		501(C)(3)	15,000				GENERAL SUPPORT
THE NAVIGATORS PO BOX 6000 COLORADO SPRINGS,CO 80934		501(C)(3)	12,900				GENERAL SUPPORT
THE WAY OUT 9335 MARKET AVENUE NORTH HARTVILLE,OH 44632		501(C)(3)	5,500				GENERAL SUPPORT
THE WOUNDED WARRIOR PROJECT PO BOX 758517 TOPEKA,KS 66675		501(C)(3)	5,000				GENERAL SUPPORT
TRANSFORMATION LIFE CENTER 395 FLOYD ACKER ROAD WEST PARK,NY 12493		501(C)(3)	12,000				GENERAL SUPPORT
TRINITY SUPPORT SERVICES PO BOX 2532 BURLINGTON,NC 27216		501(C)(3)	14,288				GENERAL SUPPORT
TRUE FREEDOM 11375 CAVES ROAD CHESTERLAND,OH 44026		501(C)(3)	5,000				GENERAL SUPPORT
TRUE NORTH 1060 TURKEYFOOT ROAD AKRON,OH 44312		501(C)(3)	7,000				GENERAL SUPPORT
TRUTH FOR LIFE PO BOX 398000 CLEVELAND,OH 44139		501(C)(3)	26,450				GENERAL SUPPORT
UNIVERSITY OF AKRON SIMMONS HALL 109 AKRON,OH 44325		501(C)(3)	22,229				GENERAL SUPPORT

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UNIVERSITY SCHOOL SOM CENTER ROAD HUNTING VALLEY, OH 44022	2785	501(C)(3)	28,000				GENERAL SUPPORT
URBAN VISION PO BOX 1563 AKRON, OH 44309		501(C)(3)	7,000				GENERAL SUPPORT
VILLAGE ENTERPRISES LAURAL STREET PMB 3222 SAN CARLOS, CA 94070	751	501(C)(3)	10,000				GENERAL SUPPORT
WEC INTERNATIONAL PO BOX 1707 FORT WASHINGTON, PA 19034		501(C)(3)	42,000				GENERAL SUPPORT
WELLSPRING PEACHTREE CORNERS CIRCLE SUITE 250 NORCROSS, GA 30092	4725	501(C)(3)	10,000				GENERAL SUPPORT
WESTSIDE CHRISTIAN ACADEMY 23096 CENTER RIDGE ROAD WESTLAKE, OH 44145		501(C)(3)	21,000				GENERAL SUPPORT
WYCKLIFFE BIBLE TRANSLATORS PO BOX 628200 ORLANDO, FL 32862		501(C)(3)	6,800				GENERAL SUPPORT
WORLD OUTREACH CENTER PO BOX 3478 FORT MILL, SC 29708		501(C)(3)	6,100				GENERAL SUPPORT
YOUNG AMERICA'S FOUNDATION 110 ELDEN STREET HERNDON, VA 20170		501(C)(3)	30,000				GENERAL SUPPORT
YOUNG LIFE PO BOX 520 COLORADO SPRINGS, CO 80901		501(C)(3)	16,450				GENERAL SUPPORT

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YOUTH FOR CHRIST7670 S VAUGHN CT ENGLEWOOD,CO 80112		501(C)(3)	103,921				CHARITABLE ORGANIZATION FUNCTIONS

SCHEDULE M
(Form 990)

Noncash Contributions

OMB No 1545-0047

2012

Open to Public Inspection

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

Name of the organization
IN HIS STEPS FOUNDATION

Employer identification number
31-1512682

Part I

Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded	X	31	1,745,390	STOCK EXCHANGE VALUES
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential	X	1	57,717	SALES PRICE
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ► (_____)				
26 Other ► (_____)				
27 Other ► (_____)				
28 Other ► (_____)				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement29

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

31 If "Yes," describe the arrangement in Part II

32a Does the organization have a gift acceptance policy that requires the review of any non-standard contributions?

33 Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?

33 If "Yes," describe in Part II

If the organization did not report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II

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

Cat No 51227J

Schedule M (Form 990) (2012)

Part II

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

Identifier	Return Reference	Explanation
THIRD PARTY USE	PART I, LINE 32B	REAL ESTATE AGENTS ARE USED FOR THE SALE OF REAL ESTATE DONATED TO THE ORGANIZATION

SCHEDULE O
(Form 990 or 990-EZ)Department of the Treasury
Internal Revenue Service**Supplemental Information to Form 990 or 990-EZ****Complete to provide information for responses to specific questions on
Form 990 or to provide any additional information.**
▶ **Attach to Form 990 or 990-EZ.**

OMB No 1545-0047

2012**Open to Public
Inspection**Name of the organization
IN HIS STEPS FOUNDATION**Employer identification number**

31-1512682

Identifier	Return Reference	Explanation
	FORM 990, PART VI, SECTION A, LINE 2	JOHN JAZWA AND JERRY JAZWA HAVE A FAMILY RELATIONSHIP. JERRY JAZWA IS SECRETARY BUT DOES NOT VOTE.
	FORM 990, PART VI, SECTION B, LINE 11	NO REVIEW WAS CONDUCTED BY GOVERNING BODY. AUDITED FINANCIAL STATEMENTS ARE PREPARED AND REVIEWED BY MANAGEMENT. A MEETING IS ARRANGED BETWEEN THE BOARD OF DIRECTORS AND/OR TRUSTEES AND THE AUDITOR TO DISCUSS THE AUDIT RESULTS AND ACCEPTANCE OF THE AUDIT BY THE BOARD. THIS MEETING IS USUALLY HELD IN DECEMBER OR JANUARY. AFTER FORM 990 IS REQUIRED TO BE FILED, NO REVIEW WAS CONDUCTED BY GOVERNING BODY.
	FORM 990, PART VI, SECTION B, LINE 12C	CONFLICT OF INTEREST POLICY IS REVIEWED AND ENFORCED BY DIRECTORS AND/OR TRUSTEES.
	FORM 990, PART VI, SECTION B, LINE 15A	DIRECTOR AND/OR TRUSTEE APPROVAL IS REQUIRED AND DOCUMENTED FOR ALL COMPENSATION RELATED MATTERS OF THE FOUNDATION.
	FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION DOES NOT MAKE ITS GOVERNING DOCUMENTS AVAILABLE TO THE PUBLIC. HOWEVER, FORM 990 IS AVAILABLE FOR PUBLIC INSPECTION ON "GUIDESTAR" AS A RESOURCE FACILITY. ADDITIONALLY, ALL PUBLIC DOCUMENTS PERTAINING TO IN HIS STEPS FOUNDATION ARE AVAILABLE FOR PUBLIC INSPECTION AT THE SECRETARY OF STATE OF OHIO'S WEBSITE WHICH DISPLAYS ORIGINAL INCORPORATION FILINGS AS WELL AS REQUIRED UPDATE FILINGS WITH THE STATE.