

990-PF

Form  
Department of the Treasury  
Internal Revenue Service

Return of Private Foundation

or Section 4947(a)(1) Trust Treated as Private Foundation

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

Go to [www.irs.gov/Form990PF](http://www.irs.gov/Form990PF) for instructions and the latest information.

OMB No. 1545-0047

2024

Open to Public Inspection

For calendar year 2024, or tax year beginning 01-01-2024 , and ending 12-31-2024

|                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                 |                                                                                                                                                                                       |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Name of foundation<br>STEELCASE FOUNDATION                                                                                                                                                                                                                                                          |                                                                                                                                                                                                 | A Employer identification number<br>38-6050470                                                                                                                                        |  |
| % LESLIE SCHOEN                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                 |                                                                                                                                                                                       |  |
| Number and street (or P.O. box number if mail is not delivered to street address)<br>PO BOX 1967                                                                                                                                                                                                    | Room/suite                                                                                                                                                                                      | B Telephone number (see instructions)<br><br>(616) 246-4695                                                                                                                           |  |
| City or town, state or province, country, and ZIP or foreign postal code<br>GRAND RAPIDS, MI 495011967                                                                                                                                                                                              |                                                                                                                                                                                                 | C If exemption application is pending, check here <input type="checkbox"/>                                                                                                            |  |
| G Check all that apply: <input type="checkbox"/> Initial return <input type="checkbox"/> Initial return of a former public charity<br><input type="checkbox"/> Final return <input type="checkbox"/> Amended return<br><input type="checkbox"/> Address change <input type="checkbox"/> Name change |                                                                                                                                                                                                 | D 1. Foreign organizations, check here..... <input type="checkbox"/><br>2. Foreign organizations meeting the 85% test, check here and attach computation ... <input type="checkbox"/> |  |
| H Check type of organization: <input checked="" type="checkbox"/> Section 501(c)(3) exempt private foundation<br><input type="checkbox"/> Section 4947(a)(1) nonexempt charitable trust <input type="checkbox"/> Other taxable private foundation                                                   |                                                                                                                                                                                                 | E If private foundation status was terminated under section 507(b)(1)(A), check here ..... <input type="checkbox"/>                                                                   |  |
| I Fair market value of all assets at end of year (from Part II, col. (c), line 16) <b>\$ 128,845,241</b>                                                                                                                                                                                            | J Accounting method: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual<br><input type="checkbox"/> Other (specify) _____<br>(Part I, column (d) must be on cash basis.) | F If the foundation is in a 60-month termination under section 507(b)(1)(B), check here ..... <input type="checkbox"/>                                                                |  |

| Part I Analysis of Revenue and Expenses <small>(The total of amounts in columns (b), (c), and (d) may not necessarily equal the amounts in column (a) (see instructions).)</small> |                                                                                                                 | (a) Revenue and expenses per books | (b) Net investment income | (c) Adjusted net income | (d) Disbursements for charitable purposes (cash basis only) |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|------------------------------------|---------------------------|-------------------------|-------------------------------------------------------------|
| Revenue                                                                                                                                                                            | 1 Contributions, gifts, grants, etc., received (attach schedule)                                                | 539,183                            |                           |                         |                                                             |
|                                                                                                                                                                                    | 2 Check <input checked="" type="checkbox"/> if the foundation is <b>not</b> required to attach Sch. B . . . . . |                                    |                           |                         |                                                             |
|                                                                                                                                                                                    | 3 Interest on savings and temporary cash investments . . . . .                                                  |                                    |                           |                         |                                                             |
|                                                                                                                                                                                    | 4 Dividends and interest from securities . . . . .                                                              | 541,702                            | 398,080                   |                         |                                                             |
|                                                                                                                                                                                    | 5a Gross rents . . . . .                                                                                        |                                    |                           |                         |                                                             |
|                                                                                                                                                                                    | b Net rental income or (loss) _____                                                                             |                                    |                           |                         |                                                             |
|                                                                                                                                                                                    | 6a Net gain or (loss) from sale of assets not on line 10                                                        | 3,952,351                          |                           |                         |                                                             |
|                                                                                                                                                                                    | b Gross sales price for all assets on line 6a<br>11,048,437                                                     |                                    |                           |                         |                                                             |
|                                                                                                                                                                                    | 7 Capital gain net income (from Part IV, line 2) . . . . .                                                      |                                    | 3,952,351                 |                         |                                                             |
|                                                                                                                                                                                    | 8 Net short-term capital gain . . . . .                                                                         |                                    |                           | 61,105                  |                                                             |
|                                                                                                                                                                                    | 9 Income modifications . . . . .                                                                                |                                    |                           |                         |                                                             |
|                                                                                                                                                                                    | 10a Gross sales less returns and allowances                                                                     |                                    |                           |                         |                                                             |
| Operating and Administrative Expenses                                                                                                                                              | b Less: Cost of goods sold . . . . .                                                                            |                                    |                           |                         |                                                             |
|                                                                                                                                                                                    | c Gross profit or (loss) (attach schedule) . . . . .                                                            |                                    |                           |                         |                                                             |
|                                                                                                                                                                                    | 11 Other income (attach schedule) . . . . .                                                                     | 724,925                            | 1,779,680                 |                         |                                                             |
|                                                                                                                                                                                    | 12 <b>Total.</b> Add lines 1 through 11 . . . . .                                                               | 5,758,161                          | 6,130,111                 | 61,105                  |                                                             |
|                                                                                                                                                                                    | 13 Compensation of officers, directors, trustees, etc.                                                          | 211,459                            | 21,146                    |                         | 190,313                                                     |
|                                                                                                                                                                                    | 14 Other employee salaries and wages . . . . .                                                                  | 345,357                            | 34,536                    |                         | 310,821                                                     |
|                                                                                                                                                                                    | 15 Pension plans, employee benefits . . . . .                                                                   | 87,327                             | 8,733                     |                         | 78,595                                                      |
|                                                                                                                                                                                    | 16a Legal fees (attach schedule) . . . . .                                                                      |                                    |                           |                         |                                                             |
|                                                                                                                                                                                    | b Accounting fees (attach schedule) . . . . .                                                                   | 89,936                             | 44,968                    | 0                       | 44,968                                                      |
|                                                                                                                                                                                    | c Other professional fees (attach schedule) . . . . .                                                           | 929,743                            | 1,135,474                 | 0                       | 20,000                                                      |
|                                                                                                                                                                                    | 17 Interest . . . . .                                                                                           |                                    |                           |                         |                                                             |
|                                                                                                                                                                                    | 18 Taxes (attach schedule) (see instructions) . . . . .                                                         | 0                                  | 33,624                    |                         |                                                             |
|                                                                                                                                                                                    | 19 Depreciation (attach schedule) and depletion . . . . .                                                       |                                    |                           |                         |                                                             |
|                                                                                                                                                                                    | 20 Occupancy . . . . .                                                                                          | 368                                | 37                        |                         | 331                                                         |
|                                                                                                                                                                                    | 21 Travel, conferences, and meetings . . . . .                                                                  | 34,490                             | 3,449                     |                         | 31,041                                                      |
|                                                                                                                                                                                    | 22 Printing and publications . . . . .                                                                          | 15,970                             | 1,597                     |                         | 14,373                                                      |
|                                                                                                                                                                                    | 23 Other expenses (attach schedule) . . . . .                                                                   | 121,522                            | 12,152                    | 0                       | 109,370                                                     |
|                                                                                                                                                                                    | 24 <b>Total operating and administrative expenses.</b><br>Add lines 13 through 23 . . . . .                     | 1,836,172                          | 1,295,716                 | 0                       | 799,812                                                     |
|                                                                                                                                                                                    | 25 Contributions, gifts, grants paid . . . . .                                                                  | 7,773,829                          |                           |                         | 7,181,114                                                   |
|                                                                                                                                                                                    | 26 <b>Total expenses and disbursements.</b> Add lines 24 and 25                                                 |                                    |                           |                         |                                                             |
|                                                                                                                                                                                    |                                                                                                                 | 9,610,001                          | 1,295,716                 | 0                       | 7,980,926                                                   |
|                                                                                                                                                                                    | 27 Subtract line 26 from line 12:                                                                               |                                    |                           |                         |                                                             |
|                                                                                                                                                                                    | a <b>Excess of revenue over expenses and disbursements</b>                                                      | -3,851,840                         |                           |                         |                                                             |
|                                                                                                                                                                                    | b <b>Net investment income</b> (if negative, enter -0-)                                                         |                                    | 4,834,395                 |                         |                                                             |
|                                                                                                                                                                                    | c <b>Adjusted net income</b> (if negative, enter -0-)                                                           |                                    |                           | 61,105                  |                                                             |

| Part II                     |                                                                                                                                            | Balance Sheets                                                                                                                    | Attached schedules and amounts in the description column should be for end-of-year amounts only. (See instructions.) | Beginning of year | End of year    |                       |
|-----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|-------------------|----------------|-----------------------|
|                             |                                                                                                                                            |                                                                                                                                   |                                                                                                                      | (a) Book Value    | (b) Book Value | (c) Fair Market Value |
| Assets                      | 1                                                                                                                                          | Cash—non-interest-bearing . . . . .                                                                                               |                                                                                                                      | 2,759,645         | 955,300        | 955,300               |
|                             | 2                                                                                                                                          | Savings and temporary cash investments . . . . .                                                                                  |                                                                                                                      |                   |                |                       |
|                             | 3                                                                                                                                          | Accounts receivable ▶ <u>0</u>                                                                                                    |                                                                                                                      |                   |                |                       |
|                             |                                                                                                                                            | Less: allowance for doubtful accounts ▶ _____                                                                                     |                                                                                                                      | 113,084           | 0              | 0                     |
|                             | 4                                                                                                                                          | Pledges receivable ▶ _____                                                                                                        |                                                                                                                      |                   |                |                       |
|                             |                                                                                                                                            | Less: allowance for doubtful accounts ▶ _____                                                                                     |                                                                                                                      |                   |                |                       |
|                             | 5                                                                                                                                          | Grants receivable . . . . .                                                                                                       |                                                                                                                      |                   |                |                       |
|                             | 6                                                                                                                                          | Receivables due from officers, directors, trustees, and other disqualified persons (attach schedule) (see instructions) . . . . . |                                                                                                                      |                   |                |                       |
|                             | 7                                                                                                                                          | Other notes and loans receivable (attach schedule) ▶ _____                                                                        |                                                                                                                      |                   |                |                       |
|                             |                                                                                                                                            | Less: allowance for doubtful accounts ▶ _____                                                                                     |                                                                                                                      |                   |                |                       |
|                             | 8                                                                                                                                          | Inventories for sale or use . . . . .                                                                                             |                                                                                                                      |                   |                |                       |
|                             | 9                                                                                                                                          | Prepaid expenses and deferred charges . . . . .                                                                                   |                                                                                                                      |                   |                |                       |
|                             | 10a                                                                                                                                        | Investments—U.S. and state government obligations (attach schedule)                                                               |                                                                                                                      |                   |                |                       |
|                             | b                                                                                                                                          | Investments—corporate stock (attach schedule) . . . . .                                                                           |                                                                                                                      | 3,045,461         | 108,931        | 108,931               |
|                             | c                                                                                                                                          | Investments—corporate bonds (attach schedule) . . . . .                                                                           |                                                                                                                      | 3,330,485         | 4,220,629      | 4,220,629             |
|                             | 11                                                                                                                                         | Investments—land, buildings, and equipment: basis ▶ _____                                                                         |                                                                                                                      |                   |                |                       |
|                             | Less: accumulated depreciation (attach schedule) ▶ _____                                                                                   |                                                                                                                                   |                                                                                                                      |                   |                |                       |
| 12                          | Investments—mortgage loans . . . . .                                                                                                       |                                                                                                                                   |                                                                                                                      |                   |                |                       |
| 13                          | Investments—other (attach schedule) . . . . .                                                                                              |                                                                                                                                   | 116,873,117                                                                                                          | 123,527,231       | 123,527,231    |                       |
| 14                          | Land, buildings, and equipment: basis ▶ <u>33,150</u>                                                                                      |                                                                                                                                   |                                                                                                                      |                   |                |                       |
|                             | Less: accumulated depreciation (attach schedule) ▶ _____                                                                                   |                                                                                                                                   | 42,621                                                                                                               | 33,150            | 33,150         |                       |
| 15                          | Other assets (describe ▶ _____)                                                                                                            |                                                                                                                                   |                                                                                                                      |                   |                |                       |
| 16                          | <b>Total assets</b> (to be completed by all filers—see the instructions. Also, see page 1, item I)                                         |                                                                                                                                   | 126,164,413                                                                                                          | 128,845,241       | 128,845,241    |                       |
| Liabilities                 | 17                                                                                                                                         | Accounts payable and accrued expenses . . . . .                                                                                   |                                                                                                                      | 0                 | 38,540         |                       |
|                             | 18                                                                                                                                         | Grants payable . . . . .                                                                                                          |                                                                                                                      | 7,264,644         | 7,517,950      |                       |
|                             | 19                                                                                                                                         | Deferred revenue. . . . .                                                                                                         |                                                                                                                      |                   |                |                       |
|                             | 20                                                                                                                                         | Loans from officers, directors, trustees, and other disqualified persons                                                          |                                                                                                                      |                   |                |                       |
|                             | 21                                                                                                                                         | Mortgages and other notes payable (attach schedule) . . . . .                                                                     |                                                                                                                      |                   |                |                       |
|                             | 22                                                                                                                                         | Other liabilities (describe ▶ _____)                                                                                              |                                                                                                                      |                   |                |                       |
|                             | 23                                                                                                                                         | <b>Total liabilities</b> (add lines 17 through 22). . . . .                                                                       |                                                                                                                      | 7,264,644         | 7,556,490      |                       |
| Net Assets or Fund Balances | <b>Foundations that follow FASB ASC 958, check here</b> ▶ <input checked="" type="checkbox"/> <b>and complete lines 24, 25, 29 and 30.</b> |                                                                                                                                   |                                                                                                                      |                   |                |                       |
|                             | 24                                                                                                                                         | Net assets without donor restrictions . . . . .                                                                                   |                                                                                                                      | 118,899,769       | 121,288,751    |                       |
|                             | 25                                                                                                                                         | Net assets with donor restrictions . . . . .                                                                                      |                                                                                                                      |                   |                |                       |
|                             | <b>Foundations that do not follow FASB ASC 958, check here</b> ▶ <input type="checkbox"/> <b>and complete lines 26 through 30.</b>         |                                                                                                                                   |                                                                                                                      |                   |                |                       |
|                             | 26                                                                                                                                         | Capital stock, trust principal, or current funds . . . . .                                                                        |                                                                                                                      |                   |                |                       |
|                             | 27                                                                                                                                         | Paid-in or capital surplus, or land, bldg., and equipment fund                                                                    |                                                                                                                      |                   |                |                       |
|                             | 28                                                                                                                                         | Retained earnings, accumulated income, endowment, or other funds                                                                  |                                                                                                                      |                   |                |                       |
|                             | 29                                                                                                                                         | <b>Total net assets or fund balances</b> (see instructions) . . . . .                                                             |                                                                                                                      | 118,899,769       | 121,288,751    |                       |
|                             | 30                                                                                                                                         | <b>Total liabilities and net assets/fund balances</b> (see instructions) .                                                        |                                                                                                                      | 126,164,413       | 128,845,241    |                       |

| Part III Analysis of Changes in Net Assets or Fund Balances |                                                                                                                                                                    |   |             |
|-------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|-------------|
| 1                                                           | Total net assets or fund balances at beginning of year—Part II, column (a), line 29 (must agree with end-of-year figure reported on prior year's return) . . . . . | 1 | 118,899,769 |
| 2                                                           | Enter amount from Part I, line 27a . . . . .                                                                                                                       | 2 | -3,851,840  |
| 3                                                           | Other increases not included in line 2 (itemize) ▶ _____                                                                                                           | 3 | 6,240,822   |
| 4                                                           | Add lines 1, 2, and 3 . . . . .                                                                                                                                    | 4 | 121,288,751 |
| 5                                                           | Decreases not included in line 2 (itemize) ▶ _____                                                                                                                 | 5 |             |
| 6                                                           | Total net assets or fund balances at end of year (line 4 minus line 5)—Part II, column (b), line 29.                                                               | 6 | 121,288,751 |

Part IV Capital Gains and Losses for Tax on Investment Income

| (a) List and describe the kind(s) of property sold (e.g., real estate, 2-story brick warehouse; or common stock, 200 shs. MLC Co.) |  | (b)<br>How acquired<br>P—Purchase<br>D—Donation | (c)<br>Date acquired<br>(mo., day, yr.) | (d)<br>Date sold<br>(mo., day, yr.) |
|------------------------------------------------------------------------------------------------------------------------------------|--|-------------------------------------------------|-----------------------------------------|-------------------------------------|
| 1 a 1256 FROM PASS-THROUGH INVESTMENTS                                                                                             |  |                                                 |                                         |                                     |
| b GAIN/LOSS FROM ST PUBLICLY TRADED SECURITIES                                                                                     |  |                                                 |                                         |                                     |
| c GAIN/LOSS FROM LT PUBLICLY TRADED SECURITIES                                                                                     |  |                                                 |                                         |                                     |
| d                                                                                                                                  |  |                                                 |                                         |                                     |
| e                                                                                                                                  |  |                                                 |                                         |                                     |

| (e)<br>Gross sales price | (f)<br>Depreciation allowed<br>(or allowable) | (g)<br>Cost or other basis<br>plus expense of sale | (h)<br>Gain or (loss)<br>(e) plus (f) minus (g) |
|--------------------------|-----------------------------------------------|----------------------------------------------------|-------------------------------------------------|
| a 10,843                 |                                               |                                                    | 10,843                                          |
| b 1,201,748              |                                               | 1,068,690                                          | 133,058                                         |
| c 7,434,031              |                                               | 6,027,396                                          | 1,406,635                                       |
| d                        |                                               |                                                    |                                                 |
| e                        |                                               |                                                    |                                                 |

Complete only for assets showing gain in column (h) and owned by the foundation on 12/31/69

| (i)<br>F.M.V. as of 12/31/69 | (j)<br>Adjusted basis<br>as of 12/31/69 | (k)<br>Excess of col. (i)<br>over col. (j), if any | (l)<br>Gains (Col. (h) gain minus<br>col. (k), but not less than -0-) or<br>Losses (from col.(h)) |
|------------------------------|-----------------------------------------|----------------------------------------------------|---------------------------------------------------------------------------------------------------|
| a                            |                                         |                                                    | 10,843                                                                                            |
| b                            |                                         |                                                    | 133,058                                                                                           |
| c                            |                                         |                                                    | 1,406,635                                                                                         |
| d                            |                                         |                                                    |                                                                                                   |
| e                            |                                         |                                                    |                                                                                                   |

|                                                                                                                                                                                                    |  |   |           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|---|-----------|
| 2 Capital gain net income or (net capital loss) <div>If gain, also enter in Part I, line 7<br/>If (loss), enter -0- in Part I, line 7</div>                                                        |  | 2 | 3,952,351 |
| 3 Net short-term capital gain or (loss) as defined in sections 1222(5) and (6):<br>If gain, also enter in Part I, line 8, column (c) (see instructions). If (loss), enter -0-<br>in Part I, line 8 |  | 3 | 61,105    |

Part V Excise Tax Based on Investment Income (Section 4940(a), 4940(b), 4940(e), or 4948—see instructions)

|                                                                                                                                              |            |    |         |
|----------------------------------------------------------------------------------------------------------------------------------------------|------------|----|---------|
| 1a Exempt operating foundations described in section 4940(d)(2), check here <input type="checkbox"/> and enter "N/A" on line 1.              |            |    |         |
| Date of ruling or determination letter: (attach copy of letter if necessary—see instructions)                                                |            | 1  | 67,198  |
| b All other domestic foundations enter 1.39% (0.0139) of line 27b. Exempt foreign organizations enter 4% (0.04) of Part I, line 12, col. (b) |            |    |         |
| 2 Tax under section 511 (domestic section 4947(a)(1) trusts and taxable foundations only. Others enter -0-)                                  |            | 2  |         |
| 3 Add lines 1 and 2.                                                                                                                         |            | 3  | 67,198  |
| 4 Subtitle A (income) tax (domestic section 4947(a)(1) trusts and taxable foundations only. Others enter -0-)                                |            | 4  |         |
| 5 Tax based on investment income. Subtract line 4 from line 3. If zero or less, enter -0-                                                    |            | 5  | 67,198  |
| 6 Credits/Payments:                                                                                                                          |            |    |         |
| a 2024 estimated tax payments and 2023 overpayment credited to 2024                                                                          | 6a 161,581 |    |         |
| b Exempt foreign organizations—tax withheld at source                                                                                        | 6b 0       |    |         |
| c Tax paid with application for extension of time to file (Form 8868)                                                                        | 6c         |    |         |
| d Backup withholding erroneously withheld                                                                                                    | 6d         |    |         |
| 7 Total credits and payments. Add lines 6a through 6d                                                                                        |            | 7  | 161,581 |
| 8 Enter any penalty for underpayment of estimated tax. Check here <input type="checkbox"/> if Form 2220 is attached.                         |            | 8  |         |
| 9 Tax due. If the total of lines 5 and 8 is more than line 7, enter amount owed                                                              |            | 9  |         |
| 10 Overpayment. If line 7 is more than the total of lines 5 and 8, enter the amount overpaid.                                                |            | 10 | 94,383  |
| 11 Enter the amount of line 10 to be: Credited to 2025 estimated tax Refunded                                                                |            | 11 |         |

Part VI-A

Statements Regarding Activities

|    |                                                                                                                                                                                                                                                                                                                                     |    |     |    |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|-----|----|
| 1a | During the tax year, did the foundation attempt to influence any national, state, or local legislation or did it participate or intervene in any political campaign?                                                                                                                                                                |    | Yes | No |
| 1a |                                                                                                                                                                                                                                                                                                                                     |    |     | No |
| b  | Did it spend more than \$100 during the year (either directly or indirectly) for political purposes? See the instructions for the definition.                                                                                                                                                                                       |    |     | No |
|    | <i>If the answer is "Yes" to 1a or 1b, attach a detailed description of the activities and copies of any materials published or distributed by the foundation in connection with the activities.</i>                                                                                                                                |    |     |    |
| c  | Did the foundation file <b>Form 1120-POL</b> for this year?                                                                                                                                                                                                                                                                         | 1c |     | No |
| d  | Enter the amount (if any) of tax on political expenditures (section 4955) imposed during the year:<br><b>(1)</b> On the foundation. ▶ \$ <b>(2)</b> On foundation managers. ▶ \$                                                                                                                                                    |    |     |    |
| e  | Enter the reimbursement (if any) paid by the foundation during the year for political expenditure tax imposed on foundation managers. ▶ \$                                                                                                                                                                                          |    |     |    |
| 2  | Has the foundation engaged in any activities that have not previously been reported to the IRS? <i>If "Yes," attach a detailed description of the activities.</i>                                                                                                                                                                   | 2  |     | No |
| 3  | Has the foundation made any changes, not previously reported to the IRS, in its governing instrument, articles of incorporation, or bylaws, or other similar instruments? <i>If "Yes," attach a conformed copy of the changes</i>                                                                                                   | 3  |     | No |
| 4a | Did the foundation have unrelated business gross income of \$1,000 or more during the year?                                                                                                                                                                                                                                         | 4a | Yes |    |
| b  | If "Yes," has it filed a tax return on <b>Form 990-T</b> for this year?                                                                                                                                                                                                                                                             | 4b | Yes |    |
| 5  | Was there a liquidation, termination, dissolution, or substantial contraction during the year? <i>If "Yes," attach the statement required by General Instruction T.</i>                                                                                                                                                             | 5  |     | No |
| 6  | Are the requirements of section 508(e) (relating to sections 4941 through 4945) satisfied either:<br>● By language in the governing instrument, or<br>● By state legislation that effectively amends the governing instrument so that no mandatory directions that conflict with the state law remain in the governing instrument?  | 6  | Yes |    |
| 7  | Did the foundation have at least \$5,000 in assets at any time during the year? <i>If "Yes," complete Part II, col. (c), and Part XIV.</i>                                                                                                                                                                                          | 7  | Yes |    |
| 8a | Enter the states to which the foundation reports or with which it is registered (see instructions)<br>▶ MI                                                                                                                                                                                                                          |    |     |    |
| b  | If the answer is "Yes" to line 7, has the foundation furnished a copy of Form 990-PF to the Attorney General (or designate) of each state as required by General Instruction G? <i>If "No," attach explanation</i>                                                                                                                  | 8b | Yes |    |
| 9  | Is the foundation claiming status as a private operating foundation within the meaning of section 4942(j)(3) or 4942(j)(5) for calendar year 2024 or the taxable year beginning in 2024? See the instructions for Part XIII. <i>If "Yes," complete Part XIII</i>                                                                    | 9  |     | No |
| 10 | Did any persons become substantial contributors during the tax year? <i>If "Yes," attach a schedule listing their names and addresses.</i>                                                                                                                                                                                          | 10 |     | No |
| 11 | At any time during the year, did the foundation, directly or indirectly, own a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," attach schedule. See instructions.</i>                                                                                                                                      | 11 |     | No |
| 12 | Did the foundation make a distribution to a donor advised fund over which the foundation or a disqualified person had advisory privileges? <i>If "Yes," attach statement. See instructions</i>                                                                                                                                      | 12 |     | No |
| 13 | Did the foundation comply with the public inspection requirements for its annual returns and exemption application? Website address ▶ WWW.STEELCASEFOUNDATION.ORG                                                                                                                                                                   | 13 | Yes |    |
| 14 | The books are in care of ▶ LESLIE SCHOEN Telephone no. ▶ (616) 246-4695<br>Located at ▶ 901 44TH STREET SE GRAND RAPIDS MI 49508 ZIP+4 ▶                                                                                                                                                                                            |    |     |    |
| 15 | Section 4947(a)(1) nonexempt charitable trusts filing Form 990-PF in lieu of <b>Form 1041</b> —check here ▶<br>and enter the amount of tax-exempt interest received or accrued during the year ▶ 15                                                                                                                                 |    |     |    |
| 16 | At any time during calendar year 2024, did the foundation have an interest in or a signature or other authority over a bank, securities, or other financial account in a foreign country? See the instructions for exceptions and filing requirements for FinCEN Form 114. <i>If "Yes", enter the name of the foreign country ▶</i> | 16 | Yes | No |
|    |                                                                                                                                                                                                                                                                                                                                     |    |     |    |

**Part VI-B**     **Statements Regarding Activities for Which Form 4720 May Be Required**

**File Form 4720 if any item is checked in the "Yes" column, unless an exception applies.**

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Yes          | No  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-----|
| <b>1a</b> During the year did the foundation (either directly or indirectly):                                                                                                                                                                                                                                                                                                                                                                                                                                                         |              |     |
| <b>(1)</b> Engage in the sale or exchange, or leasing of property with a disqualified person? . . . . .                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>1a(1)</b> | No  |
| <b>(2)</b> Borrow money from, lend money to, or otherwise extend credit to (or accept it from) a disqualified person? . . . . .                                                                                                                                                                                                                                                                                                                                                                                                       | <b>1a(2)</b> | No  |
| <b>(3)</b> Furnish goods, services, or facilities to (or accept them from) a disqualified person?                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>1a(3)</b> | Yes |
| <b>(4)</b> Pay compensation to, or pay or reimburse the expenses of, a disqualified person?                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>1a(4)</b> | Yes |
| <b>(5)</b> Transfer any income or assets to a disqualified person (or make any of either available for the benefit or use of a disqualified person)? . . . . .                                                                                                                                                                                                                                                                                                                                                                        | <b>1a(5)</b> | No  |
| <b>(6)</b> Agree to pay money or property to a government official? ( <b>Exception.</b> Check "No" if the foundation agreed to make a grant to or to employ the official for a period after termination of government service, if terminating within 90 days.)                                                                                                                                                                                                                                                                        | <b>1a(6)</b> | No  |
| <b>b</b> If any answer is "Yes" to 1a(1)–(6); did <b>any</b> of the acts fail to qualify under the exceptions described in Regulations section 53.4941(d)-3 or in a current notice regarding disaster assistance? See instructions                                                                                                                                                                                                                                                                                                    | <b>1b</b>    | No  |
| <b>c</b> Organizations relying on a current notice regarding disaster assistance check here. . . . .                                                                                                                                                                                                                                                            |              |     |
| <b>d</b> Did the foundation engage in a prior year in any of the acts described in 1a, other than excepted acts, that were not corrected before the first day of the tax year beginning in 2024? . . . . .                                                                                                                                                                                                                                                                                                                            | <b>1d</b>    | No  |
| <b>2</b> Taxes on failure to distribute income (section 4942) (does not apply for years the foundation was a private operating foundation defined in section 4942(j)(3) or 4942(j)(5)):                                                                                                                                                                                                                                                                                                                                               |              |     |
| <b>a</b> At the end of tax year 2024, did the foundation have any undistributed income (Part XII, lines 6d and 6e) for tax year(s) beginning before 2024? . . . . .<br>If "Yes," list the years  20____, 20____, 20____, 20____                                                                                                                                                                                                                      | <b>2a</b>    | No  |
| <b>b</b> Are there any years listed in 2a for which the foundation is <b>not</b> applying the provisions of section 4942(a)(2) (relating to incorrect valuation of assets) to the year's undistributed income? (If applying section 4942(a)(2) to <b>all</b> years listed, answer "No" and attach statement—see instructions.) . . . . .                                                                                                                                                                                              | <b>2b</b>    |     |
| <b>c</b> If the provisions of section 4942(a)(2) are being applied to <b>any</b> of the years listed in 2a, list the years here.<br> 20____, 20____, 20____, 20____                                                                                                                                                                                                                                                                                    |              |     |
| <b>3a</b> Did the foundation hold more than a 2% direct or indirect interest in any business enterprise at any time during the year? . . . . .                                                                                                                                                                                                                                                                                                                                                                                        | <b>3a</b>    | No  |
| <b>b</b> If "Yes," did it have excess business holdings in 2024 as a result of <b>(1)</b> any purchase by the foundation or disqualified persons after May 26, 1969; <b>(2)</b> the lapse of the 5-year period (or longer period approved by the Commissioner under section 4943(c)(7)) to dispose of holdings acquired by gift or bequest; or <b>(3)</b> the lapse of the 10-, 15-, or 20-year first phase holding period?(Use Schedule C, Form 4720, to determine if the foundation had excess business holdings in 2024.). . . . . | <b>3b</b>    |     |
| <b>4a</b> Did the foundation invest during the year any amount in a manner that would jeopardize its charitable purposes?                                                                                                                                                                                                                                                                                                                                                                                                             | <b>4a</b>    | No  |
| <b>b</b> Did the foundation make any investment in a prior year (but after December 31, 1969) that could jeopardize its charitable purpose that had not been removed from jeopardy before the first day of the tax year beginning in 2024?                                                                                                                                                                                                                                                                                            | <b>4b</b>    | No  |

Part VI-B

Statements Regarding Activities for Which Form 4720 May Be Required (continued)

5a

During the year did the foundation pay or incur any amount to:

(1) Carry on propaganda, or otherwise attempt to influence legislation (section 4945(e))?

(2) Influence the outcome of any specific public election (see section 4955); or to carry on, directly or indirectly, any voter registration drive?

(3) Provide a grant to an individual for travel, study, or other similar purposes?

(4) Provide a grant to an organization other than a charitable, etc., organization described in section 4945(d)(4)(A)? See instructions

(5) Provide for any purpose other than religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals?

b

If any answer is "Yes" to 5a(1)–(5); did any of the transactions fail to qualify under the exceptions described in Regulations section 53.4945 or in a current notice regarding disaster assistance? See instructions

c

Organizations relying on a current notice regarding disaster assistance check

d

If the answer is "Yes" to question 5a(4), does the foundation claim exemption from the tax because it maintained expenditure responsibility for the grant?  
If "Yes," attach the statement required by Regulations section 53.4945–5(d).

6a

Did the foundation, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?

b

Did the foundation, during the year, pay premiums, directly or indirectly, on a personal benefit contract?  
If "Yes" to 6b, file Form 8870.

7a

At any time during the tax year, was the foundation a party to a prohibited tax shelter transaction?

b

If "Yes", did the foundation receive any proceeds or have any net income attributable to the transaction?

8

Is the foundation subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment during the year?

Yes

No

5a(1)

No

5a(2)

No

5a(3)

No

5a(4)

No

5a(5)

No

5b

5d

6a

No

6b

No

7a

No

7b

8

No

Part VII

Information About Officers, Directors, Trustees, Foundation Managers, Highly Paid Employees, and Contractors

1

List all officers, directors, trustees, foundation managers and their compensation. See instructions

| (a) Name and address                                           | (b) Title, and average hours per week devoted to position | (c) Compensation (If not paid, enter -0-) | (d) Contributions to employee benefit plans and deferred compensation | (e) Expense account, other allowances |
|----------------------------------------------------------------|-----------------------------------------------------------|-------------------------------------------|-----------------------------------------------------------------------|---------------------------------------|
| KATE PEW WOLTERS<br>PO BOX 1967<br>GRAND RAPIDS, MI 495011967  | BOARD CHAIR<br>1.0                                        | 0                                         | 0                                                                     | 0                                     |
| ROBERT C PEW III<br>PO BOX 1967<br>GRAND RAPIDS, MI 495011967  | TRUSTEE<br>1.0                                            | 0                                         | 0                                                                     | 0                                     |
| MARY ANNE HUNTING<br>PO BOX 1967<br>GRAND RAPIDS, MI 495011967 | TRUSTEE<br>1.0                                            | 0                                         | 0                                                                     | 0                                     |
| ELIZABETH WELCH<br>PO BOX 1967<br>GRAND RAPIDS, MI 495011967   | TRUSTEE<br>1.0                                            | 0                                         | 0                                                                     | 0                                     |
| CRAIG NIEMANN<br>PO BOX 1967<br>GRAND RAPIDS, MI 495011967     | TRUSTEE<br>1.0                                            | 0                                         | 0                                                                     | 0                                     |
| ROBERT C PEW<br>PO BOX 1967<br>GRAND RAPIDS, MI 495011967      | TRUSTEE<br>1.0                                            | 0                                         | 0                                                                     | 0                                     |
| BRIAN CLOYD<br>PO BOX 1967<br>GRAND RAPIDS, MI 495011967       | TRUSTEE<br>1.0                                            | 0                                         | 0                                                                     | 0                                     |
| DANIEL WILLIAMS<br>PO BOX 1967<br>GRAND RAPIDS, MI 495011967   | PRESIDENT<br>40.0                                         | 211,459                                   | 4,663                                                                 | 35,233                                |
| SARA ARMBRUSTER<br>PO BOX 1967<br>GRAND RAPIDS, MI 495011967   | TRUSTEE<br>1.0                                            | 0                                         | 0                                                                     | 0                                     |

2

Compensation of five highest-paid employees (other than those included on line 1—see instructions). If none, enter "NONE."

| (a) Name and address of each employee paid more than \$50,000 | (b) Title, and average hours per week devoted to position | (c) Compensation | (d) Contributions to employee benefit plans and deferred compensation | (e) Expense account, other allowances |
|---------------------------------------------------------------|-----------------------------------------------------------|------------------|-----------------------------------------------------------------------|---------------------------------------|
| STACEY STOUT<br>PO BOX 1967<br>GRAND RAPIDS,MI 495011967      | DIR. OF PHILANTHROPY<br>40.0                              | 121,430          | 5,706                                                                 | 31,208                                |
| LESLIE SCHOEN<br>PO BOX 1967<br>GRAND RAPIDS,MI 495011967     | GRANTS & OP. MGR.<br>40.0                                 | 87,379           | 3,521                                                                 | 19,653                                |
| TRUDY NGO-BROWN<br>PO BOX 1967<br>GRAND RAPIDS,MI 495011967   | PROGRAM OFFICER<br>40.0                                   | 82,718           | 3,493                                                                 | 14,750                                |
|                                                               |                                                           |                  |                                                                       |                                       |
|                                                               |                                                           |                  |                                                                       |                                       |
|                                                               |                                                           |                  |                                                                       |                                       |
|                                                               |                                                           |                  |                                                                       |                                       |
| Total number of other employees paid over \$50,000.           |                                                           |                  |                                                                       |                                       |

Form 990-PF (2024)

**Part VII**

**Information About Officers, Directors, Trustees, Foundation Managers, Highly Paid Employees, and Contractors** *(continued)*

**3** Five highest-paid independent contractors for professional services (see instructions). If none, enter "NONE".

| (a) Name and address of each person paid more than \$50,000 | (b) Type of service | (c) Compensation |
|-------------------------------------------------------------|---------------------|------------------|
| CAMBRIDGE ASSOCIATES                                        | CUSTODIAL & ACCT    | 256,000          |
| 125 HIGH STREET<br>BOSTON,MA 02110                          |                     |                  |
|                                                             |                     |                  |
|                                                             |                     |                  |
|                                                             |                     |                  |
|                                                             |                     |                  |
|                                                             |                     |                  |
|                                                             |                     |                  |
|                                                             |                     |                  |

**Total** number of others receiving over \$50,000 for professional services. . . . . 

Part VIII- Summary of Direct Charitable Activities

List the foundation's four largest direct charitable activities during the tax year. Include relevant statistical information such as the number of organizations and other beneficiaries served, conferences convened, research papers produced, etc.

|   | Expenses |
|---|----------|
| 1 |          |
|   |          |
|   |          |
| 2 |          |
|   |          |
|   |          |
| 3 |          |
|   |          |
|   |          |
| 4 |          |
|   |          |
|   |          |

Part VIII- Summary of Program-Related Investments (see instructions)

| Describe the two largest program-related investments made by the foundation during the tax year on lines 1 and 2. | Amount |
|-------------------------------------------------------------------------------------------------------------------|--------|
| 1                                                                                                                 |        |
|                                                                                                                   |        |
|                                                                                                                   |        |
| 2                                                                                                                 |        |
|                                                                                                                   |        |
|                                                                                                                   |        |
| All other program-related investments. See instructions.                                                          |        |
| 3                                                                                                                 |        |
|                                                                                                                   |        |
|                                                                                                                   |        |
| Total. Add lines 1 through 3 . . . . .                                                                            |        |

**Part IX Minimum Investment Return** (All domestic foundations must complete this part. Foreign foundations, see instructions.)

|          |                                                                                                                          |           |             |
|----------|--------------------------------------------------------------------------------------------------------------------------|-----------|-------------|
| <b>1</b> | Fair market value of assets not used (or held for use) directly in carrying out charitable, etc., purposes:              |           |             |
| <b>a</b> | Average monthly fair market value of securities. . . . .                                                                 | <b>1a</b> | 124,322,271 |
| <b>b</b> | Average of monthly cash balances. . . . .                                                                                | <b>1b</b> | 1,901,404   |
| <b>c</b> | Fair market value of all other assets (see instructions). . . . .                                                        | <b>1c</b> | 0           |
| <b>d</b> | <b>Total</b> (add lines 1a, b, and c). . . . .                                                                           | <b>1d</b> | 126,223,675 |
| <b>e</b> | Reduction claimed for blockage or other factors reported on lines 1a and 1c (attach detailed explanation). . . . .       | <b>1e</b> |             |
| <b>2</b> | Acquisition indebtedness applicable to line 1 assets                                                                     | <b>2</b>  | 0           |
| <b>3</b> | Subtract line 2 from line 1d. . . . .                                                                                    | <b>3</b>  | 126,223,675 |
| <b>4</b> | Cash deemed held for charitable activities. Enter 1.5% (0.015) of line 3 (for greater amount, see instructions). . . . . | <b>4</b>  | 1,893,355   |
| <b>5</b> | <b>Net value of noncharitable-use assets.</b> Subtract line 4 from line 3.. . . .                                        | <b>5</b>  | 124,330,320 |
| <b>6</b> | <b>Minimum investment return.</b> Enter 5% (0.05) of line 5. . . . .                                                     | <b>6</b>  | 6,216,516   |

**Part X Distributable Amount** (see instructions) (Section 4942(j)(3) and (j)(5) private operating foundations and certain foreign organizations check here ☐ and do not complete this part.)

|           |                                                                                                                 |           |           |
|-----------|-----------------------------------------------------------------------------------------------------------------|-----------|-----------|
| <b>1</b>  | Minimum investment return from Part IX, line 6. . . . .                                                         | <b>1</b>  | 6,216,516 |
| <b>2a</b> | Tax on investment income for 2024 from Part V, line 5. . . . .                                                  | <b>2a</b> | 67,198    |
| <b>b</b>  | Income tax for 2024. (This does not include the tax from Part V.). . . . .                                      | <b>2b</b> |           |
| <b>c</b>  | Add lines 2a and 2b. . . . .                                                                                    | <b>2c</b> | 67,198    |
| <b>3</b>  | Distributable amount before adjustments. Subtract line 2c from line 1. . . . .                                  | <b>3</b>  | 6,149,318 |
| <b>4</b>  | Recoveries of amounts treated as qualifying distributions. . . . .                                              | <b>4</b>  |           |
| <b>5</b>  | Add lines 3 and 4. . . . .                                                                                      | <b>5</b>  | 6,149,318 |
| <b>6</b>  | Deduction from distributable amount (see instructions). . . . .                                                 | <b>6</b>  |           |
| <b>7</b>  | <b>Distributable amount</b> as adjusted. Subtract line 6 from line 5. Enter here and on Part XII, line 1. . . . | <b>7</b>  | 6,149,318 |

**Part XI Qualifying Distributions** (see instructions)

|          |                                                                                                                    |           |           |
|----------|--------------------------------------------------------------------------------------------------------------------|-----------|-----------|
| <b>1</b> | Amounts paid (including administrative expenses) to accomplish charitable, etc., purposes:                         |           |           |
| <b>a</b> | Expenses, contributions, gifts, etc.—total from Part I, column (d), line 26. . . . .                               | <b>1a</b> | 7,980,926 |
| <b>b</b> | Program-related investments—total from Part VIII-B                                                                 | <b>1b</b> | 0         |
| <b>2</b> | Amounts paid to acquire assets used (or held for use) directly in carrying out charitable, etc., purposes. . . . . | <b>2</b>  | 0         |
| <b>3</b> | Amounts set aside for specific charitable projects that satisfy the:                                               |           |           |
| <b>a</b> | Suitability test (prior IRS approval required). . . . .                                                            | <b>3a</b> | 0         |
| <b>b</b> | Cash distribution test (attach the required schedule). . . . .                                                     | <b>3b</b> | 0         |
| <b>4</b> | <b>Qualifying distributions.</b> Add lines 1a through 3b. Enter here and on Part XII, line 4.. . . .               | <b>4</b>  | 7,980,926 |

Part XII

Undistributed Income (see instructions)

|                                                                                                                                                                               | (a)<br>Corpus | (b)<br>Years prior to 2023 | (c)<br>2023 | (d)<br>2024 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|----------------------------|-------------|-------------|
| 1 Distributable amount for 2024 from Part X, line 7                                                                                                                           |               |                            |             | 6,149,318   |
| 2 Undistributed income, if any, as of the end of 2024:                                                                                                                        |               |                            |             |             |
| a Enter amount for 2023 only. . . . .                                                                                                                                         |               |                            | 0           |             |
| b Total for prior years: 2022, 2021, 2020                                                                                                                                     |               |                            |             |             |
| 3 Excess distributions carryover, if any, to 2024:                                                                                                                            |               |                            |             |             |
| a From 2019. . . . .                                                                                                                                                          |               |                            |             |             |
| b From 2020. . . . .                                                                                                                                                          |               |                            |             |             |
| c From 2021. . . . .                                                                                                                                                          |               |                            |             |             |
| d From 2022. . . . .                                                                                                                                                          |               |                            | 0           |             |
| e From 2023. . . . .                                                                                                                                                          |               |                            | 1,247,377   |             |
| f Total of lines 3a through e. . . . .                                                                                                                                        | 1,247,377     |                            |             |             |
| 4 Qualifying distributions for 2024 from Part XI, line 4: ▶ \$ 7,980,926                                                                                                      |               |                            |             |             |
| a Applied to 2023, but not more than line 2a                                                                                                                                  |               |                            | 0           |             |
| b Applied to undistributed income of prior years (Election required—see instructions). . . . .                                                                                |               |                            |             |             |
| c Treated as distributions out of corpus (Election required—see instructions). . . . .                                                                                        |               |                            |             |             |
| d Applied to 2024 distributable amount                                                                                                                                        |               |                            |             | 6,149,318   |
| e Remaining amount distributed out of corpus                                                                                                                                  | 1,831,608     |                            |             |             |
| 5 Excess distributions carryover applied to 2024. (If an amount appears in column (d), the same amount must be shown in column (a).)                                          |               |                            |             |             |
| 6 Enter the net total of each column as indicated below:                                                                                                                      |               |                            |             |             |
| a Corpus. Add lines 3f, 4c, and 4e. Subtract line 5                                                                                                                           | 3,078,985     |                            |             |             |
| b Prior years' undistributed income. Subtract line 4b from line 2b. . . . .                                                                                                   |               |                            |             |             |
| c Enter the amount of prior years' undistributed income for which a notice of deficiency has been issued, or on which the section 4942(a) tax has been previously assessed    |               |                            |             |             |
| d Subtract line 6c from line 6b. Taxable amount—see instructions. . . . .                                                                                                     |               |                            |             |             |
| e Undistributed income for 2023. Subtract line 4a from line 2a. Taxable amount—see instructions. . . . .                                                                      |               |                            | 0           |             |
| f Undistributed income for 2024. Subtract lines 4d and 5 from line 1. This amount must be distributed in 2025                                                                 |               |                            |             | 0           |
| 7 Amounts treated as distributions out of corpus to satisfy requirements imposed by section 170(b)(1)(F) or 4942(g)(3) (Election may be required - see instructions). . . . . |               |                            |             |             |
| 8 Excess distributions carryover from 2019 not applied on line 5 or line 7 (see instructions)                                                                                 |               |                            |             |             |
| 9 Excess distributions carryover to 2025. Subtract lines 7 and 8 from line 6a                                                                                                 | 3,078,985     |                            |             |             |
| 10 Analysis of line 9:                                                                                                                                                        |               |                            |             |             |
| a Excess from 2020                                                                                                                                                            |               |                            |             |             |
| b Excess from 2021                                                                                                                                                            |               |                            |             |             |
| c Excess from 2022. . . . .                                                                                                                                                   |               |                            | 0           |             |
| d Excess from 2023                                                                                                                                                            |               |                            | 1,247,377   |             |
| e Excess from 2024                                                                                                                                                            |               |                            | 1,831,608   |             |

**a** If the foundation has received a ruling or determination letter that it is a private operating foundation, and the ruling is effective for 2024, enter the date of the ruling . . . . . 

**b** Check box to indicate whether the organization is a private operating foundation described in section ☐ 4942(j)(3) or ☐ 4942(j)(5)

|                                                                                                                                                                    | Tax year | Prior 3 years |          |          | (e) Total |  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------|----------|----------|-----------|--|
|                                                                                                                                                                    |          | (a) 2024      | (b) 2023 | (c) 2022 | (d) 2021  |  |
| <b>2a</b> Enter the lesser of the adjusted net income from Part I or the minimum investment return from Part IX for each year listed . . . . .                     |          |               |          |          |           |  |
| <b>b</b> 85% (0.85) of line 2a . . . . .                                                                                                                           |          |               |          |          |           |  |
| <b>c</b> Qualifying distributions from Part XI, line 4 for each year listed . . . . .                                                                              |          |               |          |          |           |  |
| <b>d</b> Amounts included in line 2c not used directly for active conduct of exempt activities . . . . .                                                           |          |               |          |          |           |  |
| <b>e</b> Qualifying distributions made directly for active conduct of exempt activities. Subtract line 2d from line 2c . . . . .                                   |          |               |          |          |           |  |
| <b>3</b> Complete 3a, b, or c for the alternative test relied upon:                                                                                                |          |               |          |          |           |  |
| <b>a</b> "Assets" alternative test—enter:                                                                                                                          |          |               |          |          |           |  |
| <b>(1)</b> Value of all assets . . . . .                                                                                                                           |          |               |          |          |           |  |
| <b>(2)</b> Value of assets qualifying under section 4942(j)(3)(B)(i)                                                                                               |          |               |          |          |           |  |
| <b>b</b> "Endowment" alternative test— enter 2/3 of minimum investment return shown in Part IX, line 6 for each year listed . . . . .                              |          |               |          |          |           |  |
| <b>c</b> "Support" alternative test—enter:                                                                                                                         |          |               |          |          |           |  |
| <b>(1)</b> Total support other than gross investment income (interest, dividends, rents, payments on securities loans (section 512(a)(5)), or royalties) . . . . . |          |               |          |          |           |  |
| <b>(2)</b> Support from general public and 5 or more exempt organizations as provided in section 4942(j)(3)(B)(iii). . . . .                                       |          |               |          |          |           |  |
| <b>(3)</b> Largest amount of support from an exempt organization                                                                                                   |          |               |          |          |           |  |
| <b>(4)</b> Gross investment income                                                                                                                                 |          |               |          |          |           |  |

|          |                                                                                                                                                                                                                                                                                                                                            |  |
|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <b>1</b> | <b>Information Regarding Foundation Managers:</b>                                                                                                                                                                                                                                                                                          |  |
| <b>a</b> | List any managers of the foundation who have contributed more than 2% of the total contributions received by the foundation before the close of any tax year (but only if they have contributed more than \$5,000). (See section 507(d)(2).)                                                                                               |  |
|          | N A                                                                                                                                                                                                                                                                                                                                        |  |
| <b>b</b> | List any managers of the foundation who own 10% or more of the stock of a corporation (or an equally large portion of the ownership of a partnership or other entity) of which the foundation has a 10% or greater interest.                                                                                                               |  |
|          | N A                                                                                                                                                                                                                                                                                                                                        |  |
| <b>2</b> | <b>Information Regarding Contribution, Grant, Gift, Loan, Scholarship, etc., Programs:</b>                                                                                                                                                                                                                                                 |  |
|          | Check here <input checked="" type="checkbox"/> if the foundation only makes contributions to preselected charitable organizations and does not accept unsolicited requests for funds. If the foundation makes gifts, grants, etc. to individuals or organizations under other conditions, complete items 2a, b, c, and d. See instructions |  |

**a** The name, address, and telephone number or e-mail address of the person to whom applications should be addressed:

LESLIE SCHOEN  
PO BOX 1967  
GRAND RAPIDS, MI 495011967  
(616) 246-4695

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**b** The form in which applications should be submitted and information and materials they should include:

PLEASE SEE STATEMENT ATTACHED, OR VISIT [HTTPS://WWW.STEELCASEFOUNDATION.ORG/GRANT-PROCESS/](https://www.steelcasefoundation.org/grant-process/) FOR DETAIL.

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**c** Any submission deadlines:

PLEASE SEE STATEMENT ATTACHED, OR VISIT [HTTPS://WWW.STEELCASEFOUNDATION.ORG/GRANT-PROCESS/](https://www.steelcasefoundation.org/grant-process/) FOR DETAIL.

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**d** Any restrictions or limitations on awards, such as by geographical areas, charitable fields, kinds of institutions, or other factors:

PLEASE SEE STATEMENT ATTACHED, OR VISIT [HTTPS://WWW.STEELCASEFOUNDATION.ORG/GRANT-PROCESS/](https://www.steelcasefoundation.org/grant-process/) FOR DETAIL.

Part 2

Supplementary Information (continued)

3

Grants and Contributions Paid During the Year or Approved for Future Payment

| Recipient<br>Name and address (home or business)                                                | If recipient is an individual,<br>show any relationship to<br>any foundation manager<br>or substantial contributor | Foundation<br>status of<br>recipient | Purpose of grant or<br>contribution | Amount    |
|-------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|--------------------------------------|-------------------------------------|-----------|
| <b>a</b> <i>Paid during the year</i>                                                            |                                                                                                                    |                                      |                                     |           |
| DIATRIBE INC<br>334 BURTON ST SE<br>GRAND RAPIDS,MI 49507                                       | NONE                                                                                                               | P C                                  | Program support                     | 130,000   |
| GRAND VALLEY STATE UNIVERSITY<br>1 CAMPUS DR<br>ALLENDALE,MI 49401                              | NONE                                                                                                               | GO V                                 | Program support                     | 250,000   |
| KCONNECT<br>401 HALL ST SW<br>GRAND RAPIDS,MI 49503                                             | NONE                                                                                                               | P C                                  | Program support                     | 100,000   |
| STREAMS OF HOPE<br>280 60TH ST SE SUITE 100<br>GRAND RAPIDS,MI 49548                            | NONE                                                                                                               | P C                                  | Program support                     | 30,000    |
| REALISM IS LOYALTY<br>601 MLK JR ST SE<br>GRAND RAPIDS,MI 49507                                 | NONE                                                                                                               | P C                                  | Program support                     | 105,000   |
| YOURCAUSE LLC<br>6111 WEST PLANO PKWY SUITE<br>1000Y/C<br>PLANO,TX 75093                        | NONE                                                                                                               | P C                                  | Program support                     | 249,717   |
| GRAND RAPIDS ART MUSEUM<br>101 MONROE CENTER ST NW<br>GRAND RAPIDS,MI 49503                     | NONE                                                                                                               | P C                                  | Program support                     | 200,000   |
| COUNCIL OF MICHIGAN<br>FOUNDATIONS<br>PO BOX 329<br>GRAND HAVEN,MI 49417                        | NONE                                                                                                               | P C                                  | Program support                     | 15,000    |
| CAMP BLODGETT<br>528 BRIDGE STREET NW SUITE 6<br>GRAND RAPIDS,MI 49504                          | NONE                                                                                                               | P C                                  | Program support                     | 75,000    |
| ATHENS RENAISSANCE SCHOOL<br>601 N CLINTON ST<br>ATHENS,AL 35611                                | NONE                                                                                                               | P C                                  | Program support                     | 45,000    |
| COVENANT HOUSE MICHIGAN<br>2959 MARTIN LUTHER KING JR BLVD<br>DETROIT,MI 48208                  | NONE                                                                                                               | P C                                  | Program support                     | 30,000    |
| BOYS AND GIRLS CLUB OF GRAND<br>RAPIDS<br>235 STRAIGHT AVE NW<br>GRAND RAPIDS,MI 49504          | NONE                                                                                                               | P C                                  | Program support                     | 100,250   |
| GRAND RAPIDS SYMPHONY<br>300 OTTAWA AVE NW 100<br>GRAND RAPIDS,MI 49503                         | NONE                                                                                                               | P C                                  | Program support                     | 150,000   |
| PUERTAS ABIERTAS<br>1345 MONROE AVE NW SUITE 208<br>GRAND RAPIDS,MI 49503                       | NONE                                                                                                               | P C                                  | Program support                     | 30,000    |
| STEM GREENHOUSE<br>3167 KALAMAZOO AVE SE 203<br>GRAND RAPIDS,MI 49508                           | NONE                                                                                                               | P C                                  | Program support                     | 100,000   |
| UNITED METHODIST COMMUNITY<br>HOUSE<br>904 SHELDON AVE SE<br>GRAND RAPIDS,MI 49507              | NONE                                                                                                               | P C                                  | Program support                     | 125,000   |
| GRANDVILLE AVENUE ARTS AND<br>HUMANITIES<br>644 CESAR E CHAVEZ AVE SW<br>GRAND RAPIDS,MI 49503  | NONE                                                                                                               | P C                                  | Program support                     | 5,000     |
| AYA YOUTH COLLECTIVE<br>320 STATE ST SE<br>GRAND RAPIDS,MI 49503                                | NONE                                                                                                               | P C                                  | Program support                     | 100,000   |
| COMPREHENSIVE THERAPY CENTER<br>2505 ARDMORE ST SE<br>GRAND RAPIDS,MI 49506                     | NONE                                                                                                               | P C                                  | Program support                     | 25,750    |
| GRAND RAPIDS CIVIC THEATRE<br>30 DIVISION AVE N<br>GRAND RAPIDS,MI 49503                        | NONE                                                                                                               | P C                                  | Program support                     | 75,000    |
| HEART OF WEST MICHIGAN UNITED<br>WAY<br>118 COMMERCE AVE SW<br>GRAND RAPIDS,MI 49503            | NONE                                                                                                               | P C                                  | Program support                     | 450,000   |
| ICCF COMMUNITY HOMES<br>415 MLK JR ST SE SUITE 100<br>GRAND RAPIDS,MI 49507                     | NONE                                                                                                               | P C                                  | Program support                     | 100,600   |
| SAMARITAS SENIOR LIVING<br>2000 32ND ST SE<br>GRAND RAPIDS,MI 49508                             | NONE                                                                                                               | P C                                  | Program support                     | 10,000    |
| UNITED WAY OF ATHENS-<br>LIMESTONE COUNTY<br>419 S MARION STREET<br>ATHENS,AL 35611             | NONE                                                                                                               | P C                                  | Program support                     | 50,000    |
| EBONY ROAD PLAYERS<br>706 GRISWOLD ST SE<br>GRAND RAPIDS,MI 49507                               | NONE                                                                                                               | P C                                  | Program support                     | 50,000    |
| GIRLS CHORAL ACADEMY<br>2920 FULLER AVE NE 104<br>GRAND RAPIDS,MI 49505                         | NONE                                                                                                               | P C                                  | Program support                     | 30,000    |
| THE LEADERSHIP ACADEMY<br>10-27 46TH AVENUE 1ST FLOOR<br>LONG ISLAND CITY,NY 11101              | NONE                                                                                                               | P C                                  | Program support                     | 80,000    |
| MICHIGAN STATE UNIVERSITY<br>426 AUDITORIUM ROAD ROOM 2<br>EAST LANSING,MI 48823                | NONE                                                                                                               | GO V                                 | Program support                     | 87,463    |
| REFUGEE EDUCATION CENTER<br>2130 ENTERPRISE ST SE<br>KENTWOOD,MI 49508                          | NONE                                                                                                               | P C                                  | Program support                     | 100,000   |
| ANN & ROBERT H LURIE CHILDREN'S<br>HOSPITAL<br>225 E CHICAGO AVE<br>CHICAGO,IL 60611            | NONE                                                                                                               | P C                                  | Program support                     | 212,901   |
| LEADING EDUCATORS<br>3014 DAUPHINE STREET STE L<br>NEW ORLEANS,LA 70117                         | NONE                                                                                                               | P C                                  | Program support                     | 200,000   |
| MICHIGAN ASSOCIATION OF<br>UNITED WAY<br>330 MARSHALL STREET SUITE 211<br>LANSING,MI 48912      | NONE                                                                                                               | P C                                  | Program support                     | 75,000    |
| MATH MEDIC FOUNDATION<br>5597 W MEADOW GROVE DR SE<br>KENTWOOD,MI 49512                         | NONE                                                                                                               | P C                                  | Program support                     | 50,000    |
| MOSAIC FILM EXPERIENCE<br>815 ALGER ST SE<br>GRAND RAPIDS,MI 49507                              | NONE                                                                                                               | P C                                  | Program support                     | 50,000    |
| DELTA PROJECT<br>618 WINDSOR TER SE<br>GRAND RAPIDS,MI 49503                                    | NONE                                                                                                               | P C                                  | Program support                     | 50,000    |
| CODE ON WHEELS<br>40 PEARL ST NW<br>GRAND RAPIDS,MI 49503                                       | NONE                                                                                                               | P C                                  | Program support                     | 50,000    |
| GRAND RAPIDS CHILDREN'S<br>MUSEUM<br>11 SHELDON AVE NW<br>GRAND RAPIDS,MI 49503                 | NONE                                                                                                               | P C                                  | Program support                     | 100,000   |
| GRAND RAPIDS COMMUNITY<br>FOUNDATION<br>185 OAKES ST SW<br>GRAND RAPIDS,MI 49503                | NONE                                                                                                               | P C                                  | Program support                     | 155,000   |
| GILDA'S CLUB GRAND RAPIDS<br>1806 BRIDGE ST NW<br>GRAND RAPIDS,MI 49504                         | NONE                                                                                                               | P C                                  | Program support                     | 25,000    |
| MICHIGAN LEAGUE FOR PUBLIC<br>POLICY<br>1223 Turner Rd G1<br>Lansing,MI 48906                   | NONE                                                                                                               | P C                                  | Program support                     | 50,000    |
| TREETOPS COLLECTIVE<br>906 Division Ave South<br>Grand Rapids,MI 49507                          | NONE                                                                                                               | P C                                  | Program support                     | 25,000    |
| PROJECT ESME<br>3897 Yorkland Dr NW Apt 4<br>Comstock Park,MI 49321                             | NONE                                                                                                               | P C                                  | Program support                     | 110,500   |
| HEALTH NET OF WEST MICHIGAN<br>1550 Leonard Street NE<br>Grand Rapids,MI 49505                  | NONE                                                                                                               | P C                                  | Program support                     | 30,000    |
| MIGRANT LEGAL AID INC<br>1104 Fuller Ave NE<br>Grand Rapids,MI 49503                            | NONE                                                                                                               | P C                                  | Program support                     | 35,250    |
| OSOFOMAAME<br>3646 Kalamazoo Ave SE<br>Grand Rapids,MI 49508                                    | NONE                                                                                                               | P C                                  | Program support                     | 25,250    |
| BETTER WISER STRONGER INC<br>PO Box 7094<br>Grand Rapids,MI 49510                               | NONE                                                                                                               | P C                                  | Program support                     | 30,000    |
| CHILDREN'S ADVOCACY CENTER<br>2855 Michigan St NE<br>Grand Rapids,MI 49506                      | NONE                                                                                                               | P C                                  | Program support                     | 91,045    |
| COOK MUSEUM OF NATURAL<br>SCIENCE<br>PO Box 2955<br>Decatur,AL 35602                            | NONE                                                                                                               | P C                                  | Program support                     | 50,000    |
| GIRLS GROWING II WOMEN INC<br>PO Box 6782<br>Grand Rapids,MI 49516                              | NONE                                                                                                               | P C                                  | Program support                     | 50,000    |
| YOUNG MONEY FINANCES<br>PO Box 7568<br>Grand Rapids,MI 49507                                    | NONE                                                                                                               | P C                                  | Program support                     | 75,000    |
| FAMILY PROMISE OF WEST<br>MICHIGAN<br>516 Cherry Street SE<br>Grand Rapids,MI 49503             | NONE                                                                                                               | P C                                  | Program support                     | 100,000   |
| GRAND RAPIDS PUBLIC MUSEUM<br>272 Pearl St NW<br>Grand Rapids,MI 49504                          | NONE                                                                                                               | P C                                  | Program support                     | 105,000   |
| KENT SCHOOL SERVICES NETWORK<br>1633 E Beltline Ave NE Ste 205<br>Grand Rapids,MI 49525         | NONE                                                                                                               | P C                                  | Program support                     | 50,000    |
| ARBOR CIRCLE<br>1115 Ball Ave NE<br>Grand Rapids,MI 49505                                       | NONE                                                                                                               | P C                                  | Program support                     | 25,000    |
| SOUTH END COMMUNITY OUTREACH<br>1545 Buchanan SW<br>Grand Rapids,MI 49507                       | NONE                                                                                                               | P C                                  | Program support                     | 75,000    |
| SAFE HAVEN MINISTRIES INC<br>2627 Birchcrest Dr SE<br>Grand Rapids,MI 49506                     | NONE                                                                                                               | P C                                  | Program support                     | 30,000    |
| EDUCATE TOMORROW<br>217 NE 97th St<br>Miami Shores,FL 33138                                     | NONE                                                                                                               | P C                                  | Program support                     | 75,000    |
| WEST MICHIGAN HISPANIC<br>CHAMBER<br>2007 Division Ave S<br>Grand Rapids,MI 49507               | NONE                                                                                                               | P C                                  | Program support                     | 50,000    |
| GRAND RAPIDS BALLET COMPANY<br>341 Ellsworth Avenue<br>Grand Rapids,MI 49503                    | NONE                                                                                                               | P C                                  | Program support                     | 25,000    |
| AFRICAN RESOURCE CENTER OF<br>WEST MICHIGAN<br>2450 44TH ST SE<br>GRAND RAPIDS,MI 49512         | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 30,000    |
| FRIENDS OF GRAND RAPIDS PARKS<br>720 CURVE ST SW STE B<br>GRAND RAPIDS,MI 49503                 | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 25,000    |
| OUR COMMUNITY'S CHILDREN<br>300 MONROE AVE NW<br>GRAND RAPIDS,MI 49503                          | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 21,750    |
| ST CECILIA MUSIC CENTER<br>24 RANSOM AVE NE<br>GRAND RAPIDS,MI 49503                            | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 75,000    |
| THE SOURCE<br>1007 E 41ST ST<br>AUSTIN,TX 78751                                                 | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 25,000    |
| NEW CITY KIDS FOUNDATION<br>240 FAIRMOUNT AVE<br>JERSEY CITY,NJ 07306                           | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 55,000    |
| WEST MICHIGAN CENTER FOR ARTS &<br>TECHNOLOGY<br>614 1ST ST NW STE 300<br>GRAND RAPIDS,MI 49504 | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 15,000    |
| WEST MICHIGAN ENVIRONMENTAL<br>ACTION COUNCIL<br>1007 LAKE DR SE<br>GRAND RAPIDS,MI 49506       | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 149,587   |
| WOMEN'S RESOURCE CENTER<br>718 DOWNTOWNER LOOP W<br>MOBILE,AL 36609                             | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 58,000    |
| DATAWISE FOUNDATION<br>PO BOX 68247<br>GRAND RAPIDS,MI 49516                                    | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 1,500     |
| CENTER FOR URBAN FAMILIES INC<br>2201 N MONROE ST<br>BALTIMORE,MD 21217                         | NONE                                                                                                               | GO V                                 | PROGRAM SUPPORT                     | 2,500     |
| HOWARD COMMUNITY COLLEGE<br>10901 LITTLE PATUXENT PKWY<br>COLUMBIA,MD 21044                     | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 1,500     |
| FUSION PARTNERHIPS INC<br>1601 GUILFORD AVE 2 SOUTH<br>BALTIMORE,MD 21202                       | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 35,250    |
| FIRST STEPS KENT<br>401 HALL ST SW STE 385<br>GRAND RAPIDS,MI 49503                             | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 12,500    |
| CAPITA SOCIAL INC<br>157 WELBORN ST UNIT B201<br>GREENVILLE,SC 29601                            | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 506,026   |
| AMERICAN ONLINE GIVING<br>FOUNDATION INC<br>40 E MAIN ST STE 887<br>NEWARK,DE 19711             | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 86,000    |
| GRAND RAPIDS AFRICAN AMERICAN<br>MUSEUM<br>87 MONROE CENTER ST NW<br>GRAND RAPIDS,MI 49503      | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 22,775    |
| WOMEN'S FOUNDATION OF<br>ALABAMA<br>2213 1ST AVE S<br>BIRMINGHAM,AL 35233                       | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 65,000    |
| THE OTHER WAY MINISTRIES<br>839 SIBLEY ST NW<br>GRAND RAPIDS,MI 49504                           | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 80,000    |
| BAXTER COMMUNITY CENTER<br>935 BAXTER ST SE<br>GRAND RAPIDS,MI 49506                            | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 30,000    |
| CITY OF REST<br>510 MLK JR ST<br>GRAND RAPIDS,MI 49507                                          | NONE                                                                                                               | GO V                                 | PROGRAM SUPPORT                     | 10,000    |
| TANNER ELEMENTARY SCHOOL<br>12067 DOWD ST<br>TANNER,AL 35671                                    | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 30,000    |
| A GLIMPSE OF AFRICA<br>2025 E BELTLINE AVE SE STE 402<br>GRAND RAPIDS,MI 49546                  | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 30,000    |
| GRAND RAPIDS PRIDE CENTER<br>343 ATLAS AVE SE<br>GRAND RAPIDS,MI 49506                          | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 250,000   |
| GRAND RAPIDS WHITEWATER<br>120 LYON ST NW<br>GRAND RAPIDS,MI 49503                              | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 100,000   |
| CATHOLIC CHARITIES WEST<br>MICHIGAN<br>40 JEFFERSON AVE SE<br>GRAND RAPIDS,MI 49503             | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 30,000    |
| OUR KITCHEN TABLE<br>334 BURTON ST SE<br>GRAND RAPIDS,MI 49507                                  | NONE                                                                                                               | GO V                                 | PROGRAM SUPPORT                     | 10,000    |
| KENT COUNTY<br>300 MONROE AVE NW<br>GRAND RAPIDS,MI 49503                                       | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 35,000    |
| CASA OF KENT COUNTY INC<br>180 OTTAWA AVE NW 5200<br>GRAND RAPIDS,MI 49503                      | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 60,000    |
| DISABILITY ADVOCATES OF KENT<br>COUNTY<br>160 68TH ST SW STE 125<br>GRAND RAPIDS,MI 49548       | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 30,000    |
| IMMIGRATION LAW & JUSTICE<br>MICHIGAN<br>207 FULTON ST E 3101<br>GRAND RAPIDS,MI 49503          | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 20,000    |
| ENDLESS OPPORTUNITIES<br>PO BOX 68263<br>GRAND RAPIDS,MI 49516                                  | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 50,000    |
| MICHIGAN ADVOCACY PROGRAM<br>15 S WASHINGTON ST<br>YPSILANTI,MI 48197                           | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 50,000    |
| STEEPLETOWN NEIGHBORHOOD<br>SERVICES INC<br>827 BRIDGE ST NW APT A<br>GRAND RAPIDS,MI 49504     | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 80,000    |
| YMCA<br>475 LAKE MICHIGAN DR NW<br>GRAND RAPIDS,MI 49504                                        | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 5,000     |
| URBAN CORE COLLECTIVE<br>413 HALL ST SW<br>GRAND RAPIDS,MI 49503                                | NONE                                                                                                               | GO V                                 | PROGRAM SUPPORT                     | 35,000    |
| GRAND RAPIDS PUBLIC SCHOOLS<br>FOUNDATION<br>PO BOX 2225<br>GRAND RAPIDS,MI 49501               | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 10,000    |
| GRANTMAKERS FOR EFFECTIVE<br>ORGANIZATIONS<br>1310 L ST NW STE 650<br>WASHINGTON,D.C 20005      | NONE                                                                                                               | P C                                  | PROGRAM SUPPORT                     | 25,000    |
| AFTERSCHOOL ALLIANCE<br>1101 14TH ST NW STE 700<br>WASHINGTON,D.C 20005                         | NONE                                                                                                               |                                      |                                     |           |
| <b>Total</b>                                                                                    |                                                                                                                    |                                      |                                     | 7,181,114 |
| <b>b</b> <i>Approved for future payment</i>                                                     |                                                                                                                    |                                      |                                     |           |
| <b>Total</b>                                                                                    |                                                                                                                    |                                      |                                     |           |

Enter gross amounts unless otherwise indicated.

- 1 Program service revenue:
  - a \_\_\_\_\_
  - b \_\_\_\_\_
  - c \_\_\_\_\_
  - d \_\_\_\_\_
  - e \_\_\_\_\_
  - f \_\_\_\_\_
- g Fees and contracts from government agencies \_\_\_\_\_
- 2 Membership dues and assessments . . . . . \_\_\_\_\_
- 3 Interest on savings and temporary cash investments . . . . . \_\_\_\_\_
- 4 Dividends and interest from securities . . . . . \_\_\_\_\_
- 5 Net rental income or (loss) from real estate:
  - a Debt-financed property. . . . . \_\_\_\_\_
  - b Not debt-financed property. . . . . \_\_\_\_\_
- 6 Net rental income or (loss) from personal property \_\_\_\_\_
- 7 Other investment income . . . . . \_\_\_\_\_
- 8 Gain or (loss) from sales of assets other than inventory . . . . . \_\_\_\_\_
- 9 Net income or (loss) from special events: \_\_\_\_\_
- 10 Gross profit or (loss) from sales of inventory \_\_\_\_\_
- 11 Other revenue:
  - a REIMBURSEMENT FROM STEELCASE, INC. FOR \_\_\_\_\_
  - b SALARIES AND EXPENSES OF THE DEPARTMENT \_\_\_\_\_
  - c \_\_\_\_\_
  - d \_\_\_\_\_
  - e \_\_\_\_\_
- 12 Subtotal. Add columns (b), (d), and (e) . . . \_\_\_\_\_
- 13 **Total.** Add line 12, columns (b), (d), and (e). . . \_\_\_\_\_  
(See worksheet in line 13 instructions to verify.)

| Unrelated business income |               | Excluded by section 512, 513, or 514 |               | (e)<br>Related or exempt<br>function income<br>(See<br>instructions.) |
|---------------------------|---------------|--------------------------------------|---------------|-----------------------------------------------------------------------|
| (a)<br>Business<br>code   | (b)<br>Amount | (c)<br>Exclusion code                | (d)<br>Amount |                                                                       |
|                           |               |                                      |               |                                                                       |
|                           |               |                                      |               |                                                                       |
|                           |               |                                      |               |                                                                       |
|                           |               |                                      |               |                                                                       |
|                           |               |                                      |               |                                                                       |
|                           |               |                                      |               |                                                                       |
|                           |               |                                      |               |                                                                       |
|                           |               |                                      |               |                                                                       |
|                           |               | 14                                   | 541,702       |                                                                       |
|                           |               |                                      |               |                                                                       |
|                           |               |                                      |               |                                                                       |
|                           |               |                                      |               |                                                                       |
|                           |               |                                      |               |                                                                       |
|                           |               | 18                                   | 3,952,351     |                                                                       |
|                           |               |                                      |               |                                                                       |
|                           |               |                                      |               |                                                                       |
|                           |               | 13                                   | 724,925       |                                                                       |
|                           |               |                                      |               |                                                                       |
|                           |               |                                      |               |                                                                       |
|                           |               |                                      |               |                                                                       |
|                           |               |                                      |               |                                                                       |
|                           |               |                                      | 5,218,978     |                                                                       |

**Line No.**  Explain below how each activity for which income is reported in column (e) of Part XV-A contributed importantly to the accomplishment of the foundation's exempt purposes (other than by providing funds for such purposes). (See instructions.)

[illegible]

## Part XVI

| Yes | No |
|-----|----|
|-----|----|

[illegible]

|              |  |           |
|--------------|--|-----------|
| <b>1a(1)</b> |  | <b>No</b> |
|--------------|--|-----------|

|       |  |    |
|-------|--|----|
| 1a(2) |  | No |
|-------|--|----|

[illegible]

|              |  |           |
|--------------|--|-----------|
| <b>1b(1)</b> |  | <b>No</b> |
|--------------|--|-----------|

|       |  |    |
|-------|--|----|
| 1b(2) |  | No |
|-------|--|----|

|              |  |           |
|--------------|--|-----------|
| <b>1b(3)</b> |  | <b>No</b> |
|--------------|--|-----------|

|       |  |    |
|-------|--|----|
| 1b(4) |  | No |
|-------|--|----|

|              |  |           |
|--------------|--|-----------|
| <b>1b(5)</b> |  | <b>No</b> |
|--------------|--|-----------|

|              |  |           |
|--------------|--|-----------|
| <b>1b(6)</b> |  | <b>No</b> |
|--------------|--|-----------|

|    |  |    |
|----|--|----|
| 1c |  | No |
|----|--|----|

arket value  
t value  
d.

[illegible]

**2a** Is the foundation directly or indirectly affiliated with, or related to, one or more tax-exempt organizations described in section 501(c) (other than section 501(c)(3)) or in section 527? . . . . . ☐ Yes ☒ No

**b** If "Yes," complete the following schedule.

| (a) Name of organization | (b) Type of organization | (c) Description of relationship |
|--------------------------|--------------------------|---------------------------------|
|                          |                          |                                 |
|                          |                          |                                 |
|                          |                          |                                 |
|                          |                          |                                 |

## Sign Here

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than taxpayer) is based on all information of which preparer has any knowledge.

|                                 |            |
|---------------------------------|------------|
|                                 | 2025-04-08 |
| Signature of officer or trustee | Date       |

---

Title

May the IRS discuss this return with the preparer shown below?

See instructions. ☐ Yes ☐ No

**Paid  
Preparer  
Use Only**

|                                       |                                                                                                 |                      |      |                                                 |                                     |
|---------------------------------------|-------------------------------------------------------------------------------------------------|----------------------|------|-------------------------------------------------|-------------------------------------|
| <b>Paid<br/>Preparer<br/>Use Only</b> | Print/Type preparer's name<br><br>JACOB COOK                                                    | Preparer's Signature | Date | Check if self-employed <input type="checkbox"/> | PTIN<br><br>P01240455               |
|                                       | Firm's name <input type="checkbox"/> BDO USA                                                    |                      |      |                                                 | Firm's EIN <input type="checkbox"/> |
|                                       | Firm's address <input type="checkbox"/> 200 OTTAWA AVE NW STE 300<br><br>GRAND RAPIDS, MI 49503 |                      |      |                                                 | Phone no.<br>(616) 774-7000         |

**Additional Data**

**Return to Form**

**Software ID:**

**Software Version:**

**Form 990PF - Special Condition Description:**

**Special Condition Description**

**TY 2024 IRS 990 e-File Render**

**Name:** STEELCASE FOUNDATION  
**EIN:** 38-6050470

| Category        | Amount | Net Investment Income | Adjusted Net Income | Disbursements for Charitable Purposes |
|-----------------|--------|-----------------------|---------------------|---------------------------------------|
| ACCOUNTING FEES | 89,936 | 44,968                | 0                   | 44,968                                |

**TY 2024 IRS 990 e-File Render**

**Name:** STEELCASE FOUNDATION

**EIN:** 38-6050470

| Contractor           | Explanation                     |
|----------------------|---------------------------------|
| CAMBRIDGE ASSOCIATES | CUSTODIAL & ACCOUNTING SERVICES |

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

**TY 2024 IRS 990 e-File Render**

**Name:** STEELCASE FOUNDATION

**EIN:** 38-6050470

| Description of Property | Date Acquired | Cost or Other Basis | Prior Years' Depreciation | Computation Method | Rate / Life (# of years) | Current Year's Depreciation Expense | Net Investment Income | Adjusted Net Income | Cost of Goods Sold Not Included |
|-------------------------|---------------|---------------------|---------------------------|--------------------|--------------------------|-------------------------------------|-----------------------|---------------------|---------------------------------|
|-------------------------|---------------|---------------------|---------------------------|--------------------|--------------------------|-------------------------------------|-----------------------|---------------------|---------------------------------|

**TY 2024 IRS 990 e-File Render**

**Name:** STEELCASE FOUNDATION

**EIN:** 38-6050470

| Name of Bond | End of Year Book Value | End of Year Fair Market Value |
|--------------|------------------------|-------------------------------|
| BRECKINRIDGE | 4,220,629              | 4,220,629                     |

**TY 2024 IRS 990 e-File Render**

**Name:** STEELCASE FOUNDATION  
**EIN:** 38-6050470

| Name of Stock          | End of Year Book Value | End of Year Fair Market Value |
|------------------------|------------------------|-------------------------------|
| HS MANAGEMENT PARTNERS | 0                      | 0                             |
| ALTC ACQ CORP          | 108,931                | 108,931                       |

Name: STEELCASE FOUNDATION

EIN: 38-6050470

| Category/ Item               | Listed at Cost or FMV | Book Value | End of Year Fair Market Value |
|------------------------------|-----------------------|------------|-------------------------------|
| ALTERNATIVE INVESTMENTS      |                       |            |                               |
| 1607 CAPITAL                 | FMV                   | 2,509,594  | 2,509,594                     |
| ACCOLADE PARTNERS IV, LP     | FMV                   | 1,325,609  | 1,325,609                     |
| ACCOLADE PARTNERS V, LP      | FMV                   | 2,233,769  | 2,233,769                     |
| ACCOLADE PARTNERS VI, LP     | FMV                   | 2,532,658  | 2,532,658                     |
| ACCOLADE PARTNERS VII, LP    | FMV                   | 1,453,859  | 1,453,859                     |
| ACCOLADE PARTNERS VIII, LP   | FMV                   | 1,113,701  | 1,113,701                     |
| ACCOLADE GROWTH              | FMV                   | 1,463,318  | 1,463,318                     |
| ACCOLADE PARTNERS IX, LP     | FMV                   | 201,581    | 201,581                       |
| AETHER REAL ASSETS II        | FMV                   | 446,683    | 446,683                       |
| AETHER REAL ASSETS III       | FMV                   | 959,493    | 959,493                       |
| AETHER REAL ASSETS IV        | FMV                   | 1,549,233  | 1,549,233                     |
| AETHER REAL ASSETS V         | FMV                   | 2,000,836  | 2,000,836                     |
| AKINA                        | FMV                   | 838,360    | 838,360                       |
| ALPHADYNE                    | FMV                   | 2,478,606  | 2,478,606                     |
| AMERICAN SECURITIES VIII     | FMV                   | 1,753,203  | 1,753,203                     |
| ASIA ALTERNATIVE V           | FMV                   | 1,472,005  | 1,472,005                     |
| ASIA ALTERNATIVE VI          | FMV                   | 949,655    | 949,655                       |
| ASIA DELAWARE V              | FMV                   | 104,092    | 104,092                       |
| ASIA DELAWARE VI             | FMV                   | 58,557     | 58,557                        |
| CITY OF LONDON GLBL. EM. MTK | FMV                   | 1,714,605  | 1,714,605                     |
| CLEAR VENTURES II            | FMV                   | 1,051,470  | 1,051,470                     |
| CORTEC VII                   | FMV                   | 1,921,247  | 1,921,247                     |
| DAVIDSON KEMPNER INT'L       | FMV                   | 2,765,272  | 2,765,272                     |
| D.E. SHAW BROAD MKT CORE FD  | FMV                   | 6,152,601  | 6,152,601                     |
| DOVER STREET VIII            | FMV                   | 48,983     | 48,983                        |
| DOVER IX                     | FMV                   | 461,225    | 461,225                       |
| DOVER X                      | FMV                   | 1,568,590  | 1,568,590                     |
| ECLIPSE CONTINUITY FUND I    | FMV                   | 561,449    | 561,449                       |
| ECLIPSE CONTINUITY FUND II   | FMV                   | 1,424,651  | 1,424,651                     |
| ECLIPSE CONTINUITY FUND III  | FMV                   | 1,584,747  | 1,584,747                     |
| EIV                          | FMV                   | 921,146    | 921,146                       |
| FIVE ELMS III                | FMV                   | 658,673    | 658,673                       |
| FIVE ELMS IV                 | FMV                   | 1,722,733  | 1,722,733                     |
| FIVE ELMS V                  | FMV                   | 1,332,000  | 1,332,000                     |
| GLOBAL RESEARCH              | FMV                   | 5,340,560  | 5,340,560                     |
| GRAIN COMMUNICATIONS         | FMV                   | 755,555    | 755,555                       |
| HIGHBAR PARTNERS             | FMV                   | 500,369    | 500,369                       |
| INDABA                       | FMV                   | 2,106,410  | 2,106,410                     |
| IR&M CORE BOND II            | FMV                   | 4,652,294  | 4,652,294                     |
| JMI EQUITY                   | FMV                   | 1,944,412  | 1,944,412                     |
| KILTEARN GLOBAL EQUITY FUND  | FMV                   | 0          | 0                             |

| Category/ Item               | Listed at Cost<br>or FMV | Book Value | End of Year<br>Fair Market<br>Value |
|------------------------------|--------------------------|------------|-------------------------------------|
| KLINE HILL II                | FMV                      | 1,100,212  | 1,100,212                           |
| KLINE HILL III               | FMV                      | 1,268,878  | 1,268,878                           |
| KLINE HILL IV                | FMV                      | 2,179,159  | 2,179,159                           |
| KLINE HILL V                 | FMV                      | 909,741    | 909,741                             |
| KOHLBERG X                   | FMV                      | 346,543    | 346,543                             |
| KOHLBERG IX                  | FMV                      | 2,098,397  | 2,098,397                           |
| REVELATION IV                | FMV                      | 383,913    | 383,913                             |
| NEW COMMUNITY                | FMV                      | 167,022    | 167,022                             |
| LEVINE                       | FMV                      | 137,733    | 137,733                             |
| LITTLEJOHN FUND V            | FMV                      | 693,303    | 693,303                             |
| LITTLEJOHN FUND VI           | FMV                      | 1,346,622  | 1,346,622                           |
| MFS INTERNATIONAL GROWTH     | FMV                      | 1,759,347  | 1,759,347                           |
| MITHRIL                      | FMV                      | 838,206    | 838,206                             |
| NITORUM CAPITAL              | FMV                      | 2,278,356  | 2,278,356                           |
| OVERLOOK                     | FMV                      | 1,852,832  | 1,852,832                           |
| PINEBRIDGE                   | FMV                      | 2,602,564  | 2,602,564                           |
| PROPHET EQUITY II            | FMV                      | 547,714    | 547,714                             |
| REVELATION I                 | FMV                      | 401,242    | 401,242                             |
| REVELATION II                | FMV                      | 644,150    | 644,150                             |
| REVELATION III               | FMV                      | 937,343    | 937,343                             |
| ROUND HILL MUSIC ROYALTY II  | FMV                      | 1,028,243  | 1,028,243                           |
| SILVERSMITH CAPITAL          | FMV                      | 3,272,441  | 3,272,441                           |
| SILVERSMITH CAPITAL II       | FMV                      | 2,680,218  | 2,680,218                           |
| SILVERSMITH CAPITAL III      | FMV                      | 1,475,332  | 1,475,332                           |
| SILVERSMITH CAPITAL IV-B     | FMV                      | 710,623    | 710,623                             |
| SOUTHERN CROSS LATIN PRIVATE | FMV                      | 340,406    | 340,406                             |
| SUMMA EQUITY FUND            | FMV                      | 761,080    | 761,080                             |
| VIA SEED TECHNOLOGY PARTNERS | FMV                      | 1,579,304  | 1,579,304                           |
| VITRUVIAN PARTNERS III       | FMV                      | 2,232,004  | 2,232,004                           |
| VITRUVIAN PARTNERS IV        | FMV                      | 1,800,088  | 1,800,088                           |
| VULCAN VVP                   | FMV                      | 0          | 0                                   |
| WHALE ROCK                   | FMV                      | 1,290,305  | 1,290,305                           |
| MUTUAL FUNDS                 |                          |            |                                     |
| VANGUARD INTERMEDIATE BOND   | FMV                      | 4,068,797  | 4,068,797                           |
| VANGUARD 500 INDEX           | FMV                      | 3,973,131  | 3,973,131                           |
| PRINCIPAL DIVERSIFIED REAL   | FMV                      | 1,051,936  | 1,051,936                           |
| GENERATION IM GLOBAL EQUITY  | FMV                      | 2,871,738  | 2,871,738                           |
| BURGUNDY DST SMALLER CO      | FMV                      | 2,162,300  | 2,162,300                           |
| METIS US EQUITY INDEX        | FMV                      | 4,043,226  | 4,043,226                           |
| PRIVATE EQUITY FUNDS         |                          |            |                                     |
| PANTHEON EUROPE FUND V B LP  | FMV                      | 439,396    | 439,396                             |
| PANTHEON USA FUND VII, LP    | FMV                      | 619,582    | 619,582                             |

**TY 2024 IRS 990 e-File Render**

**Name:** STEELCASE FOUNDATION  
**EIN:** 38-6050470

| Description             | Revenue and Expenses per Books | Net Investment Income | Adjusted Net Income | Disbursements for Charitable Purposes |
|-------------------------|--------------------------------|-----------------------|---------------------|---------------------------------------|
| SOFTWARE AND TECHNOLOGY | 20,160                         | 2,016                 | 0                   | 18,144                                |
| MISC. EXPENSES          | 101,053                        | 10,105                | 0                   | 90,948                                |
| OFFICE SUPPLIES         | 309                            | 31                    | 0                   | 278                                   |

## TY 2024 IRS 990 e-File Render

**Name:** STEELCASE FOUNDATION

**EIN:** 38-6050470

| Description                             | Revenue And<br>Expenses Per Books | Net Investment<br>Income | Adjusted Net<br>Income |
|-----------------------------------------|-----------------------------------|--------------------------|------------------------|
| CONTRIBUTION FROM STEELCASE INC. FOR    |                                   |                          |                        |
| SALARIES AND EXPENSES OF THE DEPARTMENT | 724,925                           |                          |                        |
| .                                       |                                   |                          |                        |
| INCOME FROM PASS-THROUGH INVESTMENTS    |                                   |                          |                        |
| INTEREST                                |                                   | 437,279                  |                        |
| DIVIDENDS                               |                                   | 593,836                  |                        |
| ROYALTIES                               |                                   | 335,654                  |                        |
| OTHER INCOME/loss                       |                                   | 412,911                  |                        |

**TY 2024 IRS 990 e-File Render**

**Name:** STEELCASE FOUNDATION  
**EIN:** 38-6050470

| Description     | Amount    |
|-----------------|-----------|
| UNREALIZED GAIN | 6,240,822 |

## TY 2024 IRS 990 e-File Render

**Name:** STEELCASE FOUNDATION

**EIN:** 38-6050470

| Category                       | Amount  | Net Investment<br>Income | Adjusted Net<br>Income | Disbursements<br>for Charitable<br>Purposes |
|--------------------------------|---------|--------------------------|------------------------|---------------------------------------------|
| INV. MANAGEMENT & AGENCY FEES  | 929,743 | 9,177                    | 0                      | 20,000                                      |
| OTHER EXPENSES/DEDUCTIONS FROM |         |                          |                        |                                             |
| PASSTHROUGH INVESTMENTS        | 0       | 1,126,297                | 0                      | 0                                           |

TY 2024 IRS 990 e-File Render

Name: STEELCASE FOUNDATION  
EIN: 38-6050470

| Category           | Amount | Net Investment<br>Income | Adjusted Net<br>Income | Disbursements<br>for Charitable<br>Purposes |
|--------------------|--------|--------------------------|------------------------|---------------------------------------------|
| FOREIGN TAXES PAID | 0      | 33,624                   |                        |                                             |