

990

Return of Organization Exempt From Income Tax

OMB No. 1545-

0047 2023

Open to Public Inspection

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations) Do not enter social security numbers on this form as it may be made public.

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

Form Department of the Treasury Internal Revenue Service

A For the 2023 calendar year, or tax year beginning 07-01-2023, and ending 06-30-2024

- B Check if applicable: Address change, Name change, Initial return, Final return/terminated, Amended return, Application pending

C Name of organization THE HELPING UP MISSION INC
Doing business as
Number and street (or P.O. box if mail is not delivered to street address) Room/suite
1029 E BALTIMORE STREET
City or town, state or province, country, and ZIP or foreign postal code
BALTIMORE, MD 21202

D Employer identification number 52-0635090
E Telephone number (410) 675-7500
G Gross receipts \$ 30,284,295

F Name and address of principal officer: K DANIEL STOLTZFUS 1029 E BALTIMORE STREET BALTIMORE, MD 21202

H(a) Is this a group return for subordinates?
H(b) Are all subordinates included?
H(c) Group exemption number

I Tax-exempt status: 501(c)(3) 501(c) ( ) (insert no.) 4947(a)(1) or 527

J Website: WWW.HELPINGUPMISSION.ORG

K Form of organization: Corporation Trust Association Other

L Year of formation: 1885 M State of legal domicile: MD

Part I Summary

Table with 3 main sections: 1. Briefly describe the organization's mission or most significant activities: HELPING UP MISSION PROVIDES A VARIETY OF SERVICES TO THE HOMELESS. 2. Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets. 3-7. Summary statistics (voting members, independent members, employees, volunteers, revenue, expenses). 8-12. Revenue (Prior Year vs Current Year). 13-19. Expenses (Prior Year vs Current Year). 20-22. Net Assets or Fund Balances (Beginning of Current Year vs End of Year).

Part II Signature Block

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 officer) is based on all information of which preparer has any knowledge.

Sign Here: Signature of officer K DANIEL STOLTZFUS CHIEF EXECUTIVE OFFICER, Date 2025-01-31. Paid Preparer Use Only: Print/Type preparer's name, Preparer's signature, Date, Check if self-employed, PTIN P00646988, Firm's name FITZPATRICK LEARY & SZARKOLLC, Firm's EIN 46-2982708, Firm's address 1447 YORK ROAD STE 703 LUTHERVILLE, MD 21093, Phone no. (410) 307-1400.

May the IRS discuss this return with the preparer shown above? See Instructions. Yes No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1 Briefly describe the organization's mission:

HELPING UP MISSION PROVIDES HOPE TO THE POOR AND HOMELESS THROUGH PROGRAMS DESIGNED TO MEET THEIR INDIVIDUAL PHYSICAL, PSYCHOLOGICAL, SOCIAL AND SPIRITUAL NEEDS.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

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

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

If "Yes," describe these changes on Schedule O.

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

4a (Code: ) (Expenses \$ 13,801,345 including grants of \$ ) (Revenue \$ 3,170,900 )

HELPING UP MISSION, INC. (HUM), FOUNDED IN 1885, IS A FAITH-BASED, NON-SECTARIAN CHRISTIAN ORGANIZATION THAT OFFERS HOLISTIC PERMANENT SOLUTIONS TO THOSE EXPERIENCING ADDICTION, HOMELESSNESS AND POVERTY. WE ACCOMPLISH THIS THROUGH TRANSFORMATIVE RESIDENTIAL PROGRAMS DESIGNED TO MEET THEIR INDIVIDUAL PHYSICAL, PSYCHOLOGICAL, SOCIAL AND SPIRITUAL NEEDS. COMPASSIONATE AND COMPREHENSIVE CARE IS GIVEN TO ALL PERSONS IN NEED, WITHOUT CONSIDERATION OF RACE, RELIGION, GENDER OR SOCIO-ECONOMIC STATUS. THE 750-BED URBAN CAMPUS INCLUDES BEAUTIFUL STATE-OF-THE-ART CHAPELS, COMMERCIAL KITCHENS AND DINING ROOMS, CLASSROOMS FOR PROGRAMS, GROUP AND INDIVIDUAL CLINICAL COUNSELING ROOMS, MEDICAL EXAM ROOMS AND LABS FOR ON-SITE PRIMARY HEALTH CARE, INNOVATIVE LEARNING CENTERS THAT INCLUDE CLASSROOMS AND COMPUTER LABS, WORKFORCE DEVELOPMENT AND JOB TRAINING AREAS, LIBRARIES WITH COMPUTER CARRELS, RECREATIONAL AREAS WHICH INCLUDES GYMS, THEATER ROOMS, A BARBER SHOP, A HAIR/NAIL SALON, GAME AREAS, ARTS AND MUSIC CENTERS, PERSONAL AND COMMERCIAL LAUNDRY FACILITIES, ROOFTOP OBSERVATION DECKS, MULTI-PURPOSE ROOMS, OFFICES AND CONFERENCE ROOMS. HELPING UP MISSION, INC. (HUM) IS A TAX-EXEMPT PUBLIC CHARITY AND IS PREDOMINANTLY SUPPORTED BY DONATIONS FROM THOUSANDS OF INDIVIDUALS, CHURCHES, COMMUNITY ORGANIZATIONS, CORPORATIONS, AND FOUNDATIONS. AS A NON-PROFIT PROGRAM, HUM IS NOT PRIMARILY FUNDED BY THE STATE OR FEDERAL GOVERNMENT OR INSURANCE, BUT RATHER, DEPENDS ENTIRELY ON THE GENEROSITY OF PEOPLE WILLING TO GIVE ADDICTED AND HOMELESS PEOPLE A CHANCE AT RECOVERY AND RESTORED LIVES. EMERGENCY OVERNIGHT GUEST SERVICES (OGS) IS THE HISTORICAL BRODROCK PROGRAM OF HUM AND HAS BEEN IN EXISTENCE SINCE 1885. HOMELESS MEN CHECK IN EACH AFTERNOON AND ARE PROVIDED WITH ACCESS TO PRIVATE SHOWERS, NEW CLOTHING AND TOILETRIES, HOT MEALS FOR DINNER AND BREAKFAST, AND A MESSAGE OF HOPE THAT "REAL AND PERMANENT" CHANGE IS POSSIBLE IF THEY DESIRE TO MAKE A CHANGE IN THEIR LIVES. THE OVERNIGHT GUESTS ARE SERVED BY AND INTERACT WITH THE CLIENTS IN OUR 12-MONTH SPIRITUAL RECOVERY PROGRAM, ALLOWING THE OVERNIGHT GUESTS TO SEE POSITIVE CHANGES IN THE LIVES OF MEN FORMERLY SHARING SIMILAR CIRCUMSTANCES. OVERNIGHT GUESTS OFTEN CHOOSE TO JOIN THE YEAR-LONG SPIRITUAL RECOVERY PROGRAM. IN 1994, HUM STARTED A FREE RESIDENTIAL 12-MONTH SPIRITUAL RECOVERY PROGRAM (SRP) PROVIDING TRANSFORMATIVE HELP, HOPE, ANSWERS, AND EMPOWERMENT TO MEN SUFFERING FROM ADDICTION, HOMELESSNESS AND POVERTY. THIS HAS BECOME THE CORNERSTONE PROGRAM OF HUM AND SERVES ABOUT 300 RESIDENTIAL CLIENTS DAILY. THE SRP IS A MULTIFACETED, HOLISTIC, INTEGRATED, 12-MONTH, RESIDENTIAL PROGRAM DESIGNED TO PROMOTE LONG-TERM RECOVERY FOR HOMELESS PEOPLE WITH SEVERE DRUG AND/OR ALCOHOL RELATED SUBSTANCE ABUSE ISSUES. HUM COMBINES THE VERY BEST CLINICAL PROFESSIONAL MENTAL HEALTH CARE (EMBEDDED COUNSELORS FROM JOHNS HOPKINS HOSPITAL) AND THE VERY BEST PROFESSIONAL PASTORAL CARE AND SETS THESE SERVICES IN A 12-STEP ORIENTED PEER RECOVERY COMMUNITY, FOSTERING A RESTORATIVE CULTURE OF WELLNESS AND HEALING. THE SRP FOCUSES ON FOUR KEY AREAS TO SUPPORT A MATURE, PRODUCTIVE LIFE: PHYSICAL, PSYCHOLOGICAL, SPIRITUAL AND SOCIAL. THE SRP PROVIDES PARTICIPANTS WITH THE TOOLS NECESSARY TO OVERCOME ADDICTION AND REESTABLISH HEALTHY RELATIONSHIPS, WORK ETHIC AND TO ONCE AGAIN BECOME CONTRIBUTING MEMBERS OF THE COMMUNITY. IN 2016, HUM BEGAN PROVIDING RECOVERY PROGRAMS AND SERVICES TO WOMEN IN NEED AND IN 2022 COMPLETED CONSTRUCTION OF A STATE-OF-ART 250-BED CENTER FOR WOMEN AND CHILDREN. HUM EXPANDED ITS SERVICES AT THAT TIME BY 50% TO HELP WOMEN AND CHILDREN EXPERIENCING ADDICTION, HOMELESSNESS AND POVERTY. FOLLOWING GRADUATION FROM THE SRP, HUM'S GRADUATE TRANSITIONAL HOUSING PROGRAM (GTHP) IS AN IMPORTANT NEXT STEP IN THE TRANSFORMATIVE PROCESS. IN THIS PROGRAM, FORMERLY HOMELESS PEOPLE LIVE IN LONG-TERM (UP TO 24 MONTHS) HOUSING THAT PREPARES THEM TO RE-ENTER THE COMMUNITY AS PRODUCTIVE MEMBERS. THE "HEART" OF THIS PROGRAM IS TO PROVIDE GRADUATES WITH A SAFE, ENCOURAGING, MUTUALLY ACCOUNTABLE, SOBER, SUPPORTIVE AND SPIRITUALLY NURTURING ENVIRONMENT WHILE THEY WORK OR ATTEND SCHOOL. BY LIVING WITHIN A THERAPEUTIC COMMUNITY, AND GRADUALLY GROWING IN RESPONSIBILITY AND LIFE-SKILLS, CLIENTS ARE BETTER EQUIPPED TO REGAIN THEIR INDEPENDENCE - AND KEEP IT. HERE, EACH PERSON IS KNOWN BY HIS "NEIGHBORS", ENCOURAGED AND HELD ACCOUNTABLE TO THE STANDARD OF LIVING ESTABLISHED IN THE SRP. IN ADDITION, THERE ARE SEVERAL OTHER PROGRAMS AT HUM THAT FILL OUT THE REST OF THE AVAILABLE BEDS. PROGRAMS WITH OTHER PARTNER ORGANIZATIONS SUCH AS JOHNS HOPKINS HOSPITAL, THE VETERANS ADMINISTRATION AND LOCAL HOSPITALS PROVIDE OUTPATIENT RECOVERY HOUSING AND EMERGENCY ROOM DIVERSION PROGRAMS TO PEOPLE IN NEED. HUM'S WORK IS EVIDENCE-BASED, OUTCOMES-DRIVEN AND ROOTED IN RESEARCH. WE MEASURE GROWTH IN CLIENTS USING THE "LIFE TRANSFORMATION MATRIX" WHICH IS MODELED AFTER THE NATIONALLY UTILIZED AND RESEARCH VALIDATED TOOL FOR CASE MANAGEMENT KNOWN AS THE SELF-SUFFICIENCY MATRIX. OUTCOMES ARE ACCOMPLISHED BY PROVIDING A COMPREHENSIVE ARRAY OF RESIDENTIAL PROGRAMS AND ON-SITE WRAP-AROUND SUPPORTIVE SERVICES THROUGH AN EXTENSIVE INTEGRATED NETWORK OF STRATEGIC COMMUNITY PARTNERSHIPS. THE 300,000+ SQUARE FOOT CAMPUS ENCOMPASSES 750 BEDS (DEPENDING ON CENSUS) IN SEVERAL DISTINCTIVE PROGRAMS AT HUM, WHICH INCLUDE: - YEAR-LONG SPIRITUAL RECOVERY PROGRAM FOR MEN & WOMEN (400 BEDS) - GRADUATE TRANSITIONAL HOUSING PROGRAM (140 BEDS) - JOHNS HOPKINS INTENSIVE OUTPATIENT RECOVERY PROGRAM FOR MEN & WOMEN (52 BEDS) - EMERGENCY OVERNIGHT GUEST SERVICES PROGRAM (60 BEDS) - JOHNS HOPKINS BAYVIEW CENTER FOR ADDICTION & PREGNANCY (30 BEDS) - VETERANS ADMINISTRATION OUTPATIENT RECOVERY PROGRAM FOR MEN & WOMEN (23 BEDS) - SEMI-PERMANENT SUPPORTIVE HOUSING PROGRAM (25 BEDS) - JOHNS HOPKINS BAYVIEW "NEXT STEP" EMERGENCY ROOM DIVERSION PROGRAM FOR MEN & WOMEN (20 BEDS) HUM SERVES A DIVERSE GROUP OF CLIENTELE WHOSE AVERAGE DEMOGRAPHICS ARE: - 43 YEARS OF AGE - 23 YEARS OF ACTIVE ADDICTION - 65% HAVE EXPERIENCED INCARCERATION, AVERAGING 30 MONTHS OF JAIL TIME SERVED - 34% DO NOT HAVE A HIGH SCHOOL DIPLOMA - DIVERSE RACIAL AND SOCIO-ECONOMIC BACKGROUNDS-HERE IS THE RACIAL BREAKDOWN: - BLACK, AFRICAN-AMERICAN OR AFRICA-BORN (43%) - CAUCASIAN (34%) - HISPANIC/LATINO (18%) - OTHER RACE, ETHNICITY OR ORIGIN (1%) - NATIVE AMERICAN, AMERICAN INDIAN OR ALASKA NATIVE (1%) - ASIAN OR ASIAN AMERICAN (1%) - MIXED/MULTI-RACIAL (2%) - 42% COME FROM BALTIMORE CITY, 30% FROM BALTIMORE COUNTY, 28% ELSEWHERE - MOST HAVE EXPERIENCED DOMESTIC VIOLENCE OR TRAUMA GROWING UP APPROXIMATELY 65% OF THE HUM STAFF IS COMPRISED OF PROGRAM GRADUATES. TWENTY BEDS ARE ALLOCATED TO SELECT MEMBERS OF THAT STAFF, WHO LIVE ON SITE. THIS HELPS TO MAINTAIN THE RECOVERY CULTURE AND STRENGTHEN THE SAFE, ENCOURAGING, AND THERAPEUTIC ENVIRONMENT FOR THE RESIDENTIAL CLIENTS. HELPING UP MISSION PARTNERS WITH A LARGE NETWORK OF COMMUNITY ORGANIZATIONS TO DELIVER A COMPREHENSIVE, WRAP-AROUND AND HOLISTIC RANGE OF SERVICES WHICH INCLUDE: - SPIRITUAL DEVELOPMENT & PASTORAL COUNSELING - TRAUMA-INFORMED RECOVERY COUNSELING - CLINICAL MENTAL HEALTH COUNSELING - CLINICAL SUBSTANCE ABUSE COUNSELING - 12-STEP SUBSTANCE ABUSE RECOVERY PROGRAMS & MEETINGS - ON-SITE PRIMARY HEALTHCARE - DENTAL CARE - EDUCATIONAL ADVANCEMENT (GED/EDP) AND TUTORING - VOCATIONAL PROGRAMS AND CERTIFICATIONS - VITAL DOCUMENTS PROCUREMENT - LEGAL EXPUNGEMENT CLINICS - FINANCIAL LITERACY - COMPUTER LITERACY - MENTORING - WORK THERAPY - ART & MUSIC THERAPY - EQUINE THERAPY - EXERCISE AND RECREATIONAL ACTIVITIES - OVERNIGHT RETREATS, CAMPING TRIPS, ETC. HELPING UP MISSION, INC. PARTNERS INCLUDE (BUT ARE NOT LIMITED TO): - JOHNS HOPKINS HOSPITAL AND HEALTH SYSTEMS - JOHNS HOPKINS BAYVIEW MEDICAL CENTER - JOHNS HOPKINS CENTER FOR ADDICTION AND PREGNANCY - JOHNS HOPKINS UNIVERSITY - JOHNS HOPKINS BLOOMBERG SCHOOL OF PUBLIC HEALTH - JOHNS HOPKINS CAREY SCHOOL OF BUSINESS - GREATER BALTIMORE MEDICAL CENTER - GREATER BALTIMORE MEDICAL CENTER DEPARTMENT OF OPHTHALMOLOGY - GREATER BALTIMORE MEDICAL CENTER DEPARTMENT OF AUDIOLOGY - UNIVERSITY OF MARYLAND SCHOOL OF DENTISTRY - U.S. DEPARTMENT OF VETERAN AFFAIRS - BALTIMORE CITY MAYOR'S OFFICE OF HOMELESS SERVICES - BALTIMORE CITY DEPARTMENT OF SOCIAL SERVICES - BALTIMORE CITY/COUNTY OFFICE OF CHILD SUPPORT ENFORCEMENT - TOWSON UNIVERSITY DEPARTMENT OF NURSING - SCHOOL OF PHARMACY AT NOTRE DAME AT MARYLAND UNIVERSITY - MARYLAND HEALTH CONNECTION - HEALTHCARE FOR THE HOMELESS - HEALTH ALLIANCE ASSOCIATES - HEALTHCARE ACCESS MARYLAND - BEHAVIORAL HEALTH SYSTEMS - BALTIMORE - BRADENBURG EYE ASSOCIATES - DISABILITY SUPPORT SERVICES - BALTIMORE CITY HEALTH DEPARTMENT - NORTHERN PHARMACY & MEDICAL EQUIPMENT

4b (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )

4c (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )

4d Other program services (Describe in Schedule O.) (Expenses \$ including grants of \$ ) (Revenue \$ )

4e Total program service expenses 13,801,345

Part IV Checklist of Required Schedules

Table with 3 columns: Question number, Question text, Yes, No. Rows include questions 1 through 21 regarding organizational requirements and reporting.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, and Yes/No columns. Rows include questions 22 through 38 regarding tax-exempt bond issues, excess benefit transactions, and related party transactions.

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

Table with 3 columns: Question ID, Question Text, and Yes/No columns. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and gaming winnings.

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Table with 17 main rows (2a-17) and sub-rows (a-e). Columns include question text, input fields (e.g., 2a, 2b, 165), and Yes/No checkboxes. Row 2a includes a value of 165. Row 2b has 'Yes' checked. Row 3a has 'No' checked. Row 4a has 'No' checked. Row 5a has 'No' checked. Row 5b has 'No' checked. Row 6a has 'No' checked. Row 7a has 'No' checked. Row 7c has 'No' checked. Row 7e has 'No' checked. Row 7f has 'No' checked. Row 8 has '8' in the input field. Row 9a has '9a' in the input field. Row 9b has '9b' in the input field. Row 10a has '10a' in the input field. Row 10b has '10b' in the input field. Row 11a has '11a' in the input field. Row 11b has '11b' in the input field. Row 12a has '12a' in the input field. Row 12b has '12b' in the input field. Row 13a has '13a' in the input field. Row 13b has '13b' in the input field. Row 13c has '13c' in the input field. Row 14a has '14a' in the input field. Row 14b has '14b' in the input field. Row 15 has '15' in the input field. Row 16 has '16' in the input field. Row 17 has '17' in the input field.

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members... 1b Enter the number of voting members... 2 Did any officer, director, trustee... 3 Did the organization delegate control... 4 Did the organization make any significant changes... 5 Did the organization become aware... 6 Did the organization have members... 7a Did the organization have members... 7b Are any governance decisions... 8 Did the organization contemporaneously document... 8a The governing body? 8b Each committee... 9 Is there any officer, director, trustee, or key employee listed in Part VII...

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters... 10b If "Yes," did the organization have written policies... 11a Has the organization provided a complete copy... 11b Describe on Schedule O the process... 12a Did the organization have a written conflict of interest policy... 12b Were officers, directors, or trustees... 12c Did the organization regularly and consistently monitor... 13 Did the organization have a written whistleblower policy... 14 Did the organization have a written document retention... 15 Did the process for determining compensation... 15a The organization's CEO... 15b Other officers or key employees... 16a Did the organization invest in, contribute assets to... 16b If "Yes," did the organization follow a written policy...

Section C. Disclosure

Table with 2 columns: Question, Answer. Rows include: 17 List the states with which a copy of this Form 990 is required to be filed MD 18 Section 6104 requires an organization to make its Form 1023... 19 Describe in Schedule O whether (and if so, how) the organization made its governing documents... 20 State the name, address, and telephone number of the person who possesses the organization's books and records: MICHAEL T BURNS 1029 E BALTIMORE ST BALTIMORE, MD 21202 (410) 675-7500

**Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**

Check if Schedule O contains a response or note to any line in this Part VII

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

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

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

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

- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.

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

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

See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former			
(1) K DANIEL STOLTZFUS CHIEF EXECUTIVE OFFICER	40.00 2.00	X		X			209,292	0	33,256	
(2) CHARLES R PIEL SECRETARY/DIRECTOR	2.00 2.00	X		X			0	0	0	
(3) MARY A LASHLEY DIRECTOR	2.00 2.00	X					0	0	0	
(4) ROBERT FOHLER DIRECTOR	2.00 2.00	X					0	0	0	
(5) MATTHEW BAUER TREASURER/DIRECTOR	2.00 2.00	X		X			0	0	0	
(6) STUART A ERDMAN DIRECTOR	2.00 2.00	X					0	0	0	
(7) KEITH W HISS DIRECTOR	2.00 2.00	X					0	0	0	
(8) CHARLES E KNUDSEN VICE PRESIDENT/DIRECTOR	2.00 2.00	X		X			0	0	0	
(9) DEMETRIE GARNER DIRECTOR	2.00 2.00	X					0	0	0	
(10) BRUCE R MORTIMER PRESIDENT/DIRECTOR	2.00 2.00	X		X			0	0	0	
(11) MICHAEL STITCHER DIRECTOR	2.00 2.00	X					0	0	0	
(12) JUSTIN WENGER DIRECTOR	2.00 2.00	X					0	0	0	
(13) GAYLE KELLY DIRECTOR	2.00 2.00	X					0	0	0	
(14) MICHAEL T BURNS CHIEF FINANCIAL OFFICER	40.00 2.00			X			220,710	0	25,080	
(15) JENNIFER BEDON CHIEF PHILANTHROPY OFFICER	40.00 2.00					X	146,284	0	1,121	
(16) THOMAS STONE DIRECTOR OF FACILITIES	40.00 2.00					X	118,001	0	28,872	
(17) SKY WOODWARD CHIEF ADMINISTRATIVE OFFICER	40.00 2.00					X	143,464	0	25,038	



**Part VIII Statement of Revenue**

Check if Schedule O contains a response or note to any line in this Part VIII

	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants, and Other Amt Similar Amounts				
<b>1a</b> Federated campaigns . . . . .		<b>1a</b>		
<b>b</b> Membership dues . . . . .		<b>1b</b>		
<b>c</b> Fundraising events . . . . .		<b>1c</b>		
<b>d</b> Related organizations . . . . .		<b>1d</b>		
<b>e</b> Government grants (contributions) . . . . .		<b>1e</b>	599,945	
<b>f</b> All other contributions, gifts, grants, and similar amounts not included above . . . . .		<b>1f</b>	10,316,582	
<b>g</b> Noncash contributions included in lines 1a - 1f:\$ . . . . .		<b>1g</b>	2,403,198	
<b>h Total.</b> Add lines 1a-1f . . . . .				10,916,527

Program Service Revenue		Business Code	(A)	(B)	(C)	(D)
<b>2a</b> PROGRAM FEES		900099	1,724,125	1,724,125		
<b>b</b> OVERNIGHT, DAY AND SUPPORT SERVIC		900099	1,415,049	1,415,049		
<b>c</b>						
<b>d</b>						
<b>e</b>						
<b>f</b> All other program service revenue.						
<b>g Total.</b> Add lines 2a-2f. . . . .			3,139,174			

Other Revenue	<b>3</b> Investment income (including dividends, interest, and other similar amounts) . . . . .		830,470			830,470	
	<b>4</b> Income from investment of tax-exempt bond proceeds . . . . .						
	<b>5</b> Royalties . . . . .						
	<b>6a</b> Gross rents	(i) Real					
		(ii) Personal					
		<b>6a</b>	165,646				
		<b>b</b> Less: rental expenses	<b>6b</b>	0			
	<b>c</b> Rental income or (loss)	<b>6c</b>	165,646				
	<b>d</b> Net rental income or (loss) . . . . .			165,646			165,646
	<b>7a</b> Gross amount from sales of assets other than inventory	(i) Securities					
		(ii) Other					
		<b>7a</b>	14,941,726				
		<b>b</b> Less: cost or other basis and sales expenses	<b>7b</b>	14,924,311	256		
	<b>c</b> Gain or (loss)	<b>7c</b>	17,415	-256			
	<b>d</b> Net gain or (loss) . . . . .			17,159			17,159
<b>8a</b> Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18 . . . . .							
	<b>8a</b>		259,026				
	<b>b</b> Less: direct expenses	<b>8b</b>	55,091				
<b>c</b> Net income or (loss) from fundraising events . . . . .			203,935			203,935	
<b>9a</b> Gross income from gaming activities. See Part IV, line 19 . . . . .							
	<b>9a</b>						
	<b>b</b> Less: direct expenses	<b>9b</b>					
<b>c</b> Net income or (loss) from gaming activities . . . . .							
<b>10a</b> Gross sales of inventory, less returns and allowances . . . . .							
	<b>10a</b>						
	<b>b</b> Less: cost of goods sold	<b>10b</b>					
<b>c</b> Net income or (loss) from sales of inventory . . . . .							

OtherRevenueMiscAmt	<b>11a</b> OTHER INCOME	Business Code				
		900099	25,812	25,812		
	<b>b</b> VENDING MACHINES	900099	5,914	5,914		
	<b>c</b>					
	<b>d</b> All other revenue . . . . .					
<b>e Total.</b> Add lines 11a-11d . . . . .			31,726			
<b>12 Total revenue.</b> See instructions . . . . .			15,304,637	3,170,900	0	1,217,210

**Part IX Statement of Functional Expenses**

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

Check if Schedule O contains a response or note to any line in this Part IX

<b>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</b>	<b>(A)</b> Total expenses	<b>(B)</b> Program service expenses	<b>(C)</b> Management and general expenses	<b>(D)</b> Fundraising expenses
<b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
<b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22				
<b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.				
<b>4</b> Benefits paid to or for members				
<b>5</b> Compensation of current officers, directors, trustees, and key employees	462,602	362,403	46,630	53,569
<b>6</b> Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
<b>7</b> Other salaries and wages	4,836,735	3,766,164	502,765	567,806
<b>8</b> Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	100,143	70,058	13,208	16,877
<b>9</b> Other employee benefits	1,035,616	839,018	90,930	105,668
<b>10</b> Payroll taxes	378,079	299,828	33,396	44,855
<b>11</b> Fees for services (non-employees):				
<b>a</b> Management				
<b>b</b> Legal	30,234	30,234		
<b>c</b> Accounting	46,800		46,800	
<b>d</b> Lobbying				
<b>e</b> Professional fundraising services. See Part IV, line 17				
<b>f</b> Investment management fees				
<b>g</b> Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	183,954	165,235	18,719	
<b>12</b> Advertising and promotion	461,035			461,035
<b>13</b> Office expenses	82,327	74,384	6,129	1,814
<b>14</b> Information technology	105,009	98,427	4,090	2,492
<b>15</b> Royalties				
<b>16</b> Occupancy	1,038,194	1,038,194		
<b>17</b> Travel	51,358	19,518	26,080	5,760
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials				
<b>19</b> Conferences, conventions, and meetings	59,709	32,928	22,241	4,540
<b>20</b> Interest	161,379	87,560	73,819	
<b>21</b> Payments to affiliates	1,689,295	1,689,295		
<b>22</b> Depreciation, depletion, and amortization	313,691	282,321	15,685	15,685
<b>23</b> Insurance	218,562	152,993	65,569	
<b>24</b> Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
<b>a</b> CULTIVATION AND ACQUISI	1,850,766		16,545	1,834,221
<b>b</b> DONATED FOOD DISTRIBUTI	1,243,886	1,243,886		
<b>c</b> KITCHEN	1,062,750	1,061,485	286	979
<b>d</b> DONATED MERCHANDISE DIS	1,048,398	1,048,398		
<b>e</b> All other expenses	1,710,962	1,439,016	125,458	146,488
<b>25</b> <b>Total functional expenses.</b> Add lines 1 through 24e	18,171,484	13,801,345	1,108,350	3,261,789
<b>26</b> <b>Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

**Part X Balance Sheet**

Check if Schedule O contains a response or note to any line in this Part IX

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash-non-interest-bearing . . . . .	1,061	<b>1</b>	28,435
	<b>2</b> Savings and temporary cash investments	4,579,413	<b>2</b>	2,594,270
	<b>3</b> Pledges and grants receivable, net . . . . .	1,322,072	<b>3</b>	850,500
	<b>4</b> Accounts receivable, net . . . . .	338,165	<b>4</b>	132,180
	<b>5</b> Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		<b>6</b>	
	<b>7</b> Notes and loans receivable, net . . . . .	8,972,500	<b>7</b>	8,972,500
	<b>8</b> Inventories for sale or use . . . . .		<b>8</b>	
	<b>9</b> Prepaid expenses and deferred charges . . . . .	39,120	<b>9</b>	41,373
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	<b>10a</b> 2,708,262		
	<b>b</b> Less: accumulated depreciation	<b>10b</b> 1,153,995	1,671,400	<b>10c</b> 1,554,267
	<b>11</b> Investments—publicly traded securities . . . . .	17,737,683	<b>11</b>	19,239,391
	<b>12</b> Investments—other securities. See Part IV, line 11 . . . . .		<b>12</b>	
	<b>13</b> Investments—program-related. See Part IV, line 11 . . . . .		<b>13</b>	
	<b>14</b> Intangible assets . . . . .		<b>14</b>	
	<b>15</b> Other assets. See Part IV, line 11	16,114,721	<b>15</b>	15,589,450
<b>16 Total assets:</b> Add lines 1 through 15 (must equal line 33) . . . . .	50,776,135	<b>16</b>	49,002,366	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses . . . . .	606,814	<b>17</b>	683,170
	<b>18</b> Grants payable . . . . .		<b>18</b>	
	<b>19</b> Deferred revenue . . . . .		<b>19</b>	
	<b>20</b> Tax-exempt bond liabilities . . . . .		<b>20</b>	
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D		<b>21</b>	
	<b>22</b> Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		<b>22</b>	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties . . . . .	5,818,090	<b>23</b>	5,690,967
	<b>24</b> Unsecured notes and loans payable to unrelated third parties . . . . .		<b>24</b>	
	<b>25</b> Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D	18,250,783	<b>25</b>	18,547,455
	<b>26 Total liabilities.</b> Add lines 17 through 25 . . . . .	24,675,687	<b>26</b>	24,921,592
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.</b>			
	<b>27</b> Net assets without donor restrictions . . . . .	16,204,323	<b>27</b>	16,781,967
	<b>28</b> Net assets with donor restrictions	9,896,125	<b>28</b>	7,298,807
	<b>Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.</b>			
	<b>29</b> Capital stock or trust principal, or current funds . . . . .		<b>29</b>	
	<b>30</b> Paid-in or capital surplus, or land, building or equipment fund . . . . .		<b>30</b>	
	<b>31</b> Retained earnings, endowment, accumulated income, or other funds		<b>31</b>	
	<b>32</b> Total net assets or fund balances	26,100,448	<b>32</b>	24,080,774
	<b>33</b> Total liabilities and net assets/fund balances	50,776,135	<b>33</b>	49,002,366

**Part XI Reconciliation of Net Assets**

Check if Schedule O contains a response or note to any line in this Part XI

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12)	<b>1</b>	15,304,637
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	18,171,484
<b>3</b>	Revenue less expenses. Subtract line 2 from line 1	<b>3</b>	-2,866,847
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	<b>4</b>	26,100,448
<b>5</b>	Net unrealized gains (losses) on investments	<b>5</b>	869,946
<b>6</b>	Donated services and use of facilities	<b>6</b>	
<b>7</b>	Investment expenses	<b>7</b>	
<b>8</b>	Prior period adjustments	<b>8</b>	
<b>9</b>	Other changes in net assets or fund balances (explain in Schedule O)	<b>9</b>	-22,773
<b>10</b>	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	<b>10</b>	24,080,774

**Part XII Financial Statements and Reporting**

Check if Schedule O contains a response or note to any line in this Part XII

		Yes	No
<b>1</b>	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
<b>2a</b>	Were the organization's financial statements compiled or reviewed by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
<b>2b</b>	Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	Yes	
<b>2c</b>	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
<b>3a</b>	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		No
<b>3b</b>	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.		

**Additional Data**

**Return to Form**

**Software ID:**

**Software Version:**

**Form 990, Special Condition Description:**

**Special Condition Description**

**Public Charity Status and Public Support**

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.  
 Attach to Form 990 or Form 990-EZ.  
 Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

**Name of the organization**  
THE HELPING UP MISSION INC

**Employer identification number**  
52-0635090

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

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1  A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2  A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990).)
- 3  A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4  A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state:
- 5  An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
- 6  A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7  An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 8  A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 9  An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:
- 10  An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete Part III.)
- 11  An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**.
- 12  An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
  - a  **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
  - b  **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
  - c  **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
  - d  **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
  - e  Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
  - f Enter the number of supported organizations . . . . . \_\_\_\_\_
  - g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
<b>Total</b>						

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

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .	11,548,691	14,210,630	20,625,932	12,347,448	10,916,527	69,649,228
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf . . . . .						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge..						
<b>4 Total.</b> Add lines 1 through 3	11,548,691	14,210,630	20,625,932	12,347,448	10,916,527	69,649,228
<b>5</b> The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f) . . .						2,478,590
<b>6 Public support.</b> Subtract line 5 from line 4.						67,170,638

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
<b>7</b> Amounts from line 4. . . . .	11,548,691	14,210,630	20,625,932	12,347,448	10,916,527	69,649,228
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . . . . .	496,210	630,618	905,816	1,117,990	996,116	4,146,750
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on. . . . .						
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . . . . .	38,621	8,624	10,593	249,479	31,726	339,043
<b>11 Total support.</b> Add lines 7 through 10						74,135,021

**12** Gross receipts from related activities, etc. (see instructions) . . . . . **12** 15,312,743

**13 First 5 years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** . . . . .

**Section C. Computation of Public Support Percentage**

<b>14</b> Public support percentage for 2023 (line 6, column (f) divided by line 11, column (f)) . . . . .	<b>14</b>	90.610 %
<b>15</b> Public support percentage for 2022 Schedule A, Part II, line 14 . . . . .	<b>15</b>	86.450 %

- 16a 33 1/3% support test—2023.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . .
- b 33 1/3% support test—2022.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . .
- 17a 10%-facts-and-circumstances test—2023.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . .
- b 10%-facts-and-circumstances test—2022.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . .
- 18 Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions . . . . .

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

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

Section A. Public Support

Table with 7 columns: (a) 2019, (b) 2020, (c) 2021, (d) 2022, (e) 2023, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions, merchandise sold or services performed; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 8 Public support.

Section B. Total Support

Table with 7 columns: (a) 2019, (b) 2020, (c) 2021, (d) 2022, (e) 2023, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources; 10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; 11 Net income from unrelated business activities not included on line 10b; 12 Other income; 13 Total support; 14 First 5 years.

Section C. Computation of Public Support Percentage

Table with 2 columns: Description, Percentage. Row 15: Public support percentage for 2023; Row 16: Public support percentage from 2022 Schedule A, Part III, line 15.

Section D. Computation of Investment Income Percentage

Table with 2 columns: Description, Percentage. Row 17: Investment income percentage for 2023; Row 18: Investment income percentage from 2022 Schedule A, Part III, line 17; Row 19a: 33 1/3% support tests-2023; Row 19b: 33 1/3% support tests-2022; Row 20: Private foundation.

**Part IV Supporting Organizations**

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, of Part I, complete Sections A and B. If you checked box 12b, of Part I, complete Sections A and C. If you checked box 12c, of Part I, complete Sections A, D, and E. If you checked box 12d, of Part I, complete Sections A and D, and complete Part V.)

**Section A. All Supporting Organizations**

		Yes	No
<b>1</b>	Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in <b>Part VI</b> how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
<b>2</b>	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in <b>Part VI</b> how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
<b>3a</b>	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below.		
<b>b</b>	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in <b>Part VI</b> when and how the organization made the determination.		
<b>c</b>	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in <b>Part VI</b> what controls the organization put in place to ensure such use.		
<b>4a</b>	Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.		
<b>b</b>	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in <b>Part VI</b> how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
<b>c</b>	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in <b>Part VI</b> what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.		
<b>5a</b>	Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in <b>Part VI</b> , including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).		
<b>b</b>	<b>Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
<b>c</b>	<b>Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
<b>6</b>	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in <b>Part VI</b> .		
<b>7</b>	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990).		
<b>8</b>	Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? If "Yes," complete Part I of Schedule L (Form 990).		
<b>9a</b>	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in <b>Part VI</b> .		
<b>b</b>	Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in <b>Part VI</b> .		
<b>c</b>	Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in <b>Part VI</b> .		
<b>10a</b>	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer line 10b below.		
<b>b</b>	Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).		

**Part IV Supporting Organizations** (continued)

		Yes	No
<b>11</b>	Has the organization accepted a gift or contribution from any of the following persons?		
<b>a</b>	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?		
<b>11a</b>			
<b>b</b>	A family member of a person described on 11a above?		
<b>11b</b>			
<b>c</b>	A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to 11a, 11b, or 11c, provide detail in Part VI</i>		
<b>11c</b>			

**Section B. Type I Supporting Organizations**

		Yes	No
<b>1</b>	Did the officers, directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
<b>1</b>			
<b>2</b>	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.</i>		
<b>2</b>			

**Section C. Type II Supporting Organizations**

		Yes	No
<b>1</b>	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		
<b>1</b>			

**Section D. All Type III Supporting Organizations**

		Yes	No
<b>1</b>	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
<b>1</b>			
<b>2</b>	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
<b>2</b>			
<b>3</b>	By reason of the relationship described in line 2 above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		
<b>3</b>			

**Section E. Type III Functionally-Integrated Supporting Organizations**

<b>1</b>	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year ( <b>see instructions</b> ):		
<b>a</b>	<input type="checkbox"/> The organization satisfied the Activities Test. Complete <b>line 2</b> below.		
<b>b</b>	<input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete <b>line 3</b> below.		
<b>c</b>	<input type="checkbox"/> The organization supported a governmental entity. Describe in <b>Part VI</b> how you supported a government entity (see instructions)		
<b>2</b>	Activities Test. <b>Answer lines 2a and 2b below.</b>		
<b>a</b>	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>		
<b>2a</b>			
<b>b</b>	Did the activities described on line 2a, above constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
<b>2b</b>			
<b>3</b>	Parent of Supported Organizations. <b>Answer lines 3a and 3b below.</b>		
<b>a</b>	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No", provide details in Part VI.</i>		
<b>3a</b>			
<b>b</b>	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI. the role played by the organization in this regard.</i>		
<b>3b</b>			

**Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations**

- 1**  Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in **Part VI**). See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

**Section A - Adjusted Net Income**

(A) Prior Year

(B) Current Year  
(optional)

- |   |          |  |  |
|---|----------|--|--|
| <b>1</b> Net short-term capital gain  | <b>1</b> |  |  |
| <b>2</b> Recoveries of prior-year distributions   | <b>2</b> |  |  |
| <b>3</b> Other gross income (see instructions)  | <b>3</b> |  |  |
| <b>4</b> Add lines 1 through 3  | <b>4</b> |  |  |
| <b>5</b> Depreciation and depletion   | <b>5</b> |  |  |
| <b>6</b> Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions) | <b>6</b> |  |  |
| <b>7</b> Other expenses (see instructions)  | <b>7</b> |  |  |
| <b>8 Adjusted Net Income</b> (subtract lines 5, 6 and 7 from line 4)  | <b>8</b> |  |  |

**Section B - Minimum Asset Amount**

(A) Prior Year

(B) Current Year  
(optional)

- |  |           |  |  |
|--|-----------|--|--|
| <b>1</b> Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year): | <b>1</b>  |  |  |
| <b>a</b> Average monthly value of securities   | <b>1a</b> |  |  |
| <b>b</b> Average monthly cash balances   | <b>1b</b> |  |  |
| <b>c</b> Fair market value of other non-exempt-use assets  | <b>1c</b> |  |  |
| <b>d Total</b> (add lines 1a, 1b, and 1c)  | <b>1d</b> |  |  |
| <b>e Discount</b> claimed for blockage or other factors (explain in detail in <b>Part VI</b> ):  |           |  |  |
| <b>2</b> Acquisition indebtedness applicable to non-exempt use assets  | <b>2</b>  |  |  |
| <b>3</b> Subtract line 2 from line 1d  | <b>3</b>  |  |  |
| <b>4</b> Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).                                  | <b>4</b>  |  |  |
| <b>5</b> Net value of non-exempt-use assets (subtract line 4 from line 3)  | <b>5</b>  |  |  |
| <b>6</b> Multiply line 5 by 0.035  | <b>6</b>  |  |  |
| <b>7</b> Recoveries of prior-year distributions  | <b>7</b>  |  |  |
| <b>8 Minimum Asset Amount</b> (add line 7 to line 6)   | <b>8</b>  |  |  |

**Section C - Distributable Amount**

Current Year

- |  |          |  |
|--|----------|--|
| <b>1</b> Adjusted net income for prior year (from Section A, line 8, Column A)   | <b>1</b> |  |
| <b>2</b> Enter 85% of line 1   | <b>2</b> |  |
| <b>3</b> Minimum asset amount for prior year (from Section B, line 8, Column A)  | <b>3</b> |  |
| <b>4</b> Enter greater of line 2 or line 3   | <b>4</b> |  |
| <b>5</b> Income tax imposed in prior year  | <b>5</b> |  |
| <b>6 Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions) | <b>6</b> |  |

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

**Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations**

(continued)

Section D - Distributions		Current Year
<b>1</b> Amounts paid to supported organizations to accomplish exempt purposes	<b>1</b>	
<b>2</b> Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	<b>2</b>	
<b>3</b> Administrative expenses paid to accomplish exempt purposes of supported organizations	<b>3</b>	
<b>4</b> Amounts paid to acquire exempt-use assets	<b>4</b>	
<b>5</b> Qualified set-aside amounts (prior IRS approval required - provide details in <b>Part VI</b> )	<b>5</b>	
<b>6</b> Other distributions (describe in <b>Part VI</b> ). See instructions	<b>6</b>	
<b>7 Total annual distributions.</b> Add lines 1 through 6.	<b>7</b>	
<b>8</b> Distributions to attentive supported organizations to which the organization is responsive (provide details in <b>Part VI</b> ). See instructions	<b>8</b>	
<b>9</b> Distributable amount for 2023 from Section C, line 6	<b>9</b>	
<b>10</b> Line 8 amount divided by Line 9 amount	<b>10</b>	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2023	(iii) Distributable Amount for 2023
<b>1</b> Distributable amount for 2023 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2023 (reasonable cause required-- explain in <b>Part VI</b> ). See instructions.			
<b>3</b> Excess distributions carryover, if any, to 2023:			
<b>a</b> From 2018. . . . .			
<b>b</b> From 2019. . . . .			
<b>c</b> From 2020. . . . .			
<b>d</b> From 2021. . . . .			
<b>e</b> From 2022. . . . .			
<b>f Total</b> of lines 3a through e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2023 distributable amount			
<b>i</b> Carryover from 2018 not applied (see instructions)			
<b>j</b> Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
<b>4</b> Distributions for 2023 from Section D, line 7: \$			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2023 distributable amount			
<b>c</b> Remainder. Subtract lines 4a and 4b from line 4.			
<b>5</b> Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, explain in <b>Part VI</b> . See instructions.			
<b>6</b> Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, explain in <b>Part VI</b> . See instructions.			
<b>7 Excess distributions carryover to 2024.</b> Add lines 3j and 4c.			
<b>8</b> Breakdown of line 7:			
<b>a</b> Excess from 2019. . . . .			
<b>b</b> Excess from 2020. . . . .			
<b>c</b> Excess from 2021. . . . .			
<b>d</b> Excess from 2022. . . . .			
<b>e</b> Excess from 2023. . . . .			

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

### Facts And Circumstances Test

Return Reference	Explanation
------------------	-------------

## **Additional Data**

**Return to Form**

**Software ID:**

**Software Version:**

**Schedule B**

**Schedule of Contributors**

OMB No. 1545-0047

**2023**

(Form 990)  
Department of the Treasury  
Internal Revenue Service

▶ Attach to Form 990, 990-EZ, or 990-PF.  
▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

Name of the organization THE HELPING UP MISSION INC	Employer identification number 52-0635090
--	--

Organization type (check one):

**Filers of:**

**Section:**

Form 990 or 990-EZ

- 501(c)( ) (enter number) organization
- 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation
- 527 political organization

Form 990-PF

- 501(c)(3) exempt private foundation
- 4947(a)(1) nonexempt charitable trust treated as a private foundation
- 501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.  
**Note:** Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

**General Rule**

- For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or other property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

**Special Rules**

- For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33<sup>1</sup>/<sub>3</sub>% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000 or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.
- For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I, II, and III.
- For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year . . . . . ▶ \$ \_\_\_\_\_

**Caution:** An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

Name of organization  
THE HELPING UP MISSION INC

**Employer identification number**  
52-0635090

**Part I** **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
RESTRICTED		\$ RESTRICTED	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)

Name of organization  
THE HELPING UP MISSION INC

**Employer identification number**  
52-0635090

**Part II** **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____

Name of organization THE HELPING UP MISSION INC	Employer identification number 52-0635090
--	--

**Part III** Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this information once. See instructions.) ► \$ \_\_\_\_\_  
 Use duplicate copies of Part III if additional space is needed.

<b>(a)</b> No. from Part I	<b>(b) Purpose of gift</b>	<b>(c) Use of gift</b>	<b>(d) Description of how gift is held</b>
	_____	_____	_____
	_____	_____	_____
<b>(e) Transfer of gift</b>			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____		_____	
_____		_____	
<b>(a)</b> No. from Part I	<b>(b) Purpose of gift</b>	<b>(c) Use of gift</b>	<b>(d) Description of how gift is held</b>
	_____	_____	_____
	_____	_____	_____
<b>(e) Transfer of gift</b>			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____		_____	
_____		_____	
<b>(a)</b> No. from Part I	<b>(b) Purpose of gift</b>	<b>(c) Use of gift</b>	<b>(d) Description of how gift is held</b>
	_____	_____	_____
	_____	_____	_____
<b>(e) Transfer of gift</b>			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____		_____	
_____		_____	
<b>(a)</b> No. from Part I	<b>(b) Purpose of gift</b>	<b>(c) Use of gift</b>	<b>(d) Description of how gift is held</b>
	_____	_____	_____
	_____	_____	_____
<b>(e) Transfer of gift</b>			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____		_____	
_____		_____	

## **Additional Data**

**Return to Form**

**Software ID:**

**Software Version:**

Supplemental Financial Statements

2022

Open to Public Inspection

Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

Attach to Form 990.

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

Department of the Treasury Internal Revenue Service

Name of the organization THE HELPING UP MISSION INC

Employer identification number

52-0635090

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two yes/no questions about donor advisement.

Part II Conservation Easements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

Form for Part II Conservation Easements. Includes checkboxes for various purposes (land for public use, natural habitat, etc.), a table for 'Held at the End of the Year' with rows 2a-2d, and several text-based questions about monitoring and reporting.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Form for Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Includes questions about reporting art collections and a table for reporting revenue and assets.

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

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):
- a**  Public exhibition
  - b**  Scholarly research
  - c**  Preservation for future generations
  - d**  Loan or exchange programs
  - e**  Other .....
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . .  **Yes**  **No**

**Part IV Escrow and Custodial Arrangements.**

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

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? . . . . .  **Yes**  **No**
- b** If "Yes," explain the arrangement in Part XIII and complete the following table:
- |  | Amount    |
|--|-----------|
| <b>c</b> Beginning balance . . . . .             | <b>1c</b> |
| <b>d</b> Additions during the year . . . . .     | <b>1d</b> |
| <b>e</b> Distributions during the year . . . . . | <b>1e</b> |
| <b>f</b> Ending balance . . . . .                | <b>1f</b> |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?  **Yes**  **No**
- b** If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII . . . .

**Part V Endowment Funds.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
<b>1a</b> Beginning of year balance . . . . .					
<b>b</b> Contributions . . . . .					
<b>c</b> Net investment earnings, gains, and losses					
<b>d</b> Grants or scholarships . . . . .					
<b>e</b> Other expenditures for facilities and programs . . . . .					
<b>f</b> Administrative expenses . . . . .					
<b>g</b> End of year balance . . . . .					

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a** Board designated or quasi-endowment ▶ .....
  - b** Permanent endowment ▶ .....
  - c** Term endowment ▶ .....
- The percentages on lines 2a, 2b, and 2c should equal 100%.

- 3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- |  | Yes           | No |
|--|---------------|----|
| <b>(i)</b> Unrelated organizations . . . . .   | <b>3a(i)</b>  |    |
| <b>(ii)</b> Related organizations . . . . .  | <b>3a(ii)</b> |    |
| <b>b</b> If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? . . . . . | <b>3b</b>     |    |
- 4** Describe in Part XIII the intended uses of the organization's endowment funds.

**Part VI Land, Buildings, and Equipment.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
<b>1a</b> Land . . . . .				
<b>b</b> Buildings . . . . .				
<b>c</b> Leasehold improvements		577,271	317,130	260,141
<b>d</b> Equipment . . . . .				
<b>e</b> Other . . . . .		2,130,991	836,865	1,294,126
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				1,554,267

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

Table with 3 columns: (a) Description of security or category, (b) Book value, (c) Method of valuation. Rows include (1) Financial derivatives, (2) Closely-held equity interests, (3) Other, and Total.

Part VIII Investments - Program Related.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

Table with 3 columns: (a) Description of investment, (b) Book value, (c) Method of valuation. Rows (1) through (9) and Total.

Part IX Other Assets.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

Table with 2 columns: (a) Description, (b) Book value. Rows include (1) SECURITY DEPOSITS, (2) RIGHT OF USE ASSET, OPERATING LEASE, and Total.

Part X Other Liabilities.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

Table with 2 columns: (a) Description of liability, (b) Book value. Rows include (1) Federal income taxes, ANNUITIES PAYABLE, REFUNDABLE ADVANCE, OPERATING LEASE LIABILITIES, and Total.

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

XIII

**Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

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

**Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.**

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

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

**Part XIII Supplemental Information**

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Return Reference	Explanation
PART X, LINE 2:	THE ORGANIZATION ACCOUNTS FOR INCOME TAX PROVISIONS IN ACCORDANCE WITH FINANCIAL ACCOUNTING STANDARDS BOARD ACCOUNTING STANDARDS CONCEPT TOPIC 740-10, ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES, WHICH CREATES A SINGLE MODEL TO ADDRESS UNCERTAINTY IN TAX POSITIONS AND CLARIFIES THE ACCOUNTING FOR INCOME TAXES BY PRESCRIBING THE MINIMUM RECOGNITION THRESHOLD A TAX POSITION IS REQUIRED TO MEET BEFORE BEING RECOGNIZED IN THE FINANCIAL STATEMENTS. THE ORGANIZATION BELIEVES THAT ITS INCOME TAX FILING POSITIONS AND DEDUCTIONS WILL BE SUSTAINED UPON EXAMINATION AND, ACCORDINGLY, HAS NOT RECORDED ANY RESERVES, OR RELATED ACCRUALS FOR INTEREST AND PENALTIES, AT JUNE 30, 2024 AND 2023 FOR UNCERTAIN INCOME TAX POSITIONS. THE ORGANIZATION CONTINUALLY EVALUATES EXPIRING STATUTES OF LIMITATIONS, AUDITS, PROPOSED SETTLEMENTS, CHANGES IN TAX LAW, AND NEW AUTHORITATIVE RULINGS. THE ORGANIZATION HAS ADOPTED A POLICY UNDER WHICH, IF REQUIRED TO BE RECOGNIZED IN THE FUTURE, WILL CLASSIFY INTEREST RELATED TO THE UNDERPAYMENT OF INCOME TAXES AS A COMPONENT OF INTEREST EXPENSE, AND WILL CLASSIFY ANY RELATED PENALTIES IN ADMINISTRATIVE AND GENERAL EXPENSES IN THE CONSOLIDATED STATEMENTS OF FUNCTIONAL EXPENSES AND CONSOLIDATED STATEMENTS OF ACTIVITIES. THE ORGANIZATION BELIEVES THEY ARE SUBJECT TO INCOME TAX ELIMINATIONS BY TAX AUTHORITIES FOR THE CURRENT YEAR AND THE LAST THREE YEARS.

## **Additional Data**

[\*\*Return to Form\*\*](#)

**Software ID:**

**Software Version:**

**Supplemental Information Regarding Fundraising or Gaming Activities**  
Complete if the organization answered "Yes" on Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.  
▶ Attach to Form 990 or Form 990-EZ.  
▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

Name of the organization  
THE HELPING UP MISSION INC

Employer identification number  
52-0635090

**Part I Fundraising Activities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

- 1** Indicate whether the organization raised funds through any of the following activities. Check all that apply.
- a**  Mail solicitations
  - b**  Internet and email solicitations
  - c**  Phone solicitations
  - d**  In-person solicitations
  - e**  Solicitation of non-government grants
  - f**  Solicitation of government grants
  - g**  Special fundraising events
- 2a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services?  Yes  No
- b** If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
1 BREWER DIRECT 800 ROYAL OAKS DR MONROVIA, CA 91016	DIRECT MAIL		No	3,275,309	1,911,773	1,363,536
2 UPTOWN PRESS 501 W 23RD ST BALTIMORE, MD 21211	MAIL PROGRAM		No	628,125	209,127	418,998
3 GATEWAY COMMUNICATIONS 16805 NE MASON COURT PORTLAND, OR 97230	PHONE CAMPAIGN		No	77,717	38,187	39,530
4 MFM RESOURCES INC 3901 EAST PARIS AVE GRAND RAPIDS, MI 49512	PLANNED GIVING		No	3,097	49,245	-46,148
5 NIMBLE CONNECT 3550 LENOX ROAD NE 21ST FL ATLANTA, GA 30326	DONOR CULTIVATION		No	0	10,496	0
6 CLAUDE GRIZZARD 338 HARBOR VILLAGE POINT PALM COAST, FL 32137	DONOR CULTIVATION		No	0	30,000	0
7 ALEXANDER N STAVARZ III 3867 WEST MARKET ST AKRON, OH 44333	DONOR CULTIVATION		No	0	72,769	0
8						
9						
10						
<b>Total</b>				3,984,248	2,321,597	1,775,916

**3** List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

MD

**Part II Fundraising Events.** Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

	(a)Event #1	(b) Event #2	(c)Other events	(d) Total events
	<b>BENEFIT DINNER</b> (event type)	<b>GOLF OUTING</b> (event type)	(total number)	(add col. (a) through col. (c))
<b>Revenue</b>				
<b>1</b> Gross receipts . . . . .	177,426	81,600		259,026
<b>2</b> Less: Contributions . . . . .				
<b>3</b> Gross income (line 1 minus line 2) . . . . .	177,426	81,600		259,026
<b>Direct Expenses</b>				
<b>4</b> Cash prizes . . . . .				
<b>5</b> Noncash prizes . . . . .				
<b>6</b> Rent/facility costs . . . . .				
<b>7</b> Food and beverages . . . . .	32,419	1,843		34,262
<b>8</b> Entertainment . . . . .				
<b>9</b> Other direct expenses . . . . .	6,122	14,707		20,829
<b>10</b> Direct expense summary. Add lines 4 through 9 in column (d) . . . . . ▶				55,091
<b>11</b> Net income summary. Subtract line 10 from line 3, column (d) . . . . . ▶				203,935

**Part III Gaming.** Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

	(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col.(a) through col.(c))
	<b>Revenue</b>			
<b>1</b> Gross revenue . . . . .				
<b>Direct Expenses</b>				
<b>2</b> Cash prizes . . . . .				
<b>3</b> Noncash prizes . . . . .				
<b>4</b> Rent/facility costs . . . . .				
<b>5</b> Other direct expenses . . . . .				
<b>6</b> Volunteer labor . . . . .	<input type="checkbox"/> Yes _____% .. <input type="checkbox"/> No	<input type="checkbox"/> Yes _____% .. <input type="checkbox"/> No	<input type="checkbox"/> Yes _____% .. <input type="checkbox"/> No	
<b>7</b> Direct expense summary. Add lines 2 through 5 in column (d) . . . . . ▶				
<b>8</b> Net gaming income summary. Subtract line 7 from line 1, column (d) . . . . . ▶				

**9** Enter the state(s) in which the organization conducts gaming activities:  
 \_\_\_\_\_

**a** Is the organization licensed to conduct gaming activities in each of these states? . . . . .  Yes  No

**b** If "No," explain: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**10a** Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? . . . . .  Yes  No

**b** If "Yes," explain: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

- 11** Does the organization conduct gaming activities with nonmembers?  Yes  No
- 12** Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming?  Yes  No
- 13** Indicate the percentage of gaming activity conducted in:
 

<b>a</b> The organization's facility	<b>13a</b>	%
<b>b</b> An outside facility	<b>13b</b>	%
- 14** Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name ▶ -----  
 Address ▶ -----

- 15a** Does the organization have a contract with a third party from whom the organization receives gaming revenue?  Yes  No
- b** If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ \_\_\_\_\_ and the amount of gaming revenue retained by the third party ▶ \$ \_\_\_\_\_.
- c** If "Yes," enter name and address of the third party:

Name ▶ -----  
 Address ▶ -----

**16** Gaming manager information:

Name ▶ -----  
 Gaming manager compensation ▶ \$ -----  
 Description of services provided ▶ -----  
 Director/officer       Employee       Independent contractor

**17** Mandatory distributions:

- a** Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?  Yes  No
- b** Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ \_\_\_\_\_

**Part IV Supplemental Information.** Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See Instructions.

Return Reference	Explanation
SCHEDULE G, PART I, LINE 2B, COLUMN (V)	THE TOTAL AMOUNT PAID TO UPTOWN PRESS FOR THE YEAR WAS \$209,127 WHICH WAS ALL FOR PRINTING, SUPPLIES AND POSTAGE COSTS RELATED TO DIRECT MAIL FUNDRAISING. THERE WERE NO FEES PAID FOR FUNDRAISING CONSULTATION. THE TOTAL AMOUNT PAID TO GATEWAY COMMUNICATIONS FOR THE YEAR WAS \$38,187 WHICH WAS ALL FOR PHONE CAMPAIGN COSTS. THERE WERE NO FEES PAID FOR FUNDRAISING CONSULTATION. THE TOTAL AMOUNT PAID TO NIMBLE CONNECT WAS \$10,496 FOR A DONOR CULTIVATION PROGRAM. THE TOTAL AMOUNT PAID TO CLAUDE GRIZZARD FOR THE YEAR WAS \$30,000 WHICH WAS ALL PAID FOR DONOR CULTIVATION CONSULTING. THE TOTAL PAID TO BREWER DIRECT FOR THE YEAR WAS \$1,911,773, WHICH INCLUDED \$1,702,377 FOR PRINTING, SIGNAGE, DIGITAL MEDIA, AND POSTAGE COSTS RELATED TO DIRECT MAIL FUNDRAISING, AS WELL AS WEBSITE REBUILD AND MAINTENANCE COSTS OF \$108,470. FEES PAID DIRECTLY FOR FUNDRAISING CONSULTATION AMOUNTED TO \$100,926. THE TOTAL AMOUNT PAID TO MFM RESOURCES FOR THE YEAR WAS \$49,245 WHICH INCLUDED \$10,471 FOR POSTAGE AND \$38,774 FOR CULTIVATION CONSULTING IN PLANNED GIVING.

**Schedule J**  
**(Form 990)**

**Compensation Information**

OMB No. 1545-0047

**For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**

- ▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 23.**
- ▶ **Attach to Form 990.**
- ▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

**2023**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

Name of the organization  
THE HELPING UP MISSION INC

Employer identification number

52-0635090

**Part I Questions Regarding Compensation**

**1a** Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- |   |  |
|---|--|
| <input type="checkbox"/> First-class or charter travel            | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions                    | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax idemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees   |
| <input type="checkbox"/> Discretionary spending account           | <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) |

**b** If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

**2** Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?

**3** Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- |  |   |
|--|---|
| <input type="checkbox"/> Compensation committee              | <input type="checkbox"/> Written employment contract                                |
| <input type="checkbox"/> Independent compensation consultant | <input type="checkbox"/> Compensation survey or study                               |
| <input type="checkbox"/> Form 990 of other organizations     | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

**4** During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
- b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?
- c** Participate in, or receive payment from, an equity-based compensation arrangement?

**Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.**

**5** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
- b** Any related organization? If "Yes," on line 5a or 5b, describe in Part III.

**6** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
- b** Any related organization? If "Yes," on line 6a or 6b, describe in Part III.

**7** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III.

**8** Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.

**9** If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
<b>1a</b>		
<b>1b</b>		
<b>2</b>		
<b>4a</b>		No
<b>4b</b>		No
<b>4c</b>		No
<b>5a</b>		No
<b>5b</b>		No
<b>6a</b>		No
<b>6b</b>		No
<b>7</b>		No
<b>8</b>		No
<b>9</b>		



**Part III Supplemental Information**

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation
PART I, LINE 3	CHIEF EXECUTIVE OFFICER POSITION IS REVIEWED BY EXECUTIVE COMMITTEE ANNUALLY AND COMPENSATION CHANGES ARE APPROVED.

## **Additional Data**

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**Software ID:**

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# Noncash Contributions

**2023**

**Open to Public Inspection**

- ▶ **Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.**
- ▶ **Attach to Form 990.**
- ▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.**

Department of the Treasury  
Internal Revenue Service

Name of the organization  
THE HELPING UP MISSION INC

Employer identification number

52-0635090

**Part I** **Types of Property**

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art . . . . .				
2 Art—Historical treasures . . . . .				
3 Art—Fractional interests . . . . .				
4 Books and publications . . . . .				
5 Clothing and household goods . . . . .	X		1,048,398	THRIFT SHOP VALUE
6 Cars and other vehicles . . . . .				
7 Boats and planes . . . . .				
8 Intellectual property . . . . .				
9 Securities—Publicly traded . . . . .	X		110,914	FMV AT DATE OF GIFT
10 Securities—Closely held stock . . . . .				
11 Securities—Partnership, LLC, or trust interests . . . . .				
12 Securities—Miscellaneous . . . . .				
13 Qualified conservation contribution—Historic structures . . . . .				
14 Qualified conservation contribution—Other . . . . .				
15 Real estate—Residential . . . . .				
16 Real estate—Commercial . . . . .				
17 Real estate—Other . . . . .				
18 Collectibles . . . . .				
19 Food inventory . . . . .	X		1,243,886	INDUSTRY GUIDELINES
20 Drugs and medical supplies . . . . .				
21 Taxidermy . . . . .				
22 Historical artifacts . . . . .				
23 Scientific specimens . . . . .				
24 Archeological artifacts . . . . .				
25 Other ▶ ( _____ )				
26 Other ▶ ( _____ )				
27 Other ▶ ( _____ )				
28 Other ▶ ( _____ )				

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

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

	Yes	No
30a		No
31	Yes	
32a		No
33		

- b If "Yes," describe the arrangement in Part II.
- 31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?
- 32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?
- b If "Yes," describe in Part II.
- 33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.

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

Return Reference	Explanation
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## **Additional Data**

**Return to Form**

**Software ID:**

**Software Version:**

**SCHEDULE O**  
**(Form 990)****Supplemental Information to Form 990 or 990-EZ**

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

**2023****Open to Public  
Inspection**Department of the Treasury  
Internal Revenue ServiceGo to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.Name of the organization  
THE HELPING UP MISSION INC

Employer identification number

52-0635090

Return Reference	Explanation
FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:	(CONTINUED FROM ABOVE) - MARYLAND DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT - BALTIMORE CITY DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT - THE FRANCISCAN CENTER - THE SKIP VIRAGH FOUNDATION - T. ROWE PRICE FOUNDATION - THE ABELL FOUNDATION - THE HARRY AND JEANETTE WEINBERG FOUNDATION, INC. - THE FRANCE-MERRICK FOUNDATION - BACK ON MY FEET - ANNE ARUNDEL COUNTY PUBLIC SCHOOLS - BRADLEY, ARANT, BOULT, CUMMINGS, LLC - ROSENBERG MARTIN GREENBERG - TRUIST BANK - M&T BANK - JPMORGAN CHASE BANK - HARBOR BANK - BANK OF AMERICA - DIAKON KATHRYN'S KLOSET - FEDERAL HOME LOAN BANK OF ATLANTA - FEDERAL HOME LOAN BANK OF NEW YORK OVER THE COURSE OF THE PAST FISCAL YEAR, 2023, HELPING UP MISSION PROVIDED THE FOLLOWING TO OUR CLIENTS: - 2,845 MEN AND WOMEN & CHILDREN SERVED (UNDUPLICATED) - 18,239 MEN, WOMEN, AND CHILDREN SERVED FOR ALL PROGRAMS (DUPLICATED) - 150 GRADUATES OF OUR SPIRITUAL RECOVERY PROGRAMS - 106 MEN'S ONE-YEAR SPIRITUAL RECOVERY PROGRAM GRADUATES - 24 MEN'S 6-MONTH GRADUATE SPIRITUAL RECOVERY PROGRAM GRADUATES - 20 WOMEN'S ONE-YEAR SPIRITUAL RECOVERY PROGRAM GRADUATES - 187 WOMEN SERVED IN THE WOMEN'S SPIRITUAL RECOVERY PROGRAM - 8,884 (MOBILE OUTREACH UNIT) MEN AND WOMEN SERVED WITH FOOD, HYGIENE KITS AND CASE MANAGEMENT THROUGHOUT BALTIMORE CITY, BALTIMORE COUNTY & ANNE ARUNDEL COUNTY - 475 (MOBILE OUTREACH UNIT) MEN AND WOMEN (UNDUPLICATED) PROVIDED CASE MANAGEMENT THROUGHOUT BALTIMORE CITY, BALTIMORE COUNTY & ANNE ARUNDEL COUNTY - 61 (MOBILE OUTREACH UNIT) MEN AND WOMEN WHO ENTERED THE SPIRITUAL RECOVERY PROGRAMS REFERRED BY THE MOBILE OUTREACH UNIT - 631,087 FULL MEALS SERVED EACH YEAR - 194,715 BED NIGHTS OF SHELTER PROVIDED - 350,000+ ITEMS OF CLOTHING AND PERSONAL CARE PRODUCTS DISTRIBUTED - 22,265 MENTAL HEALTH, SUBSTANCE ABUSE, POST-TRAUMA AND PSYCHIATRIC COUNSELING SESSIONS (INDIVIDUAL AND GROUP) - 9,359 APPOINTMENTS WITH CERTIFIED PEER RECOVERY SPECIALISTS - 631 APPOINTMENTS WITH CERTIFIED PEER RECOVERY SPECIALISTS PROVIDED FOR OUR HISPANIC OUTREACH PROGRAM - 18,054 HISPANIC SPIRITUAL RECOVERY PROGRAM CLASS APPOINTMENTS PROVIDED - 4,821 JOHNS HOPKINS CORNERSTONE CLINIC SUBSTANCE ABUSE & MENTAL HEALTH INDIVIDUAL COUNSELING SESSIONS - 15,276 JOHNS HOPKINS CORNERSTONE CLINIC SUBSTANCE ABUSE & MENTAL HEALTH GROUP SESSION APPOINTMENTS - 818 POST-TRAUMA HEALING GROUP APPOINTMENTS - 65,425 ESTIMATED EVENING RECOVERY MEETINGS ATTENDED BY SRP CLIENTS - 2,168 PRIMARY & URGENT CARE MEDICAL APPOINTMENTS (ON-SITE AT GBMC CLINIC) - 13 HEARING TESTS PROVIDED - 11 EYEGLASSES PROVIDED - 3,779 OUTSIDE MEDICAL APPOINTMENTS PROVIDED (TRANSPORTATION COORDINATED ON-SITE) - 62 MEDICAL SEMINAR APPOINTMENTS (ON-SITE) - 265 RECOVERY-ORIENTED ACUPUNCTURE APPOINTMENTS PROVIDED (ON-SITE) - 1,900+ CHAPEL SERVICES AND EDUCATIONAL CLASSES CONDUCTED EACH YEAR* - 520 DENTAL APPOINTMENTS PROVIDED (PREVENTATIVE, RESTORATIVE AND URGENT CARE) - 57 NUTRITION TRAINING CERTIFICATES PROVIDED (ON-SITE) - 6 CLIENTS EARNED THEIR HIGH SCHOOL DIPLOMA - 375 LEGAL AID APPOINTMENTS AND EXPUNGEMENT SESSIONS (ON-SITE) - 94 CLIENTS BEGAN STUDYING FOR THEIR MARYLAND HIGH SCHOOL DIPLOMA - 98 CLIENTS ASSESSED FOR LITERACY AND NUMERACY WITH CASAS 900 - 75 CLIENTS PARTICIPATED IN ADULT BASIC EDUCATION (AKA LITERACY ACTIVITIES) - 31 CLIENTS PASSED THE BASIC COMPUTER LITERACY CLASS - 164 CLIENTS ATTENDED RESUME CLASSES AND COMPLETED A RESUME - 63 CLIENTS RECEIVED 1-ON-1 FINANCIAL LITERACY COUNSELING SESSIONS - 83 CLIENTS COMPLETED 5-WEEK FINANCIAL LITERACY CLASSES - 123 CLIENTS GAINED EMPLOYMENT AT AN AVERAGE RATE OF \$17.7 PER HOUR, 56% OF WHICH CAME WITH BENEFITS FOR ALL CLIENTS. JOBS REFERRED BY HUM'S EDUCATION & WORKFORCE DEVELOPMENT SERVICES HAD AN AVERAGE WAGE \$16.60, 75% OF WHICH CAME WITH BENEFITS. - 186 "BARRIER TO EMPLOYMENT" SERVICE APPOINTMENTS (E.G. BACKGROUND CHECK, CHILD SUPPORT, CRIMINAL EXPUNGEMENTS, MVA RECORD EXPUNGEMENTS, TAXES, AND MOCK JOB INTERVIEWS) - 77 CLIENTS ENROLLED IN COLLEGE AND/OR TECHNICAL SKILLS TRAINING - 52 CHILDREN SPONSORED FOR ONE-WEEK RESIDENTIAL SUMMER CAMP * INCLUDES MORNING DEVOTIONS, 8AM, 9AM, 10AM, 11AM, 1PM, 2PM CLASSES, AND FRIDAY CHAPEL SERVICES
FORM 990, PART VI, SECTION B, LINE 11B	THE DRAFT FORM 990 IS GIVEN TO THE FINANCE COMMITTEE (WHICH HAS AUTHORITY TO ACT ON BEHALF OF THE BOARD OF DIRECTORS) FOR DETAILED REVIEW AND APPROVAL. ONCE APPROVED, THE CHIEF EXECUTIVE OFFICER SIGNS, RETURNS ARE FILED AND ALL BOARD MEMBERS ARE GIVEN A FINAL COPY OF THE RETURN.
FORM 990, PART VI, SECTION B, LINE 12C	THE HELPING UP MISSION CURRENTLY HAS IN PLACE A CONFLICT OF INTEREST POLICY FOR OFFICERS, DIRECTORS AND MANAGEMENT-LEVEL EMPLOYEES WHICH IT ANNUALLY MONITORS AND ENFORCES. ALL BOARD MEMBERS AND STAFF ARE GIVEN AN ANNUAL CONFLICT OF INTEREST QUESTIONNAIRE TO COMPLETE. ANY ISSUES ARE INVESTIGATED, DISCLOSED OR RESOLVED.
FORM 990, PART VI, SECTION B, LINE 15A	THE CHIEF EXECUTIVE OFFICER'S COMPENSATION IS DETERMINED BY THE GOVERNANCE COMMITTEE OF THE BOARD OF DIRECTORS ANNUALLY AND ANY CHANGES ARE APPROVED.
FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION'S GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND AUDITED FINANCIAL STATEMENTS ARE AVAILABLE TO THE PUBLIC BY APPOINTMENT, AND THE AUDITED FINANCIAL STATEMENTS AND FORM 990 ARE ALSO AVAILABLE ON THE WEBSITE.
FORM 990, PART XI, LINE 9:	LOSSES ON UNCOLLECTIBLE PLEDGES -22,773.
FORM 990, PART XII, LINE 2C:	THIS PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.

## **Additional Data**

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**SCHEDULE R  
(Form 990)**

**Related Organizations and Unrelated Partnerships**

OMB No. 1545-0047

**2023**

**Open to Public  
Inspection**

Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.  
Attach to Form 990.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

Department of the Treasury  
Internal Revenue Service

Name of the organization  
THE HELPING UP MISSION INC

Employer identification number

52-0635090

**Part I Identification of Disregarded Entities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

**Part II Identification of Related Tax-Exempt Organizations.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
<b>(1)</b> HOUSE OF FREEDOM 1029 E BALTIMORE STREET  BALTIMORE, MD 21202 03-0499181	ASSISTANCE TO THE HOMELESS	MD	501(C)(3)	170(B)(1)(A)(VI)	HELPING UP MISSION INC	Yes	
<b>(2)</b> HOUSE OF FREEDOM SUPPORT CORPORATION 1029 E BALTIMORE STREET  BALTIMORE, MD 21202 84-3536098	CONSTRUCT A PROPERTY IN THE CITY OF BALTIMORE AS A COMMUNITY FACILITY SERVIN	MD	501(C)(3)	170(B)(1)(A)(VI)	HELPING UP MISSION INC	Yes	

**Part III Identification of Related Organizations Taxable as a Partnership.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of- year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K- 1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

**Part IV Identification of Related Organizations Taxable as a Corporation or Trust.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end- of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No

**Part V Transactions With Related Organizations.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

**Note.** Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

**1** During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

- a** Receipt of **(i)** interest, **(ii)** annuities, **(iii)** royalties, or **(iv)** rent from a controlled entity . . . . .
- b** Gift, grant, or capital contribution to related organization(s) . . . . .
- c** Gift, grant, or capital contribution from related organization(s) . . . . .
- d** Loans or loan guarantees to or for related organization(s) . . . . .
- e** Loans or loan guarantees by related organization(s) . . . . .
- f** Dividends from related organization(s) . . . . .
- g** Sale of assets to related organization(s) . . . . .
- h** Purchase of assets from related organization(s) . . . . .
- i** Exchange of assets with related organization(s) . . . . .
- j** Lease of facilities, equipment, or other assets to related organization(s) . . . . .
- k** Lease of facilities, equipment, or other assets from related organization(s) . . . . .
- l** Performance of services or membership or fundraising solicitations for related organization(s)
- m** Performance of services or membership or fundraising solicitations by related organization(s) . . . . .
- n** Sharing of facilities, equipment, mailing lists, or other assets with related organization(s) . . . . .
- o** Sharing of paid employees with related organization(s) . . . . .
- p** Reimbursement paid to related organization(s) for expenses . . . . .
- q** Reimbursement paid by related organization(s) for expenses . . . . .
- r** Other transfer of cash or property to related organization(s) . . . . .
- s** Other transfer of cash or property from related organization(s) . . . . .

	Yes	No
<b>1a</b>		No
<b>1b</b>	Yes	
<b>1c</b>		No
<b>1d</b>		No
<b>1e</b>		No
<b>1f</b>		No
<b>1g</b>		No
<b>1h</b>		No
<b>1i</b>		No
<b>1j</b>		No
<b>1k</b>	Yes	
<b>1l</b>	Yes	
<b>1m</b>	Yes	
<b>1n</b>	Yes	
<b>1o</b>	Yes	
<b>1p</b>		No
<b>1q</b>	Yes	
<b>1r</b>		No
<b>1s</b>		No

**2** If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
<b>(1)</b> HOUSE OF FREEDOM	Q	662,332	FAIR MARKET VALUE OF TRANSACTION
<b>(2)</b> HOUSE OF FREEDOM SUPPORT CORPORATION	K	827,387	FAIR MARKET VALUE
<b>(3)</b> HOUSE OF FREEDOM	B	1,689,295	FAIR MARKET VALUE OF CONTRIBUTION



**Part VII Supplemental Information**

Provide additional information for responses to questions on Schedule R. See instructions.

Return Reference

Explanation

Schedule R (Form 990) 2023

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