Return of Organization Exempt From Income Tax

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.

OMB No. 1545-0047 Open to Public

Department of the Treasury Internal Revenue Service

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

Inspection

A F	or the	pprox 2022 calendar year, or tax year beginning $$ JUL $1,$ 2022 $$ and e	ending J	UN 30, 2023					
	Check if opplicable	C Name of organization		D Employer identific	cation number				
	Addres	HOLSTON HABITAT FOR HUMANITY, INC							
	Name change			62-12883	97				
	Initial return Final return/	PO BOX 5265	Room/suite	E Telephone number 423-239-					
	termin ated			G Gross receipts \$	4,425,160.				
	Ameno return	KINGPORT, TN 37663		H(a) Is this a group re	eturn				
	Applic tion	F Name and address of principal officer: LAOKA KELLLI		for subordinates? Yes X No					
	pendir	PO BOX 5265, KINGSPORT, TN 37663		H(b) Are all subordinates in	reluded? Yes No				
		empt status: X 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or	r 527	1	list. See instructions				
	Nebsit		1	H(c) Group exemptio					
	art I	organization: X Corporation Trust Association Other Summary			1 State of legal domicile: TN				
Ф		Briefly describe the organization's mission or most significant activities: TO BR	ING P	EOPLE TOGETI	HER AND TO				
Governance	l	BUILD HOMES, COMMUNITIES, AND HOPE.							
ern	l	Check this box if the organization discontinued its operations or dispose		1 _ 1					
Š	1			3	<u>14</u> 14				
<u>«</u>		Number of independent voting members of the governing body (Part VI, line 1b)			47				
Activities &		Total number of individuals employed in calendar year 2022 (Part V, line 2a)			879				
ţi		Total number of volunteers (estimate if necessary) Total unrelated business revenue from Part VIII, column (C), line 12			0.				
Ac		Net unrelated business taxable income from Form 990-T, Part I, line 11			0.				
		Net difference business taxable from Form 550 1, 1 art 1, fille 11		Prior Year	Current Year				
_	8	Contributions and grants (Part VIII, line 1h)		1,838,986.	2,347,523.				
nue	l	Program service revenue (Part VIII, line 2g)		2,785,653.	2,054,562.				
Revenue	I .	Investment income (Part VIII, column (A), lines 3, 4, and 7d)		0.	0.				
æ		Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		12,009.	23,075.				
	1	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)		4,636,648.	4,425,160.				
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)		0.	0.				
	14	Benefits paid to or for members (Part IX, column (A), line 4)		0.	0.				
S	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		421,507.	457,718.				
Expenses	16a	Professional fundraising fees (Part IX, column (A), line 11e)		0.	0.				
xbe	b		0.						
Ш	''	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		3,591,368.	3,811,244.				
		Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		4,012,875.	4,268,962.				
	19	Revenue less expenses. Subtract line 18 from line 12		623,773.	156,198.				
Net Assets or		- · · · · · · · · · · · · · · · · · · ·	Ве	ginning of Current Year 5,229,003.	End of Year				
Ssel	20	Total assets (Part X, line 16)		389,544.	5,803,503. 807,846.				
let /	21 22	Total liabilities (Part X, line 26) Net assets or fund balances. Subtract line 21 from line 20		4,839,459.	4,995,657.				
Pá	art II	Signature Block		4,000,400.	±,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				
		Ities of perjury, I declare that I have examined this return, including accompanying schedules a	and stateme	ents, and to the best of my	knowledge and belief, it is				
		t, and complete. Declaration of preparer (other than officer) is based on all information of whic			,				
Sig	n	Signature of officer		Date					
Her		LAURA KELLY, EXECUTIVE DIRECTOR							
		Type or print name and title							
		Print/Type preparer's name Preparer's signature		Date Check Check if	PTIN				
Paid		ADAM OSBORNE, CPA	4/02/24 self-employ						
-	arer	Firm's name HENDERSON HUTCHERSON & MCCULLOUGH	ъпгс	Firm's EIN 6	2-1114363				
use	Only	Firm's address 1200 MARKET STREET		Dk / /	22\756_7771				
N 4 -	, +le = 1º	CHATTANOGA, TN 37402		Phone no. (4	23)756-7771 X Yes No				
ivia	, τηe II	RS discuss this return with the preparer shown above? See instructions			X Yes No				

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. u	Check if Schedule O contains a response or note to any line in this Part III	\neg
1	Briefly describe the organization's mission:	_
	SEEKING TO PUT GOD'S LOVE INTO ACTION, HOLSTON HABITAT FOR HUMANITY	
	BRINGS PEOPLE TOGETHER TO BUILD HOMES, COMMUNITIES, AND HOPE.	
2	Did the organization undertake any significant program services during the year which were not listed on the	
	prior Form 990 or 990-EZ?	No
_	If "Yes," describe these new services on Schedule O. Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes X	
3	3, 3, 3, 1, 3, 1, 3, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	No
4	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	
	was and if you for each manager and is supported	
4a	2 000 000	
	HOLSTON HABITAT FOR HUMANITY EQUIPS INDIVIDUALS AND FAMILIES WITH AN	
	OPPORTUNITY TO BUILD AND PURCHASE AFFORDABLE HOMES. THE ORGANIZATION	
	ALSO PROVIDES ACCESS TO AFFORDABLE HOME REPAIRS AND ACCESSIBILITY	
	MODIFICATIONS.	
4b	(Code:) (Expenses \$?
4-		
4c	(Code:) (Expenses \$	—
		_
		_
		_
		_
		_
		_
4d	Other program services (Describe on Schedule O.)	
	(Expenses \$ including grants of \$) (Revenue \$)	
4e	Total program service expenses 3,869,796.	

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			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?		х	
_	If "Yes," complete Schedule A	1		Х
2	Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	2		
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for			х
	public office? If "Yes," complete Schedule C, Part I	3		
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect			Х
_	during the tax year? If "Yes," complete Schedule C, Part II	4		
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or	_		Х
6	similar amounts as defined in Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III	5		Λ
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to	_		Х
7	provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,	_		Х
0	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		Λ
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete			Х
•	Schedule D, Part III	8		Λ
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for			
	amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services?		х	
40	If "Yes," complete Schedule D, Part IV	9	Λ	
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments	40		Х
44	or in quasi endowments? If "Yes," complete Schedule D, Part V	10		Λ
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X,			
	as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,		х	
	Part VI	11a	Λ	
D	Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total	446		Х
_	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		Λ
C	Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total	110		Х
А	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		- 21
u		11d	х	
_	Part X, line 16? If "Yes," complete Schedule D, Part IX Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e	X	
f		116		
•	the organization's separate of consolidated infancial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f	х	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete	-		
124	Schedule D, Parts XI and XII	12a	х	
h	Was the organization included in consolidated, independent audited financial statements for the tax year?	124		
b	If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		Х
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
	Did the organization maintain an office, employees, or agents outside of the United States?	14a		Х
	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business,	. 14		
~	investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000			
	or more? If "Yes," complete Schedule F, Parts I and IV	14b		Х
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any			
	foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		Х
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to			
	or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		Х
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,			
-	column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions	17		х
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines			
-	1c and 8a? If "Yes," complete Schedule G, Part II	18		х
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes."			
	complete Schedule G, Part III	19		Х
20a	·	20a		Х
	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or			
-	domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		Х

Form 990 (2022)

Part IV	Checklist of Required Schedules	(continued)
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			Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		Х
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current			
	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete			
	Schedule J	23		X
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the			
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete			
	Schedule K. If "No," go to line 25a	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease			
	any tax-exempt bonds?	24c		
	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit			
	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and			
	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete			.,
	Schedule L, Part I	25b		X
26	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current			
	or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35%			х
07	controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II	26		
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee,			
	creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled	27		x
28	entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	21		
20	instructions for applicable filing thresholds, conditions, and exceptions):			
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If</i>			
а		28a		x
h	"Yes," complete Schedule L, Part IV A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		X
	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If	200		
Ū	"Yes," complete Schedule L, Part IV	28c		x
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29	Х	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation			
	contributions? If "Yes," complete Schedule M	30		Х
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		Х
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete			
	Schedule N, Part II	32		Х
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			
	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		X
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and			
	Part V, line 1	34	Х	
	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity			
	within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?			
	If "Yes," complete Schedule R, Part V, line 2	36		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			.,
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		X
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?		v	
Par	Note: All Form 990 filers are required to complete Schedule O rt V Statements Regarding Other IRS Filings and Tax Compliance	38	X	<u> </u>
. ui	Check if Schodulo O contains a response or note to any line in this Bart V			
	Check if Scriedule O contains a response of note to any line in this Part V		Voc	No
10	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 19		Yes	INO
b				
C	Elici di chambel chi oma viza molacca chi mo ta. Elici ci i not approable			
J	(gambling) winnings to prize winners?	1c	Х	

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022) HOLSTON HABITAT FOR HUMANITY, INC

Statements Regarding Other IRS Filings and Tax Compliance (continued) Form 990 (2022) **Part V** Sta

			Yes	No
2 a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements,			
	filed for the calendar year ending with or within the year covered by this return 2a 47			v
	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b		X
	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		X
	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a	4.		х
	financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		Λ
D	If "Yes," enter the name of the foreign country See instructions for filing requirements for Fig.CFN Form 114. Beneat of Foreign Bank and Figure 1940 Associate (FRAR)			
5 0	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).	Eo.		Х
	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	_5a_ 5b		X
	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		21
	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit	30		
Va	any contributions that were not tax deductible as charitable contributions?	6a		Х
h	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts	Ua		
J	were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).	0.5		
	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		Х
	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required			
-	to file Form 8282?	7с		Х
d	If "Yes," indicate the number of Forms 8282 filed during the year 7d			
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the			
	sponsoring organization have excess business holdings at any time during the year?	8		
9	Sponsoring organizations maintaining donor advised funds.			
а	Did the sponsoring organization make any taxable distributions under section 4966?	9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		
10	Section 501(c)(7) organizations. Enter:			
а	Initiation fees and capital contributions included on Part VIII, line 12			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities			
11	Section 501(c)(12) organizations. Enter:			
а	Gross income from members or shareholders			
b	Gross income from other sources. (Do not net amounts due or paid to other sources against			
	amounts due or received from them.)			
	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year			
13	Section 501(c)(29) qualified nonprofit health insurance issuers.	40-		
а	Is the organization licensed to issue qualified health plans in more than one state?	13a		
h	Note: See the instructions for additional information the organization must report on Schedule O. Enter the amount of reserves the organization is required to maintain by the states in which the			
b	organization is licensed to issue qualified health plans			
c	Enter the amount of reserves on hand			
	Did the organization receive any payments for indoor tanning services during the tax year?	14a		Х
	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or			
	excess parachute payment(s) during the year?	15		Х
	If "Yes," see the instructions and file Form 4720, Schedule N.			
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16		Х
	If "Yes," complete Form 4720, Schedule O.			
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities			
	that would result in the imposition of an excise tax under section 4951, 4952 or 4953?	17		
	If "Yes," complete Form 6069.			

Page 6 Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response

	to line oa, ob, or rob below, describe the circumstances, processes, or changes on schedule O. see instructions.			
800	Check if Schedule O contains a response or note to any line in this Part VI			X
Sec	tion A. Governing Body and Management		Vaa	N ₀
10	Enter the number of voting members of the governing body at the end of the tax year 14		Yes	No
Ia	If there are material differences in voting rights among members of the governing body, or if the governing			
	body delegated broad authority to an executive committee or similar committee, explain on Schedule O.			
b	Enter the number of voting members included on line 1a, above, who are independent			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other			
_		2		х
3	officer, director, trustee, or key employee? Did the organization delegate control over management duties customarily performed by or under the direct supervision			
3		3		x
4	of officers, directors, trustees, or key employees to a management company or other person? Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		X
5		5		X
6		6		X
7a	Did the organization have members or stockholders? Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or	-		
1 a		7a		x
L	more members of the governing body? Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or	/a		<u> </u>
b		7b		x
8	persons other than the governing body? Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:	7.0		22
		0-	х	
a	The governing body? Each committee with authority to act on behalf of the governing body?	8a 8b	X	
b		OD	- 22	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the	9		x
Sec	organization's mailing address? If "Yes." provide the names and addresses on Schedule O	9		_ 21
	tion B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)		Yes	No
102	Did the organization have local chapters, branches, or affiliates?	10a	163	X
	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates,	104		
D	and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
11a		11a	Х	
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.	Ha		
12a		12a		х
b		12b		
C		120		
·	on Schedule O how this was done	12c		
13	Did the organization have a written whistleblower policy?	13		х
14		14		X
15	Did the organization have a written document retention and destruction policy? Did the process for determining compensation of the following persons include a review and approval by independent	17		
10	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
2		15a	х	
a b		15b		Х
b	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.	130		
162	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a			
ioa	taxable entity during the year?	16a		х
h	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation	100		<u> </u>
D	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's			
	exempt status with respect to such arrangements?	16b		
Sec	tion C. Disclosure	100		l
17	List the states with which a copy of this Form 990 is required to be filed TN			
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s	onlv)	availa	ble
	for public inspection. Indicate how you made these available. Check all that apply.	y)	unu	
	X Own website Another's website X Upon request Other (explain on Schedule O)			
19	Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and	l finan	cial	
	statements available to the public during the tax year.			
20	State the name, address, and telephone number of the person who possesses the organization's books and records			
_0	LAURA KELLY - 423-239-7689			
	PO BOX 5265, KINGSPORT, TN 37663			

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.

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

- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations. See the instructions for the order in which to list the persons above.

(A) Name and title	(B) Average	(C) Position (do not check more than one box, unless person is both an						(D) Reportable	(E) Reportable	(F) Estimated
	hours per week (list any hours for related organizations below line)	stee or director	, unlei er ar unstitutional trustee	officer Officer	rson i irecto	Highest compensated snats of smployee	tee)	compensation from the organization (W-2/1099-MISC/ 1099-NEC)	compensation from related organizations (W-2/1099-MISC/ 1099-NEC)	amount of other compensation from the organization and related organizations
(1) LAURA KELLY	40.00	_=	=		~	王亚	Œ.			
EXECUTIVE DIRECTOR				Х				71,464.	0.	0.
(2) TODD AKARD	1.00									
DIRECTOR		Х						0.	0.	0.
(3) MIKE BEHAL	1.00									
DIRECTOR		X						0.	0.	0.
(4) JENNIFER DIXON	1.00									
PRESIDENT		Х		Х				0.	0.	0.
(5) LARRY JOHNSON	1.00									
DIRECTOR		Х						0.	0.	0.
(6) SALLY LEE	1.00									
PAST PRESIDENT		Х		Х				0.	0.	0.
(7) BECKY MCKINNEY	1.00									
DIRECTOR		Х						0.	0.	0.
(8) PRESTON MCMURRAY	1.00									
TREASURER		Х		Х				0.	0.	0.
(9) TYRONE MITCHELL	1.00									
DIRECTOR		Х						0.	0.	0.
(10) CATHY MULLINS	1.00									
DIRECTOR		Х						0.	0.	0.
(11) DARLENE MULLINS	1.00									
DIRECTOR		Х						0.	0.	0.
(12) JORDAN RICHARDSON	1.00									
DIRECTOR		Х						0.	0.	0.
(13) ERIC STANTON	1.00									
SECRETARY		Х		Х				0.	0.	0.
(14) ELIZABETH TETRICK	1.00									
VICE PRESIDENT		X		Х				0.	0.	0.
(15) STEVE BALDWIN	1.00									
DIRECTOR		Х						0.	0.	0.
		-								
-										
										000

Form **990** (2022)

Section A. Officers, Directors, Trust	ees, Key Emp	oloy	ees,	and	Hiç	ghes	t C	ompensated Employee	s (continued)				
(A)	(B)			(C				(D)	(E)			(F)	
Name and title	Average	Average Position (do not check more than one						Reportable	Reportable		Es	timate	ed
	hours per	box, unless person is both an officer and a director/trustee)					an	compensation	compensation	n	ar	nount	of
	week		cer an	d a di	recto	r/trus	tee)	from	from related	t		other	
	(list any	rector						the	organization			pensa	
	hours for related	or di	ee			ated		organization	(W-2/1099-MIS			om th	
	organizations	ustee	trust		e e	ubeus		(W-2/1099-MISC/ 1099-NEC)	1099-NEC)			anizat d relat	
	below	dual tr	tional		yoldı	st con	_	1039-NEO)				anizati	
	line)	Individual trustee or director	Institutional trustee	Officer	key employee	Highest compensated employee	Former				orgi	ai iiZuti	0110
		_	-		×	1							
1b Subtotal	•							71,464.		0.			0.
c Total from continuation sheets to Part VII	. Section A						•	0.		0.			0.
d Total (add lines 1b and 1c)								71,464.		0.			0.
Total number of individuals (including but no								eceived more than \$100,	000 of reportable				
compensation from the organization						•		·	·				0
												Yes	No
3 Did the organization list any former officer,	director, truste	ee, k	еу е	mpl	oye	e, or	hig	hest compensated empl	oyee on				
line 1a? If "Yes," complete Schedule J for st	uch individual										3		X
4 For any individual listed on line 1a, is the su													
and related organizations greater than \$150	,000? If "Yes,	" co	mple	ete S	Sche	edule	Jf	or such individual			4		X
5 Did any person listed on line 1a receive or a													
rendered to the organization? If "Yes," com	plete Schedule	J fo	or su	ıch r	oers	on .					5		X
Section B. Independent Contractors													
1 Complete this table for your five highest cor	mpensated ind	lepe	nder	nt co	ontra	actor	s th	nat received more than \$	100,000 of com	pensat	tion fro	om	
the organization. Report compensation for t	he calendar ye	ear e	ndir	ıg w	ith c	or wi	thin	the organization's tax y	ear.				
(A)								(B)		_	(0		
Name and business	address	NC	ONE	<u> </u>				Description of s	ervices	C	ompe	nsatio	n
							_						
							\dashv						
							\dashv						
2 Total number of independent contractors (in		ot lin	nited	to t	_		ted	above) who received mo	ore tnan				
\$100,000 of compensation from the organiz	ation				(,							

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			Check if Schedule O o	ontair	ns a respoi	nse d	or note to any lin	e in this Part VIII				
							,	(A)		(B)	(C)	(D)
								Total revenue	9	Related or exempt		Revenue excluded from tax under
										function revenue	business revenue	sections 512 - 514
လ လ	1	а	Federated campaigns		1a							
Contributions, Gifts, Grants and Other Similar Amounts	_				····							
ي ق			Fundraising events									
ifts,												
<u>e</u>			Government grants (contri				537,721.					
Sin			All other contributions, gifts,		′ —		30,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	-				
je Ej		•	similar amounts not included		1 1	1	809,802.					
들		~					589,158.	-				
o d		_	Noncash contributions included in I	ines ia-	·п <u>[19]</u> ф	<u> </u>			3			
O e		n	Total. Add lines 1a-1f				Business Code	2,341,32.	.			
	_	_	RESTORE SALES				Business Code	1 507 700	<u> </u>	1,597,709.		
je	2		TRANSFERS TO	пом.	EOMNE:	_		381,650				
Program Service Revenue			MORTGAGE LOAN					75,203		75,203.		
			MORIGAGE LOAN	דת	SCOON	_		15,20.	<u>.</u>	15,203.		
ar Be		d				_						
Š.		e				_						
_			All other program service					0 054 56	<u> </u>			
								2,054,562	۷.			
	3		Investment income (includ									
	_											
	4		Income from investment o		•	•						
	5		Royalties	·····								
				I.	(i) Real		(ii) Personal	-				
	6		Gross rents	6a				-				
			Less: rental expenses	6b				-				
			Rental income or (loss)	6c								
			Net rental income or (loss)	$\overline{}$								
	7	а	Gross amount from sales of	l ⊢	(i) Securiti	es	(ii) Other	-				
			assets other than inventory	7a				-				
		b	Less: cost or other basis									
je l			and sales expenses	7b				-				
Ver		С	Gain or (loss)	7с								
her Revenue		d	Net gain or (loss)									
þer	8	а	Gross income from fundraising	ig even	its (not							
ᅙ			including \$		of							
			contributions reported on		•							
			Part IV, line 18			8a						
		b	Less: direct expenses			8b						
			Net income or (loss) from			ts_						
	9	а	Gross income from gamin									
			Part IV, line 19			9a						
		b	Less: direct expenses			9b						
		С	Net income or (loss) from	gamin	g activities							
	10	а	Gross sales of inventory, le									
			and allowances			10a						
		b				10b						
		С	Net income or (loss) from	sales c	of inventor	у						
,	-	_					Business Code					
Miscellaneous Revenue	11	а	MISCELLANEOUS				900099	23,07	5.	23,075.		
ane		b										
e e e		С										
Aisc B		d	All other revenue									
_		е	Total. Add lines 11a-11d					23,07				
	12		Total revenue See instruction	ne				4 425 160	n .	2 077 637.	0.	0.

Part IX | Statement of Functional Expenses Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A). Check if Schedule O contains a response or note to any line in this Part IX (**D**)
Fundraising (C) Management and general expenses Do not include amounts reported on lines 6b. Program service expenses Total expenses 7b, 8b, 9b, and 10b of Part VIII. expenses Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 Grants and other assistance to domestic individuals. See Part IV, line 22 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 Benefits paid to or for members Compensation of current officers, directors, 78,964. 63,171. 15,793. trustees, and key employees Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) Other salaries and wages 275,562. 220,336. 55,226. 7 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) 74,979. 41,059. 33,920. Other employee benefits 9 28,213. 22,578. 5,635. 10 Payroll taxes 11 Fees for services (nonemployees): Management Legal 48,720. 48,720. Accounting Lobbying Professional fundraising services. See Part IV, line 17 Investment management fees Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.) 5,167. 5,167. Advertising and promotion 12 53,580. 53,580. Office expenses 13 Information technology 14 15 Royalties 99,798. 93,898. 5,900. 16 Occupancy 28,984. 27,870. 1,114. 17 Travel Payments of travel or entertainment expenses 18 for any federal, state, or local public officials Conferences, conventions, and meetings 19 10,850. 10,850. 20 Payments to affiliates 15,000. 15,000. 21 95,887. 95,887. Depreciation, depletion, and amortization 22 60,868. 58,968. 1,900. 23 Other expenses. Itemize expenses not covered 24 above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.) 2,510,338. 2,510,338. COGS COST OF CONSTRUCTION 470,188. 470,188. 274,463. 274,463. MORTGAGE DISCOUNTS 56,875. 56,875. d FINANCIAL SERVICES 80,526. 15,052. 65,474. e All other expenses _ 4,268,962. 3,869,796. 399,166. 0. Total functional expenses. Add lines 1 through 24e 25 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined

Check here

educational campaign and fundraising solicitation.

if following SOP 98-2 (ASC 958-720)

Form 990 (2022)
Part X Balance Sheet

Par	<u> t X</u>	Balance Sheet					
		Check if Schedule O contains a response or no	te to any	/ line in this Part X			
					(A) Beginning of year		(B) End of year
	1	Cash - non-interest-bearing			460,878.	1	788,313.
	2	Savings and temporary cash investments			535,682.	2	511,658.
	3	Pledges and grants receivable, net			3		
	4	Accounts receivable, net				4	
	5	Loans and other receivables from any current of					
		trustee, key employee, creator or founder, subs					
		controlled entity or family member of any of the		5			
	6	Loans and other receivables from other disqual					
		under section 4958(f)(1)), and persons describe		6			
ξ	7	Notes and loans receivable, net			188,106.	7	189,423.
Assets	8	Inventories for sale or use			296,390.	8	348,627.
ĕ	9	B			283.	9	0.
	10a	Land, buildings, and equipment: cost or other					
		basis. Complete Part VI of Schedule D	10a	1,637,622.			
	b	Less: accumulated depreciation	10b	629,695.	934,654.	10c	1,007,927.
	11	Investments - publicly traded securities			11		
	12	Investments - other securities. See Part IV, line			12		
	13	Investments - program-related. See Part IV, line		13			
	14	Intangible assets		14			
	15	Other assets. See Part IV, line 11	2,813,010.	15	2,957,555.		
	16	Total assets. Add lines 1 through 15 (must equ	ıal line 3	3)	5,229,003.	16	5,803,503.
	17	Accounts payable and accrued expenses		21,474.	17	130,698.	
	18	Grants payable		18			
	19	Deferred revenue				19	
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability. Complete	Part IV	of Schedule D	83,955.	21	85,070.
Se	22	Loans and other payables to any current or form	ner offic	er, director,			
Liabilities		trustee, key employee, creator or founder, subs	tantial c	ontributor, or 35%			
iabi		controlled entity or family member of any of the	se perso	ons		22	
_	23	Secured mortgages and notes payable to unrel		· · · · · · · · · · · · · · · · · · ·	235,411.	23	330,368.
	24	Unsecured notes and loans payable to unrelate	d third p	parties		24	
	25	Other liabilities (including federal income tax, pa					
		parties, and other liabilities not included on line	-	•	40 504		0.61 1710
		of Schedule D		48,704.		261,710.	
	26			77	389,544.	26	807,846.
S		Organizations that follow FASB ASC 958, che	eck here	e X			
če		and complete lines 27, 28, 32, and 33.			4 600 105		4 670 002
alar	27	Net assets without donor restrictions	4,688,185.	27	4,679,883.		
B	28	Net assets with donor restrictions		151,274.	28	315,774.	
, n		Organizations that do not follow FASB ASC 9	ck here				
Ϋ́		and complete lines 29 through 33.					
ţ	29	Capital stock or trust principal, or current funds				29	
sse	30	Paid-in or capital surplus, or land, building, or e				30	
Net Assets or Fund Balances	31	Retained earnings, endowment, accumulated in			4 020 450	31	4 005 657
§	32	Total net assets or fund balances		4,839,459.	32	4,995,657.	
	33	Total liabilities and net assets/fund balances			5,229,003.	33	5,803,503.

Form **990** (2022)

Ра	rt XI Reconciliation of Net Assets							
	Check if Schedule O contains a response or note to any line in this Part XI		<u></u>					
1	Total revenue (must equal Part VIII, column (A), line 12)	1	4	,42	5,1	60.		
2	Total expenses (must equal Part IX, column (A), line 25)	2	4	, 268	3,9	62.		
3	Revenue less expenses. Subtract line 2 from line 1	3		15	5,1	98.		
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A)) 4							
5	Net unrealized gains (losses) on investments	5						
6	Donated services and use of facilities	6						
7	Investment expenses	7						
8	Prior period adjustments	8						
9	Other changes in net assets or fund balances (explain on Schedule O)	9				0.		
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32,							
	column (B))	10	4	,99!	5,6	57.		
Pa	rt XII Financial Statements and Reporting							
	Check if Schedule O contains a response or note to any line in this Part XII		<u></u>			X		
			_		Yes	No		
1	Accounting method used to prepare the Form 990: Cash X Accrual Other		[
	If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule	Ο.						
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?			2a		Х		
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed	on a						
	separate basis, consolidated basis, or both:							
	Separate basis Consolidated basis Both consolidated and separate basis							
b	Were the organization's financial statements audited by an independent accountant?			2 b	X			
	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:							
	X Separate basis Consolidated basis Both consolidated and separate basis							
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the	audit,						
	review, or compilation of its financial statements and selection of an independent accountant?			2c	Х			
	If the organization changed either its oversight process or selection process during the tax year, explain on Sche							
За	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?			За		Х		
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the require							
	or quidits, explain why on Schedule O and describe any steps taken to undergo such audits			3h				