Form	99	0
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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.

Open to Public

OMB No. 1545-0047 2023

Depa Inter	artment of t nal Revenu	the Treasury le Service	G	Do not ente o to www.ir:	er social secur s.gov/Form	rity numbers or 990 for instr	n this form as it uctions and	t may be mad the latest	le public. informatio	n.		Inspectio	
A	For the	2023 calen	dar year, or tax	year begin	ning		, 2023,	, and endir	ng			, 20	
В	Check if ap	pplicable:	С	<u> </u>	-				-	D Employ	/er ident	tification number	
	Addre	ess change	Families	to Free	dom, Ind	2.				47-	3184	478	
	Name	e change	P. O. Box		,				-	E Telepho		-	
		return	Addison,	TX 7500	1					972	-885	-7020	
	_	eturn/terminated							F	512	000	1020	
		nded return								G Gross r	eceints	\$ 773	8,559.
		cation pending	F Name and add	ress of principal	l officer: C	ah Nadd	1		H(a) Is this a				37
	, bbu	oution ponding	Same As C	Ahove	Sql	an Neju	T		H(b) Are all s If "No,"	subordinates	s include		
ī	Tax-exe	empt status:	X 501(c)(3)	501(c) () (i	nsert no.)	4947(a)(1) or	527	If "No,"	attach a list	. See ins	structions.	
J	Websi		w.familie		, (4047 (u)(1) 01	027	H(c) Group e	vernation n	umber		
ĸ		organization:	X Corporation	Trust	Association	Other	1	Year of format				legal domicile: T	v
		Summar		TTUST	ASSOCIATION	Other)			Δ
10	1 Br		y be the organiza	tion's missi	on or most	significant a	ctivities:011	r missi	on is t	o tra	neno	rt victi	ns of
	4	lomestic	abuse to	safety	We pro	vide tr	ansporta	tion to	<u>shelt</u>	er or	reiii	nite with	15 01
- DCe	f		ar away.										· – – – –
rna	a	cross A						1				<u></u>	
ove	2 Cł	heck this bo		organization	n discontinu	ed its opera	tions or disp	osed of m	ore than 25	5% of its	net as	sets.	
ğ	3 Nu		ting members	0	· · ·		,				3		6
8 8	4 Nu		dependent voti	-	-						4		6
/itie	5 To		of individuals								5		12
Activities & Governance	7a To		of volunteers of business rev								6 7a		62
4			l business taxa								7a 7b		0.
	5110					, , , , , , , , , , , , , , , , , , ,	,		1	rior Year	/5	Current	
	8 Co	ontributions	and grants (Pa	art VIII. line	1h)					663,2	210		7,710.
anı			vice revenue (P							00072		/ 1	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
Revenue			icome (Part VII							-	710.	16	5,449.
щ	11 Ot	ther revenu	e (Part VIII, col	umn (A), lir	nes 5, 6d, 80	c, 9c, 10c, a	nd 11e)						
	12 To	otal revenue	e – add lines 8	through 11	(must equa	I Part VIII, c	olumn (A), li	ine 12)		663,9	920.	764	4,159.
	13 Gr	rants and s	imilar amounts	paid (Part I	X, column (A), lines 1-3	8)						
	14 Be	enefits paid	to or for memb	bers (Part IX	K, column (A	A), line 4)							
6	15 Sa	alaries, othe	er compensatio	n, employee	e benefits (F	Part IX, colur	mn (A), lines	s 5-10)		366,8	338.	378	3,680.
se	16a Pr	rofessional	fundraising fee	s (Part IX, c	column (A),	line 11e)							
Expenses	b To	otal fundrais	sing expenses (Part IX. col	umn (D). lin	ne 25)	1	19,425.					
й	17 Ot		es (Part IX, co			· · · · ·				205,2	267	230),798.
			es. Add lines 1							572,1			9,478.
			expenses. Sul	-	•	-				91,8			4,681.
28										g of Currer		End of Y	
Net Assets or Fund Balances	20 To	otal assets	(Part X, line 16)						262,9			5,097.
Ass	21 To		s (Part X, line							21,2			2,693.
Net	22 Ne	et assets or	fund balances	. Subtract li	ne 21 from	line 20				241,6			3,404.
		Signatur				-				211/	, 12.		// 10 1.
-		5		amined this retu	urn, including ac	companying sch	edules and state	ments, and to	the best of my	v knowledae	and beli	ief. it is true, corre	ct. and
com	plete. Decla	aration of prepa	eclare that I have ex rer (other than office	er) is based on a	all information of	of which prepare	r has any knowle	edge.		,		. , ,	
Sig	ŋn	Signature of	officer		1 . (3			Date				
He	re	Sarah		_2	1 epcl	<u> </u>		(CEO				
			name and title		0			-					
		Print/Type p	reparer's name		Preparer's sig	nature		Date		Check	if	PTIN	
Ра	id	Oscar	Mary		Oscar N	lary				self-employ	ed	P0176284	7
Pre	eparer	Firm's name	RCBM	GROUP CO	ORP								
Us	e Only	Firm's addre	ess 2340	E Trinit	ty Mills	Rd Sui	te 300,	Suite 3	300	Firm's EIN	83	-2446967	
_					TX 75006					Phone no.		-478-4373	
Мау	y the IRS	3 discuss th	is return with t	ne preparer	shown abov	ve? See inst	ructions					X Yes	No

BAA For Paperwork Reduction Act Notice, see the separate instructions. TEEA0101L 08/23/23

Form	n 990 (2023) Families to Freedom, Inc.	47-3184478	Page 2
Par	rt III Statement of Program Service Accomplishments		
	Check if Schedule O contains a response or note to any line in this Part III		
1			
	Our mission is to transport victims of domestic abuse to safe		
	transportation to shelter or reunite with family far away. Ou	r vision is to cre	eate
	healthy communities by ending abuse across America.		
2	Did the organization undertake any significant program services during the year which were not listed on the	the prior	
-	Form 990 or 990-EZ?	Pilot	X 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 progra	am services? Yes	X No
	If "Yes," describe these changes on Schedule O.		
4	Describe the organization's program service accomplishments for each of its three largest program	n services, as measured by	expenses.
	Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allo and revenue, if any, for each program service reported.	cations to others, the total e	expenses,
4a	a (Code:) (Expenses \$ 360,302. including grants of \$) (Revenue \$)
	Ride to Safety: Families to Freedom provides free car/van rid	les to arrive at s	ecure
	domestic violence crisis centers, and rides to relocate to fa		
	away. We have two Texas offices located in Dallas and Houston	serving victims (calling
	from a combined service area of 85 urban and rural counties.	In 2023 we transpo	orted
	912 victims and their 859 children for a total of 1,771 peopl		and
	staff embarked on 927 trips arriving to domestic violence she		
	road-trips to a family home far away from the victim. Shelter		
	incur_fuel_costs_while_multi-state_road_trips_incur_a_variety	<u>_of_travel_costs_</u>	(fuel +
	<pre>food + overnight lodging + vehicle maintenance + tolls).</pre>		
/h	b (Code:) (Expenses \$ 117,873. including grants of \$) (Revenue \$)
40	Ticket to Ride: We provided sheltered survivors the means to		v and
	friends by bus, Amtrak or commercial flight 50 times in 2023.		<u>y ana</u>
	purchasing a ticket for long-distance travel, we also provide		he bus
	depot or airport (bus tickets + commercial flight tickets + t		
	of our clients we upgraded their luggage from trash bags to s	uitcases and trave	el bags
	donated from the community.		
40	c (Code:) (Expenses \$ 44,917. including grants of \$) (Revenue \$)
40	Fuel Assistance (fuel) is available for victims and new survi)
	but can't afford the cost of gas to drive far away to family		
	after domestic violence or to shelter in another county. We g		
	survivors in 2023 who were able to get far away from their ab	users. For many o	<u>_co_new_</u> f_our
	clients we also gave donated food gift cards to help survivor		
	their long journey.		
	źź		
<u>,</u> .			
4d	d Other program services (Describe on Schedule O.) (Expenses \$ including grants of \$) (Revenue	in t	\ \
10	(Expenses \$ including grants of \$) (Revenuee Total program service expenses523,092.	Y JI)
BAA		Forn	n 990 (2023)

Form 990 (2023) Families to Freedom, Inc.
Part IV Checklist of Required Schedules

es	to	Freedom,	Inc.
	•		

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1	Х	
2	Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	2		Х
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		Х
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		Х
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>	5		Х
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I.	6		Х
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II.</i>	7		Х
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III.	8		Х
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? If "Yes," complete Schedule D, Part IV.	9		Х
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	10		Х
	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.			
	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i> .	11a	Х	
	Did the organization report an amount for investments – other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>	11b		Х
	Did the organization report an amount for investments – program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>	11c		Х
d	I Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX.	11d		Х
	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e	Х	
	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	11f		Х
	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	12a		Х
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		Х
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		Х
1 4 a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		Х
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	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? <i>If "Yes," complete Schedule F, Parts II and IV</i>	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? <i>If "Yes," complete Schedule F, Parts III and IV</i>	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	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		Х
b	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 (2023) Families to Freedom, Inc.
Part IV Checklist of Required Schedules (continued)

Far			V	
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? <i>If "Yes," complete Schedule I, Parts I and III</i>	22	Yes	No X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i> .	23		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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a.</i>	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3), 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		Х
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i> .	25b		х
26	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>	26		Х
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III.</i>	27		Х
	Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions).			
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If</i> "Yes," complete Schedule L, Part IV	28a		Х
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		Х
	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV.</i>	28c		X
	Did the organization receive more than \$25,000 in noncash contributions? <i>If "Yes," complete Schedule M</i>	29		Х
	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> .	30 31		X X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		^
	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32		Х
	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I.</i>	33		Х
	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		X
	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		Х
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		Х
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		Х
	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note: All Form 990 filers are required to complete Schedule O.	38	Х	
Par				
	Check if Schedule O contains a response or note to any line in this Part V		Yes	No
	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable 1a 0			
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable			
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c		
BAA		-	990 ((2023)

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	990 (2023) Families to Freedom, Inc. 47-31844	78	F	Page 5		
Par	V Statements Regarding Other IRS Filings and Tax Compliance (continued)		I	.		
			Yes	No		
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax State-					
	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax State- ments, filed for the calendar year ending with or within the year covered by this return 2a	2				
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	. 2b	Х			
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	. 3a		Х		
	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O.					
		50		<u> </u>		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	. 4a		Х		
h	If "Yes," enter the name of the foreign country					
U U	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).	-				
5.		5.0		Х		
	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			X		
	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			Λ		
	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?			<u> </u>		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	. 6a		Х		
	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were			<u> </u>		
	not tax deductible?	. 6b				
	Organizations that may receive deductible contributions under section 170(c).					
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	. 7a		X		
L	If "Yes," did the organization notify the donor of the value of the goods or services provided?					
		α\		<u> </u>		
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	. 7c		Х		
Ь	If "Yes," indicate the number of Forms 8282 filed during the year					
	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	. 7e		Х		
	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			X		
	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899	//				
g	as required?					
h	h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a					
8	 Form 1098-C?					
U	organization have excess business holdings at any time during the year?	. 8		Х		
•		. 0		Λ		
	Sponsoring organizations maintaining donor advised funds.					
	Did the sponsoring organization make any taxable distributions under section 4966?					
	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	. 9b				
	Section 501(c)(7) organizations. Enter:					
	Initiation fees and capital contributions included on Part VIII, line 12 10a					
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b					
11	Section 501(c)(12) organizations. Enter:					
а	Gross income from members or shareholders 11a					
b	Gross income from other sources. (Do not net amounts due or paid to other sources	-				
	against amounts due or received from them.)					
	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 12b					
	Section 501(c)(29) qualified nonprofit health insurance issuers.					
а	Is the organization licensed to issue qualified health plans in more than one state?	. 13a				
	Note: See the instructions for additional information the organization must report on Schedule O.					
b	Enter the amount of reserves the organization is required to maintain by the states in					
	which the organization is licensed to issue qualified health plans 13b Enter the amount of reserves on hand 13c	-				
	Did the organization receive any payments for indoor tanning services during the tax year?	14-		X		
				^		
	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	15		x		
	excess parachute payment(s) during the year?	. 13		Λ		
10	If "Yes," see the instructions and file Form 4720, Schedule N.	10		Х		
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	. 16		^		
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.					
BAA	TEEA0105L 08/23/23	Forn	990	(2023)		

Form 990 (2023) Families to Freedom, Inc. 47-3184478		Ρ	age 6
Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b I a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or cha Schedule O. See instructions.	nges	on	
Check if Schedule O contains a response or note to any line in this Part VI.	<u> </u>		. Х
Section A. Governing Body and Management		V	N
1a Enter the number of voting members of the governing body at the end of the tax year 1a 6 If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O. 1a 6	-	Yes	No
b Enter the number of voting members included on line 1a, above, who are independent 1b			
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		V	
	2	Х	
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?	3		Х
4 Did the organization make any significant changes to its governing documents			
since the prior Form 990 was filed?	4		Х
5 Did the organization become aware during the year of a significant diversion of the organization's assets?	5		Х
6 Did the organization have members or stockholders?	6		Х
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a		Х
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b		Х
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
a The governing body?	8a	Х	
b Each committee with authority to act on behalf of the governing body?	8b		Х
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? <i>If "Yes," provide the names and addresses on Schedule O</i>			Х
Section B. Policies (This Section B requests information about policies not required by the Internal R	eveni		· · ·
		Yes	No
10a Did the organization have local chapters, branches, or affiliates?	10a	Х	
b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	Х	
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Х	
b Describe on Schedule O the process, if any, used by the organization to review this Form 990. See Schedule O			
12a Did the organization have a written conflict of interest policy? If "No," go to line 13.	12a	Х	
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Х	

а	a The organization's CEO, Executive Director, or top management official. See Schedule. O.						
b	b Other officers or key employees of the organizationSee .Schedule.O						
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.						
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a					
b	b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the						
<u> </u>	organization's exempt status with respect to such arrangements?	16b	<u> </u>	Ĺ			
	tion C. Disclosure						
17	List the states with which a copy of this Form 990 is required to be filed <u>TX</u>			_			
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 50 available for public inspection. Indicate how you made these available. Check all that apply.)1(c)(3	3)s on	ly)			
	X Own website Another's website 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 financial statements availate the public during the tax user	ble to					

c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done....See. Schedule O....

13 Did the organization have a written whistleblower policy?.....

persons, comparability data, and contemporaneous substantiation of the deliberation and decision?

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

the public during the tax year. See Schedule 0 20 State the name, address, and telephone number of the person who possesses the organization's books and records.

|--|

14

15

Х

Х

Х

Х

Х

12c

13

14

Form 990 (2023) Families to Freedom, Inc.	47-3184478	Page 7
Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highes Independent Contractors	t Compensated Employe	es, and
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 Compensa	ated Employees	
1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending organization's tax year.	g with or within the	

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

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

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

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

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

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

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

				(C						
(A) Name and title	(B) Average hours per week (list any hours for related organiza- tions below dotted line)	hox	unles: er and	s ner	rson i	than of s both r/truster employee	an	(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
(1) Oweida Carter	1									
Chairman	0	Х		Х				0.	0.	0.
(2) Matthew Martinson Treasurer	1	х		х				0.	0.	0.
(3) Susan Gibson	1									
Director	0	Х						0.	0.	0.
(4) Rusty Nejdl	1									
Secretary	0	Х		Х				0.	0.	0.
(5) Oscar Mary	1									
Director	0	Х						0.	0.	0.
(6) Anastassiya Sayenko	1									
Director	0	Х						0.	0.	0.
(7) Sarah Nejdl	51									
CEO	0			Х				0.	0.	0.
_(8)										
(10)										
(11)										
(12)										
 				_						
		·								
(14)										
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Form 990 (2023) Families to Freedom, Inc.

	990 (2023) Families to Freedom, Int t VII Section A. Officers, Directors, Tru		Kev	Fn	nla		<u>ec</u> 2	and	l Highest Con	47-318447			ge 8
1 41		51005,			•	C)	c3, c				loyce.	5 (contin	lucu)
	(A) Name and title	(B) Average hours per week	box, offic	unles er an	Pos heck ss pe d a d	ition more rson i irecto	than or s both r/truste	an e)	(D) Reportable compensation from the organization	(E) Reportable compensation from related organizations		(F) ated amo of other ensation f	
		(list any hours for related organiza- tions below dotted	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(W-2/1099- MISC/1099-NEC)	(W-2/1099- MISC/1099-NEC)	an	organizati d related anization	1
(15)		line)	e	stee			nsated						
(16)			-										
(17)													
(18)													
(19)													
(20)													
(21)													
(22)													
(23)													
(24)													
(25)			-										
с	Subtotal Total from continuation sheets to Part VII, Section	on A						•		0.			0.
	Total (add lines 1b and 1c)								0. more than \$100,00	0. 0 of reportable comp	pensatio	n	0.
	from the organization 0											Yes	No
3	Did the organization list any former officer, direct on line 1a? <i>If "Yes,"complete Schedule J for sucl</i>	or, truste <i>i individu</i>	ee, ke al	ey e	mpl	оуеє	e, or h	nigh	nest compensated	employee	. 3		Х
4	For any individual listed on line 1a, is the sum of the organization and related organizations greate such individual	r than \$1	50,00	00'?	lf "`	Yes,	" con	nple	ete Schedule J for	from	. 4		X
	Did any person listed on line 1a receive or accrue for services rendered to the organization? If "Yes	e comper <i>," compl</i> e	nsatio e <i>te S</i>	on fr Sche	om dule	any e <i>J f</i> o	unrel or suc	ate ch p	d organization or person	individual	. 5		Х
	ion B. Independent Contractors Complete this table for your five highest compense	sated ind	enen	den	t co	ntrad	tors	tha	t received more t	nan \$100 000 of			
	compensation from the organization. Report compens								vith or within the or	ganization's tax year			
	(A) Name and business addr	ess							(B) Description	of services	(Compe	C) ensatio	n
	Total number of independent contractors (including b		ited to	o tha	ose l	listec	l abov	/e) v	who received more	than			
	\$100,000 of compensation from the organization	0				2.00		-1					

Form 990 (2023) Families to Freedom, Inc.

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						(A)	(B)	(C)	(D)
						Total révenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from under section 512-514
ស	1a	Federated campaign	S	1a					
and Other Similar Amounts	b	Membership dues		1b					
Ĕ	С	Fundraising events.		1c					
ar	d	Related organization	S	1d					
E		Government grants (contri			491,331.				
r S	f	All other contributions, gif similar amounts not include			256 270				
Ð	g	Noncash contributions incl	luded in		256,379.				
P		lines 1a-1f							
	h	Total. Add lines 1a-1	t		Business Code	747,710.			<u> </u>
	2a	There are and the	-+		Busiliess Code				
	b	<u>Transport vic</u>							
	c								
	d								
	е								
5	f	All other program se	rvice reve	enue					
	g	Total. Add lines 2a-2	2f	· · · · · · · · · ·	····				
	3	Investment income (in	cluding di	vidends,	interest, and				
		other similar amount Income from investm				3,524.	3,524.		
		Royalties							
	J			i) Real	(ii) Personal				
	6a	Gross rents	Sa			•			
	b	Less: rental expenses	6b						
	с	Rental income or (loss)	6c						
	d	Net rental income or	(loss)						
	7a	Gross amount from	(i) \$	Securities	(ii) Other				
		sales of assets other than inventory	7a		22,325.				
	b	Less: cost or other basis	76						
		'	7b 7c		9,400.				
		Net gain or (loss)	-		12,925.	12,925.	12,925.		-
				Г		12,925.	12,925.		
	δа	Gross income from fundra (not including \$	ising events						
		of contributions reported of	on line 1c).	<u> </u>					
		See Part IV, line 18		8	Ba				
		Less: direct expense			Bb				
	С	Net income or (loss)	from fun	draising	events				
	9a	Gross income from gaming	g activities.						
	L	See Part IV, line 19.)a				
		Less: direct expense Net income or (loss)		-	b				
			-		IVILIES				
1	Ua	Gross sales of inventory, le returns and allowances	ess	10	Da				
	b	Less: cost of goods			0b				
		Net income or (loss)		es of inv	entory				
T					Business Code				
บ1	1a								
1 1	b		_						
Š	С								
Ľ	d	All other revenue	· · · · · · · · · ·						
		Total. Add lines 11a							

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360	tion 501(c)(3) and 501(c)(4) organizations must com Check if Schedule O contains a r				
Do 1 6b,	not include amounts reported on lines 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service	(C) Management and general expenses	(D) Fundraising
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21		expenses	yeneral expenses	expenses
2	Grants and other assistance to domestic individuals. See Part IV, line 22				
3	Grants and other assistance to foreign organizations, foreign governments, and for- eign individuals. See Part IV, lines 15 and 16				
4 5	Benefits paid to or for members Compensation of current officers, directors, trustees, and key employees	0.	0.	0.	0.
6	Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0.	0.	0.	0.
7	Other salaries and wages	349,040.	332,271.	16,769.	
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	015/0101		10/103.	
9	Other employee benefits				
10	Payroll taxes	29,640.	28,157.	1,483.	
	Fees for services (nonemployees):				
	Management				
	Legal	750.		750.	
	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 Schedule 0.) Advertising and promotion.	2,149.		2,071.	78.
13	Office expenses	5,832.		5,832.	
14	Information technology	488.		488.	
15	Royalties				
16	Occupancy	31,229.	26,882.	4,347.	
17	Travel	62,522.	61,550.	972.	
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings				
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	25,535.		25,535.	
23		29,954.	25,969.	3,985.	
24	Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
а	Auto_maintenance	14,181.	14,181.		
	Bus & train tickets	11,580.	11,580.		
	Fuel_assistance	9,482.	9,482.		
	Printing and Publications	6,596.			6,596.
e	All other expenses	30,500.	13,020.	4,729.	12,751.
25	Total functional expenses. Add lines 1 through 24e	609,478.	523,092.	66,961.	19,425.
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here if following SOP 98-2 (ASC 958-720)				
BAA		TEEA01101 08	100.100		Form 990 (2023)

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

Form 990 (2023) Families to Freedom, Inc.

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Part X Balance Sheet

				(A) Beginning of year		(B) End of year
1	Cash – non-interest-bearing			50,037.	1	116,822
2	Savings and temporary cash investments			40,703.	2	
3	Pledges and grants receivable, net			69,507.	3	
4	Accounts receivable, net				4	107,874
5	Loans and other receivables from any current or forme trustee, key employee, creator or founder, substantial controlled entity or family member of any of these per	er officer, c contributo	director, r, or 35%		5	
6	Loans and other receivables from other disqualified pe	ersons (as	defined under			
	section 4958(f)(1)), and persons described in section	•			6	
7	Notes and loans receivable, net				7	
	Inventories for sale or use		-		8	
8	Prepaid expenses and deferred charges			6,053.	9	47,230
		1		0,033.		47,230
10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	173,605.			
	Less: accumulated depreciation		33,621.	92,606.	10c	139,984
11	Investments – publicly traded securities			5270001	11	100,001
12	Investments – other securities. See Part IV, line 11.		-		12	
13	Investments – program-related. See Part IV, line 11.		-		13	
14	Intangible assets.		-		14	
15	Other assets. See Part IV, line 11		•	3,996.	15	4,187
16	Total assets. Add lines 1 through 15 (must equal line			262,902.	16	416,097
				202,502.		120,00,
17	Accounts payable and accrued expenses			8,587.	17	22,357
18	Grants payable			·	18	
19	Deferred revenue		[4,547.	19	-856
20	Tax-exempt bond liabilities				20	
2 21	Escrow or custodial account liability. Complete Part I		21			
21 22	Loans and other payables to any current or former off key employee, creator or founder, substantial contribu controlled entity or family member of any of these per	6		22		
23	Secured mortgages and notes payable to unrelated th				23	
24	Unsecured notes and loans payable to unrelated third	•			24	
25	Other liabilities (including federal income tax, payable and other liabilities not included on lines 17-24). Com	•		8,126.	25	11,192
26	Total liabilities. Add lines 17 through 25			21,260.	26	32,693
3	Organizations that follow FASB ASC 958, check here and complete lines 27, 28, 32, and 33.	X				
27	Net assets without donor restrictions			241,642.	27	383,404
28	Net assets with donor restrictions		28			
27 28 29 30 31 32 33	Organizations that do not follow FASB ASC 958, cher and complete lines 29 through 33.	ck here				
5 29	Capital stock or trust principal, or current funds				29	
30	Paid-in or capital surplus, or land, building, or equipm				30	
31	Retained earnings, endowment, accumulated income,				31	
32	Total net assets or fund balances			241,642.	32	383,404
1	Total liabilities and net assets/fund balances			262,902.	33	416,097

Form	990 (2023) Families to Freedom, Inc. 47-3	8184478	F	Page 12		
Par	t XI Reconciliation of Net Assets					
	Check if Schedule O contains a response or note to any line in this Part XI.			Х		
1	Total revenue (must equal Part VIII, column (A), line 12)	1	764,	159.		
2	Total expenses (must equal Part IX, column (A), line 25)	2	609,	478.		
3	Revenue less expenses. Subtract line 2 from line 1	3	154,	681.		
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A)).	4	241,	642.		
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	-12,	919.		
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	383,	404.		
Par	t XII Financial Statements and Reporting	•				
	Check if Schedule O contains a response or note to any line in this Part XII			🗍		
			Yes	5 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 O.					
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 reviewe separate basis, consolidated basis, or both. Separate basis Consolidated basis Both consolidated and separate basis	d on a				
h	Were the organization's financial statements audited by an independent accountant?		2b	Х		
-	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separa	te				
	basis, consolidated basis, or both. Separate basis Consolidated basis Both consolidated and separate basis					
c	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			
	If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.					
	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the L Guidance, 2 C.F.R. Part 200, Subpart F?		3a	Х		
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required aud or audits, explain why on Schedule O and describe any steps taken to undergo such audits		3b			
BAA	TEEA0112L 08/23/23		Form 990	(2023)		

Form 8879	-TE
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Department of the Treasury Internal Revenue Service

IRS E-file Signature Authorization for a Tax Exempt Entity

For calendar year 2023, or fiscal year beginning _____, 2023, and ending _____, 20

Do not send to the IRS. Keep for your records. Go to www.irs.gov/Form8879TE for the latest information. 2023

Name of filer

Families to Freedom, Inc. Name and title of officer or person subject to tax

EIN or SSN 47-3184478

Sarah Nejdl CEO

Part I Type of Return and Return Information

	h you are using this Form 8879-TE and enter the ollars and cents. For all other forms, enter who		
6a, 7a, 8a, 9a, or 10a below, and t	he amount on that line for the return being file	ed with this form was blank, then le	ave line 1b, 2b, 3b, 4b, 5b,
6b, 7b, 8b, 9b, or 10b, whichever i line below. Do not complete more	s applicable, blank (do not enter -0-). But, if y	ou entered -0- on the return, then	enter -0- on the applicable
1a Form 990 check here	X b Total revenue, if any (Form 990, Part V	(III. column (A). line 12)	. 1b 764,159.
2a Form 990-EZ check here	b Total revenue, if any (Form 990-EZ, line		
3a Form 1120-POL check here	b Total tax (Form 1120-POL, line 22)		
4a Form 990-PF check here	b Tax based on investment income (Form		
5a Form 8868 check here	b Balance due (Form 8868, line 3c)		
6a Form 990-T check here	b Total tax (Form 990-T, Part III, line 4)		
7a Form 4720 check here	b Total tax (Form 4720, Part III, line 1)		
8a Form 5227 check here	b FMV of assets at end of tax year (Form		
9a Form 5330 check here	b Tax due (Form 5330, Part II, line 19)		
10a Form 8038-CP check here.	b Amount of credit payment requested (
Deut II De elevetion and Ci		we are Cubic at the Tau	
	gnature Authorization of Officer or Po	_	
Under penalties of perjury, I declare (name of entity)	that X I am an officer of the above entity	or i am a person subject to t	tax with respect to
and that I have examined a copy of	of the 2023 electronic return and accompanyin	g schedules and statements, and,	to the best of my knowledge
	and complete. I further declare that the amoun w my intermediate service provider, transmitte		
IRS and to receive from the IRS (a	a) an acknowledgement of receipt or reason for	r rejection of the transmission, (b)	the reason for any delay in
	(c) the date of any refund. If applicable, I authorized (direct debit) entry to the financial institution acc		
	eturn, and the financial institution to debit the		
	-888-353-4537 no later than 2 business days		
	e processing of the electronic payment of taxe d to the payment. I have selected a personal i		
return and, if applicable, the conse			
PIN: check one box only			
X I authorize <u>RCBM GROUP</u>		to enter my PIN 4763	9 as my signature
	ERO firm name	Enter five numbers do not enter all zer	,
on the tax year 2023 electro	nically filed return. If I have indicated within th		
agency(ies) regulating charities	s as part of the IRS Fed/State program, I also auti		
return's disclosure consent s	creen.		
As an officer or person subject	to tax with respect to the entity, I will enter my P	IN as my signature on the tax year 20	023 electronically filed
return. If I have indicated withi	n this return that a copy of the return is being filed vill enter my PIN on the return's disclosure conser	d with a state agency(ies) regulating o	charities as part of
	in enter my r ny on the return's disclosure conser		
Signature of officer or person subject to tax		Date	
Part III Certification and	Authentication		
ERO's EFIN/PIN. Enter your six-di number (EFIN) followed by your fi		75106610966 Do not enter all zeros	
I certify that the above numeric e	ntry is my PIN, which is my signature on the 2023		bove. I confirm that I
	cordance with the requirements of Pub. 4163 ,		
ERO's signature Oscar Mary		Date	
	FRO Must Retain This Form	n – See Instructions	