Form **990**

Department of the Treasury
Internal Revenue Service

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.

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

OMB No. 1545-0047

2020

Open to Public Inspection

A For the 2020 calendar year, or tax year beginning 07-01-2020 , and ending 06-30-2021

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

C Name of organization
CHURCH WORLD SERVICE INC

Doing business as

Number and street (or P.O. box if mail is not delivered to street address) | Room/suite
P O BOX 968

City or town, state or province, country, and ZIP or foreign postal code
ELKHART, IN 46515

D Employer identification number
13-4080201

E Telephone number
(574) 264-3102

G Gross receipts $ 68,300,951

F Name and address of principal officer:
JOANNE RENDALL
28606 PHILLIPS STREET
ELKHART,IN 46515

H(a) Is this a group return for subordinates? ☐ Yes ☑ No

H(b) Are all subordinates included? ☐ Yes ☐ No
If "No," attach a list. (see instructions)

H(c) Group exemption number ▶

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

J Website: ▶ WWW.CWSGLOBAL.ORG

K Form of organization: ☑ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation: 2000

M State of legal domicile: IN

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities:
CHURCH WORLD SERVICE, INC. IS A PRIVATE, VOLUNTARY FAITH-BASED ORGANIZATION WITH 37 MEMBER COMMUNIONS THAT TRANSFORMS COMMUNITIES AROUND THE GLOBE THROUGH JUST AND SUSTAINABLE RESPONSES TO HUNGER, POVERTY, DISPLACEMENT AND DISASTER.

2 Check this box ▶☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.

3	Number of voting members of the governing body (Part VI, line 1a)	**3**	19
4	Number of independent voting members of the governing body (Part VI, line 1b)	**4**	19
5	Total number of individuals employed in calendar year 2020 (Part V, line 2a)	**5**	437
6	Total number of volunteers (estimate if necessary)	**6**	3,000
7a	Total unrelated business revenue from Part VIII, column (C), line 12	**7a**	0
b	Net unrelated business taxable income from Form 990-T, line 39	**7b**	0

			Prior Year	Current Year
Revenue	**8**	Contributions and grants (Part VIII, line 1h)	69,132,088	64,361,484
	9	Program service revenue (Part VIII, line 2g)	2,509,851	1,869,343
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	208,903	216,359
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	2,113,493	1,853,765
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	73,964,335	68,300,951
Expenses	**13**	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	43,383,892	37,921,696
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0	0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	22,093,561	22,094,524
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	172,129	0
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶5,296,974		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	8,059,881	7,135,513
	18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	73,709,463	67,151,733
	19	Revenue less expenses. Subtract line 18 from line 12	254,872	1,149,218

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	**20**	Total assets (Part X, line 16)	30,808,727	34,753,968
	21	Total liabilities (Part X, line 26)	10,068,844	9,920,722
	22	Net assets or fund balances. Subtract line 21 from line 20	20,739,883	24,833,246

Part II Signature Block

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

Sign Here

▶ Signature of officer — Date 2021-11-15

▶ JOANNE RENDALL CFO
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
		2021-11-15		P00921930

Firm's name ▶ CROSSLIN PLLC — Firm's EIN ▶ 27-5360847

Firm's address ▶ 3803 BEDFORD AVENUE SUITE 103
NASHVILLE, TN 37215 — Phone no. (615) 320-5500

May the IRS discuss this return with the preparer shown above? (see instructions) ☑ **Yes** ☐ **No**

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

CHURCH WORLD SERVICE, INC. IS A PRIVATE, VOLUNTARY FAITH-BASED ORGANIZATION WITH 37 MEMBER COMMUNIONS THAT TRANSFORMS COMMUNITIES AROUND THE GLOBE THROUGH JUST AND SUSTAINABLE RESPONSES TO HUNGER, POVERTY, DISPLACEMENT AND DISASTER.

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

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

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

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

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

4a (Code:) (Expenses $ 39,546,090 including grants of $ 25,319,040) (Revenue $ 3,723,108)

SERVICES TO DISPLACED PERSONS - THE CWS COMMITMENT TO REFUGEES AND OTHER DISPLACED PERSONS IS A PROPHETIC EXPRESSION OF OUR CALLING IN FAITH TO WELCOME STRANGERS, TO GIVE VOICE TO THE UPROOTED, TO PROVIDE DURABLE SOLUTIONS, AND TO CHALLENGE THOSE RESPONSIBLE FOR SUFFERING AND DISPLACEMENT. CWS WORKS WITH A NETWORK OF CHURCHES, ORGANIZATIONS, AND INDIVIDUALS THAT ASSIST UPROOTED PERSONS THAT HAVE HAD TO FLEE THEIR COUNTRIES DUE TO PERSECUTION, ARMED CONFLICT, ETC. TOGETHER, WE SEEK TO PROVIDE FORCIBLY DISPLACED POPULATIONS SUPPORT TO ADDRESS CRITICAL UNMET NEEDS AS DURABLE SOLUTIONS ARE SOUGHT. ACTIVITIES INCLUDE: SHELTERING PEOPLE TEMPORARILY DISPLACED BY CIVIL STRIFE AND OTHER FACTORS BEYOND THEIR CONTROL, PROVIDING SHELTER, FOOD, MEDICAL ASSISTANCE, LEGAL AID, ETC. TO REFUGEES, REFUGEE RESETTLEMENT IN THE US THROUGH CONGREGATIONS, PROTECTING THE UPROOTED PERSONS IN THE MOST VULNERABLE SITUATIONS, RESPONDING TO NEW AND EMERGING REFUGEE SITUATIONS, ADVOCATING INITIATIVES THAT INFLUENCE US GOVERNMENT AND OTHER POLICIES AND LAWS AFFECTING THE PROTECTION OF UPROOTED PERSONS, AND PROVIDING IMMIGRATION SERVICES AND SUPPORT.

4b (Code:) (Expenses $ 6,096,612 including grants of $ 5,104,387) (Revenue $)

EMERGENCY RESPONSE - CWS JOINS TOGETHER WITH OTHERS TO SUPPORT PEOPLE AND COMMUNITIES IN HUMANITARIAN CRISES AROUND THE WORLD. CWS HELPS THE FAITH COMMUNITY PLAY ITS SPECIAL ROLE IN DISASTER MITIGATION, PREPAREDNESS, AND RESPONSE. IN RESPONDING TO EMERGENCIES AND WORKING DURING PROLONGED PERIODS OF NEED, CWS WORKS TO ENSURE THE WORLD'S MOST VULNERABLE PEOPLE BECOME SELF-SUFFICIENT. THE GOAL IS TO ACHIEVE DURABLE SOLUTIONS THAT BUILD OR RESTORE PEACE, JUSTICE AND DIGNITY.ACTIVITIES INCLUDE: EMERGENCY ASSISTANCE TO ADDRESS THE IMMEDIATE NEEDS OF THE MOST VULNERABLE SURVIVORS OF NATURAL AND HUMAN CAUSED DISASTERS, MATERIAL ASSISTANCE RELATED TO NATURAL AND HUMAN CAUSED DISASTERS, MITIGATION, PREPAREDNESS, PLANNING, AND SUSTAINABLE ASSISTANCE TO MINIMIZE THE IMPACT OF DISASTERS, DISASTER PREPAREDNESS AND IMMEDIATE AND LONG-TERM RESPONSE ACTIVITIES OF PEOPLE AND COMMUNITIES PREPARING FOR AND AFFECTED BY NATURAL AND HUMAN CAUSED DISASTERS, AND PROVISION OF PASTORAL, SPIRITUAL, AND PSYCHOLOGICAL CARE THAT HELPS DISASTER SURVIVORS COPE WITH THE CRISIS SITUATION AND RECOVER THEIR CAPACITY TO MOVE FORWARD POSITIVELY.

4c (Code:) (Expenses $ 8,472,469 including grants of $ 6,717,588) (Revenue $)

GLOBAL RELIEF AND DEVELOPMENT - CWS WORKS IN PARTNERSHIP WITH LOCAL ORGANIZATIONS, CHURCHES, INDIVIDUALS, ORGANIZATIONS, AND OTHERS AROUND THE WORLD TO BRING ABOUT SUSTAINABLE CHANGE. BY WORKING TOGETHER TO SUPPORT DEVELOPMENT AND FOOD SECURITY, CWS SEEKS TO WORK WITH MARGINALIZED COMMUNITIES EXPERIENCING CHRONIC HUNGER AND POVERTY AND TO ACHIEVE DURABLE SOLUTIONS THAT BUILD PEACE AND JUSTICE. THE FOCUS OF THE WORK IS ON THE MOST VULNERABLE PERSONS AND COMMUNITIES TO DEVELOP SOCIALLY, ECONOMICALLY AND ENVIRONMENTALLY SUSTAINABLE COMMUNITIES AND ACHIEVE A HIGHER QUALITY OF LIFE. THE FOLLOWING PROGRAMS ARE PART OF THIS FUNCTIONAL CATEGORY: HUNGER AND MALNUTRITION, CLIMATE CHANGE AND SUSTAINABILITY, EDUCATION, WATER, LIVELIHOODS, FOOD SECURITY AND RIGHTS, INDIGENOUS PEOPLES, PROTECTION OF VULNERABLE YOUTH AND CHILDREN, AND HEALTH.

(Code:) (Expenses $ 3,757,908 including grants of $ 780,681) (Revenue $)

4d Other program services (Describe in Schedule O.)

(Expenses $ 3,757,908 including grants of $ 780,681) (Revenue $)

4e **Total program service expenses** ▶ 57,873,079

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1	Yes	
2	Is the organization required to complete *Schedule B, Schedule of Contributors* (see instructions)?	2		No
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		No
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? *If "Yes," complete Schedule C, Part II*	4	Yes	
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? *If "Yes," complete Schedule C, Part III*	5		No
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D,* Part I	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D,* Part III	8		No
9	Did the organization report an amount in Part X, line 21 for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9		No
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? *If "Yes," complete Schedule D, Part V*	10	Yes	
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If "Yes," complete Schedule D,* Part VI.	11a	Yes	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII*	11b	Yes	
c	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII*	11c		No
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX*	11d		No
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	Yes	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? *If "Yes," complete Schedule D, Part X*	11f	Yes	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a	Yes	
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		No
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		No
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a	Yes	
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? *If "Yes," complete Schedule F, Parts I and IV*	14b	Yes	
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	Yes	
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		No
17	Did the organization report a total of more than $15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I* (see instructions)	17		No
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		No
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		No
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		No
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	Yes	

Part IV Checklist of Required Schedules *(continued)*

			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		No
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? *If "Yes," complete Schedule J*	23	Yes	
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		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3), 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		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L,* Part I	25b		No
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? *If "Yes," complete Schedule L, Part II*	26		No
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? *If "Yes," complete Schedule L,* Part III	27		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? *If "Yes," complete Schedule L, Part IV*	28a		No
b	A family member of any individual described in line 28a? *If "Yes," complete Schedule L, Part IV*	28b		No
c	A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? *If "Yes," complete Schedule L, Part IV*	28c		No
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		No
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		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? *If "Yes," complete Schedule R, Part I*	33		No
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		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? *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		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? **Note.** All Form 990 filers are required to complete Schedule O.	38	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

				Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1a	195		
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b	0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c Yes	

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

2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a 437			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? **Note.** If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)		2b	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?		3a		No
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation in Schedule O*		3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a	Yes	
b	If "Yes," enter the name of the foreign country: ▶KE,VM,HA,TZ,JA,ID,RI,CB,AR,TH,TT,SF See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b		No
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?		5c		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b		
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?		7a	Yes	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b	Yes	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c		No
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f		No
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.**				
a	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:				
a	Initiation fees and capital contributions included on Part VIII, line 12	10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11	**Section 501(c)(12) organizations.** Enter:				
a	Gross income from members or shareholders	11a			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b			
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?		12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	12b			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**				
a	Is the organization licensed to issue qualified health plans in more than one state? **Note.** See the instructions for additional information the organization must report on Schedule O.		13a		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b			
c	Enter the amount of reserves on hand	13c			
14a	Did the organization receive any payments for indoor tanning services during the tax year?		14a		No
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O*		14b		
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		No
16	Is the organization subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.		16		No

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

Check if Schedule O contains a response or note to any line in this Part VI . . . . . ☑

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.	1a	19		
b	Enter the number of voting members included in line 1a, above, who are independent	1b	19		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2			No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3			No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4			No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5			No
6	Did the organization have members or stockholders?	6		Yes	
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		Yes	
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		Yes	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a	The governing body?	8a		Yes	
b	Each committee with authority to act on behalf of the governing body?	8b		Yes	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses in Schedule O*	9			No

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

			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a		No
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		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Did the organization have a written conflict of interest policy? *If "No," go to line 13*	12a	Yes	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe in Schedule O how this was done*	12c	Yes	
13	Did the organization have a written whistleblower policy?	13	Yes	
14	Did the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b	Yes	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
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 organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ▶ AL,AK,AZ,AR,CA,CO,CT,DE,FL,GA,HI,ID,IL, IN,IA,KS,KY,LA,ME,MD,MA,MI,MN,MS,MO, MT,NE,NV,NH,NJ,NM,NY,NC,ND,OH,OK,OR, PA,RI,SC,SD,TN,TX,UT,VT,VA,WA,WV,WI,WY

18 Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

☐ Own website ☐ Another's website ☑ Upon request ☐ Other (explain in Schedule O)

19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records: ▶JOANNE RENDALL 28606 PHILLIPS STREET ELKHART,IN 46515 (574) 264-3102

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 instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than $100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations.

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) ATKINS-PATTENSON PHIL ESQ BOARD MEMBER	2.00	X						0	0	0
(2) CHAN MD PAUL S TREASURER	3.00	X		X				0	0	0
(3) DE JONG REV PATRICIA E BOARD CHAIR	5.00	X		X				0	0	0
(4) DORSEY REV CHRIS BOARD MEMBER	2.00	X						0	0	0
(5) FERENCZI MARTIN BOARD MEMBER	2.00	X						0	0	0
(6) FERRIS DR ELIZABETH BOARD MEMBER	2.00	X						0	0	0
(7) GESAMI CAROLINE S BOARD MEMBER	2.00	X						0	0	0
(8) HAGGRAY DR JEFFREY SECOND VICE CHAIR	3.00	X		X				0	0	0
(9) HENDRICKS NEVIN BOARD MEMBER	2.00	X						0	0	0
(10) HOULE BETH BOARD MEMBER	2.00	X						0	0	0
(11) KANEKO NOBUYOSHI BOARD MEMBER	2.00	X						0	0	0
(12) KECK KATY FIRST VICE CHAIR	5.00	X		X				0	0	0
(13) NGUYEN REV VY BOARD MEMBER	2.00	X						0	0	0
(14) NICHOLOVOS ZACHARIAH MAR BOARD MEMBER	2.00	X						0	0	0
(15) OLSON HARRIETT JANE BOARD MEMBER	2.00	X						0	0	0
(16) REED DR SHIRLEY CASON BOARD MEMBER	2.00	X						0	0	0
(17) ROBERTS LAURA SECRETARY	3.00	X		X				0	0	0

Part VII **Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees** *(continued)*

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee): Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
(18) SANTOS RICHARD L CEO & PRESIDENT	40.00	X		X				0	0	0
(19) THOMPSON REV DR KAREN GEORGIA BOARD MEMBER	2.00	X						0	0	0
(20) VASQUEZ-LEVY REV DR DAVID BOARD MEMBER	2.00	X						0	0	0
(21) BLOEM MAURICE A EXECUTIVE VICE PRESIDENT	40.00			X				160,726	0	47,896
(22) RENDALL JOANNE CFO	40.00			X				145,267	0	43,289
(23) KEKIC EROL IMMIGRATION AND REFUGEE PR	40.00					X		162,881	0	48,538
(24) MILLER CARLEEN VP, CULTURE AND GLOBAL OPE	40.00					X		136,269	0	37,883
(25) TAURAS THOMAS AFRICA REGIONAL REPRESENTA	40.00					X		148,041	0	41,155
(26) WALLE ANN VP GOVERNANCE AND CHIEF OF STAFF	40.00					X		140,908	0	41,991
(27) MCCULLOUGH REV JOHN L FORMER PRESIDENT & CEO	40.00						X	315,953	0	96,661
1b Sub-Total . . . . . ▶										
c Total from continuation sheets to Part VII, Section A . . . . ▶										
d Total (add lines 1b and 1c) . . . . . ▶								1,210,045	0	357,413

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization ▶ 7

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

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
DISCIPLEDATA INC 12821 E NEW MARKET ST SUITE 250 CARMEL, IN 46032	INFORMATION TECHNOLOGY	412,627
PURSUANT GROUP DEPT 0519 P O BOX 120519 DALLAS, TX 75254	DIRECT RESPONSE	223,850
ACT FOR PEACE LOCKED BAG Q199 QUEEN VICTORIA BUI SYDNEY AS	PEER-TO-PEER EVENT	156,573
SARAH KRAUSE, 850 AMSTERDAM AVE APT 11D NEW YORK, NY 10025	COMMUNITY SPONSORSHIP	130,400
GORMAN MANAGEMENT CONSULTING INC 8 NORTHFIELD LANE WEST BAY SHORE, NY 11706	COUNSEL	112,500

2 Total number of independent contractors (including but not limited to those listed above) who received more than $100,000 of compensation from the organization ▶ 5

Part VIII Statement of Revenue

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

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a				
	b Membership dues	1b				
	c Fundraising events	1c				
	d Related organizations	1d				
	e Government grants (contributions)	1e	39,422,761			
	f All other contributions, gifts, grants, and similar amounts not included above	1f	24,938,723			
	g Noncash contributions included in lines 1a - 1f:$	1g	1,405,244			
	h **Total.** Add lines 1a-1f . . . . . ▶		64,361,484			
Program Service Revenue		Business Code				
	2a REFUGEE SERVICES PROGRAM	900099	1,869,343	1,869,343		
	b					
	c					
	d					
	e					
	f All other program service revenue.					
	g **Total.** Add lines 2a–2f. . . . . ▶	1,869,343				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts) ▶		216,359			216,359
	4 Income from investment of tax-exempt bond proceeds ▶					
	5 Royalties . . . . . ▶					
		(i) Real	(ii) Personal			
	6a Gross rents	6a				
	b Less: rental expenses	6b				
	c Rental income or (loss)	6c				
	d Net rental income or (loss) . . . . . ▶					
		(i) Securities	(ii) Other			
	7a Gross amount from sales of assets other than inventory	7a				
	b Less: cost or other basis and sales expenses	7b				
	c Gain or (loss)	7c				
	d Net gain or (loss) . . . . . ▶					
	8a Gross income from fundraising events (not including $ _____ of contributions reported on line 1c). See Part IV, line 18	8a				
	b Less: direct expenses	8b				
	c Net income or (loss) from fundraising events . . ▶					
	9a Gross income from gaming activities. See Part IV, line 19 . . .	9a				
	b Less: direct expenses	9b				
	c Net income or (loss) from gaming activities . . ▶					
	10a Gross sales of inventory, less returns and allowances . .	10a				
	b Less: cost of goods sold . .	10b				
	c Net income or (loss) from sales of inventory . . ▶					
	Miscellaneous Revenue	Business Code				
	11a DEVELOP, EMERG, REFUGEE	900099	1,853,765	1,853,765		
	b					
	c					
	d All other revenue					
	e **Total.** Add lines 11a–11d . . . . . ▶		1,853,765			
	12 **Total revenue.** See instructions . . . . . ▶		68,300,951	3,723,108	0	216,359

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 . . . . . ☐

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	17,952,535	17,952,535		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	19,969,161	19,969,161		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	601,170		601,170	
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	16,317,334	12,170,726	1,582,625	2,563,983
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	964,277	693,676	124,466	146,135
9 Other employee benefits	3,110,041	2,237,281	401,436	471,324
10 Payroll taxes	1,101,702	792,535	142,205	166,962
11 Fees for services (non-employees):				
a Management				
b Legal	109,192	46,512	23,160	39,520
c Accounting	188,951	80,487	40,077	68,387
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	3,455,002	1,471,721	732,811	1,250,470
12 Advertising and promotion	20,498	15,568	2,424	2,506
13 Office expenses	233,552	166,695	56,359	10,498
14 Information technology	379,379	270,776	91,549	17,054
15 Royalties				
16 Occupancy	1,344,169	1,225,026	95,004	24,139
17 Travel	191,122	114,377	2,253	74,492
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	44,052	26,363	519	17,170
20 Interest	27,789		27,789	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	4,945		4,945	
23 Insurance				
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a COMMUNICATION	1,027,915	556,896	40,004	431,015
b MISCELLANEOUS	108,947	82,744	12,884	13,319
c				
d				
e All other expenses				
25 **Total functional expenses.** Add lines 1 through 24e	67,151,733	57,873,079	3,981,680	5,296,974
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ▶ ☐ if following SOP 98-2 (ASC 958-720).				

Part X Balance Sheet

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

					(A) Beginning of year		(B) End of year
Assets	1	Cash–non-interest-bearing			4,949,992	1	3,999,353
	2	Savings and temporary cash investments				2	
	3	Pledges and grants receivable, net			4,579,435	3	6,020,921
	4	Accounts receivable, net				4	
	5	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons				5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)				6	
	7	Notes and loans receivable, net				7	
	8	Inventories for sale or use			3,447,562	8	3,147,252
	9	Prepaid expenses and deferred charges			2,452,651	9	2,398,960
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	6,551,928			
	b	Less: accumulated depreciation	10b	6,522,105	34,768	10c	29,823
	11	Investments—publicly traded securities				11	
	12	Investments—other securities. See Part IV, line 11			14,193,523	12	17,822,218
	13	Investments—program-related. See Part IV, line 11				13	
	14	Intangible assets				14	
	15	Other assets. See Part IV, line 11			1,150,796	15	1,335,441
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)			30,808,727	16	34,753,968
Liabilities	17	Accounts payable and accrued expenses			4,326,406	17	6,560,025
	18	Grants payable			315,779	18	233,850
	19	Deferred revenue				19	
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D				21	
	22	Loans and other payables to 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				22	
	23	Secured mortgages and notes payable to unrelated third parties			1,987,539	23	365,229
	24	Unsecured notes and loans payable to unrelated third parties				24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D			3,439,120	25	2,761,618
	26	**Total liabilities.** Add lines 17 through 25			10,068,844	26	9,920,722
Net Assets or Fund Balances		**Organizations that follow FASB ASC 958, check here ▶ ☑ and complete lines 27, 28, 32, and 33.**					
	27	Net assets without donor restrictions			8,190,392	27	11,614,284
	28	Net assets with donor restrictions			12,549,491	28	13,218,962
		Organizations that do not follow FASB ASC 958, check here ▶ ☐ and complete lines 29 through 33.					
	29	Capital stock or trust principal, or current funds				29	
	30	Paid-in or capital surplus, or land, building or equipment fund				30	
	31	Retained earnings, endowment, accumulated income, or other funds				31	
	32	Total net assets or fund balances			20,739,883	32	24,833,246
	33	Total liabilities and net assets/fund balances			30,808,727	33	34,753,968

Part XI Reconcilliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	68,300,951
2	Total expenses (must equal Part IX, column (A), line 25)	2	67,151,733
3	Revenue less expenses. Subtract line 2 from line 1	3	1,149,218
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	20,739,883
5	Net unrealized gains (losses) on investments	5	2,944,145
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column	10	24,833,246

Part XII Financial Statements and Reporting

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

			Yes	No
1	Accounting method used to prepare the Form 990: ☐ Cash ☑ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		No
	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?	2b	Yes	
	If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☑ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis			
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	Yes	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a	Yes	
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.	3b	Yes	

Additional Data

Return to Form

Software ID:

Software Version:

Form 990, Special Condition Description:

Special Condition Description

SCHEDULE A
(Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
CHURCH WORLD SERVICE INC

Employer identification number
13-4080201

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

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

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

2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990 or 990-EZ).)

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

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

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

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

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

8 ☐ A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)

9 ☐ An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:

10 ☐ An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)

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

12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.

a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**

b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**

c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**

d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**

e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.

f Enter the number of supported organizations . . . . . .

g Provide the following information about the supported organization(s).

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . .	93,044,199	63,241,414	72,239,249	69,132,088	64,361,484	362,018,434
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge..						
4 **Total.** Add lines 1 through 3	93,044,199	63,241,414	72,239,249	69,132,088	64,361,484	362,018,434
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f). .						
6 **Public support.** Subtract line 5 from line 4.						362,018,434

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
7 Amounts from line 4. .	93,044,199	63,241,414	72,239,249	69,132,088	64,361,484	362,018,434
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . . .	139,814	159,133	199,065	208,903	216,359	923,274
9 Net income from unrelated business activities, whether or not the business is regularly carried on. .						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.). .						
11 **Total support.** Add lines 7 through 10						362,941,708

12 Gross receipts from related activities, etc. (see instructions) **12** 17,366,264

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 2020 (line 6, column (f) divided by line 11, column (f)) . . . . . **14** 99.750 %

15 Public support percentage for 2019 Schedule A, Part II, line 14 . . . . . **15** 99.780 %

16a **33 1/3% support test—2020.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . . ▶☑

b **33 1/3% support test—2019.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . . ▶☐

17a **10%-facts-and-circumstances test—2020.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . . ▶☐

b **10%-facts-and-circumstances test—2019.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . . ▶☐

18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions . . . . . ▶☐

Part III **Support Schedule for Organizations Described in Section 509(a)(2)**
(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf . . .						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $5,000 or 1% of the amount on line 13 for the year.						
c Add lines 7a and 7b. .						
8 **Public support.** (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
9 Amounts from line 6. . .						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources . .						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.						
c Add lines 10a and 10b.						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on.						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . .						
13 **Total support.** (Add lines 9, 10c, 11, and 12.). .						

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

Section C. Computation of Public Support Percentage

15	Public support percentage for 2020 (line 8, column (f) divided by line 13, column (f))	15	
16	Public support percentage from 2019 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17	Investment income percentage for **2020** (line 10c, column (f) divided by line 13, column (f))	17	
18	Investment income percentage from **2019** Schedule A, Part III, line 17	18	

19a **33 1/3% support tests—2020.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . . ▶☐

b **33 1/3% support tests—2019.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . ▶☐

20 **Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions . . . . ▶☐

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally-Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year **(see instructions)**:

- **a** ☐ The organization satisfied the Activities Test. Complete **line 2** below.
- **b** ☐ The organization is the parent of each of its supported organizations. Complete **line 3** below.
- **c** ☐ The organization supported a governmental entity. Describe in **Part VI** how you supported a government entity (see instructions)

2 Activities Test. **Answer lines 2a and 2b below.**

			Yes	No
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in* ***Part VI identify those supported organizations and explain*** *how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*	**2a**		
b	Did the activities described in line 2a constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in* ***Part VI*** *the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.*	**2b**		
3	Parent of Supported Organizations. **Answer lines 3a and 3b below.**			
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? *If "Yes" or "No" provide details in* ***Part VI.***	**3a**		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? *If "Yes," describe in* ***Part VI.*** *the role played by the organization in this regard.*	**3b**		

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

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

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

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

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

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

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

Section D - Distributions		**Current Year**
1 Amounts paid to supported organizations to accomplish exempt purposes	**1**	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	**2**	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	**3**	
4 Amounts paid to acquire exempt-use assets	**4**	
5 Qualified set-aside amounts (*prior IRS approval required - provide details in* ***Part VI***)	**5**	
6 Other distributions (*describe in* ***Part VI***). See instructions	**6**	
7 **Total annual distributions.** Add lines 1 through 6.	**7**	
8 Distributions to attentive supported organizations to which the organization is responsive (*provide details in* ***Part VI***). See instructions	**8**	
9 Distributable amount for 2020 from Section C, line 6	**9**	
10 Line 8 amount divided by Line 9 amount	**10**	

Section E - Distribution Allocations (see instructions)	**(i) Excess Distributions**	**(ii) Underdistributions Pre-2020**	**(iii) Distributable Amount for 2020**
1 Distributable amount for 2020 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2020 (reasonable cause required-- *explain in* ***Part VI***). See instructions.			
3 Excess distributions carryover, if any, to 2020:			
a From 2015.			
b From 2016.			
c From 2017.			
d From 2018.			
e From 2019.			
f **Total** of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2020 distributable amount			
i Carryover from 2015 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2020 from Section D, line 7: $			
a Applied to underdistributions of prior years			
b Applied to 2020 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2020, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, *explain in* ***Part VI***. See instructions.			
6 Remaining underdistributions for 2020. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, *explain in* ***Part VI***. See instructions.			
7 **Excess distributions carryover to 2021.** Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2016.			
b Excess from 2017.			
c Excess from 2018.			
d Excess from 2019.			
e Excess from 2020.			

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

Facts And Circumstances Test

Return Reference	Explanation

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶**Complete if the organization is described below.** ▶**Attach to Form 990 or Form 990-EZ.**
▶**Go to *www.irs.gov/Form990* for instructions and the latest information.**

OMB No. 1545-0047

2020

Open to Public Inspection

If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then
- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then
- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then
- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of the organization	Employer identification number
CHURCH WORLD SERVICE INC	13-4080201

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV (see instructions for definition of "political campaign activities")

2 Political campaign activity expenditures (see instructions) ..... ▶ $

3 Volunteer hours for political campaign activities (see instructions) .....

Part I-B Complete if the organization is exempt under section 501(c)(3).

1 Enter the amount of any excise tax incurred by the organization under section 4955 ..... $

2 Enter the amount of any excise tax incurred by organization managers under section 4955 ..... $

3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ..... ☐ Yes ☐ No

4a Was a correction made? ..... ☐ Yes ☐ No

b If "Yes," describe in Part IV.

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ..... $

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ..... ▶ $

3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b..... $

4 Did the filing organization file **Form 1120-POL** for this year? ..... ☐ Yes ☐ No

5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	**(b)** Address	**(c)** EIN	**(d)** Amount paid from filing organization's funds. If none, enter -0-.	**(e)** Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
1				
2				
3				
4				
5				
6				

Part II-A **Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).**

A Check ▶ ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).

B Check ▶ ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	**(a)** Filing organization's totals	**(b)** Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)		
b Total lobbying expenditures to influence a legislative body (direct lobbying)		
c Total lobbying expenditures (add lines 1a and 1b)		
d Other exempt purpose expenditures		
e Total exempt purpose expenditures (add lines 1c and 1d)		
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.		
g Grassroots nontaxable amount (enter 25% of line 1f)		
h Subtract line 1g from line 1a. If zero or less, enter -0-.		
i Subtract line 1f from line 1c. If zero or less, enter -0-.		

If the amount on line 1e, column (a) or (b) is:	**The lobbying nontaxable amount is:**
Not over $500,000	20% of the amount on line 1e.
Over $500,000 but not over $1,000,000	$100,000 plus 15% of the excess over $500,000.
Over $1,000,000 but not over $1,500,000	$175,000 plus 10% of the excess over $1,000,000.
Over $1,500,000 but not over $17,000,000	$225,000 plus 5% of the excess over $1,500,000.
Over $17,000,000	$1,000,000.

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? ☐ **Yes** ☐ **No**

4-Year Averaging Period Under Section 501(h)

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	**(a)** 2017	**(b)** 2018	**(c)** 2019	**(d)** 2020	**(e)** Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Part II-B **Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).**

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

		(a) Yes	(a) No	(b) Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a	Volunteers?	Yes		
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?	Yes		
c	Media advertisements?		No	
d	Mailings to members, legislators, or the public?		No	
e	Publications, or published or broadcast statements?	Yes		139,916
f	Grants to other organizations for lobbying purposes?	Yes		49,832
g	Direct contact with legislators, their staffs, government officials, or a legislative body?	Yes		281,382
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?	Yes		470,502
i	Other activities?		No	
j	Total. Add lines 1c through 1i			941,632
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		No	
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A **Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).**

			Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?	1		
2	Did the organization make only in-house lobbying expenditures of $2,000 or less?	2		
3	Did the organization agree to carry over lobbying and political expenditures from the prior year?	3		

Part III-B **Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."**

1	Dues, assessments and similar amounts from members	1	
2	Section 162(e) nondeductible lobbying and political expenditures **(do not include amounts of political expenses for which the section 527(f) tax was paid).**		
a	Current year	2a	
b	Carryover from last year	2b	
c	Total	2c	
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues .	3	
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5	Taxable amount of lobbying and political expenditures (see instructions)	5	

Part IV **Supplemental Information**

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions), and Part II-B, line 1. Also, complete this part for any additional information.

Return Reference	Explanation
PART II-B, LINE 1:	EXPENSES ASSOCIATED WITH LOBBYING ACTIVITIES FOR PAID STAFF OR MANAGEMENT.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
CHURCH WORLD SERVICE INC

Employer identification number
13-4080201

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

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).
☐ Preservation of land for public use (e.g., recreation or education)
☐ Preservation of an historically important land area
☐ Protection of natural habitat
☐ Preservation of a certified historic structure
☐ Preservation of open space

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

			Held at the End of the Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d	

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

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

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

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

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

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

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

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

(i) Revenue included on Form 990, Part VIII, line 1 ▶ $ _____

(ii) Assets included in Form 990, Part X ▶ $ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 ▶ $ _____

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

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

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

a ☐ Public exhibition

b ☐ Scholarly research

c ☐ Preservation for future generations

d ☐ Loan or exchange programs

e ☐ Other .....

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

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?. . . ☐ **Yes** ☐ **No**

Part IV Escrow and Custodial Arrangements.

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

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? . . . . . ☐ **Yes** ☐ **No**

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

		Amount
c	Beginning balance	**1c**
d	Additions during the year	**1d**
e	Distributions during the year	**1e**
f	Ending balance	**1f**

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? . . . ☐ **Yes** ☐ **No**

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

Part V Endowment Funds.

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	6,080,105	5,791,784	5,579,972	5,192,342	4,526,337
b Contributions . . .	569,088	440,443	32,293	31,193	61,330
c Net investment earnings, gains, and losses	1,522,204	227,645	341,829	348,494	470,806
d Grants or scholarships . . .					
e Other expenditures for facilities and programs . . .	83,387	379,767	162,310	71,147	72,993
f Administrative expenses					
g End of year balance	8,088,010	6,080,105	5,791,784	5,579,972	5,192,342

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

a Board designated or quasi-endowment ▶ 47.554 %

b Permanent endowment ▶ 52.446 %

c Term endowment ▶ .....

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

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

	Yes	No
(i) Unrelated organizations . . . . . **3a(i)**		No
(ii) Related organizations . . . . . **3a(ii)**		No
b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? **3b**		

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

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		7,137		7,137
b Buildings		103,745	103,745	0
c Leasehold improvements		1,698,153	1,688,907	9,246
d Equipment		4,064,776	4,051,336	13,440
e Other		678,117	678,117	0
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* . . ▶				29,823

Part VII **Investments—Other Securities.**
Complete if the organization answered "Yes" on Form 990, Part IV, line 11b.See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
(A) CORPORATE BONDS	519,041	F
(B) U.S. GOVERNMENT OBLIGATION	704,838	F
(C) EQUITY SECURITIES	5,440,475	F
(D) OTHERS	185,174	F
(E) HELD BY OTHERS	10,972,690	F
(F)		
(G)		
(H)		
(I)		
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 12.)* ▶	17,822,218	

Part VIII **Investments—Program Related.**
Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 13.)* ▶		

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

(a) Description	(b) Book value
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 15.)* ▶	

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

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col.(B) line 25.)* ▶	2,761,618

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

Part XI **Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.**
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements			1	71,245,096
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a	2,944,145		
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines **2a** through **2d**			2e	2,944,145
3	Subtract line **2e** from line **1**			3	68,300,951
4	Amounts included on Form 990, Part VIII, line 12, but not on line **1**:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	0
5	Total revenue. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 12.)			5	68,300,951

Part XII **Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.**
Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements			1	67,151,733
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines **2a** through **2d**			2e	0
3	Subtract line **2e** from line **1**			3	67,151,733
4	Amounts included on Form 990, Part IX, line 25, but not on line **1:**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
c	Add lines **4a** and **4b**			4c	0
5	Total expenses. Add lines **3** and **4c.** (This must equal Form 990, Part I, line 18.)			5	67,151,733

Part XIII

Supplemental Information

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

Return Reference	Explanation
PART V, LINE 4:	CHURCH WORLD SERVICE INTENDS TO USE THE ENDOWMENT FUNDS TO CARRY OUT THEIR PROGRAM SERVICES, MISSION, AND PURPOSE.
PART X, LINE 2:	CWS ACCOUNTS FOR THE EFFECT OF ANY UNCERTAIN TAX POSITIONS BASED UPON A MORE LIKELY THAN NOT THRESHOLD TO THE RECOGNITION OF THE TAX POSITIONS BEING SUSTAINED BASED ON THE TECHNICAL MERITS OF THE POSITION UNDER EXAMINATION BY THE APPLICABLE TAXING AUTHORITY. IF A TAX POSITION OR POSITIONS ARE DEEMED TO RESULT IN UNCERTAINTIES OF THOSE POSITIONS, THE UNRECOGNIZED TAX BENEFIT IS ESTIMATED BASED UPON A CUMULATIVE PROBABLITY ASSESSMENT THAT AGGREGATES THE ESTIMATED TAX LIABILITY FOR ALL UNCERTAIN TAX POSITIONS. TAX POSITIONS FOR CWS INCLUDE, BUT ARE NOT LIMITED TO, THE TAX-EXEMPT STATUS AND DETERMINATION OF WHETHER INCOME IS SUBJECT TO UNRELATED BUSINESS INCOME TAX; HOWEVER, CWS HAS DETERMINED THAT SUCH TAX POSITIONS DO NOT RESULT IN AN UNCERTAINTY REQUIRING RECOGNITION.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE F (Form 990)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.
▶ Attach to Form 990.
▶ Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
CHURCH WORLD SERVICE INC

Employer identification number
13-4080201

Part I **General Information on Activities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

1 **For grantmakers.** Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . . ☑ Yes ☐ No

2 **For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.

3 Activites per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
(1) AFRICA	3	457	GRANTMAKING	REFUGEE/DISPLACED PERSONS; EMERGENCY RESPONSE; DEVELOPMENT PROGRAM	13,658,687
(2) CENTRAL AMERICA AND CARRIBBEAN	20	5	GRANTMAKING	REFUGEE/DISPLACED PERSONS; EMERGENCY RESPONSE; DEVELOPMENT PROGRAM	2,390,632
(3) EUROPE	5	11	GRANTMAKING	REFUGEE/DISPLACED PERSONS; EMERGENCY RESPONSE; DEVELOPMENT PROGRAM	893,309
(4) MIDDLE EAST	1	0	GRANTMAKING	REFUGEE/DISPLACED PERSONS; EMERGENCY RESPONSE; DEVELOPMENT PROGRAM	936,287
(5) SOUTH ASIA	7	107	GRANTMAKING	REFUGEE/DISPLACED PERSONS; EMERGENCY RESPONSE; DEVELOPMENT PROGRAM	2,090,246
(6)					
(7)					
(8)					
(9)					
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
3a Sub-total	36	580			19,969,161
b Total from continuation sheets to Part I . . .	0	0			0
c **Totals** (add lines 3a and 3b)	36	580			19,969,161

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than $5,000. Part II can be duplicated if additional space is needed.

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)		AFRICA	SERVICES TO THE DISPLACED	13,000,174				
(2)		AFRICA	GLOBAL RELIEF AND DEVELOPMENT	628,513				
(3)		AFRICA	GLOBAL RELIEF AND DEVELOPMENT	30,000				
(4)		ASIA	GLOBAL RELIEF AND DEVELOPMENT	943,898				
(5)		ASIA	GLOBAL RELIEF AND DEVELOPMENT	321,000				
(6)		ASIA	GLOBAL RELIEF AND DEVELOPMENT	288,000				
(7)		ASIA	GLOBAL RELIEF AND DEVELOPMENT	247,870				
(8)		ASIA	GLOBAL RELIEF AND DEVELOPMENT	150,000				
(9)		ASIA	GLOBAL RELIEF AND DEVELOPMENT	130,083				
(10)		ASIA	SERVICES TO THE DISPLACED	9,395				
(11)		EUROPE	EMERGENCY RESPONSE	149,577				
(12)		EUROPE	GLOBAL RELIEF AND DEVELOPMENT	111,312				
(13)		EUROPE	EMERGENCY RESPONSE	30,450				
(14)		LATIN AMERICA & CARIBBEAN	GLOBAL RELIEF AND DEVELOPMENT	735,641				
(15)		LATIN AMERICA & CARIBBEAN	SERVICES TO THE DISPLACED	255,140				
(16)		LATIN AMERICA & CARIBBEAN	GLOBAL RELIEF AND DEVELOPMENT	210,820				
(17)		LATIN AMERICA & CARIBBEAN	GLOBAL RELIEF AND DEVELOPMENT	188,176				
(18)		LATIN AMERICA & CARIBBEAN	GLOBAL RELIEF AND DEVELOPMENT	178,945				
(19)		LATIN AMERICA & CARIBBEAN	GLOBAL RELIEF AND DEVELOPMENT	162,008				
(20)		LATIN AMERICA & CARIBBEAN	GLOBAL RELIEF AND DEVELOPMENT	143,875				
(21)		LATIN AMERICA & CARIBBEAN	SERVICES TO THE DISPLACED	128,382				
(22)		LATIN AMERICA & CARIBBEAN	GLOBAL RELIEF AND DEVELOPMENT	80,807				
(23)		LATIN AMERICA & CARIBBEAN	GLOBAL RELIEF AND DEVELOPMENT	79,000				
(24)		LATIN AMERICA & CARIBBEAN	GLOBAL RELIEF AND DEVELOPMENT	40,000				
(25)		LATIN AMERICA & CARIBBEAN	GLOBAL RELIEF AND DEVELOPMENT	34,900				
(26)		LATIN AMERICA & CARIBBEAN	SERVICES TO THE DISPLACED	30,000				
(27)		LATIN AMERICA & CARIBBEAN	GLOBAL RELIEF AND DEVELOPMENT	25,000				
(28)		LATIN AMERICA & CARIBBEAN	GLOBAL RELIEF AND DEVELOPMENT	25,000				
(29)		LATIN AMERICA & CARIBBEAN	GLOBAL RELIEF AND DEVELOPMENT	20,000				
(30)		LATIN AMERICA & CARIBBEAN	GLOBAL RELIEF AND DEVELOPMENT	20,000				
(31)		LATIN AMERICA & CARIBBEAN	GLOBAL RELIEF AND DEVELOPMENT	18,500				
(32)		LATIN AMERICA & CARIBBEAN	GLOBAL RELIEF AND DEVELOPMENT	6,405				
(33)		MIDDLE EAST	SERVICES TO THE DISPLACED	936,287				
(34)		LATIN AMERICA & CARIBBEAN				8,034	BLANKETS	FMV
(35)		EUROPE				225,000	SCHOOL KITS	FMV
(36)		EUROPE				376,970	BLANKETS, SCHOOL KITS, HYGIENE KITS	FMV

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

3 Enter total number of other organizations or entities . . . . . ▶

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 16. Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	**(b)** Region	**(c)** Number of recipients	**(d)** Amount of cash grant	**(e)** Manner of cash disbursement	**(f)** Amount of noncash assistance	**(g)** Description of noncash assistance	**(h)** Method of valuation (book, FMV, appraisal, other)
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

Part IV Foreign Forms

1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* . . . . . ☐ Yes ☑ No

2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* . . . . . ☐ Yes ☑ No

3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with Respect to Certain Foreign Corporations. (see Instructions for Form 5471)* . . . . . ☐ Yes ☑ No

4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)* . ☐ Yes ☑ No

5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* . . . . . ☐ Yes ☑ No

6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990).* . . . . . ☐ Yes ☑ No

Part V **Supplemental Information**

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

ReturnReference	Explanation
PART I, LINE 2:	CWS PROVIDES GRANT GUIDELINES AND ELIGIBILITY CRITERIA TO THOSE INTERESTED IN SUBMITTING PROPOSALS. THE ELIGIBILITY INCLUDES BEING A NON-PROFIT REGISTERED ORGANIZATION; SERVING POPULATIONS WITHOUT DISCRIMINATION; CREDIBILITY IN THE COMMUNITIES THEY OPERATE; AND PROGRAMS IN-LINE WITH THE MISSION OF CWS. THE PROGRAMS AND PROJECTS MUST GIVE SUFFICIENT ATTENTION TO SUSTAINABILITY AND LOCAL PARTICIPATION AS WELL. THE PROPOSAL MUST CONTAIN A PROGRAM NARRATIVE; MONITORING AND EVALUATION PLAN, AND BUDGET. THE MONITORING AND EVALUATION IS BASED UPON AGREED-UPON COMMON INDICATORS AND COMPETENCIES. THE GUIDELINES FOR PROPOSAL CONSIDERATION AND SELECTION INCLUDE SUCH THINGS AS RESPONSE DETERMINED; CLEAR AND MEASURABLE GOALS AND OBJECTIVES; UTILIZATION OF LOCAL RESOURCES; ASSISTING THE MOST VULNERABLE; AND ORGANIZATIONAL CAPACITY.
PART III ACCOUNTING METHOD:	

Additional Data

Software ID:

Software Version:

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

Schedule I (Form 990)

Department of the Treasury
Internal Revenue Service

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

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
CHURCH WORLD SERVICE INC

Employer identification number
13-4080201

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . . ☑ Yes ☐ No

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

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

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) ARLA ADVENTIST COMMUNITY SERVICES 44364 S COBURN ROAD HAMMOND,LA 70403				114,463	FMV	BLANKETS, SCHOOL KITS, HYGIENE KITS, CLEAN-UP BUCKETS	SERVICES TO THE DISPLACED
(2) ARLINGTON FOOD ASSISTANCE CENTER 2708 S NELSON ST ARLINGTON,VA 22206			7,133				LOCAL HUNGER PROGRAM
(3) ASCENTRIA COMMUNITY SERVICES 14 EAST WORCESTER STREET SUITE 300 WORCESTER,MA 01604			58,846				SERVICES TO THE DISPLACED
(4) ASSOCIATION OF MEXICANS IN NORTH CAROLINA INC (AMEXCAN) 1410 S EVANS ST GREENVILLE,NC 27836			25,000				SERVICES TO THE DISPLACED
(5) BETHANY CHRISTIAN SERVICE (PARA) 1050 36TH ST SE SUITE 40 GRAND RAPIDS,MI 49508			725,836				SERVICES TO THE DISPLACED
(6) BOAT PEOPLE SOS-HOUSTON 113 BALLAIRE BLVDSUITE 910 HOUSTON,TX 77072				22,899	FMV	BLANKETS, HYGIENE KITS, CLEAN-UP BUCKETS	SERVICES TO THE DISPLACED
(7) BREAD FOR THE WORLD INSTITUTE 425 3RD STREET SW WASHINGTON,DC 20024			5,000				ADVOCACY
(8) BROWARD COLLEGE 16957 SHERIDAN STREET PEMBROKE PINES,FL 33331			405,755				SERVICES TO THE DISPLACED
(9) CALIFORNIA STRONG LLC 31105 THOUSAND OAKS BLVD WESTLAKE VILLAGE,CA 91362			21,000				EMERGENCY RESPONSE
(10) CAPITAL AREA COUNCIL OF CHURCHES 646 STATE ST ALBANY,NY 12203			48,186				LOCAL HUNGER PROGRAM
(11) CARES FOOD PANTRY OF FARMINGTON HILLS 27835 SHIAWASSEE FARMINGTON,MI 48336			6,985				LOCAL HUNGER PROGRAM
(12) CATHOLIC CHARITIES 25 SE 2ND AVENUE SUITE 220 MIAMI,FL 33131			500,163				SERVICES TO THE DISPLACED
(13) CATHOLIC CHARITIES OF RIO GRANDES VALLEY 111 S 15TH ST MCALLEN,TX 78501				38,399	FMV	BLANKETS	SERVICES TO THE DISPLACED
(14) CATHOLIC CHARITIES OF SE TEXAS 3370 SARAH ST LAKE CHARLES,LA 70601				82,495	FMV	HYGIENE KITS AND CLEAN-UP BUCKETS	SERVICES TO THE DISPLACED
(15) CATHOLIC CHARITIES OF SW LOUISIANA 2222 KIRKMAN ST LAKE CHARLES,LA 70601				82,495	FMV	HYGIENE KITS AND CLEAN-UP BUCKETS	SERVICES TO THE DISPLACED
(16) CATHOLIC CHARITIES OF THE DIOCESE OF HARRISBURG PA INC 4800 UNION DEPOSIT ROAD HARRISBURG,PA 17111			198,568				SERVICES TO THE DISPLACED
(17) CENTRAL TEXAS FOOD BANK 6500 METROPOLIS DR AUSTIN,TX 78744			12,265				LOCAL HUNGER PROGRAM
(18) CHRIST TEMPLE CHURCH INC 13-17 WEST 128TH ST NEW YORK,NY 10027				19,125	FMV	BLANKETS, SCHOOL KITS, HYGIENE KITS	SERVICES TO THE DISPLACED
(19) CHURCH WORLD SERVICE GREENSBORO 122 N ELM ST STE 607 GREENSBORO,NC 27401			6,976				SERVICES TO THE DISPLACED
(20) CHURCH WORLD SERVICE LANCASTER 308 EAST KING ST LANCASTER,PA 17602			9,860				SERVICES TO THE DISPLACED
(21) COMMUNITY 1121 GILBERT COURT IOWA CITY,IA 52240			6,389				LOCAL HUNGER PROGRAM
(22) COMMUNITY FOOD SHARE 650 S TAYLOR AVE LOUISVILLE,CO 80027			10,462				LOCAL HUNGER PROGRAM
(23) COMMUNITY REFUGEE IMMIGRATION SERVICES(CRIS) 1925 E DUBLIN GRANVILLE RD COLUMBUS,OH 43229			728,463				SERVICES TO THE DISPLACED
(24) CONGREGATION NER SHALOM 14010 SPRIGGS RD DALE CITY,VA 22193			5,000				SERVICES TO THE DISPLACED
(25) COOPERATIVE CHRISTIAN MINISTRY 246 COUNTRY CLUB DR NE CONCORD,NC 28025			8,017				LOCAL HUNGER PROGRAM
(26) CORONATION OF OUR LADY PARISH 13000 BENNINGTON AVE GRANDVIEW,MO 64030			35,803				LOCAL HUNGER PROGRAM
(27) CRISIS ASSISTANCE MINISTRY 500A SPRATT STREET CHARLOTTE,NC 28206			15,654				LOCAL HUNGER PROGRAM
(28) CRISIS CARE MINISTRIES LLC 424 CLERMONT DRIVE EDMOND,OK 73003			18,382				EMERGENCY RESPONSE
(29) CRISIS CONTROL MINISTRY 200 E 10TH ST WINSTONSALEM,NC 27101			9,268				LOCAL HUNGER PROGRAM
(30) CROSSROADS URBAN CENTER 1385 W INDIANA AVE SALT LAKE CITY,UT 84104				6,782	FMV	BLANKETS	SERVICES TO THE DISPLACED
(31) DEWITT MINISTRY OF COMPASSION 512 S PALM ST PINE BLUFF,AR 71061				17,014	FMV	BLANKETS	SERVICES TO THE DISPLACED
(32) DURHAM CONGREGATIONS IN ACTION 504 W CHAPEL HILL ST DURHAM,NC 27701			43,523				LOCAL HUNGER PROGRAM
(33) DUTCHESS OUTREACH INC 29 N HAMILTON STREET POUGHKEEPSIE,NY 12601			9,861				LOCAL HUNGER PROGRAM
(34) ECHO 65 S HIGH ST JANESVILLE,WI 53548			11,705				LOCAL HUNGER PROGRAM
(35) ECHO 7205 OLD KEENE MILL ROAD SPRINGFIELD,VA 22150			7,785				LOCAL HUNGER PROGRAM
(36) ECUMENICAL HUNGER PROGRAM 2411 PULGAS AVE E PALO ALTO,CA 94303				7,717	FMV	BLANKETS	SERVICES TO THE DISPLACED
(37) ECUMENICAL HUNGER PROGRAM 2411 PULGAS AVENUE PALO ALTO,CA 94303			8,420				LOCAL HUNGER PROGRAM
(38) ECUMENICAL MINISTRIES OF OREGON 0245 SW BANCROFT ST SUITE B PORTLAND,OR 97201			127,314				SERVICES TO THE DISPLACED
(39) EL CAVARIO UNITED METHODIST CHURCH 316 N CAMPO STREET LAS CRUCES,NM 88001			15,000				SERVICES TO THE DISPLACED
(40) ETHICAL SOCIETY OF ST LOUIS 9001 CLAYTON ROAD ST LOUIS,MO 63117			5,000				SERVICES TO THE DISPLACED
(41) ETHIOPIAN COMMUNITY DEV COUNCIL 901 S HIGHLAND ST ARLINGTON,VA 22204			24,610				SERVICES TO THE DISPLACED
(42) EXODUS REFUGEE IMMIGRATION PROGRAM 1125 BROOKSIDE AVE SUITE C9 INDIANAPOLIS,IN 46202			774,509				SERVICES TO THE DISPLACED
(43) FAITH IN ACTION 603 S MAIN ST CHELSEA,MI 48118			8,529				LOCAL HUNGER PROGRAM
(44) FIRST TRINITY CHURCH OF GOD IN CHRIST 800 S CATALPA ST PINE BLUFF,AR 71061				6,782	FMV	BLANKETS, SCHOOL KITS, HYGIENE KITS	SERVICES TO THE DISPLACED
(45) FIRST UNITED CHURCH OF OAK PARK 848 OAKE ST OAK PARK,IL 60301			15,000				LOCAL HUNGER PROGRAM
(46) FIRST UNITED CHURCH OF OAK PARK 848 LAKE ST OAK PARK,IL 60301			34,246				LOCAL HUNGER PROGRAM
(47) FLORIDALEARNS FOUNDATION P O BOX 243 CHIPLEY,FL 32428			7,000				EMERGENCY RESPONSE
(48) FOOD AND SHELTER INC 201 REED AVE NORMAN,OK 73071			5,913				LOCAL HUNGER PROGRAM
(49) GOD'S PANTRY FOOD BANK 1685 JAGGIE FOX WAY LEXINGON,KY 40511			5,824				LOCAL HUNGER PROGRAM
(50) GOD'S STOREHOUSE 750 MEMORIAL DR DANVILLE,VA 24543			5,088				LOCAL HUNGER PROGRAM
(51) GOOD NEIGHBOR SETTLEMENT HOUSE 1254 E TYLER ST BROWNSVILLE,TX 78520			40,500				SERVICES TO THE DISPLACED
(52) GOOD SAMARITAN NETWORK PO BOX 339 NOBLESVILLE,IN 46061			6,075				LOCAL HUNGER PROGRAM
(53) GRACE CHURCH PARISH CORP 14 BOLTWOOD AVE AMHERST,MA 01002			5,000				SERVICES TO THE DISPLACED
(54) GREENSBORO URBAN MINISTRY 305 W GATE CITY BLVD GREENSBORO,NC 27406			17,893				LOCAL HUNGER PROGRAM
(55) HABESHA TUTORING PROJECT 655 INTERNATIONAL BLVD 206 OAKLAND,CA 94606			5,000				SERVICES TO THE DISPLACED
(56) HANDSON NEW ORLEANS 11 INDUSTRIAL PKWY PONCHATOULA,LA 70454				52,828	FMV	BLANKETS, SCHOOL KITS, HYGIENE KITS, CLEAN-UP BUCKETS	SERVICES TO THE DISPLACED
(57) HEARTS & HOMES FOR REFUGEES PO BOX 8558 PELHAM,NY 10803			5,000				SERVICES TO THE DISPLACED
(58) HEAVENS CARE 13342 CRAWFORD RD GAONZALES,LA 70737				9,469	FMV	BLANKETS	SERVICES TO THE DISPLACED
(59) HELP BY PHONE PO BOX 324 RIVERDALE,MD 20738			20,713				LOCAL HUNGER PROGRAM
(60) HELPING HARVEST 117 MORGAN DRIVE READING,PA 19608			6,268				LOCAL HUNGER PROGRAM
(61) HELPLINE HOUSE 292 KNECHTEL WAY BAINBRIDGE,WA 98110			6,951				LOCAL HUNGER PROGRAM
(62) HOLDING INSTITUTE 1102 SANTA MARIA AVE LAREDO,TX 78040			25,100				SERVICES TO THE DISPLACED
(63) ICNA RELIEF 1529 JERICHO TURNPIKE NEW HYDE PARK,NY 11040			15,000				SERVICES TO THE DISPLACED
(64) INDIGENOUS ACTIONKINLANI MUTUAL AID 1704 N 2ND ST FLAGSTAFF,AZ 86004				8,159	FMV	BLANKETS, HYGIENE KITS	SERVICES TO THE DISPLACED
(65) INTER-FAITH COUNCIL FOR SOCIAL SERVICE 110 W MAIN ST STE D CARRBORO,NC 27510			12,021				LOCAL HUNGER PROGRAM
(66) INTERFAITH MINISTRIES FOR GREATER HOUSTON 3217 MONTROSE BLVD HOUSTON,TX 77006			117,689				SERVICES TO THE DISPLACED
(67) ISLAND GROWN INITIATIVE PO BOX 622 VINEYARD HAVEN,MA 02568			6,093				LOCAL HUNGER PROGRAM
(68) JOURNEYS END RESETTLEMENT SERVICES 2495 MAIN ST 530 BUFFALO,NY 14214			381,410				SERVICES TO THE DISPLACED
(69) KENTUCKY REFUGEE MINISTRIES 1710 ALEXANDRIA DRIVE SUITE 2 LEXINGTON,KY 40504			720,788				SERVICES TO THE DISPLACED
(70) LA POSADA PROVIDENCIA 30094 MARYDALE RD SAN BENITO,TX 78586			24,000				SERVICES TO THE DISPLACED
(71) LAMB OF GOD LUTHERAN CHURCH 606 E 38TH ST ERIE,PA 16504			14,503				LOCAL HUNGER PROGRAM
(72) LANCASTER COUNTY FOOD HUB 812 NORTH QUEEN STREET LANCASTER,PA 17603			8,962				LOCAL HUNGER PROGRAM
(73) LATIN AMERICA WORKING GROUP 2029 P ST NW SUITE 301 WASHINGTON,DC 20036			10,000				ADVOCACY
(74) LEARNING IS FOR EVERYONE (LIFE) INC 3926 BASELINE RD LITTLE ROCK,AR 72209				10,265	FMV	BLANKETS, SCHOOL KITS, HYGIENE KITS	SERVICES TO THE DISPLACED
(75) LIVING HOPE WHEELCHAIR ASSOCIATION 9500 WESTVIEW DR 104 HOUSTON,TX 77055			16,500				EMERGENCY RESPONSE
(76) LOAVES & FISHES OF GREENVILLE 25 WOODS LAKE RD STE 810 GREENVILLE,SC 29607			6,678				LOCAL HUNGER PROGRAM
(77) LOAVES AND FISHES 648-B GRIFFITH ROAD CHARLOTTE,NC 28217			15,654				LOCAL HUNGER PROGRAM
(78) LUTHERAN FAMILY SERVICE OF NEBRASKA 124 SOUTH 24TH ST SUITE 230 OMAHA,NE 68102			152,058				SERVICES TO THE DISPLACED
(79) MENNONITE CENTRAL COMMITTEE 21 SOUTH 12TH STREET AKRON,PA 17501			21,304				GLOBAL HUNGER AND DEVELOPMENT
(80) MERCY HILL CHURCH 7616 BUSINESS PARK DR GREENSBORO,NC 27409			5,000				SERVICES TO THE DISPLACED
(81) MISSION BORDER HOPE 811 N BIBB AVE EAGLE PASS,TX 78852			23,100				SERVICES TO THE DISPLACED
(82) MISSION PRESBYTERY 1045 MEXICO BLVD BROWNSVILLE,TX 78520				43,352	FMV	BLANKETS, HYGIENE KITS	SERVICES TO THE DISPLACED
(83) MORAVIAN CHURCH IN AMERICA 459 S CHURCH ST WINSTON SALEM,NC 27101			9,268				LOCAL HUNGER PROGRAM
(84) MUTUAL AID DISASTER RELIEF 609 W WATERS AVE TAMPA,FL 33604				12,674	FMV	BLANKETS, SCHOOL KITS, HYGIENE KITS	SERVICES TO THE DISPLACED
(85) NACC 5000 J ST SW CEDAR RAPIDS,IA 52404				22,499	FMV	HYGIENE KITS AND CLEAN-UP BUCKETS	SERVICES TO THE DISPLACED
(86) NACC DISASTER SERVICES 16605 AIR CENTER BLVD BATON ROUGE,LA 77032				102,534	FMV	BLANKETS, HYGIENE KITS, CLEAN-UP BUCKETS	SERVICES TO THE DISPLACED
(87) NATIONAL PARTNERSHIP FOR NEW AMERICANS 1805 S ASHLAND AVE CHICAGO,IL 60608			27,000				SERVICES TO THE DISPLACED
(88) NEIGHBORHOOD HOUSE 31455 W 11 MILE RD FARMINGTON HILLS,MI 48336			6,985				LOCAL HUNGER PROGRAM
(89) NEIGHBORS FOR REFUGEES PO BOX 416 LARCHMONT,NY 10538			5,000				SERVICES TO THE DISPLACED
(90) NEW AMERICAN PATHWAYS 2300 HENDERSON MILL RD ATLANTA,GA 30345			665,893				SERVICES TO THE DISPLACED
(91) NORTHERN ILLINOIS FOOD BANK 273 DEARBORN CT GENEVA,IL 60134			12,648				LOCAL HUNGER PROGRAM
(92) NORTHFIELD TWP PANTRY FUND 2550 WAUKEGAN RD GLENVIEW,IL 60025			5,649				LOCAL HUNGER PROGRAM
(93) NORTHPOINT CHURCH OF JOHNSTON IOWA 9901 NW 62ND AVE JOHNSTON,IA 50131			5,000				SERVICES TO THE DISPLACED
(94) OAKWOOD BIBLE CHURCH NADIAS HOUSE 4100 OAKLAND DR KALAMAZOO,MI 49008			5,000				SERVICES TO THE DISPLACED
(95) OPENING DOORS INC 2118 K STREET SACRAMENTO,CA 95816			984,511				SERVICES TO THE DISPLACED
(96) ORANGE COUNTY DISASTER REBUILD (OCDR) 123 S 6TH STREET ORANGE,TX 77630			38,500				EMERGENCY RESPONSE
(97) ORANGE COUNTY LITERACY COUNCIL 200 N GREENSBORO ST C2 CARRBORO,NC 27510			55,428				SERVICES TO THE DISPLACED
(98) OUR LADY OF RANSOM CATHOLIC CHURCH 8624 W NORMAL NILES,IL 60714			8,481				LOCAL HUNGER PROGRAM
(99) PENNRIDGE FISH ORGANIZATION INC 800 W CHESTNUT ST PERKASIE,PA 18944			6,381				LOCAL HUNGER PROGRAM
(100) PFLAG LAS CRUCESDONA ANA COUNTY 440 LINDA VISTA LAS CRUCES,NM 88005			5,000				SERVICES TO THE DISPLACED
(101) PRESBYTERIAN DISASTER ASSISTANCE 202 N ROYAL ST DERRIDER,LA 70634				23,995	FMV	SCHOOL KITS, HYGIENE KITS, CLEAN-UP BUCKETS	SERVICES TO THE DISPLACED
(102) PRESBYTERY OF S LOUISIANA 12909 OLD HAMMOND HWY BATON ROUGE,LA 70816				43,490	FMV	HYGIENE KITS AND CLEAN-UP BUCKETS	SERVICES TO THE DISPLACED
(103) PRESBYTERY OF S LOUISIANA 4020 HODGES ST LAKE CHARLES,LA 70605				11,737	FMV	HYGIENE KITS AND CLEAN-UP BUCKETS	SERVICES TO THE DISPLACED
(104) PROJECT CURE CHARITIES INC 170-20 140TH AVE JAMAICA,NY 11432				34,474	FMV	SCHOOL KITS, BLANKETS	SERVICES TO THE DISPLACED
(105) REACH OUT AMERICA 2501 OPELOUSAS ST LAKE CHARLES,LA 70601				23,127	FMV	BLANKETS, SCHOOL KITS, HYGIENE KITS, CLEAN-UP BUCKETS	SERVICES TO THE DISPLACED
(106) REFUGEE SERVICES OF TEXAS INC 9241 LBJ FRWY SUITE 210 DALLAS,TX 75243			939,146				SERVICES TO THE DISPLACED
(107) REFUGEEONE 5705 N LINCOLN AVE CHICAGO,IL 60640			300,190				SERVICES TO THE DISPLACED
(108) ROANOKE AREA MINISTRIES 824 CAMPBELL AVENUE ROANOKE,VA 24016			5,350				LOCAL HUNGER PROGRAM
(109) ROCKFORD URBAN MINISTRIES 201 7TH ST ROCKFORD,IL 61104			10,397				LOCAL HUNGER PROGRAM
(110) STEPS IN THE RIGHT DIRECTION INC 6363 GAGE PLACE MIAMI LAKES,FL 33014			5,247				EMERGENCY RESPONSE
(111) SALVATION ARMY 1119 5TH ST GREELEY,CO 80613				13,728	FMV	BLANKETS, SCHOOL KITS, HYGIENE KITS	SERVICES TO THE DISPLACED
(112) SCHENECTADY INNER CTY MINISTRY 1055 WENDELL AVE SCHENECTADY,NY 12301			14,290				LOCAL HUNGER PROGRAM
(113) SCHOOL DISTRICT OF PALM BEACH COUNTY 3300 FOREST HILL BLVD C-316 PALM SPRINGS,FL 33461			9,240				SERVICES TO THE DISPLACED
(114) SECOND HARVEST FOOD BANK OF METROLINA 500-B SPRATT ST CHARLOTTE,NC 28206			15,654				LOCAL HUNGER PROGRAM
(115) SECOND HARVEST FOOD BANK INC 2802 DAIRY DR MADISON,WI 53718			7,763				LOCAL HUNGER PROGRAM
(116) SECOND HELPINGS INC 1121 SOUTHEASTERN INDIANAPOLIS,IN 46202			7,548				LOCAL HUNGER PROGRAM
(117) SHARON CONGREGATIONAL CHURCH 25 MAIN ST SHARON,CT 06069			7,716				LOCAL HUNGER PROGRAM
(118) SISTER OF HOPE COMMUNITY OUTREACH 1583 S LAKE DR PRESTONSBURG,KY 41653				34,785	FMV	BLANKETS, SCHOOL KITS, HYGIENE KITS, CLEAN-UP BUCKETS	SERVICES TO THE DISPLACED
(119) SOAR WV 6 VINE ST CHARLESTON,WV 25302				11,915	FMV	BLANKETS, HYGIENE KITS	SERVICES TO THE DISPLACED
(120) SOCIETY OF ST VINCENT DE PAUL EXETER PO BOX 176 EXETER,NH 03833			9,688				LOCAL HUNGER PROGRAM
(121) ST PETER'S EPISCOPAL CH 33 THROCKMORTON ST FREEHOLD,NJ 07728			5,854				LOCAL HUNGER PROGRAM
(122) ST THOMAS UNIVERSITY 2650 SW 27TH AVENUE MIAMI,FL 33133			740,142				SERVICES TO THE DISPLACED
(123) ST ANDREW PRESBYTERIAN CHURCH 4020 HODGES ST LAKE CHARLES,LA 70605				173,635	FMV	BLANKETS AND TENTS	SERVICES TO THE DISPLACED
(124) ST ANNA'S EPIC CHURCH 1313 ESPLANADE AVE NEW ORLEANS,LA 70116				15,425	FMV	BLANKETS, HYGIENE KITS	SERVICES TO THE DISPLACED
(125) SUGAR CREEK MENNONITE CHURCH 1209 FRANKLIN AVE WAYLAND,IA 52654			9,468				LOCAL HUNGER PROGRAM
(126) TEAM BROWNSVILLE 1048 MEXICO BLVD BROWNSVILLE,TX 78520				62,817	FMV	BLANKETS, HYGIENE KITS	SERVICES TO THE DISPLACED
(127) TENNESSEE VALLEY UNITARIAN UNIVERSALIST CHURCH 2931 KINGSTON PIKE KNOXVILLE,TN 37919			5,000				SERVICES TO THE DISPLACED
(128) THE GARDEN PROJECT PO BOX 16224 LANSING,MI 48901			12,874				LOCAL HUNGER PROGRAM
(129) THE JEWISH FEDERATION OF GREATER NEW HAVEN JCARF 360 AMITY RD WOODBRIDGE,CT 06525			5,000				SERVICES TO THE DISPLACED
(130) THE MANNA FOOD PROJECT 8791 MCBRIDE PARK DR HARBOR SPRINGS,MI 49740			5,200				LOCAL HUNGER PROGRAM
(131) THE PARISH OF ST MAXIMILIAN KOLBE OPERATING ACCOUNT 200 TUCKAHOE RD MARMORA,NJ 08223			5,000				SERVICES TO THE DISPLACED
(132) THE PROTESTANT EPISCOPAL CH IN THE DIOCESE OF LA 840 ECHO PARK AVENUE LOS ANGELES,CA 90026			5,000				SERVICES TO THE DISPLACED
(133) THE SECOND BEGINNING 5183 DANITA CIRCLE EAST WILMER,AL 36587				27,434	FMV	BLANKETS, SCHOOL KITS, HYGIENE KITS, CLEAN-UP BUCKETS	SERVICES TO THE DISPLACED
(134) TRINITARIAN CONGREGATIONAL CHURCH 54 WALDEN ST CONCORD,MA 01742			5,116				LOCAL HUNGER PROGRAM
(135) TRINITY UNITED METHODIST CHURCH 215 N CHURCH ST DURHAM,NC 27701				6,891	FMV	BLANKETS, HYGIENE KITS	SERVICES TO THE DISPLACED
(136) TROY AREA UNITED MINISTRIES 392 2ND ST TROY,NY 12180			6,020				LOCAL HUNGER PROGRAM
(137) UNITED CAJUN NAVY 9550 DAWNADALE AVE BATON ROUGE,LA 70454				41,739	FMV	SCHOOL KITS, HYGIENE KITS, CLEAN-UP BUCKETS	SERVICES TO THE DISPLACED
(138) UNITED WAY OF CENTRAL LA 1609 FLOYD W ROGERS BLVD ALEXANDERIA,LA 71303				164,242	FMV	BLANKETS, SCHOOL KITS, HYGIENE KITS, CLEAN-UP BUCKETS	SERVICES TO THE DISPLACED
(139) UNITED WAY OF COASTAL CAROLINA DBA CLTRA 601 BROAD ST NEW BERN,NC 28563			10,000				EMERGENCY RESPONSE
(140) UNITY IN DISASTERS 13908 COLLIER ROCK PL RIVERVIEW,FL 33579				10,350	FMV	SCHOOL KITS	SERVICES TO THE DISPLACED
(141) WASHINGTON OFFICE ON LATIN AMERICA 1666 CONNECTICUT AVENUE NW SUITE 400 WASHINGTON,DC 20009			35,000				ADVOCACY
(142) WATERS EDGE GATHERING 2760 POWER CENTRE PARKWAY LAKE CHARLES,LA 70601				23,596	FMV	BLANKETS, SCHOOL KITS, HYGIENE KITS, CLEAN-UP BUCKETS	SERVICES TO THE DISPLACED
(143) WEST STREET RECOVERY 2012 EMANCIPATION AVE HOUSTON,TX 77003			75,000				SERVICES TO THE DISPLACED
(144) WILKINSBURG COMMUNITY MINISTRY 702 WOOD STREET WILKINSBURG,PA 15221			5,247				LOCAL HUNGER PROGRAM
(145) WV VOAD 2700 E DUPON AVE BELLE,WV 25015				31,635	FMV	BLANKETS, HYGIENE KITS	SERVICES TO THE DISPLACED
(146) YORK COUNTY FOOD BANK 254 W PRINCESS ST YORK,PA 17401			8,188				LOCAL HUNGER PROGRAM
(147) YOUTH CO-OP INC 2112 SOUTH CONGRESS AVE SUITE 102 PALM SPRINGS,FL 33406			859,223				SERVICES TO THE DISPLACED

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

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

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

(a) Type of grant or assistance	**(b)** Number of recipients	**(c)** Amount of cash grant	**(d)** Amount of noncash assistance	**(e)** Method of valuation (book, FMV, appraisal, other)	**(f)** Description of noncash assistance
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

Part IV **Supplemental Information.** Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

Return Reference	Explanation
PART I, LINE 2:	CWS REGIONAL REPRESENTATIVES AND/OR OFFICES SERVE AS THE FIRST POINT OF CONTACT IN RECEIVING FUNDING REFERRALS/REQUESTS OF PROJECT AND PROGRAM PROPOSALS. PROJECT/PROGRAM PROPOSAL OBJECTIVES MUST BE CLEAR AND MEET THE MISSION STATEMENT OF CWS AND IMPLEMENTING PARTNER, FOLLOWING THE CWS PROPOSAL SUBMISSION GUIDELINES. CWS REGIONAL REPRESENTATIVES AND/OR OFFICES REVIEW PROJECT/PROGRAM FUNDING PROPOSALS AND MAKE RECOMMENDATIONS ON THE APPROVAL/DENIAL BASED ON THE CWS PROPOSAL SUBMISSION GUIDELINES. IF THE PROPOSAL/REQUEST OBJECTIVES ARE NOT CLEAR OR CONSISTENT WITH CWS OBJECTIVES, THE REGIONAL OFFICE/REPRESENTATIVE SEND BACK THE PROPOSAL TO PARTNER AND REQUESTS A NEW PROPOSAL. FINAL DECISIONS ARE MADE AFTER THE PROPOSAL HAS BEEN PROPERLY SCREENED, REVIEWED AND REASONS FOR APPROVAL/DENIAL ARE DOCUMENTED BY REGIONAL OFFICE/REPRESENTATIVE.

Additional Data

Return to Form

Software ID:

Software Version:

Schedule J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
▶ Attach to Form 990.
▶ Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
CHURCH WORLD SERVICE INC

Employer identification number
13-4080201

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.			
	☐ First-class or charter travel ☐ Travel for companions ☐ Tax idemnification and gross-up payments ☐ Discretionary spending account ☑ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☐ Health or social club dues or initiation fees ☐ Personal services (e.g., maid, chauffeur, chef)			
b	If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	**1b**		No
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?	**2**	Yes	
3	Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.			
	☐ Compensation committee ☐ Independent compensation consultant ☐ Form 990 of other organizations ☐ Written employment contract ☑ Compensation survey or study ☑ Approval by the board or compensation committee			
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:			
a	Receive a severance payment or change-of-control payment?	**4a**		No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**		No
c	Participate in, or receive payment from, an equity-based compensation arrangement?	**4c**		No
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.			
	Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:			
a	The organization?	**5a**		No
b	Any related organization?	**5b**		No
	If "Yes," on line 5a or 5b, describe in Part III.			
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:			
a	The organization?	**6a**		No
b	Any related organization?	**6b**		No
	If "Yes," on line 6a or 6b, describe in Part III.			
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III	**7**		No
8	Were any amounts reported on Form 990, Part VII, paid or accured pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III	**8**		No
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	**9**		

Part II **Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 BLOEM MAURICE A EXECUTIVE VICE PRESIDENT	(i)	160,726	0	0	14,465	33,431	208,622	0
	(ii)	0	0	0	0	0	0	0
2 RENDALL JOANNE CFO	(i)	145,267	0	0	13,074	30,215	188,556	0
	(ii)	0	0	0	0	0	0	0
3 KEKIC EROL IMMIGRATION AND REFUGEE PR	(i)	162,881	0	0	14,659	33,879	211,419	0
	(ii)	0	0	0	0	0	0	0
4 MILLER CARLEEN VP, CULTURE AND GLOBAL OPE	(i)	136,269	0	0	9,539	28,344	174,152	0
	(ii)	0	0	0	0	0	0	0
5 TAURAS THOMAS AFRICA REGIONAL REPRESENTA	(i)	148,041	0	0	10,363	30,792	189,196	0
	(ii)	0	0	0	0	0	0	0
6 WALLE ANN VP GOVERNANCE AND CHIEF OF STAFF	(i)	140,908	0	0	12,682	29,309	182,899	0
	(ii)	0	0	0	0	0	0	0
7 MCCULLOUGH REV JOHN L FORMER PRESIDENT & CEO	(i)	315,953	0	0	25,973	70,688	412,614	0
	(ii)	0	0	0	0	0	0	0

Part III Supplemental Information

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

Return Reference	Explanation
PART I, LINE 1A	THOMAS TAURAS RECEIVED A HOUSING ALLOWANCE THAT WAS INCLUDED IN TAXABLE COMPENSATION.

Additional Data

Return to Form

Software ID:

Software Version:

SCHEDULE M (Form 990)

Department of the Treasury
Internal Revenue Service

Noncash Contributions

▶ Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
▶ Attach to Form 990.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
CHURCH WORLD SERVICE INC

Employer identification number
13-4080201

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded				
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ (SCHOOL KITS)	X	1,128	546,502	AVERAGE COST
26 Other ▶ (EMERGENCY CLEAN UP KIT)	X	6,787	532,981	AVERAGE COST
27 Other ▶ (HYGIENE KITS)	X	298	325,761	AVERAGE COST
28 Other ▶ ( )				

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

		Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?	30a		No
b If "Yes," describe the arrangement in Part II.			
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	31		No
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	32a		No
b If "Yes," describe in Part II.			
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.			

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

Return Reference	Explanation

Additional Data

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Software ID:

Software Version:

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.
▶ Attach to Form 990 or 990-EZ.
▶ Go to *www.irs.gov/Form990* for the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
CHURCH WORLD SERVICE INC

Employer identification number
13-4080201

Return Reference	Explanation
FORM 990, PART V, LINE 4B, LIST OF FOREIGN COUNTRIES (CONTINUED):	MYANMAR
FORM 990, PART VI, SECTION A, LINE 6	CHURCH WORLD SERVICE, INC. SERVES THE COMMON INTERESTS OF THE THIRTY-SEVEN PROTESTANT, ANGLICAN AND EPISCOPAL MEMBER COMMUNITIES.
FORM 990, PART VI, SECTION A, LINE 7A	CHURCH WORLD SERVICE INC. HAS MEMBER CHURCHES THAT CAN ELECT MORE MEMBERS.
FORM 990, PART VI, SECTION A, LINE 7B	CHURCH WORLD SERVICE INC. HAS MEMBER CHURCHES THAT HAVE THE RIGHT TO APPROVE NEW MEMBERS.
FORM 990, PART VI, SECTION B, LINE 11B	A DETAILED REVIEW OF THE RETURN WAS CONDUCTED BY THE ADMINISTRATION AND FINANCE COMMITTEE AND THE RETURN WAS DISTRIBUTED TO EACH BOARD MEMBER.
FORM 990, PART VI, SECTION B, LINE 12C	THE CONFLICT OF INTEREST POLICY IS PRESENTED ANNUALLY TO THE BOARD MEMBERS FOR REVIEW, DISCLOSURE, AND SIGNATURE.
FORM 990, PART VI, SECTION B, LINE 15	THE ORGANIZATION ESTABLISHES SALARY RANGES THAT ARE REFLECTIVE OF THE AVERAGE AND MEDIAN SALARIES PAID TO COMPARABLE POSITIONS IN COMPARABLE ORGANIZATIONS WITHIN THE COMPETITIVE LABOR MARKET. THE OFFICERS OF CHURCH WORLD SERVICE ESTABLISH THE PRESIDENT & CEO SALARY BASED UPON MARKET DATA, PERFORMANCE REVIEW, AND ORGANIZATION DIRECTIONS. PRESIDENT & CEO SALARY (AND RELATED COSTS) ARE REPORTED BY THE OFFICERS TO THE BOARD OF DIRECTORS.
FORM 990, PART VI, SECTION C, LINE 19	GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS ARE AVAILABLE UPON REQUEST, NOTED ON STATE REGISTRATIONS, PROVIDED TO STAFF FOR DISTRIBUTION, AND ARE ON THE WEBSITE.

Additional Data

Return to Form

Software ID:

Software Version: