

Return of Organization Exempt From Income Tax

Form 990

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

2024

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

Open to Public Inspection

Department of the Treasury Internal Revenue Service

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

A For the 2024 calendar year, or tax year beginning JUL 1, 2024 and ending JUN 30, 2025

Form header section containing organization name (STEER INC.), address (PO BOX 1236, BISMARCK, ND), identification numbers, and tax-exempt status.

Part I Summary

Summary table with columns for Activities & Governance, Revenue, Expenses, and Net Assets or Fund Balances. Rows include mission statement, member counts, revenue breakdown, and expense breakdown.

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.

Signature block form with fields for officer signature (BEAU BENDIGO), preparer name (LANCE RAMBOUSEK), and firm information (BRADY MARTZ, PLLC).

May the IRS discuss this return with the preparer shown above? See instructions [X] 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 [X]

1 Briefly describe the organization's mission: THE PURPOSE OF THIS ORGANIZATION SHALL BE TO ADVANCE THE WORK OF THE LORD JESUS CHRIST ON EARTH BY RAISING MONEY TO HELP EXISTING MISSIONARY SOCIETIES GET THE GOSPEL TO THE ENDS OF THE EARTH IN THE SHORTEST POSSIBLE TIME BY MEANS AND METHODS AS SET FORTH IN THE

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [X] 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 [X] No If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program 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 \$ 2,043,344. including grants of \$ 1,761,385.) (Revenue \$ 2,038,319.) STEER HAS ONE PROGRAM - A 3-WAY STEWARDSHIP PROGRAM.

1) BY INVESTING IN THE LEGACY FUND, DONORS LEVERAGE AGRICULTURAL PRODUCTION TO GENERATE ANNUAL RETURNS THAT HELP FUND GLOBAL MISSION ENDEAVORS.

2) FARMERS AND RANCHERS SIGN UP TO RECEIVE LEGACY FUNDS, WHICH THEY USE TO PURCHASE LIVESTOCK OR PLANT CROPS. THE PROFITS FROM THESE PROJECTS ARE THEN USED TO SUPPORT THEIR CHOSEN MISSIONARIES OR MISSION PROJECTS WITHIN STEER'S MEMBER ORGANIZATIONS.

3) APPROVED MEMBER ORGANIZATIONS PARTNER WITH STEER TO RECEIVE LONG-TERM FINANCIAL SUPPORT, ENABLING THEM TO CONTINUE PROCLAIMING THE GOSPEL OF JESUS CHRIST GLOBALLY. FOR THESE ORGANIZATIONS AND THEIR MISSIONARIES, STEER SERVES AS A WONDERFUL CHANNEL FOR RECEIVING PRAYER

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

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

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

4e Total program service expenses 2,043,344.

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 22 through 38 regarding grants, compensation, tax-exempt bonds, excess benefit transactions, and controlled entities.

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

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

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

Table with columns for question number, question text, and Yes/No response boxes. Includes questions 2a through 17 regarding employee counts, tax returns, gross income, foreign accounts, prohibited transactions, and charitable contributions.

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

Check if Schedule O contains a response or note to any line in this Part VI [X]

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include 1a (14), 1b (14), 2, 3, 4, 5, 6, 7a, 7b, 8a, 8b, 9.

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

Table with 3 columns: Question, Yes, No. Rows include 10a, 10b, 11a, 11b, 12a, 12b, 12c, 13, 14, 15a, 15b, 16a, 16b.

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed NONE
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection.
19 Describe on 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
KARN LAMON - STEER, INC. - 701-258-4911
PO BOX 1236, BISMARCK, ND 58502

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

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 line) | (C) Position (do not check more than one box, unless person is both an officer and a director/trustee) | | | | | | (D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC) | (E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC) | (F) Estimated amount of other compensation from the organization and related organizations |
|---|---|---|-----------------------|---------|--------------|------------------------------|--------|---|--|---|
| | | Individual trustee or director | Institutional trustee | Officer | Key employee | Highest compensated employee | Former | | | |
| (1) RANDY HAUCK DIRECTOR (CHAIR) | 1.00 | X | | X | | | | 0. | 0. | 0. |
| (2) ROD ZIMMERMAN DIRECTOR (VICE CHAIR) | 1.00 | X | | X | | | | 0. | 0. | 0. |
| (3) BRUCE SCHAUER DIRECTOR (TREASURER) | 1.00 | X | | X | | | | 0. | 0. | 0. |
| (4) DOUG SCHELHAAS DIRECTOR (SECRETARY) | 1.00 | X | | X | | | | 0. | 0. | 0. |
| (5) RAMON BARNES DIRECTOR | 1.00 | X | | | | | | 0. | 0. | 0. |
| (6) KRIS BOGAR DIRECTOR | 1.00 | X | | | | | | 0. | 0. | 0. |
| (7) KURTIS COUNTESS DIRECTOR | 1.00 | X | | | | | | 0. | 0. | 0. |
| (8) JUSTIN DECKERT DIRECTOR | 1.00 | X | | | | | | 0. | 0. | 0. |
| (9) JERROD MACDONALD DIRECTOR | 1.00 | X | | | | | | 0. | 0. | 0. |
| (10) BRENT PETERSEN DIRECTOR | 1.00 | X | | | | | | 0. | 0. | 0. |
| (11) JIM SAILER DIRECTOR | 1.00 | X | | | | | | 0. | 0. | 0. |
| (12) ARLYN SCHERBENSKE DIRECTOR | 1.00 | X | | | | | | 0. | 0. | 0. |
| (13) JEFF SLEEP DIRECTOR | 1.00 | X | | | | | | 0. | 0. | 0. |
| (14) IAN ZIMMERMAN DIRECTOR | 1.00 | X | | | | | | 0. | 0. | 0. |
| (15) BEAU BENDIGO DIRECTOR (TERM 4/2025) | 1.00 | X | | | | | | 0. | 0. | 0. |
| (16) KEITH KOST TERM 12.31.24 EXECUTIVE DIRECTOR/CEO | 40.00 | | | X | | | | 106,919. | 0. | 18,193. |
| (17) IVAN FRIESEN TERM 5.31.25 ACTING EXECUTIVE DIRECTOR | 40.00 | | | X | | | | 78,275. | 0. | 18,541. |

Part VIII Statement of Revenue

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

| | | | (A) | (B) | (C) | (D) | |
|---|---|----------------------|----------------|------------------------------------|----------------------------|--|--|
| | | | Total revenue | Related or exempt function revenue | Unrelated business revenue | Revenue excluded from tax under sections 512 - 514 | |
| Contributions, Gifts, Grants and Other Similar Amounts | 1 a Federated campaigns | 1a | | | | | |
| | b Membership dues | 1b | 33,749. | | | | |
| | c Fundraising events | 1c | | | | | |
| | d Related organizations | 1d | | | | | |
| | e Government grants (contributions) | 1e | | | | | |
| | f All other contributions, gifts, grants, and similar amounts not included above ... | 1f | 484,188. | | | | |
| | g Noncash contributions included in lines 1a-1f | 1g | \$ | | | | |
| | h Total. Add lines 1a-1f | | | 517,937. | | | |
| Program Service Revenue | 2 a CONFERENCE & BANQUETS | Business Code | | | | | |
| | | 812900 | 143,949. | 143,949. | | | |
| | b _____ | | | | | | |
| | c _____ | | | | | | |
| | d _____ | | | | | | |
| | e _____ | | | | | | |
| | f All other program service revenue | | | | | | |
| g Total. Add lines 2a-2f | | | 143,949. | | | | |
| Other Revenue | 3 Investment income (including dividends, interest, and other similar amounts) | | 283,246. | | | 283,246. | |
| | 4 Income from investment of tax-exempt bond proceeds | | | | | | |
| | 5 Royalties | | | | | | |
| | 6 a Gross rents | 6a | (i) Real | 10,000. | | | |
| | | | (ii) Personal | | | | |
| | | | | | | | |
| | b Less: rental expenses ... | 6b | 0. | | | | |
| | c Rental income or (loss) | 6c | 10,000. | | | | |
| | d Net rental income or (loss) | | | 10,000. | 10,000. | | |
| | 7 a Gross amount from sales of assets other than inventory | 7a | (i) Securities | | | | |
| | | | (ii) Other | 180,937. | | | |
| | | | | | | | |
| | b Less: cost or other basis and sales expenses | 7b | 117,390. | | | | |
| | c Gain or (loss) | 7c | 63,547. | | | | |
| | d Net gain or (loss) | | | 63,547. | 63,547. | | |
| 8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18 | 8a | | 21,086. | | | | |
| | | | | | | | |
| | | | | | | | |
| b Less: direct expenses | 8b | 9,150. | | | | | |
| c Net income or (loss) from fundraising events | | | 11,936. | | 11,936. | | |
| 9 a Gross income from gaming activities. See Part IV, line 19 | 9a | | | | | | |
| | | | | | | | |
| | | | | | | | |
| b Less: direct expenses | 9b | | | | | | |
| c Net income or (loss) from gaming activities | | | | | | | |
| 10 a Gross sales of inventory, less returns and allowances | 10a | | 1,911,491. | | | | |
| | | | | | | | |
| | | | | | | | |
| b Less: cost of goods sold | 10b | 90,989. | | | | | |
| c Net income or (loss) from sales of inventory | | | 1,820,502. | 1,820,502. | | | |
| Miscellaneous Revenue | 11 a INSURANCE FUND INTEREST | Business Code | | | | | |
| | | 812900 | 315. | 315. | | | |
| | b PROMOTION | 812900 | 6. | 6. | | | |
| | c _____ | | | | | | |
| | d All other revenue | | | | | | |
| e Total. Add lines 11a-11d | | | 321. | | | | |
| 12 Total revenue. See instructions | | | 2,851,438. | 2,038,319. | 0. | 295,182. | |

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 ... | 1,761,385. | 1,761,385. | | |
| 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 | | | | |
| 4 Benefits paid to or for members | | | | |
| 5 Compensation of current officers, directors, trustees, and key employees | 191,816. | 88,508. | 67,796. | 35,512. |
| 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 | 211,584. | 56,716. | 101,632. | 53,236. |
| 8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) | 13,277. | 4,780. | 5,576. | 2,921. |
| 9 Other employee benefits | 33,768. | 11,256. | 11,256. | 11,256. |
| 10 Payroll taxes | 31,735. | 11,425. | 13,329. | 6,981. |
| 11 Fees for services (nonemployees): | | | | |
| a Management | | | | |
| b Legal | | | | |
| c Accounting | 20,117. | | 20,117. | |
| 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 Sch O.) | | | | |
| 12 Advertising and promotion | 21,848. | 10,924. | | 10,924. |
| 13 Office expenses | 94,964. | 33,106. | 28,754. | 33,104. |
| 14 Information technology | | | | |
| 15 Royalties | | | | |
| 16 Occupancy | 45,864. | 15,288. | 15,288. | 15,288. |
| 17 Travel | 3,843. | 1,464. | 917. | 1,462. |
| 18 Payments of travel or entertainment expenses for any federal, state, or local public officials ... | | | | |
| 19 Conferences, conventions, and meetings | | | | |
| 20 Interest | | | | |
| 21 Payments to affiliates | | | | |
| 22 Depreciation, depletion, and amortization | 565. | 283. | 141. | 141. |
| 23 Insurance | 34,859. | 11,620. | 11,620. | 11,619. |
| 24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.) | | | | |
| a ROUNDUPS AND RALLIES | 65,105. | 32,553. | | 32,552. |
| b VEHICLE | 5,357. | 2,679. | | 2,678. |
| c MISCELLANEOUS | 2,586. | 862. | 862. | 862. |
| d SUBSCRIPTION/MEMBERSHIP | 1,485. | 495. | 495. | 495. |
| e All other expenses | 625. | | | 625. |
| 25 Total functional expenses. Add lines 1 through 24e | 2,540,783. | 2,043,344. | 277,783. | 219,656. |
| 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 <input type="checkbox"/> if following SOP 98-2 (ASC 958-720) | | | | |

Part X Balance Sheet

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

| | | (A) Beginning of year | | (B) End of year |
|---|--|--------------------------|------------|---------------------|
| Assets | 1 Cash - non-interest-bearing | 750,829. | 1 | 890,391. |
| | 2 Savings and temporary cash investments | 1,776,676. | 2 | 1,598,319. |
| | 3 Pledges and grants receivable, net | | 3 | |
| | 4 Accounts receivable, net | 3,200. | 4 | 13,816. |
| | 5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons | | 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 | | 8 | |
| | 9 Prepaid expenses and deferred charges | 18,908. | 9 | 41,345. |
| | 10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D | 10a 158,286. | | |
| | b Less: accumulated depreciation | 10b 52,959. | 72,000. | 10c 105,327. |
| | 11 Investments - publicly traded securities | 3,498,853. | 11 | 3,853,873. |
| | 12 Investments - other securities. See Part IV, line 11 | | 12 | 108,921. |
| | 13 Investments - program-related. See Part IV, line 11 | 1,192,866. | 13 | 1,289,618. |
| | 14 Intangible assets | | 14 | |
| | 15 Other assets. See Part IV, line 11 | 83,866. | 15 | 41,061. |
| 16 Total assets. Add lines 1 through 15 (must equal line 33) | 7,397,198. | 16 | 7,942,671. | |
| Liabilities | 17 Accounts payable and accrued expenses | 30,145. | 17 | 20,346. |
| | 18 Grants payable | | 18 | |
| | 19 Deferred revenue | | 19 | 10,225. |
| | 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 | | 23 | |
| | 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 | 83,866. | 25 | 41,061. |
| | 26 Total liabilities. Add lines 17 through 25 | 114,011. | 26 | 71,632. |
| Net Assets or Fund Balances | Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33. | | | |
| | 27 Net assets without donor restrictions | 6,313,134. | 27 | 6,835,974. |
| | 28 Net assets with donor restrictions | 970,053. | 28 | 1,035,065. |
| | Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> 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 | 7,283,187. | 32 | 7,871,039. |
| | 33 Total liabilities and net assets/fund balances | 7,397,198. | 33 | 7,942,671. |

Part XI Reconciliation 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 | 2,851,438. |
| 2 | Total expenses (must equal Part IX, column (A), line 25) | 2 | 2,540,783. |
| 3 | Revenue less expenses. Subtract line 2 from line 1 | 3 | 310,655. |
| 4 | Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A)) | 4 | 7,283,187. |
| 5 | Net unrealized gains (losses) on investments | 5 | 252,962. |
| 6 | Donated services and use of facilities | 6 | |
| 7 | Investment expenses | 7 | |
| 8 | Prior period adjustments | 8 | |
| 9 | Other changes in net assets or fund balances (explain on Schedule O) | 9 | 24,235. |
| 10 | Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B)) | 10 | 7,871,039. |

Part XII Financial Statements and Reporting

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

- 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 on Schedule O.
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- b Were the organization's financial statements audited by an independent accountant?
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:
 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?
If the organization changed either its oversight process or selection process during the tax year, explain on 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 Uniform Guidance, 2 C.F.R. Part 200, Subpart F?
- 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 on Schedule O and describe any steps taken to undergo such audits

| | Yes | No |
|----|-----|----|
| 1 | | |
| 2a | | X |
| 2b | X | |
| 2c | X | |
| 3a | | X |
| 3b | | |

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 fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Tax revenues levied for the organization's benefit; 3 The value of services or facilities furnished by a governmental unit; 4 Total. Add lines 1 through 3; 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.

Section B. Total Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 7 Amounts from line 4; 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 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; 12 Gross receipts from related activities, etc. (see instructions); 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

Table with 2 columns: Line number, Percentage. Rows include: 14 Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f)); 15 Public support percentage from 2023 Schedule A, Part II, line 14; 16a 33 1/3% support test - 2024. 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 - 2023. 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 - 2024. 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 - 2023. 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) 2020 | (b) 2021 | (c) 2022 | (d) 2023 | (e) 2024 | (f) Total |
|---|----------|----------|----------|----------|----------|-----------|
| 1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") | 546,420. | 528,023. | 456,543. | 491,151. | 517,937. | 2540074. |
| 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 | 1297669. | 1335605. | 1410483. | 1799380. | 1974772. | 7817909. |
| 3 Gross receipts from activities that are not an unrelated trade or business under section 513 | 8,176. | 15,927. | 17,320. | 17,548. | 21,086. | 80,057. |
| 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 | 1852265. | 1879555. | 1884346. | 2308079. | 2513795. | 10438040. |
| 7a Amounts included on lines 1, 2, and 3 received from disqualified persons | 21,737. | 18,020. | 18,050. | 18,580. | 18,350. | 94,737. |
| 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 | 191,214. | 160,582. | 90,056. | 176,074. | 151,090. | 769,016. |
| c Add lines 7a and 7b | 212,951. | 178,602. | 108,106. | 194,654. | 169,440. | 863,753. |
| 8 Public support. (Subtract line 7c from line 6.) | | | | | | 9574287. |

Section B. Total Support

| Calendar year (or fiscal year beginning in) | (a) 2020 | (b) 2021 | (c) 2022 | (d) 2023 | (e) 2024 | (f) Total |
|--|----------|----------|----------|----------|----------|-----------|
| 9 Amounts from line 6 | 1852265. | 1879555. | 1884346. | 2308079. | 2513795. | 10438040. |
| 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources | 55,601. | 108,287. | 123,218. | 186,418. | 283,246. | 756,770. |
| b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 | | | | | | |
| c Add lines 10a and 10b | 55,601. | 108,287. | 123,218. | 186,418. | 283,246. | 756,770. |
| 11 Net income from unrelated business activities not included on 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.) | 1907866. | 1987842. | 2007564. | 2494497. | 2797041. | 11194810. |

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 2024 (line 8, column (f), divided by line 13, column (f)) | 15 | 85.52 % |
| 16 Public support percentage from 2023 Schedule A, Part III, line 15 | 16 | 86.10 % |

Section D. Computation of Investment Income Percentage

| | | |
|--|-----------|--------|
| 17 Investment income percentage for 2024 (line 10c, column (f), divided by line 13, column (f)) | 17 | 6.76 % |
| 18 Investment income percentage from 2023 Schedule A, Part III, line 17 | 18 | 5.51 % |

19a 33 1/3% support tests - 2024. 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 - 2023. 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, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, 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? <i>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.</i> | | |
| 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i> | | |
| 3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i> | | |
| 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)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i> | | |
| c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i> | | |
| 4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i> | | |
| b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>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.</i> | | |
| 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)? <i>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.</i> | | |
| 5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>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).</i> | | |
| 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? | | |
| c Substitutions only. Was the substitution the result of an event beyond the organization's control? | | |
| 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? <i>If "Yes," provide detail in Part VI.</i> | | |
| 7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as 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? <i>If "Yes," complete Part I of Schedule L (Form 990).</i> | | |
| 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i> | | |
| 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))? <i>If "Yes," provide detail in Part VI.</i> | | |
| b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i> | | |
| c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i> | | |
| 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)? <i>If "Yes," answer line 10b below.</i> | | |
| b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i> | | |

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 on lines 11b and 11c below, the governing body of a supported organization? | | |
| b A family member of a person described on line 11a above? | | |
| c A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.</i> | | |
| 11a | | |
| 11b | | |
| 11c | | |

Section B. Type I Supporting Organizations

| | Yes | No |
|---|-----|----|
| 1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i> | | |
| 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? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.</i> | | |
| 1 | | |
| 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)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i> | | |
| 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? | | |
| 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? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i> | | |
| 3 By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i> | | |
| 1 | | |
| 2 | | |
| 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 <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below. | | |
| b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below. | | |
| c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions). | | |
| 2 Activities Test. Answer lines 2a and 2b below. | | |
| 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? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i> | | |
| b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i> | | |
| 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? <i>If "Yes" or "No," provide details in Part VI.</i> | | |
| b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i> | | |
| 2a | | |
| 2b | | |
| 3a | | |
| 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): | | |
| 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 0.85 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 | <input type="checkbox"/> 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 - <i>provide details in Part VI</i>) | 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 (<i>provide details in Part VI</i>). See instructions. | 8 |
| 9 | Distributable amount for 2024 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-2024 | (iii) Distributable Amount for 2024 |
|--|-------------------------------------|---|--|
| 1 Distributable amount for 2024 from Section C, line 6 | | | |
| 2 Underdistributions, if any, for years prior to 2024 (reasonable cause required - <i>explain in Part VI</i>). See instructions. | | | |
| 3 Excess distributions carryover, if any, to 2024 | | | |
| a From 2019 | | | |
| b From 2020 | | | |
| c From 2021 | | | |
| d From 2022 | | | |
| e From 2023 | | | |
| f Total of lines 3a through 3e | | | |
| g Applied to under distributions of prior years | | | |
| h Applied to 2024 distributable amount | | | |
| i Carryover from 2019 not applied (see instructions) | | | |
| j Remainder. Subtract lines 3g, 3h, and 3i from line 3f. | | | |
| 4 Distributions for 2024 from Section D, line 7: \$ | | | |
| a Applied to underdistributions of prior years | | | |
| b Applied to 2024 distributable amount | | | |
| c Remainder. Subtract lines 4a and 4b from line 4. | | | |
| 5 Remaining underdistributions for years prior to 2024, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions. | | | |
| 6 Remaining underdistributions for 2024. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions. | | | |
| 7 Excess distributions carryover to 2025. Add lines 3j and 4c. | | | |
| 8 Breakdown of line 7: | | | |
| a Excess from 2020 | | | |
| b Excess from 2021 | | | |
| c Excess from 2022 | | | |
| d Excess from 2023 | | | |
| e Excess from 2024 | | | |

SCHEDULE D
(Form 990)

(Rev. December 2024)

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

**Open to Public
Inspection**

Name of the organization

STEER INC.

Employer identification number

45-0262160

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? | <input type="checkbox"/> Yes | <input type="checkbox"/> 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? | <input type="checkbox"/> Yes | <input type="checkbox"/> 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 (for example, recreation or education) Preservation of a 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 Tax 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 on line 2a | 2c |
| d Number of conservation easements included on line 2c acquired after July 25, 2006, 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 2d 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 make 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 program
 - 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 | 3,217,417. | 2,837,293. | 2,557,283. | 2,734,564. | 2,152,828. |
| b Contributions | 65,012. | 60,162. | 40,001. | 59,866. | 107,206. |
| c Net investment earnings, gains, and losses | 424,723. | 319,962. | 240,009. | -237,147. | 474,530. |
| d Grants or scholarships | 16,000. | | | | |
| e Other expenditures for facilities and programs | 154,000. | | | | |
| f Administrative expenses | | | | | |
| g End of year balance | 3,537,152. | 3,217,417. | 2,837,293. | 2,557,283. | 2,734,564. |

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a** Board designated or quasi-endowment 71.8500 %
 - b** Permanent endowment 28.1500 %
 - c** Term endowment .0000 %
- 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? | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| (ii) Related organizations? | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
- b** If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?
- 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 | | 72,000. | | 72,000. |
| b Buildings | | | | |
| c Leasehold improvements | | | | |
| d Equipment | | 86,286. | 52,959. | 33,327. |
| e Other | | | | |
| Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B)) | | | | 105,327. |

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) | | |
| (B) | | |
| (C) | | |
| (D) | | |
| (E) | | |
| (F) | | |
| (G) | | |
| (H) | | |
| Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B)) | | |

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 |
|---|-------------------|---|
| (1) AGRICULTURAL ASSETS | 1,289,618. | COST |
| (2) | | |
| (3) | | |
| (4) | | |
| (5) | | |
| (6) | | |
| (7) | | |
| (8) | | |
| (9) | | |
| Total. (Col. (b) must equal Form 990, Part X, line 13, col. (B)) | 1,289,618. | |

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 |
|---|----------------|
| (1) | |
| (2) | |
| (3) | |
| (4) | |
| (5) | |
| (6) | |
| (7) | |
| (8) | |
| (9) | |
| Total. (Column (b) must equal Form 990, Part X, line 15, col. (B)) | |

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 | |
| (2) RIGHT OF USE LEASE LIABILITY | 41,061. |
| (3) | |
| (4) | |
| (5) | |
| (6) | |
| (7) | |
| (8) | |
| (9) | |
| Total. (Column (b) must equal Form 990, Part X, line 25, col. (B)) | 41,061. |

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 FASB 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 | 3,040,853. |
| 2 | Amounts included on line 1 but not on Form 990, Part VIII, line 12: | | | |
| a | Net unrealized gains (losses) on investments | 2a | 252,962. | |
| 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 | 252,962. | |
| 3 | Subtract line 2e from line 1 | 3 | 2,787,891. | |
| 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 | 63,547. | |
| c | Add lines 4a and 4b | 4c | 63,547. | |
| 5 | Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.) | 5 | 2,851,438. | |

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 | 2,453,001. |
| 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 | -87,782. | |
| e | Add lines 2a through 2d | 2e | -87,782. | |
| 3 | Subtract line 2e from line 1 | 3 | 2,540,783. | |
| 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 | 2,540,783. | |

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.

PART V, LINE 4:

THE INCOME FROM THE ENDOWMENT FUNDS ARE TO BE USED FOR CHARITABLE GRANTS AND OPERATION OF THE ORGANIZATION.

PART X, LINE 2:

THE COMPANY IS A NONPROFIT ORGANIZATION AND IS EXEMPT FROM INCOME TAX UNDER INTERNAL REVENUE CODE SECTION 501(C)(3).

STEER, INC. BELIEVES THAT IT HAS APPROPRIATE SUPPORT FOR ANY TAX POSITIONS TAKEN AFFECTING ITS ANNUAL FILING REQUIREMENTS, AND AS SUCH, DOES NOT HAVE ANY UNCERTAIN TAX POSITIONS THAT ARE MATERIAL TO THE FINANCIAL STATEMENTS. THE COMPANY RECOGNIZES FUTURE ACCRUED INTEREST AND PENALTIES RELATED TO UNRECOGNIZED TAX BENEFITS AND LIABILITIES IN INCOME TAX EXPENSE IF SUCH INTEREST AND PENALTIES ARE ACCRUED.

PART XI, LINE 4B - OTHER ADJUSTMENTS:

| | |
|--|---------|
| GAIN ON SALE OF COWS | 46,867. |
| LOSS ON DISAPPEARANCE | -8,700. |
| GAIN ON SALE OF PROPERTY AND EQUIPMENT | 25,380. |
| TOTAL TO SCHEDULE D, PART XI, LINE 4B | 63,547. |

PART XII, LINE 2D - OTHER ADJUSTMENTS:

| | |
|--|----------|
| GAIN ON SALE OF COWS | -46,867. |
| LOSS ON DISAPPEARANCE | 8,700. |
| ADJ OF ACTUARIAL LIABILITY INCLUDED IN EXPENSES ON AUDITED | |

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

| | | (a) Event #1 | (b) Event #2 | (c) Other events | (d) Total events (add col. (a) through col. (c)) |
|--|---|--|--------------|------------------------|--|
| | | ANNUAL STEER BARBEQUE (event type) | (event type) | NONE (total number) | |
| Revenue | 1 Gross receipts | 21,086. | | | 21,086. |
| | 2 Less: Contributions | | | | |
| | 3 Gross income (line 1 minus line 2) | 21,086. | | | 21,086. |
| Direct Expenses | 4 Cash prizes | | | | |
| | 5 Noncash prizes | | | | |
| | 6 Rent/facility costs | 250. | | | 250. |
| | 7 Food and beverages | 3,950. | | | 3,950. |
| | 8 Entertainment | 4,750. | | | 4,750. |
| | 9 Other direct expenses | 200. | | | 200. |
| | 10 Direct expense summary. Add lines 4 through 9 in column (d) | | | | 9,150. |
| 11 Net income summary. Subtract line 10 from line 3, column (d) | | | | 11,936. | |

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

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

9 Enter the state(s) in which the organization conducts gaming activities: _____

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

b If "No," explain: _____

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

b If "Yes," explain: _____

**SCHEDULE I
(Form 990)**

(Rev. December 2024)

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 instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization **STEER INC.** Employer identification number **45-0262160**

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.

| 1 (a) Name and address of organization or government | (b) EIN | (c) IRC section (if applicable) | (d) Amount of cash grant | (e) Amount of noncash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of noncash assistance | (h) Purpose of grant or assistance |
|---|------------|---------------------------------|--------------------------|----------------------------------|---|---------------------------------------|------------------------------------|
| ABWE INTERNATIONAL INC. PO BOX 8585 HARRISBURG, PA 17105 | 22-3176019 | 501(C)(3) | 9,918. | 0. | | | MISSIONARY SERVICES |
| ACTION INTERNATIONAL MINISTRIES PO BOX 398 MOUNTLAKE TERRACE, WA 98043-0398 | 51-0163499 | 501(C)(3) | 26,420. | 0. | | | MISSIONARY SERVICES |
| ADVENTURES IN MISSIONS, INC. 6000 WELLSPRING TRAIL GAINESVILLE, GA 30506 | 65-0133113 | 501(C)(3) | 14,018. | 0. | | | MISSIONARY SERVICES |
| ASSOCIATION OF FREE LUTHERAN CONGREGATIONS - 3110 EAST MEDICINE LAKE BLVD - PLYMOUTH, MN 55441-3008 | 41-0884943 | 501(C)(3) | 23,826. | 0. | | | MISSIONARY SERVICES |
| AWANA CLUBS INTERNATIONAL PO BOX 809 ST. CHARLES, IL 60174 | 36-2428692 | 501(C)(3) | 12,280. | 0. | | | MISSIONARY SERVICES |
| BACK TO THE BIBLE PO BOX 82808 LINCOLN, NE 68501-2808 | 47-0405317 | 501(C)(3) | 40,669. | 0. | | | MISSIONARY SERVICES |

- 2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 62.
- 3 Enter total number of other organizations listed in the line 1 table _____

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule I (Form 990) (Rev. 12-2024)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

| (a) Name and address of organization or government | (b) EIN | (c) IRC section if applicable | (d) Amount of cash grant | (e) Amount of noncash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of non-cash assistance | (h) Purpose of grant or assistance |
|---|------------|-------------------------------|--------------------------|----------------------------------|---|--|------------------------------------|
| BARNABAS INTERNATIONAL PO BOX 708 ELKHORN, WI 53121 | 36-3535053 | 501(C)(3) | 13,709. | 0. | | | MISSIONARY SERVICES |
| BCM INTERNATIONAL INC. PO BOX 318 EAST PETERSBURG, PA 17520 | 23-6000176 | 501(C)(3) | 18,246. | 0. | | | MISSIONARY SERVICES |
| BIBLES FOR THE WORLD PO BOX 49759 COLORADO SPRINGS, CO 80949 | 36-2434228 | 501(C)(3) | 6,376. | 0. | | | MISSIONARY SERVICES |
| CADENCE INTERNATIONAL PO BOX 1268 ENGLEWOOD, CO 80150-1268 | 84-6027655 | 501(C)(3) | 5,986. | 0. | | | MISSIONARY SERVICES |
| CAMPUS CRUSADE FOR CHRIST, INC. (CRU) - 100 LAKE HART DR #2400 - ORLANDO, FL 32832-0100 | 95-6006173 | 501(C)(3) | 147,199. | 0. | | | MISSIONARY SERVICES |
| CHILD EVANGELISM FELLOWSHIP, INC. PO BOX 348 WARRENTON, MO 63383-0348 | 38-6091187 | 501(C)(3) | 56,643. | 0. | | | MISSIONARY SERVICES |
| CHRISTIAN & MISSIONARY ALLIANCE (THE) - ONE ALLIANCE PLACE - REYNOLDSBURG, OH 43068 | 13-1623940 | 501(C)(3) | 8,018. | 0. | | | MISSIONARY SERVICES |
| CHRISTIAN VETERINARY MISSION PO BOX 5888 LYNNWOOD, WA 98046-5888 | 85-2465430 | 501(C)(3) | 16,282. | 0. | | | MISSIONARY SERVICES |
| CHURCH OF THE LUTHERAN BRETHREN PO BOX 655 FERGUS FALLS, MN 56538-0655 | 41-0713018 | 501(C)(3) | 6,902. | 0. | | | MISSIONARY SERVICES |

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

| (a) Name and address of organization or government | (b) EIN | (c) IRC section if applicable | (d) Amount of cash grant | (e) Amount of noncash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of non-cash assistance | (h) Purpose of grant or assistance |
|---|------------|-------------------------------|--------------------------|----------------------------------|---|--|------------------------------------|
| COWBOYS WITH A MISSION PO BOX 490 MEETEETSE, WY 82433-0490 | 81-0515065 | 501(C)(3) | 68,844. | 0. | | | MISSIONARY SERVICES |
| ETHNOS360, INC. 312 W FIRST ST. SANFORD, FL 32771 | 39-6024926 | 501(C)(3) | 46,755. | 0. | | | MISSIONARY SERVICES |
| EVANGELICAL ALLIANCE MISSION (THE) PO BOX 1683 CAROL STREAM, IL 60132 | 36-2169146 | 501(C)(3) | 10,971. | 0. | | | MISSIONARY SERVICES |
| EVANGELICAL FRIENDS CHURCH - NORTH AMERICA - PO BOX 771139 - WICHITA, KS 67277 | 93-0719162 | 501(C)(3) | 7,552. | 0. | | | MISSIONARY SERVICES |
| EVERY CHILD MINISTRIES, INC PO BOX 810 HEBRON, IN 46341-0810 | 31-1162331 | 501(C)(3) | 22,440. | 0. | | | MISSIONARY SERVICES |
| FELLOWSHIP OF CHRISTIAN ATHLETES 8701 LEEDS ROAD KANSAS CITY, MO 64129-1626 | 44-0610626 | 501(C)(3) | 142,405. | 0. | | | MISSIONARY SERVICES |
| FELLOWSHIP OF CHRISTIAN COWBOYS 120 NORTH 9TH ST STE F CANON CITY, CO 81212 | 84-0832138 | 501(C)(3) | 25,114. | 0. | | | MISSIONARY SERVICES |
| FOOD FOR THE HUNGRY, INC. 2 NORTH CENTRAL AVE STE 200 PHOENIX, AZ 85004 | 95-2680390 | 501(C)(3) | 8,628. | 0. | | | MISSIONARY SERVICES |
| GENERAL CONFERENCE OF THE CHURCH OF GOD-SEVENTH DAY - PO BOX 33677 - DENVER, CO 80233 | 84-0441300 | 501(C)(3) | 8,550. | 0. | | | MISSIONARY SERVICES |

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

| (a) Name and address of organization or government | (b) EIN | (c) IRC section if applicable | (d) Amount of cash grant | (e) Amount of noncash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of non-cash assistance | (h) Purpose of grant or assistance |
|---|------------|-------------------------------|--------------------------|----------------------------------|---|--|------------------------------------|
| GOSPEL FOR ASIA, INC. 1116 ST. THOMAS WAY WILLS POINT, TX 75169-9013 | 73-1099096 | 501(C)(3) | 17,115. | 0. | | | MISSIONARY SERVICES |
| GOSPEL MISSIONARY UNION (AVANT MINISTRIES) - 10000 N OAK TRAFFICWAY - KANSAS CITY, MO 64155-2010 | 44-0594428 | 501(C)(3) | 5,152. | 0. | | | MISSIONARY SERVICES |
| GREATER EUROPE MISSION PO BOX 5224 WHEATON, IL 60189 | 36-2345199 | 501(C)(3) | 15,240. | 0. | | | MISSIONARY SERVICES |
| INFAITH 145 JOHN ROBERT THOMAS DR. EXTON, PA 19341 | 23-1381400 | 501(C)(3) | 11,253. | 0. | | | MISSIONARY SERVICES |
| INTERACT MINISTRIES, INC. 31000 SE KELSO ROAD BORING, OR 97009-6024 | 92-6004561 | 501(C)(3) | 22,990. | 0. | | | MISSIONARY SERVICES |
| INTERNATIONAL MISSIONS, INC. PO BOX 851377 RICHARDSON, TX 75085 | 22-1717576 | 501(C)(3) | 10,692. | 0. | | | MISSIONARY SERVICES |
| INTERTRIBAL CHRISTIAN COMMUNICATIONS (INTERTRIBAL LIFE MINISTRIES) - PO BOX 32 - PEMBINA, ND 58271 | 45-0353302 | 501(C)(3) | 12,966. | 0. | | | MISSIONARY SERVICES |
| INTERVARSITY CHRISTIAN FELLOWSHIP USA - PO BOX 7895 - MADISON, WI 53707-7895 | 36-2171714 | 501(C)(3) | 6,527. | 0. | | | MISSIONARY SERVICES |
| KENYA EVANGELICAL MISSION PO BOX 7957 SOUTH LAKE TAHOE, CA 96158 | 91-1845982 | 501(C)(3) | 8,784. | 0. | | | MISSIONARY SERVICES |

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

| (a) Name and address of organization or government | (b) EIN | (c) IRC section if applicable | (d) Amount of cash grant | (e) Amount of noncash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of non-cash assistance | (h) Purpose of grant or assistance |
|--|------------|-------------------------------|--------------------------|----------------------------------|---|--|------------------------------------|
| KIDS AT THE CASA, INC. 705 EAST SUMMIT AVE FERGUS FALLS, MN 56537 | 82-3337290 | 501(C)(3) | 23,490. | 0. | | | MISSIONARY SERVICES |
| MISSION AVIATION FELLOWSHIP PO BOX 47 NAMPA, ID 83653-0047 | 95-1920983 | 501(C)(3) | 32,130. | 0. | | | MISSIONARY SERVICES |
| NEW HOPE UGANDA MINISTRIES, INC. PO BOX 270202 LITTLETON, CO 80127 | 95-4570304 | 501(C)(3) | 5,933. | 0. | | | MISSIONARY SERVICES |
| NORTH AMERICAN BAPTIST CONFERENCE 1219 PLEASANT GROVE BLVD ROSEVILLE, CA 95678 | 36-2192827 | 501(C)(3) | 131,840. | 0. | | | MISSIONARY SERVICES |
| NORTHERN YOUTH PROGRAMS OF MINNESOTA - PO BOX 171 - INTERNATIONAL FALLS, MN 56649-0171 | 41-1280851 | 501(C)(3) | 6,047. | 0. | | | MISSIONARY SERVICES |
| ONE MISSION SOCIETY USA, INC. PO BOX A GREENWOOD, IN 46142 | 95-1891575 | 501(C)(3) | 9,982. | 0. | | | MISSIONARY SERVICES |
| ONE-WAY EVANGELISTIC MINISTRIES PO BOX 21671 CHEYENNE, WY 82003 | 83-0332146 | 501(C)(3) | 24,266. | 0. | | | MISSIONARY SERVICES |
| PACESETTERS PO BOX 3022 MINOT, ND 58701 | 45-0434675 | 501(C)(3) | 23,528. | 0. | | | MISSIONARY SERVICES |
| PEOPLE INTERNATIONAL PO BOX 3005 VANCOUVER, WA 98668 | 36-3486570 | 501(C)(3) | 7,144. | 0. | | | MISSIONARY SERVICES |

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

| (a) Name and address of organization or government | (b) EIN | (c) IRC section if applicable | (d) Amount of cash grant | (e) Amount of noncash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of non-cash assistance | (h) Purpose of grant or assistance |
|--|------------|-------------------------------|--------------------------|----------------------------------|---|--|------------------------------------|
| PIONEER BIBLE TRANSLATORS PO BOX 380820 DUNCANVILLE, TX 75138 | 23-7433923 | 501(C)(3) | 6,240. | 0. | | | MISSIONARY SERVICES |
| PIONEERS, INC. 10123 WILLIAM CAREY DRIVE ORLANDO, FL 32832-6931 | 52-1206938 | 501(C)(3) | 18,685. | 0. | | | MISSIONARY SERVICES |
| REACHING & TEACHING INTERNATIONAL MINISTRIES, INC. - 828 EAST MARKET ST - LOUISVILLE, KY 40206 | 26-4793651 | 501(C)(3) | 27,503. | 0. | | | MISSIONARY SERVICES |
| REVIVAL PRAYER FELLOWSHIP PO BOX 2274 BISMARCK, ND 58502 | 95-3195712 | 501(C)(3) | 40,018. | 0. | | | MISSIONARY SERVICES |
| RICK & MICK VIGNEULLE MINISTRIES, INC. - 1866 HWY 441 - WILSONVILLE, AL 35186 | 63-0893353 | 501(C)(3) | 6,034. | 0. | | | MISSIONARY SERVICES |
| SEND INTERNATIONAL OF THE UNITED STATES, INC. - PO BOX 513 - FARMINGTON, MI 48332-0513 | 41-0713904 | 501(C)(3) | 24,722. | 0. | | | MISSIONARY SERVICES |
| STUDENT IMPACT INTERNATIONAL(/CAMPUS ALLIANCE) - 710 WILLOW GLN - ESCONDIDO, CA 92025 | 95-3340131 | 501(C)(3) | 84,569. | 0. | | | MISSIONARY SERVICES |
| THE EVANGELICAL FREE CHURCH OF AMERICA - 901 EAST 78TH STREET - MINNEAPOLIS, MN 55420-1334 | 41-0721672 | 501(C)(3) | 37,598. | 0. | | | MISSIONARY SERVICES |
| THE GENERAL COUNCIL OF THE ASSEMBLIES OF GOD - 1445 N BOONVILLE AVE - SPRINGFIELD, MO 65802 | 44-0577787 | 501(C)(3) | 39,649. | 0. | | | MISSIONARY SERVICES |

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (Schedule I (Form 990), Part II.)

| (a) Name and address of organization or government | (b) EIN | (c) IRC section if applicable | (d) Amount of cash grant | (e) Amount of noncash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of non-cash assistance | (h) Purpose of grant or assistance |
|---|------------|-------------------------------|--------------------------|----------------------------------|---|--|------------------------------------|
| THE NAVIGATORS PO BOX 6000 COLORADO SPRINGS, CO 80934-6000 | 84-6007896 | 501(C)(3) | 8,370. | 0. | | | MISSIONARY SERVICES |
| TRANS WORLD MISSIONS 11024 BALBOA BLVD PMB 1473 GRANADA HILLS, CA 91344 | 95-2113520 | 501(C)(3) | 15,914. | 0. | | | MISSIONARY SERVICES |
| TRANS WORLD RADIO PACIFIC PO BOX 8700 CARY, NC 27512-8700 | 23-7346116 | 501(C)(3) | 39,749. | 0. | | | MISSIONARY SERVICES |
| VILLAGE MISSIONS PO BOX 197 DALLAS, OR 97338-0197 | 43-6043847 | 501(C)(3) | 67,947. | 0. | | | MISSIONARY SERVICES |
| VISION BEYOND BORDERS PO BOX 2635 CASPER, WY 82602 | 83-0313191 | 501(C)(3) | 11,375. | 0. | | | MISSIONARY SERVICES |
| WESLEYAN CHURCH CORPORATION 13300 OLIO ROAD SUITE 400 FISHERS, IN 46037 | 35-1148762 | 501(C)(3) | 6,639. | 0. | | | MISSIONARY SERVICES |
| WORLD GOSPEL MISSION PO BOX 948 MARION, IN 46952-0948 | 35-0911947 | 501(C)(3) | 23,062. | 0. | | | MISSIONARY SERVICES |
| WORLD VISION, INC. 34834 WEYERHAEUSER WAY S FEDERAL WAY, WA 98001 | 95-1922279 | 501(C)(3) | 16,328. | 0. | | | MISSIONARY SERVICES |
| WYCLIFFE BIBLE TRANSLATORS, INC. PO BOX 628200 ORLANDO, FL 32862-8200 | 95-1831097 | 501(C)(3) | 51,504. | 0. | | | MISSIONARY SERVICES |

Schedule I (Form 990)

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 non-cash assistance | (e) Method of valuation (book, FMV, appraisal, other) | (f) Description of noncash assistance |
|---------------------------------|--------------------------|--------------------------|-----------------------------------|---|---------------------------------------|
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |

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

PART I, LINE 2:

IN ORDER TO BE A MEMBER MISSION SOCIETY OF STEER, THE MISSION HAS TO UNDERGO A PROCESS MONITORED BY A BOARD COMMITTEE TO ENSURE THAT THE SOCIETY QUALIFIES TO RECEIVE SUPPORT FROM STEER. THEN AFTER IT BECOMES A MEMBER MISSION THAT SOCIETY HAS TO RENEW ITS MEMBERSHIP EVERY FIVE YEARS ENSURING THAT IT STILL MEETS MEMBERSHIP REQUIREMENTS. A CONTRIBUTION GIVEN TO THAT SOCIETY IS THEREFORE USED FOR THE PURPOSE THAT STEER INTENDS WHICH IS TO ADVANCE THE WORK OF JESUS CHRIST ON EARTH. THESE SOCIETIES ARE 501(C)(3) ORGANIZATIONS WHICH ISSUE RECEIPTS WHEN THEY RECEIVE CONTRIBUTIONS. THE ACCOUNTING DEPARTMENT CONFIRMS THAT THE FUNDS ARE DESIGNATED ON THE RECEIPT TO THE CORRECT INDIVIDUALS OR PROJECTS.

**SCHEDULE O
(Form 990)**

(Rev. December 2024)

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 Form 990-EZ.

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

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization

STEER INC.

Employer identification number

45-0262160

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

THE LORD JESUS CHRIST ON EARTH BY PROVIDING FINANCIAL SUPPORT FOR
MEMBER MISSION SOCIETIES TO TAKE THE GOSPEL TO ALL NATIONS OF THE WORLD
BEFORE THE COMING OF JESUS CHRIST.

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

ARTICLES.

FORM 990, PART III, LINE 2, NEW PROGRAM SERVICES:

THE UNIT INVENTORY SYSTEM CHANGED PER THE GENERAL BOARD OF DIRECTORS'
DECISION EFFECTIVE ON JULY 1, 2024. THIS CHANGE INCLUDES THE
MEASUREMENT FROM UNITS TO THE DOLLAR VALUES AND TO NAME IT THE LEGACY
FUND. THE USE OF THE INVENTORY FUNDS FOR THE PURPOSE ORIGINALLY
RECEIVED REMAINS UNCHANGED. WITH MANY OF THE UNITS, THE ORIGINAL DONOR
HAS PASSED AWAY, OR WE DON'T HAVE AN ADDRESS FOR THEM. THEN WITH THE
DONOR'S ORIGINAL INVESTMENT, IT IS NOT ENOUGH TO COVER THE CURRENT COST
OF NEW PROJECTS DUE TO INFLATION. THE PLACED AND AVAILABLE UNITS WERE
TAKEN AND MADE INTO A LIQUID MUTUAL FUND THAT EVERYONE HAS AN
INVESTMENT IN. INSTEAD OF MONTHLY NOTICES ISSUED TO EACH UNIT DONOR
BASED ON IF A GAIN OCCURRED FOR THEIR GIVEN UNIT OR UNITS, AS OF JULY
1, 2024, NOTICES ARE SENT TO THE ORIGINAL DONORS WHOM WE HAVE AN
ADDRESS FOR ONCE OR TWICE A YEAR UPDATING THEM ON THE OVERALL AMOUNT TO
MISSIONS THAT THEIR INVESTMENT HAS HELPED TO GENERATE.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:

AND FINANCIAL BACKING, EMBODYING A SPIRIT OF PARTNERSHIP THROUGHOUT THE
BODY OF CHRIST.

FORM 990, PART VI, SECTION B, LINE 11B:

IT IS STEER, INC.'S POLICY THAT STEER'S BOARD OF DIRECTORS SHALL REVIEW THE
IRS FORM 990 THAT IS FILED ON THE ORGANIZATIONS BEHALF BEFORE IT IS FILED
WITH THE IRS.

A BOARD RESOLUTION IS NOT REQUIRED IN ORDER FOR THE FORM 990 TO BE FILED.

THE MEANS OF DELIVERY SHALL BE EITHER BY A HARD COPY AVAILABLE AT A
QUARTERLY BOARD OF DIRECTORS MEETING OR VIA AN EMAIL LINK TO THE 990 FORM
ON STEER'S WEB-SITE (WWW.STEERINC.ORG) SENT TO EACH DIRECTOR'S EMAIL
ADDRESS.

FORM 990, PART VI, SECTION B, LINE 12C:

THE DIRECTORS ARE REQUIRED TO DISCLOSE YEARLY IF THERE IS A CONFLICT OF
INTEREST. THE STAFF MONITORS TRANSACTIONS THROUGHOUT THE YEAR AND IF A
CONFLICT OR A POTENTIAL CONFLICT ARISES IT IS BROUGHT TO THE ATTENTION OF
THE EXECUTIVE COMMITTEE WHO THEN REPORTS TO THE GENERAL BOARD OF DIRECTORS.
ANY CONFLICT OF INTEREST IS THEN RESOLVED THROUGH BOARD DISCUSSION/ACTION.

FORM 990, PART VI, SECTION B, LINE 15:

STEER, INC. WILL PAY THE EXECUTIVE DIRECTOR A JUST AND DECENT WAGE SO THAT
HE/SHE MAY PROVIDE APPROPRIATELY FOR HIS/HER NEEDS AND HIS/HER FAMILY. THE
EXECUTIVE DIRECTOR SHOULD RECEIVE PAY AND BENEFITS THAT ARE COMPETITIVE TO
SIMILAR JOBS WITHIN NONPROFIT ORGRANIZATIONS AND THAT PERMIT STEER TO HIRE

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990) (Rev. 12-2024)

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| Name of the organization STEER INC. | Employer identification number 45-0262160 |
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AND RETAIN HIGH CALIBER INDIVIDUALS. TO MAINTAIN THIS PHILOSOPHY, STEER IS COMMITTED TO CONDUCTING SALARY AND BENEFIT REVIEWS ON AN ANNUAL BASIS.

IN DETERMINING COMPENSATION, STEER, INC. ACKNOWLEDGES NOT ONLY THE BUSINESS LEADERSHIP THE EXECUTIVE DIRECTOR PROVIDES, BUT ALSO THE VALUABLE SPIRITUAL LEADERSHIP COMPONENT OF HIS/HER RESPONSIBILITIES.

IN DETERMINING EXECUTIVE DIRECTOR COMPENSATION, THE DIRECTORS WILL COMPARE LIKE SERVICES PROVIDED TO SIMILAR ORGANIZATIONS CONSIDERING SIMILAR DUTIES, TIME DEVOTED TO WORK, SIZE OF THE ORGANIZATION, EXPERIENCE, FAMILIARITY WITH THE ORGANIZATION'S MISSION, EDUCATIONAL REQUIREMENT, AND ECONOMIC CONDITIONS ALONG WITH THE EXECUTIVE DIRECTOR'S SPIRITUAL LEADERSHIP CAPABILITIES.

IN DETERMINING COMPENSATION, THE FOLLOWING ELEMENTS WILL BE COSIDERED: BASE SALARY, CONTRIBUTIONS TO QUALIFIED RETIREMENT PLAN, HEALTH INSURANCE BENEFITS, CHRISTMAS BONUS.

COMPENSATION APPROVAL--THE EXECUTIVE COMMITTEE WILL ANNUALLY REVIEW THE EXECUTIVE DIRECTOR'S PERFORMANCE. THE COMMITTEE WILL REVIEW HIS/HER CURRENT SALARY, CONSIDER THE DIRECTOR'S PERFORMANCE, DETERMINE A RECOMMENDED SALARY, AND COMPARE THE SALARY RECOMMENDATION TO OTHERS IN LIKE POSITIONS.

THE EXECUTIVE COMMITTEE WILL BRING THEIR COMPENSATION RECOMMENDATION TO THE ENTIRE BOARD OF DIRECTORS FOR THEIR REVIEW AND APPROVAL.

OTHER KEY EMPLOYEES—THE EXECUTIVE DIRECTOR ANNUALLY REVIEWS THE STAFF'S PERFORMANCE. THE EXECUTIVE DIRECTOR COMPARES LIKE SERVICES PROVIDED TO SIMILAR ORGANIZATIONS CONSIDERING SIMILAR DUTIES, TIME DEVOTED TO WORK, SIZE OF THE ORGANIZATION, EXPERIENCE, FAMILIARITY WITH THE ORGANIZATION'S MISSION, EDUCATIONAL REQUIREMENTS AND ECONOMIC CONDITIONS. COMPENSATION COMPONENTS INCLUDE THE BASE SALARY, CONTRIBUTIONS TO RETIREMENT PLANS AND HEALTH INSURANCE BENEFITS. AN ANNUAL REVIEW REPORT IS GENERATED BY THE EXECUTIVE DIRECTOR WHO THEN REPORTS TO THE EXECUTIVE COMMITTEE HIS FINDINGS ALONG WITH THE RECOMMENDED SALARY ADJUSTMENTS. THE DIRECTOR HAS THE AUTHORITY TO RECOMMEND UP TO A 4% SALARY INCREASE. THE GENERAL BOARD OF DIRECTORS EVALUATES THE STAFF PERFORMANCE EVERY TWO TO FIVE YEARS AND MAKES ANY SALARY ADJUSTMENTS AS DEEMED APPROPRIATE.

FORM 990, PART VI, SECTION C, LINE 19:

WHEN THE GOVERNING DOCUMENTS (ARTICLES OF INCORPORATION, BYLAWS AND CONSTITUTION) AND CONFLICT OF INTEREST POLICY OF THE ORGANIZATION ARE SUBJECT TO THE FEDERAL OR STATE PUBLIC DISCLOSURE RULES, THESE DOCUMENTS WILL BE MADE AVAILABLE AS APPLICABLE LAW MAY REQUIRE. OTHERWISE, THE GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICY WILL BE PROVIDED TO THE PUBLIC AT THE DISCRETION OF MANAGEMENT. COPIES OF STEER INC.'S AUDITED FINANCIAL STATEMENTS ARE MADE AVAILABLE TO ANY PERSON OR ENTITY UPON WRITTEN OR VERBAL REQUEST.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:

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| CHANGE IN ACTUARIAL LIABILITY | 24,235. |
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FORM 990, PART XII, LINE 2C:

THERE WAS NO CHANGE IN THE OVERSIGHT OF THE AUDIT DURING THE CURRENT YEAR. THE FULL BOARD RECEIVES AND REVIEWS THE AUDIT WITH THE AUDITOR.

