

Finance Audit Committee Minutes

Monday, June 12, 2023

12:15 PM

via zoom/telephone/in person

MEMBERS PRESENT: Robert T. Tackman (Chair), Patricia Usherwood Fitzpatrick,
Eric J.T. Caballero

MEMBERS EXCUSED: None

MEMBERS ABSENT: None

STAFF PRESENT: Kathleen O'Brien, Nancy Turo, Carolyn Brown

GUESTS PRESENT: None

CALL TO ORDER

The June 12, 2023 Finance Committee meeting was called to order at 12:22 PM by Patricia Usherwood Fitzpatrick. It was noted for the record that a quorum was present.

APPROVAL OF PREVIOUS MINUTES

Patricia Usherwood Fitzpatrick made a motion to approve the May 2023 Finance Committee Meeting minutes; the motion was seconded by Eric Caballero, and unanimously approve.

The CHAR500 and Form 990 Tax Return for PEACE, Inc. FY ending 01/31/2023

Controller Nancy Turo presented the CHAR500 and Form 990 report for FY ending January 31, 2023 for review and approval by the Finance Committee.

The Controller mentioned that the presentation is different from prior years as it is now filed electronically. The Controller discussed various aspects of the form, and answered committee member questions.

Patricia Usherwood Fitzpatrick made a motion for the Finance Committee to approve the 990 Tax Return & CHAR500 for PEACE, Inc. for fiscal year ending 01/31/2023; the motion was seconded by Eric Caballero, and unanimously approved.

Upon approval of the CHAR500 and Form 990 Tax Return for PEACE, Inc. for FY ending 01/31/2023 by the Finance Committee, the forms will be signed by the Executive Director and the CFO, and will be filed with the appropriate agencies prior to the June 15, 2023 due date.

FINANCE REPORT

Kathleen O'Brien, CFO, discussed the monthly financial statements for May 2023. Ms. O'Brien stated that net income before depreciation year to date presented on page 3 is \$91,673 vs a budget of \$452,285. The CFO mentioned that there have not been many

fixed assets purchased as yet in the new fiscal year. The net income after depreciation is (\$84,747).

The current ratio as of May 31, 2023 is 186%, which equates to current assets being \$1,439,060 higher than current liabilities.

The net income from normal operations presented on page 7 is \$49,963. This number is the net of "timing differences" of fixed asset purchases, revenue recognition grants and donation cost centers. Ms. O'Brien mentioned that the Controller is holding meetings to review the current allocations for the Food Service Division.

The line of credit balance at May 31, 2023 is \$0.

The indirect rate as of May 31, 2023 is 20.33%, and we are approved for 24%.

The Supplemental Financial Information will be forwarded to the Finance Committee members.

CAPTIVE HEALTH RESERVE

The CFO discussed the balance in the Captive Reserve account. The target balance is \$437,646, and the current balance at May 31, 2023 is \$422,604. The CFO stated that this appears to be in a reasonable range of the targeted amount.

OLD BUSINESS: None

NEW BUSINESS

Carolyn Brown reported that Head Start/Early Head Start program is working on a reconfiguration plan which will be presented in June to the Planning Committee and the full Board of Directors.

OTHER BUSINESS: :None

ADJOURNMENT

The meeting adjourned at 12:40 PM.



Nancy Turo <nturo@peace-caa.org>

CHAR500 Annual Filing: Submitted For Review

1 message

Charities Bureau <Charities.AnnualFiling@ag.ny.gov>

Reply-To: Charities.AnnualFiling@ag.ny.gov

To: NTURO@peace-caa.org

Mon, Jun 12, 2023 at 4:21 PM



STATE OF NEW YORK OFFICE OF THE ATTORNEY GENERAL

Letitia James
Attorney General

Division of Social Justice
Charities Bureau

Nancy Turo

06/12/2023

ANNUAL FILING SUBMITTED FOR REVIEW

Re: PEOPLES EQUAL ACTION AND COMMUNITY EFFORT INC
NY Registration Number: 05-27-37
Filing Year: 2022

Dear Sir or Madam:

Your annual filing has been submitted for review by the Charities Bureau. You will be notified by email when the review has been completed or if additional information is required.

If you have any questions concerning your annual filing please contact the Charities Bureau by phone at (212) 416-8401 or email to Charities.AnnualFiling@ag.ny.gov.

Sincerely,

Registration Section
Charities Bureau

28 Liberty Street, New York, NY 10005 | (212) 416-8401 | Fax (212) 416-8393

Annual Filing Fee Payment

Payment Approved

Your annual filing fee payment was successfully processed.

[Home Page](#)

This is the annual filing fee payment page for the Charities Annual Filing under NYS Charities Bureau.
Please contact Charities Bureau for refund or annual filing fee payment amount related questions at (212-416-8401) or email :
Charities.Bureau@ag.ny.gov.

NEW YORK STATE ATTORNEY GENERAL, 28 Liberty Street, NY, 10005 USA
[Privacy Policy](#) | [Disclaimer](#)



Nancy Turo <nturo@peace-caa.org>

Order Confirmation

1 message

NYS CHARITIES BUREAU <noreply@elavon.com>

Mon, Jun 12, 2023 at 4:17 PM

Reply-To: CHARITIES.BUREAU@ag.ny.gov

To: nturo@peace-caa.org

\$275.00 USD

06/12/2023 04:17:45 PM

NYS CHARITIES BUREAU

Your payment has been approved

Payment

MC 55*****2403

Transaction ID

120623C2B-286CA0E4-CD80-4F62-

ADE0-AB4615401F6D

Approval Code

016937

ECI

Invoice Number

52085

NYS CHARITIES BUREAU**NYS ATTORNEY GENERAL****28 LIBERTY ST****NEW YORK, NY 10005****212-416-8325**

Total**\$275.00 USD**

Bill To

kathleen obrien

217 South Salina St 2nd. Floor

Syracuse NY 13202

nturo@peace-caa.org

NYS CHARITIES BUREAU**NYS ATTORNEY GENERAL 28 LIBERTY ST NEW YORK NY 10005 | 212-416-8325**

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Contact Information

Filing Year

2022

Charity Name

PEOPLES EQUAL ACTION AND COMMUNITY EFFORT INC

NY Registration Number

05-27-37

Registration Category

DUAL

Has the organization's name changed since its last filing?

No

EIN

166095039

Organization Type

Corporation

What is the organization's IRS tax exemption status?

501(c)(3)

Fiscal year end

01/31

Has the fiscal year end changed?

No

Organization Email

carolyn.brown@peace-caa.org

Organization's phone number

315-470-3300

Website

WWW.PEACE-CAA.ORG

Address

Organizations Mailing Address

217 S SALINA ST ROOM 200, SYRACUSE, NY 13202-1370, UNITED STATES

Has the address for the organization changed since the last filing?

No

Is the Primary or Principal address the same as the Mailing address?

Yes

Primary Contact Information

First Name

Nancy

Last Name

Turo

Title

nturo@peace-caa.org

Phone

315-634-3728

Organization Type

Which IRS form does your organization use?

IRS990

Is your organization a public charity or other IRS 990 series filer other than a private foundation?

Yes

3rd Party Preparer

Are you a third-party preparer?

No

Statute

Does the organization conduct activity in New York State (other than soliciting)? This may include, but is not limited to, maintaining an office, having employees, or running a program.

Yes

Does the organization have assets in New York State?

Yes

Does the organization solicit, or plan to solicit or receive more than \$25,000 annually in total contributions from New York State residents, foundations, corporations or government agencies?

Yes

Does the organization use a professional fundraiser or fundraising counsel?

No

Public Charity

Did the organization solicit or receive contributions during the fiscal year in New York State?

Yes

Annual Exemption

Were the total contributions from New York State, including residents, foundations, government agencies, etc. under \$25,000 during the fiscal year?

No

Did the organization use a professional fundraiser or fundraising counsel during the fiscal year?

Yes

No

Based on your responses to the annual exemption questions, this organization is required to file under both **"Executive Law and The Estates, Powers & Trusts Law 8-1.4 (DUAL)"** during this fiscal year.

Financial Information

Which IRS form does your organization use?

IRS990

Enter organization's total contributions

23,791,098

Enter organization's total revenue

26,848,733

Enter organization's net assets

5,741,712

For the current filing year, will your organization complete any of the following with its Charities Bureau registration?

None of the above

Filing Information

Did the organization use a professional fundraiser or fundraising counsel to solicit contributions in New York State?

No

Did the organization receive government grants during this fiscal year?

Yes

Name of Government Agency

HEAD START

Grant Amount

\$15,108,294.00

Name of Government Agency

NYS DEPARTMENT OF STATE CSBG

Grant Amount

\$2,430,931.00

Name of Government Agency

US DEPT OF ENERGY & LOW INCOME HOME ENERGY - NYS D

Grant Amount

\$2,792,477.00

Name of Government Agency

httt
CONYESS COUNTY DEPARTMENT OF AGING & HUMAN

\$5,408.00

Name of Government Agency

ONONDAGA COUNTY SPECIAL PROGRAMS FOR THE AGING

Grant Amount

\$573,952.00

Name of Government Agency

FOSTER GRANDPARENT PROGRAM

Grant Amount

\$398,335.00

Name of Government Agency

CNY COMMUNITY FOUNDATION

Grant Amount

\$74,777.00

Name of Government Agency

SYRACUSE CITY SCHOOL DISTRICT

Grant Amount

\$67,807.00

Name of Government Agency

UNITED WAY OF CENTRAL NEW YORK

Grant Amount

\$128,613.00

Name of Government Agency

ONONDAGA COUNTY DEPARTMENT OF SOCIAL SERVICES & E

Grant Amount

\$166,125.00

Name of Government Agency

NYS OPWDD

Grant Amount

\$75,356.00

Name of Government Agency

NYS HPNAP

Grant Amount

\$62,761.00

Name of Government Agency

KRESGE FOUNDATION

Grant Amount

\$8,665.00

Name of Government Agency

NYS MAGNARELLI FUNDS

htlGrant Amount

HOUSING VISIONS

Grant Amount

\$16,033.00

Name of Government Agency

HOUSING TRUST FUND CORPORATION

Grant Amount

\$106,556.00

Name of Government Agency

US DEPT OF JUSTICE

Grant Amount

\$34,704.00

Name of Government Agency

NATIONAL GRID & GLOBAL PARTNERS

Grant Amount

\$11,756.00

Name of Government Agency

ALLYN FOUNDATION

Grant Amount

\$21,173.00

Name of Government Agency

ARBYS FOUNDATION

Grant Amount

\$25,200.00

Name of Government Agency

BERKSHIRE SUMMIT , KEY & BNYMELLON BANK

Grant Amount

\$14,141.00

Name of Government Agency

USDA

Grant Amount

\$194,112.00

Name of Government Agency

BOEHEIM FOUNDATION

Grant Amount

\$10,000.00

Name of Government Agency

COUNTY OF ONONDAGA (CHILDREN & AGING & YOUTH)

Grant Amount

\$57,049.00

httName of Government Agency

\$8,000.00

Documents

File Name	Document Type
01312023 audit.pdf	AUDIT
PEACE Public Disclosure Copy.pdf	IRS

Form **990****Return of Organization Exempt From Income Tax**

OMB No. 1545-0047

Department of the Treasury
Internal Revenue Service

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.**2022**

Grand Public Inspection

A For the 2022 calendar year, or tax year beginning **FEB 1, 2022** and ending **JAN 31, 2023****B** Check if applicable:

- ☐ Address change
☐ Name change
☐ Initial return
☐ Final return/terminated
☐ Amended return
☐ Application pending

C Name of organization**PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.**

Doing business as

Number and street (or P.O. box if mail is not delivered to street address)

217 S. SALINA STREET

Room/suite

200

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

SYRACUSE, NY 13202-1370**F** Name and address of principal officer: **CAROLYN BROWN****217 S. SALINA STREET, SYRACUSE, NY 13202-13****D** Employer identification number**16-6095039****E** Telephone number**315-470-3300****G** Gross receipts \$ **26,856,200.****H(a)** Is this a group returnfor 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.PEACE-CAA.ORG****K** Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other**L** Year of formation: **1968** **M** State of legal domicile: **NY****Part I Summary**

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: HELPING PEOPLE IN THE COMMUNITY REALIZE THEIR POTENTIAL FOR BECOMING SELF-SUFFICIENT		
	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	16
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	16
	5 Total number of individuals employed in calendar year 2022 (Part V, line 2a)	5	453
	6 Total number of volunteers (estimate if necessary)	6	1652
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	24,629,143.	23,791,098.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	727,235.	772,477.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	125.	2,200,292.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	12,553.	84,866.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	25,369,056.	26,848,733.
	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)	0.	0.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	14,992,389.	16,019,191.
	b Total fundraising expenses (Part IX, column (D), line 25)	0.	0.
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	3,036.	
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	10,624,397.	8,790,949.
Net Assets or Fund Balances	19 Revenue less expenses. Subtract line 18 from line 12	25,616,786.	24,810,140.
	20 Total assets (Part X, line 16)	-247,730.	2,038,593.
	21 Total liabilities (Part X, line 26)	Beginning of Current Year	End of Year
	22 Net assets or fund balances. Subtract line 21 from line 20	6,133,094.	9,897,327.
		2,429,975.	4,155,615.
		3,703,119.	5,741,712.

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
	CAROLYN BROWN, EXECUTIVE DIRECTOR	6/12/23
Paid	Print/Type preparer's name MICHELLE MUNDY	Preparer's signature MICHELLE MUNDY
Preparer	Firm's name BONADIO & CO., LLP	Date 06/08/23
Use Only	Firm's address 432 NORTH FRANKLIN STREET SYRACUSE, NY 13204	Check if self-employed ☐ PTIN P01982856
		Firm's EIN 16-1131146
		Phone no. (315) 422-7109

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

☒ X

- 1 Briefly describe the organization's mission:

HELPING PEOPLE IN THE COMMUNITY REALIZE THEIR POTENTIAL FOR BECOMING
SELF-SUFFICIENT.

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

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

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

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

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

4a (Code:) (Expenses \$ 13,312,173. including grants of \$) (Revenue \$)
HEAD START/EARLY HEAD START PREPARES CHILDREN FOR SUCCESS IN
KINDERGARTEN AND LIFE THROUGH A COMPREHENSIVE, FAMILY FOCUSED, EARLY
CHILDHOOD EDUCATION PROGRAM THAT SERVES LOW INCOME PREGNANT WOMEN AND
CHILDREN BIRTH TO FIVE YEARS OLD. IN ADDITION TO HIGH QUALITY CLASSROOM
LEARNING ACTIVITIES, ALL CHILDREN RECEIVE HEALTH AND DEVELOPMENT
SCREENINGS, NUTRITIOUS MEALS, DENTAL CARE AND MENTAL HEALTH SUPPORT.
TRAINED STAFF SUPPORT FAMILIES OF THE STUDENTS TO ACHIEVE THEIR OWN
GOALS SUCH AS STABLE HOUSING AND EMPLOYMENT, CONTINUED EDUCATION AND
FINANCIAL SECURITY. THE PROGRAM SERVES 1129 INDIVIDUALS.

4b (Code:) (Expenses \$ 2,954,126. including grants of \$) (Revenue \$ 238,444.)
DEPARTMENT OF ENERGY AND HOUSING REDUCES THE ENERGY BURDEN ON CLIENTS
IN ONONDAGA AND OSWEGO COUNTIES BY PROVIDING COST-EFFECTIVE,
ENERGY-EFFICIENT SOLUTIONS TO HOUSEHOLDS WITH LOW AND MODERATE INCOMES.
BY IMPROVING ENERGY EFFICIENCY, HOME OWNERS SAVE MONEY ON THEIR UTILITY
BILLS, PROPERTY VALUES INCREASE AND COMMUNITIES REDUCE OVERALL ENERGY
USE. THIS PROGRAM ANNUALLY SERVES 604 HOMES AND CLIENTS.

4c (Code:) (Expenses \$ 4,010,361. including grants of \$) (Revenue \$)
CHILDREN AND FAMILY SERVICES - BBBS, 6 FAMILY RESOURCE CENTERS
(INCLUDING PROJECT CONNECTION), EASTWOOD COMMUNITY CENTER, FREE TAX
PREP. CHILDREN AND FAMILY SERVICES PROVIDES COMMUNITY BASED SITES
LOCATED THROUGHOUT ONONDAGA COUNTY AND OSWEGO COUNTY. PROGRAMS INCLUDE
EMERGENCY ASSISTANCE, CRISIS INTERVENTION, ADVOCACY, SUPPORT SERVICES,
EMPLOYMENT SUPPORT, YOUTH ACTIVITIES, EDUCATION AND FAMILY DEVELOPMENT
PARTNERSHIPS, DAY CAMP, MENTORING OF YOUTH THROUGH THE BIG BROTHERS BIG
SISTERS PROGRAM, RE-ENTRY PROGRAM, AND INTER-GENERATIONAL PROGRAMMING.
THESE PROGRAMS SERVICE 6,792 INDIVIDUALS AND FAMILIES ANNUALLY.

- 4d Other program services (Describe on Schedule O.)

(Expenses \$ 1,593,522. including grants of \$) (Revenue \$ 534,033.)4e Total program service expenses 21,870,182.

Form 990 (2022)

**PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.**

Form 990 (2022)

16-6095039 Page 3

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)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors? See instructions		X
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
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? <i>If "Yes," complete Schedule C, Part II</i>		X
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 Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
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? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
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? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
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? <i>If "Yes," complete Schedule D, Part VI</i>	X	
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? <i>If "Yes," complete Schedule D, Part VII</i>		X
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? <i>If "Yes," complete Schedule D, Part VIII</i>		X
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? <i>If "Yes," complete Schedule D, Part IX</i>	X	
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	X	
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)? <i>If "Yes," complete Schedule D, Part X</i>		X
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
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? <i>If "Yes," complete Schedule G, Part I. See instructions</i>		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	X	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
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? <i>If "Yes," complete Schedule I, Parts I and II</i>		X

232003 12-13-22

Form 990 (2022)

**PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.**

Form 990 (2022)

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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		X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
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?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
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		X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I		X
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II		X
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		X
28 Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV		X
b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV		X
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If "Yes," complete Schedule L, Part IV		X
29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	X	
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II		X
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		X
34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1		X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2		
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		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI		X
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?	X	

Note: All Form 990 filers are required to complete Schedule O

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		
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable		
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	

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

		Yes	No
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 453		
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X	
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		X
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	3b		
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		X
b If "Yes," enter the name of the foreign country 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		X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
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		X
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		X
b If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		X
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		
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8		
9 Sponsoring organizations maintaining donor advised funds.			
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		X
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b		
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.	15		X
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	16		X
17 Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.	17		

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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 ☒

Section A. Governing Body and Management

	1a	1b	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 on Schedule O.	16			
b Enter the number of voting members included on line 1a, above, who are independent		16		
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			X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?	3			X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4			X
5 Did the organization become aware during the year of a significant diversion of the organization's assets?	5			X
6 Did the organization have members or stockholders?	6			X
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			X
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			X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a The governing body?	8a		X	
b Each committee with authority to act on behalf of the governing body?	8b		X	
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 on Schedule O	9			X

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?		X
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?		
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
b Describe on 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	X	
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	X	
13 Did the organization have a written whistleblower policy?	X	
14 Did the organization have a written document retention and destruction policy?	X	
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	X	
b Other officers or key employees of the organization	X	
If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
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?		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed NY

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. Indicate how you made these available. Check all that apply.
☐ Own website ☐ Another's website ☒ Upon request ☐ Other (explain on Schedule O)

19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements 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
KATHLEEN O'BRIEN - 315-634-3722
217 S. SALINA STREET, SYRACUSE, NY 13202-1370

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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) CAROLYN D BROWN EXECUTIVE DIRECTOR	37.50				X			171,209.	0.	5,136.
(2) KATHLEEN O'BRIEN CFO	37.50			X				137,160.	0.	14,885.
(3) CATHERINE GREEN HARRIS SR. HR DIRECTOR (RETIRED)	37.50				X			125,952.	0.	18,820.
(4) NANCY SPECHT TURO CONTROLLER	37.50				X			110,197.	0.	28,613.
(5) REBECCA HEBERLE DIRECTOR HEAD START/EARLY	37.50				X			105,518.	0.	13,049.
(6) JUDGE JAMES H. CECILE PRESIDENT	0.94			X				0.	0.	0.
(7) DARRYL DJ WILLIAMS BOARD MEMBER	0.35	X						0.	0.	0.
(8) SHIRLEY COPEs 2ND VICE PRESIDENT	0.52			X				0.	0.	0.
(9) ROBERT T. TACKMAN TREASURER	0.83			X				0.	0.	0.
(10) PAULA FREEDMAN 1ST VICE PRESIDENT	0.44			X				0.	0.	0.
(11) ERICH W SHAFER SECRETARY	0.54			X				0.	0.	0.
(12) ELIZABETH HAKANSON BOARD MEMBER	0.02	X						0.	0.	0.
(13) PASTOR PHYLLIS LEE-WILLIAMS BOARD MEMBER	0.40	X						0.	0.	0.
(14) TONIA L. THORNTON BOARD MEMBER	0.31	X						0.	0.	0.
(15) JASON J. WALLACE BOARD MEMBER	0.38	X						0.	0.	0.
(16) STEVE HODGENS BOARD MEMBER	0.35	X						0.	0.	0.
(17) PATRICIA USHERWOOD FITZPATRICK BOARD MEMBER	0.37	X						0.	0.	0.

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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 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			
(18) ERIC J.T. CABALLERO BOARD MEMBER	0.48	X						0.	0.	0.
(19) HON NICHOLAS J DEMARTINO BOARD MEMBER	0.19	X						0.	0.	0.
(20) EDWARD PERRY BOARD MEMBER	0.21	X						0.	0.	0.
(21) CHARLES E. GARLAND BOARD MEMBER	0.00	X						0.	0.	0.
1b Subtotal								650,036.	0.	80,503.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								650,036.	0.	80,503.

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

5

- 3** Did the organization list any **former** officer, director, trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*
- 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*
- 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*

	Yes	No
3		X
4	X	
5		X

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
NONE		

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

0

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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	1 a Federated campaigns	1a				
	b Membership dues	1b				
	c Fundraising events	1c 28,149.				
	d Related organizations	1d				
	e Government grants (contributions)	1e 22,392,228.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f 1,370,721.				
	g Noncash contributions included in lines 1a-1f	1g \$ 1,202,144.				
	h Total. Add lines 1a-1f		23,791,098.			
Program Service Revenue	2 a FEES FOR SERVICE	Business Code 900099	772,477.	772,477.		
	b					
	c					
	d					
	e					
	f All other program service revenue					
	g Total. Add lines 2a-2f		772,477.			
	Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		292.		
4 Income from investment of tax-exempt bond proceeds						
5 Royalties						
6 a Gross rents		6a (i) Real 12,543. (ii) Personal				
b Less: rental expenses		6b 0.				
c Rental income or (loss)		6c 12,543.				
d Net rental income or (loss)			12,543.			12,543.
7 a Gross amount from sales of assets other than inventory		7a (i) Securities (ii) Other 2200000.				
b Less: cost or other basis and sales expenses		7b 0.				
c Gain or (loss)		7c 2200000.				
d Net gain or (loss)			2,200,000.			2200000.
8 a Gross income from fundraising events (not including \$ 28,149. of contributions reported on line 1c). See Part IV, line 18		8a 7,467.				
b Less: direct expenses		8b 7,467.				
c Net income or (loss) from fundraising events			0.			
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					
b Less: cost of goods sold	10b					
c Net income or (loss) from sales of inventory						
Miscellaneous Revenue	11 a OTHER INCOME	Business Code 900003	72,323.	72,323.		
	b					
	c					
	d All other revenue					
	e Total. Add lines 11a-11d		72,323.			
	12 Total revenue. See instructions		26,848,733.	844,800.	0.	2212835.

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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				
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	328,391.		328,391.	
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	12,329,188.	11,068,729.	1,260,459.	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	207,645.	172,125.	35,520.	
9 Other employee benefits	2,005,058.	1,833,605.	171,453.	
10 Payroll taxes	1,148,909.	1,024,292.	124,617.	
11 Fees for services (nonemployees):				
a Management				
b Legal	21,260.	20,279.	981.	
c Accounting	67,600.	8,623.	58,977.	
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	133,463.	97,536.	35,927.	
13 Office expenses	202,315.	188,124.	14,191.	
14 Information technology				
15 Royalties				
16 Occupancy	1,478,016.	1,351,243.	126,773.	
17 Travel	162,367.	136,434.	25,933.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	111,695.	109,649.	2,046.	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	533,667.	16,918.	516,749.	
23 Insurance	424,023.	394,138.	29,885.	
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 SUPPLIES	3,598,848.	3,575,665.	23,183.	
b PROFESSIONAL FEES AND C	1,169,814.	1,137,339.	32,475.	
c EQUIPMENT EXPENSE	386,261.	329,150.	54,111.	3,000.
d VEHICLE MAINTENANCE AND	324,786.	321,504.	3,282.	
e All other expenses	176,834.	84,829.	91,969.	36.
25 Total functional expenses. Add lines 1 through 24e	24,810,140.	21,870,182.	2,936,922.	3,036.
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)				

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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	228,322.	1	56,416.
	2 Savings and temporary cash investments	875,908.	2	2,301,634.
	3 Pledges and grants receivable, net	1,969,893.	3	2,157,107.
	4 Accounts receivable, net		4	
	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	187,165.	8	141,942.
	9 Prepaid expenses and deferred charges		9	
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 13,730,654.		
	b Less: accumulated depreciation	10b 10,323,185.		
		2,606,363.	10c	3,407,469.
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
15 Other assets. See Part IV, line 11	265,443.	15	1,832,759.	
16 Total assets. Add lines 1 through 15 (must equal line 33)	6,133,094.	16	9,897,327.	
Liabilities	17 Accounts payable and accrued expenses	1,376,266.	17	1,782,995.
	18 Grants payable		18	
	19 Deferred revenue	1,048,402.	19	717,366.
	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	5,307.	25	1,655,254.
	26 Total liabilities. Add lines 17 through 25	2,429,975.	26	4,155,615.
	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		3,265,429.	27	5,366,063.
28 Net assets with donor restrictions		437,690.	28	375,649.
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		3,703,119.	32	5,741,712.
33 Total liabilities and net assets/fund balances	6,133,094.	33	9,897,327.	

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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	26,848,733.
2	Total expenses (must equal Part IX, column (A), line 25)	2	24,810,140.
3	Revenue less expenses. Subtract line 2 from line 1	3	2,038,593.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	3,703,119.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	5,741,712.

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 on Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant?		X
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?	X	
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:		
☒ 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?	X	
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?	X	
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	X	

Form 990 (2022)

SCHEDULE A
(Form 990)

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

2022

Open to Public Inspection

Name of the organization **PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.**

Employer identification number
16-6095039

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

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

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

f Enter the number of supported organizations _____

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

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

PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.**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

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	20766544.	22352361.	21410672.	24629141.	23791098.	112949816
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	20766544.	22352361.	21410672.	24629141.	23791098.	112949816
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.						112949816

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7 Amounts from line 4	20766544.	22352361.	21410672.	24629141.	23791098.	112949816
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	72,168.	67,637.	15,425.	12,653.	12,543.	180,426.
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						113130242
12 Gross receipts from related activities, etc. (see instructions)					12	4,352,777.

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 2022 (line 6, column (f), divided by line 11, column (f))	14	99.84 %
15 Public support percentage from 2021 Schedule A, Part II, line 14	15	99.79 %
16a 33 1/3% support test - 2022. 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 - 2021. 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 - 2022. 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 - 2021. 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 ☐		

Schedule A (Form 990) 2022

**PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.**

Schedule A (Form 990) 2022

16-6095039 Page 3

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) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(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) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(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 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.)						

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 2022 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2021 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2022 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2021 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2022. 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 - 2021. 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

- 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.
- 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).
- 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.
 - 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.
 - 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.
- 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.
 - 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.
 - 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.
- 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).
 - 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? If "Yes," provide detail in **Part VI**.
- 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? If "Yes," complete Part I of Schedule L (Form 990).
- 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? If "Yes," complete Part I of Schedule L (Form 990).
- 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**.
 - b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in **Part VI**.
 - 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? If "Yes," provide detail in **Part VI**.
- 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.
 - 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.)

	Yes	No
1		
2		
3a		
3b		
3c		
4a		
4b		
4c		
5a		
5b		
5c		
6		
7		
8		
9a		
9b		
9c		
10a		
10b		

Part IV Supporting Organizations (continued)

- 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? If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.

	Yes	No
11a		
11b		
11c		

Section B. Type I Supporting Organizations

- 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? 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.
- 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.

	Yes	No
1		
2		

Section C. Type II Supporting Organizations

- 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).

	Yes	No
1		

Section D. All Type III Supporting Organizations

- 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? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).
- 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? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.

	Yes	No
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 ☐ 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 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? 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.
- 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? 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.
- 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.
- 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.

	Yes	No
2a		
2b		
3a		
3b		

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

Schedule A (Form 990) 2022

PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.

Schedule A (Form 990) 2022

16-6095039 Page 7

Part IV 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 2022 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-2022	(iii) Distributable Amount for 2022
1 Distributable amount for 2022 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2022 (reasonable cause required - explain in Part VI). See instructions.			
3 Excess distributions carryover, if any, to 2022			
a From 2017			
b From 2018			
c From 2019			
d From 2020			
e From 2021			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2022 distributable amount			
i Carryover from 2017 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2022 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2022 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2022, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.			
6 Remaining underdistributions for 2022. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.			
7 Excess distributions carryover to 2023. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2018			
b Excess from 2019			
c Excess from 2020			
d Excess from 2021			
e Excess from 2022			

Schedule A (Form 990) 2022

PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.

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.)

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

Attach to Form 990 or Form 990-PF.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2022

Name of the organization

PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.

Employer identification number

16-6095039

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

☒ 501(c)(3) (enter number) organization

☐ 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

☐ 527 political organization

Form 990-PF

☐ 501(c)(3) exempt private foundation

☐ 4947(a)(1) nonexempt charitable trust treated as a private foundation

☐ 501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

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

General Rule

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

Special Rules

☒ For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year \$ _____

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

LHA For Paperwork Reduction Act Notice, see the instructions for Form 990, 990-EZ, or 990-PF.

Schedule B (Form 990) (2022)

Name of organization

PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.

Employer identification number

16-6095039

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

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	ALLYN FOUNDATION 484 S SALINA ST SYRACUSE, NY 13202	\$ 25,000.	Person ☒ Payroll ☐ Noncash ☐ (Complete Part II for noncash contributions.)
2	HAYLOR FREYER & COON INC 300 SOUTH STATE ST SUITE 1000 SYRACUSE, NY 13202	\$ 10,000.	Person ☒ Payroll ☐ Noncash ☐ (Complete Part II for noncash contributions.)
			Person ☐ Payroll ☐ Noncash ☐ (Complete Part II for noncash contributions.)
			Person ☐ Payroll ☐ Noncash ☐ (Complete Part II for noncash contributions.)
			Person ☐ Payroll ☐ Noncash ☐ (Complete Part II for noncash contributions.)
			Person ☐ Payroll ☐ Noncash ☐ (Complete Part II for noncash contributions.)
			Person ☐ Payroll ☐ Noncash ☐ (Complete Part II for noncash contributions.)

Name of organization

Employer identification number

PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.

16-6095039

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

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

Name of organization

PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.

Employer identification number

16-6095039

Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) \$ _____

Use duplicate copies of Part III if additional space is needed.

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

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

2022Open to Public
InspectionName of the organization **PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.**Employer identification number
16-6095039**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 (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 in (a)	2c
d Number of conservation easements included in (c) 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 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	\$	

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

Schedule D (Form 990) 2022

232051 09-01-22

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:

c Beginning balance

d Additions during the year

e Distributions during the year

f Ending balance

	Amount
1c	
1d	
1e	
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 on 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					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

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

- a Board designated or quasi-endowment %
b Permanent endowment %
c Term endowment %

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

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

(i) Unrelated organizations

(ii) Related organizations

	Yes	No
3a(i)		
3a(ii)		
3b		

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	4,871.	347,282.		352,153.
b Buildings	40,035.	3,098,024.	2,180,869.	957,190.
c Leasehold improvements	15,055.	5,803,615.	4,658,077.	1,160,593.
d Equipment		4,236,141.	3,484,239.	751,902.
e Other		185,631.		185,631.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				3,407,469.

Schedule D (Form 990) 2022

**PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.**

Schedule D (Form 990) 2022

16-6095039 Page 3

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, col. (B) line 12.)		

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)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (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
(1) PROGRAM SERVICE FEES RECEIVABLE	63,447.
(2) OTHER CURRENT ASSETS	66,687.
(3) LONG TERM DEPOSITS	97,413.
(4) LONG TERM RIGHT OF USE	1,605,212.
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.)	
	1,832,759.

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) DEPOSITS	400.
(3) OTHER LIABILITIES	1,289.
(4) INSURANCE PROCEEDS	35,978.
(5) SHORT TERM LEASE LIABILITY	528,216.
(6) LONG TERM LEASE LIABILITY	1,089,371.
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.)	
	1,655,254.

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 ☐

Schedule D (Form 990) 2022

PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.

Schedule D (Form 990) 2022

16-6095039 Page 4

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	27,359,784.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	503,584.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	7,467.
e	Add lines 2a through 2d	2e	511,051.
3	Subtract line 2e from line 1	3	26,848,733.
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	26,848,733.

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	25,321,191.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	503,584.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	7,467.
e	Add lines 2a through 2d	2e	511,051.
3	Subtract line 2e from line 1	3	24,810,140.
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	24,810,140.

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 XI, LINE 2D - OTHER ADJUSTMENTS:

SPECIAL EVENTS

PART XII, LINE 2D - OTHER ADJUSTMENTS:

SPECIAL EVENTS

Department of the Treasury
Internal Revenue Service

Complete if the organization answered "Yes" on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.

2022

Open to Public Inspection

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

Employer identification number
16-6095039

Part I

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

- a ☐ Mail solicitations
b ☐ Internet and email solicitations
c ☐ Phone solicitations
d ☐ In-person solicitations
e ☐ Solicitation of non-government grants
f ☐ Solicitation of government grants
g ☐ Special fundraising events

- ☐ Yes ☐ No

- b** If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
Total						

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

Schedule G (Form 990) 2022

PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.

Part III 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 DINNER (event type)	GOLF TOURNAMENT (event type)	NONE (total number)	
Revenue	1 Gross receipts	21,500.	14,116.		35,616.
	2 Less: Contributions	21,500.	6,649.		28,149.
	3 Gross income (line 1 minus line 2)		7,467.		7,467.
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment		7,467.		7,467.
	9 Other direct expenses				
	10 Direct expense summary. Add lines 4 through 9 in column (d)				7,467.
	11 Net income summary. Subtract line 10 from line 3, column (d)				0.

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))
		1 Gross revenue			
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
6 Volunteer labor	☐ Yes _____ % ☐ No	☐ Yes _____ % ☐ No	☐ Yes _____ % ☐ 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: _____

PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.

- 11 Does the organization conduct gaming activities with nonmembers? ☐ Yes ☐ No
- 12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? ☐ Yes ☐ No
- 13 Indicate the percentage of gaming activity conducted in:
- | | | |
|-------------------------------|-----|---|
| a The organization's facility | 13a | % |
| b An outside facility | 13b | % |
- 14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name _____

Address _____

- 15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? ☐ Yes ☐ No

- b If "Yes," enter the amount of gaming revenue received by the organization \$ _____ and the amount of gaming revenue retained by the third party \$ _____
- c If "Yes," enter name and address of the third party:

Name _____

Address _____

16 Gaming manager information:

Name _____

Gaming manager compensation \$ _____

Description of services provided _____

☐ Director/officer
☐ Employee
☐ Independent contractor

17 Mandatory distributions:

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

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

PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.

Part IV Supplemental Information (continued)

Lined area for supplemental information.

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

2022

Open to Public
Inspection

Name of the organization

PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.

Employer identification number

16-6095039

Part I Questions Regarding Compensation

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

- | | |
|--|--|
| ☐ First-class or charter travel | ☐ Housing allowance or residence for personal use |
| ☐ Travel for companions | ☐ Payments for business use of personal residence |
| ☐ Tax indemnification and gross-up payments | ☐ Health or social club dues or initiation fees |
| ☐ Discretionary spending account | ☐ Personal services (such as maid, chauffeur, chef) |

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

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

3 Indicate which, if any, of the following the 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 | ☒ Written employment contract |
| ☒ Independent compensation consultant | ☒ Compensation survey or study |
| ☒ Form 990 of other organizations | ☒ Approval by the board or compensation committee |

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

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

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

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

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

a The organization?

b Any related organization?

If "Yes" on line 5a or 5b, describe in Part III.

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

a The organization?

b Any related organization?

If "Yes" on line 6a or 6b, describe in Part III.

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

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

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

	Yes	No
1a		
1b		
2		
3		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

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

Schedule J (Form 990) 2022

PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.

16-6095039

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 aren't 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.

[illegible]

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.

[illegible]

**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 instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization **PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.**

Employer identification number
16-6095039

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods	X		1,202,144.	FMV OF DONATED PROPE
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 ()				
26 Other ()				
27 Other ()				
28 Other ()				

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

29

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it
must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for
exempt purposes for the entire holding period?

	Yes	No
30a		X
31	X	
32a		X

b If "Yes," describe the arrangement in Part II.

31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash
contributions?

b If "Yes," describe in Part II.

33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked,
describe in Part II.

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

Schedule M (Form 990) 2022

PEOPLE'S EQUAL ACTION AND

Schedule M (Form 990) 2022

COMMUNITY EFFORT INC.

16-6095039

Page 2



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.

Supplemental information area with horizontal lines for text entry.

SCHEDULE O
(Form 990)

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 the latest information.

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.

Employer identification number
16-6095039

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

OTHER PROGRAMS - COVERS THE FOSTER GRANDPARENT PROGRAM, SENIOR

NUTRITION, CENTRO, EISEP, NEIGHBORHOOD ADVISOR, AND VARIOUS OTHER

COMMUNITY SERVICE PROGRAMS. THESE PROGRAMS ANNUALLY SERVICE 1,604

INDIVIDUALS AND FAMILIES.

EXPENSES \$ 1,593,522. INCLUDING GRANTS OF \$ 0. REVENUE \$ 534,033.

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

UPON COMPLETION OF THE FINAL DRAFT OF PEACE, INC'S 990 RETURN, THE AGENCY'S
MANAGEMENT STAFF REVIEWS THE RETURN FOR ACCURACY AND COMPLETENESS. THE
DRAFT IS THEN DELIVERED TO THE FINANCE COMMITTEE WITH A SUMMARY OF THE
MAJOR POINTS AND ANY NECESSARY WORKSHEETS THAT WOULD RECONCILE THE 990
RETURN BACK TO THE FINANCIAL STATEMENTS. THIS SUMMARY OF MAJOR POINTS AND
WORKSHEETS IS PREPARED BY THE AGENCY'S MANAGEMENT STAFF. THE FINANCE
COMMITTEE THEN REVIEWS AND APPROVES THE FINAL DRAFT OF THE 990 AT THEIR
MONTHLY MEETING. ONCE APPROVED BY THE FINANCE COMMITTEE THE RETURN IS THE
FILED WITH THE IRS.

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

PEACE, INC HAS A STRICT POLICY OF DISCLOSURE TO THE EXECUTIVE DIRECTOR BY
ANY EMPLOYEE, OFFICER, BOARD MEMBER OR AGENT WHEN A CONFLICT OF INTEREST,
AS DEFINED IN THE ORGANIZATION'S POLICY MANUAL, ARISES. THERE ARE POLICIES
IN PLACE FORBIDDING THE SOLICITATION OR ACCEPTANCE OF GRATUITIES OF VALUE
OVER \$25, FAVORS, OR ANYTHING OF MONETARY VALUE FROM CONTRACTORS OR PARTIES
TO SUB-AGREEMENTS. THE HUMAN RESOURCES DIRECTOR ENSURES THAT STAFF DISCLOSE
ANY CONFLICTS OF INTEREST AND SIGN STATEMENT ANNUALLY. THE BOARD OF

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

Schedule O (Form 990) 2022

232211 10-28-22

Name of the organization **PEOPLE'S EQUAL ACTION AND
COMMUNITY EFFORT INC.**

Employer identification number
16-6095039

**DIRECTORS SIGN AN ANNUAL CONFLICT OF INTEREST DISCLOSURE ALSO. ANY
VIOLATION OF THE POLICY IS HANDLED BY THE EXECUTIVE DIRECTOR, AND MAY
CONSTITUTE TERMINATION. THE ORGANIZATION'S POLICY MANUAL CONTAINS THE
WRITTEN POLICY IN ITS ENTIRETY AND IS DISTRIBUTED TO EACH EMPLOYEE AND
BOARD MEMBER.**

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

**IN ORDER TO DETERMINE PEACE, INC'S EXECUTIVE DIRECTOR, CFO, AND OTHER KEY
EMPLOYEE'S SALARIES A WAGE COMPARABILITY STUDY WAS DONE AND THE
EEO/PERSONNEL COMMITTEE REVIEWS AND APPROVES IT. THE LAST WAGE
COMPARABILITY STUDY WAS DONE IN JANUARY 2022.**

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

**THE GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL
STATEMENTS WOULD BE MADE AVAILABLE TO THE PUBLIC AT PEACE, INC'S MAIN
OFFICE LOCATION UPON REQUEST. FINANCIAL STATEMENTS ARE ALSO AVAILABLE ON
LINE AT PEACE, INC'S WEBSITE.**

FORM 990, PART XI, LINE 2C

**THE BOARD OF DIRECTOR'S FINANCE COMMITTEE ASSUMES RESPONSIBILITY FOR
OVERSIGHT OF THE AUDIT.**

HAYLOR PROPOSED RATES	12 MTH AVG PREMIUM	12 MTH AVG COST
-----------------------	--------------------	-----------------

RESERVE CALCULATION:
MONTHLY EXPENDITURES

X 3 MONTHS PER HF&C
ADM FEE MVP 3 MO @ 9,800

PREPARED BY CFO, AGREED BY HF&C

USING:
105 -EE
20 -EE + SPOUSE
0 -EE + CHILDREN
6 FAMILY

104,340.60
35,854.20
15,788.64
155,983.44

PROJECTED

[illegible]

P.E.A.C.E., INC.
MONTHLY FINANCIAL STATEMENTS
MAY 2023

PAGE #

1 **Statement of Financial Position**

3 **Statement of Activities**

6 **Current Ratio**

7 **Comments**

11 **Comparative Information By Program**

People's Equal Action and Community Effort, Inc.
Statement of Financial Position
As of May 31, 2023

	As of May 31, 2023
ASSETS	
CURRENT ASSETS	
Cash	1,682,529
Receivables	1,069,300
Prepaid Expenses	10,366
Inventory	241,627
Other Assets	99,260
Total CURRENT ASSETS	<u>3,103,082</u>
LONG TERM ASSETS	
Long Term Right of Use Leases	1,605,212
Total LONG TERM ASSETS	<u>1,605,212</u>
PROPERTY	
Land	352,153
Buildings	3,138,059
Leasehold Improvements	5,835,867
Vehicles	3,223,398
Equipment	1,225,322
Construction in Progress	379,757
Accumulated Depreciation	(10,452,491)
Total LONG TERM ASSETS	<u>3,702,064</u>
Total ASSETS	<u>\$ 8,410,358</u>

People's Equal Action and Community Effort, Inc.
Statement of Financial Position
As of May 31, 2023

As of
May 31, 2023

LIABILITIES & NET ASSETS	
CURRENT LIABILITIES	
Accounts Payable Trade	\$ 92,527
Short Term Borrowings	
Accrued Payroll & Related Liabilities	440,894
Accrued Compensated Absences	248,302
Accrued Expenses	37,388
Deferred Revenue	316,294
Short Term Lease Liability	528,216
Deposits	400
TOTAL CURRENT LIABILITIES	1,664,022
LONG TERM LIABILITIES	
Lease Liability	1,089,371
	1,089,371
NET ASSETS	
Without Donor Restrictions	5,277,540
With Donor Restrictions	379,425
Total LONG TERM ASSETS	5,656,965
Total LIABILITIES AND NET ASSETS	\$ 8,410,358

People's Equal Action and Community Effort, Inc.
Statement of Activities
For Four Months Ending May 31, 2023

	Annual Budget	Year To Date Budget	Current Year Year To Date	Prior Year Actual Year To Date
REVENUE:				
Direct Contributions & Fundraising	\$ 101,880	\$ 22,960	\$ 47,859	\$ 56,754
Government Agencies	25,190,473	8,396,824	7,041,889	6,435,557
Rental Income	13,758	4,586	4,384	3,776
Service Fees	519,753	173,251	142,692	208,449
Service Fees - Energy & Housing Fee for Service	209,893	69,964	-	-
In-Kind Revenue	3,322,310	1,107,437	1,537,201	1,289,998
Dividend, Interest & Other Income			8,755	
Total	29,358,067	9,775,021	8,782,780	7,994,534
EXPENSES				
Salaries	13,045,562	4,262,013	3,982,115	3,745,228
Payroll Taxes & Fringe Benefits	3,596,990	1,178,461	1,101,600	1,136,332
Professional Fees & Contract Services	2,105,417	701,805	235,192	257,262
Conferences & Travel	331,200	109,666	94,250	62,133
Occupancy Costs	1,645,773	548,589	539,699	521,988
Consumable Supplies	2,393,210	794,268	635,103	605,787
Equipment Expense	289,982	96,659	160,391	108,839
Insurance	415,715	138,562	137,264	125,225
Telephone	206,863	68,954	88,401	64,721
Printing, Postage & Dues	122,496	40,492	54,686	57,644
Vehicle Maintenance	253,029	84,342	99,401	74,697
Interest Expense	1,000	333		
Other Costs & Loss on Disposals	245,587	191,155	25,805	24,956
In-Kind	3,322,310	1,107,437	1,537,201	1,289,998
Total	27,975,134	9,322,736	8,691,107	8,074,810
NET SURPLUS (DEFICIT)	1,382,933	452,285	91,673	(80,277)
DEPRECIATION				
Buildings & Leasehold Improvements	(217,086)	(72,362)	(78,672)	(72,550)
Equipment, Vehicles, 1	(314,537)	(104,845)	(97,748)	(110,541)
Total	(531,623)	(177,207)	(176,420)	(183,091)
CHANGE IN NET ASSETS	\$ 851,310	\$ 275,078	\$ (84,747)	\$ (263,368)

3

People's Equal Action and Community Effort, Inc.
Statement of Activities
For Four Months Ending May 31, 2023

	Fundraising	Non-Allocable	Indirect Pool	Trans & Maint
REVENUE:				
Direct Contributions & Fundraising	2,972			
Government Agencies				900
Rental Income				
Service Fees				
Service Fees - Energy & Housing Fee for Service				
In-Kind Revenue			10,390	14,851
Dividend, Interest & Other Income		38		
Total	2,972	38	10,390	15,751
EXPENSES				
Salaries			450,587	
Payroll Taxes & Fringe Benefits			93,575	
Professional Fees & Contract Services			35,289	1,106
Conferences & Travel			8,146	402
Occupancy Costs			43,210	(18,253)
Consumable Supplies		577	4,546	4,539
Equipment Expense			27,179	2,154
Insurance			8,412	4,949
Telephone			4,865	2,132
Printing, Postage & Dues			11,190	98
Vehicle Maintenance		5	508	200
Interest Expense				
Other Costs & Loss on Disposals	44	6,517	(687,508)	
In-Kind			10,390	14,851
	44	7,099	10,390	12,179
NET SURPLUS (DEFICIT)	2,928	(7,060)	0	3,573
DEPRECIATION				
Buildings & Leasehold Improvements		(75,184)		(2,600)
Equipment, Vehicles, and Software		(94,519)		(972)
Total	-	(169,703)	-	(3,573)
CHANGE IN NET ASSETS	2,928	(176,764)	0	-

People's Equal Action and Community Effort, Inc.
Statement of Activities
For Four Months Ending May 31, 2023

		Grants	Rental Properties	Other
REVENUE:				
Direct Contributions & Fundraising				44,887
Government Agencies	7,040,989			
Rental Income		4,384		142,692
Service Fees				
Service Fees - Energy & Housing Fee for Service				
In-Kind Revenue	1,506,625			5,334
Dividend, Interest & Other Income				8,717
Total	8,547,614	4,384		201,631
EXPENSES				
Salaries	3,329,640	87		201,801
Payroll Taxes & Fringe Benefits	913,116	23		94,885
Professional Fees & Contract Services	196,046			2,751
Conferences & Travel	85,394			307
Occupancy Costs	447,853	1,605		65,283
Consumable Supplies	875,698			(250,258)
Equipment Expense	129,310			1,748
Insurance	117,583	232		6,088
Telephone	76,281	57		5,067
Printing, Postage & Dues	31,589			11,809
Vehicle Maintenance	78,946			19,742
Interest Expense				
Other Costs & Loss on Disposals	665,804	17		40,929
In-Kind	1,506,625			5,334
	8,453,886	2,022		205,488
NET SURPLUS (DEFICIT)	93,728	2,362		(3,856)
DEPRECIATION				
Buildings & Leasehold Improvements				(888)
Equipment, Vehicles, and Software				(2,256)
Total	-	-		(3,144)
CHANGE IN NET ASSETS	93,728	2,362		(7,001)

PEACE, INC.
CURRENT RATIO
AS OF MAY 31, 2023

	CURRENT ASSETS	CURRENT LIABILITIES	CURRENT RATIO	DIFFERENCE IN DOLLARS
1/31/05	2,029,803	2,184,993	92.90%	(155,190)
1/31/06	1,589,391	1,792,909	88.66%	(203,518)
1/31/07	1,775,617	1,891,171	93.89%	(115,554)
1/31/08	2,321,076	2,355,826	98.52%	(34,750)
1/31/09	1,576,343	1,754,019	89.87%	(177,676)
1/31/10	3,286,876	3,284,011	100.09%	2,865
1/31/11	3,744,177	3,531,750	106.01%	212,427
1/31/12	2,306,292	1,886,324	122.26%	419,968
1/31/13-FIRST CLOSE	1,949,478	1,278,319	152.50%	671,159
1/31/14 - FIRST	1,493,007	895,712	166.68%	597,295
1/31/15 FINAL	2,679,027	2,135,917	125.43%	543,110
1/31/16 FIRST CLOSE	2,312,267	1,667,694	138.65%	644,573
1/31/17 PRELIM	2,036,080	1,398,479	145.59%	637,601
1/31/18 - FIRST CLOSE	2,008,901	1,523,164	131.89%	485,737
1/31/19 FINAL	2,353,073	1,919,548	122.58%	433,525
1/31/20 FIRST CLOSE	2,283,412	1,826,420	125.02%	456,992
1/31/21 - FIRST CLOSE	2,694,357	1,556,977	173.05%	1,137,380
1/31/22 - FIRST CLOSE	3,062,677	2,138,931	143.19%	923,746
1/31/23 FIRST	4,155,698	1,678,201	247.63%	2,477,497
2/28/23	NA - 1/31/23 HAS NOT BEEN CLOSED AS YET			
3/31/23	4,123,445	2,330,262	176.95%	1,793,183
4/30/23	3,728,697	1,978,907	188.42%	1,749,790
5/31/23	3,103,082	1,664,022	186.48%	1,439,060

AS OF:

PEACE, INC.
FINANCIAL STATEMENT NOTES AND COMMENTS
AS OF MAY 31, 2023

CURRENT RATIO STATUS

The current ratio is an analysis of current assets divided by current liabilities.
The goal is to have at least 100%, to ensure we have enough current assets to cover our current liabilities.

The current ratio for May 31, 2023 is 186%, which equates to current assets \$1,439,060 higher than current liabilities.

NET SURPLUS (DEFICIT) BEFORE DEPRECIATION

The budgeted net income before depreciation year to date is \$339,214 and actual is \$76,830. The change in net assets after depreciation is (\$54,253).

An overview of the components making up this \$76,830 is:

From Normal Operations:

Senior Nutrition	78,405
Centro	10,162
Fundraising	2,928
Transportation & Maintenance	3,573
Rental Properties	2,362
Energy & Housing Fee for Service	111
Non-Allocable	(7,060)
Real Estate Purchase & Sale	(24,214)
Other	(2,204)
Indirect Cost not allowed on grant	(14,100)
	<u>49,963</u>

From "Timing Differences" (over period of more than one year the net effect is \$0)

Fixed Asset Purchases	57,433
Revenue Recognition	8,132
Special Donation Accounts	(23,855)
	<u>41,710</u>

91,673

TOTAL FUNDRAISING REVENUE:
COST CENTER #100 FUNDRAISING (WITH TRANSFERS)
SPECIAL DONATION ACCOUNTS
MEAL CONTRIBUTIONS

2,972
4,447
40,440
<u>47,859</u>

LINE OF CREDIT

BALANCE BEGINNING OF MONTH

\$ -

BALANCE AT END OF MONTH

\$ -

Current month interest expense

NA

Date interest paid

NA

CAPITAL IMPROVEMENT/REPAIR CASH ACCOUNT

Balance at Beginning of Month

\$ 431,727.64

Balance at End of Month

\$ 431,727.64

INDIRECT RATE

The final rate for year ending 1/31/22 IS 23.2%
The provisional rate for 2/1/22 - 1/31/25 is 24.00%

5/23 20.33%
5/22 20.14%

NOTE:
We have 2 incentive pays in March 2023 and 1 in May 2023 for Head Start, which affected the indirect rate.

ANALYSIS OF IN-KIND AND HEAD START ADMINISTRATIVE RATES:
Unless otherwise stated, the booked In-Kind includes entries are through the previous month, due to the quick close of financial statements each month. Therefore, the In-Kind below includes an estimate for the current month based on actual for the prior month.

IN-KIND (MAJOR GRANTS)			
	IN-KIND	EXPENDITURES	% REQUIRED
2410 Head Start (first month in grant year - In-Kind not posted as yet)	1,471,948	3,158,122	0.47 1.2234
4019 CSBG	1,353,478	1,053,960	1.28 N/A

NOTE: CAN ALSO USE UPK FUNDING AS IN-KIND, NOT INCLUDED ABOVE.

In-Kind is posted in the subsequent month. The In-Kind reported above includes an estimated amount based on the current month.

ADMINISTRATIVE RATE

HEAD START ADMIN. RATE	(NOT TO EXCEED) REQUIRED
2410 Head Start	0.09
	0.15

WEATHERIZATION FEE FOR SERVICE PROGRAMS

Net income for Fee for Service programs is:

	Current Month	Year To Date
9125 Empower New York	111	111
9310 DEHS Fee for Service	-	-
9600 Multifamily Performance	-	-
	111	111

ACCRUAL ACCOUNTING

We are accruing invoices for not only the indirect pool, but also any projects that are not cash basis. This includes projects such as the rental locations and temporarily restricted accounts. waiting for year end.

DEPRECIATION

Purchases with grant funds - we recognize the revenue when we purchase the fixed asset. Then in subsequent years, we must reflect the depreciation as an expense that hits our "Change in Net Assets".

PEACE, INC.
COMPARATIVE INFORMATION BY PROGRAM
AS OF MAY 31, 2023

CC

3570 BBBS OSWEGO
3571 BBBS OSWEGO
3572 BBBS OSWEGO
3623 BBBS DEPT CRIM JUST
3630 ***BBBS BNY MELLON
3631 *** BBBS BNY MELLON
3659 BBBS ONONDAGA CO.
3660 BBBS ONONDAGA CO.
3662 BBBS ONONDAGA CO.
3661 BBBS SUMMIT FCU
3665 ***BBBS ARBY'S
3666 ***BBBS ARBY'S
3667 *** BBBS JOHN BEN SNOW
3669 BBBS ARBY'S
3682 ***BBBS JOHN BEN SNOW
4019-554 CSBG
9144 BBBS UNITED WAY
9145 BBBS UNITED WAY

REVENUE

ANNUAL BUDGET	YTD BUDGET	YTD ACTUAL
5,000	1,667	2,844 900
15,000	5,000	14,963
281,356	93,785	10,000
8,000	2,667	12,400
309,356	103,119	96,527
		137,634

NET

ANNUAL BUDGET	YTD BUDGET	YTD ACTUAL
(1,116)	(372)	(506)
(3,441)	(1,147)	14,963
(10,500)	(3,500)	(2,387)
(5,000)	(1,667)	5,535
		12,400
(20,057)	(5,685)	30,005

CAPITAL IMPROVEMENT

152 CAPITAL IMPROVE/REPAIR

CENTRO

9082 CENTRO

COMMUNITY SERVICE & OTHER

3003 EARLY CHILDHOOD PATH

519,753	173,251	111,785
519,753	173,251	111,785
(10,000)	(3,333)	(6,500)
(10,000)	(3,333)	(6,500)
47,250	15,750	10,162
47,250	15,750	10,162

CC		ANNUAL BUDGET	YTD BUDGET	YTD ACTUAL
	3004 AEI CHILDHOOD PATH	175,990	58,663	75,728
	3005 AEI CHILDHOOD PATH	265,200	88,400	1,398
	4019-502 CSBG	8,131	2,710	382,529
	4019-530 CSBG	158,233	52,744	1,331
	4019-532 CSBG	151,356	50,452	38,371
	4019-533 CSBG	152,597	54,199	55,935
	4019-534 CSBG	82,497	27,499	44,930
	4019-535 CSBG	142,367	47,456	17,961
	4019-536 CSBG	177,519	59,173	45,240
	4019-537 CSBG			68,385
	4019-544 CSBG			1,075

	ANNUAL BUDGET	YTD BUDGET
	175,990	58,663
	265,200	88,400
	8,131	2,710
	158,233	52,744
	151,356	50,455
	162,597	54,199
	82,497	27,499
	142,367	47,456
	177,519	59,173
	1,424	475
	110,000	36,667
	60,152	20,051
	124,923	41,641

ANNUAL BUDGET	YTD BUDGET	YTD ACTUAL
		(2,018)
		(1,688)



(1,688)

(2,018)

(1,688)

21

PEACE, INC.
COMPARATIVE INFORMATION BY PROGRAM
AS OF MAY 31, 2023

CC

REVENUE

	ANNUAL BUDGET	YTD BUDGET	YTD ACTUAL
4217 KEY BANK EITC	25,000	8,333	25,000
4218 MOTHER CABRINI REENTRY	50,000	16,667	20,648
4219 VERA HOUSE DOJ	39,909	13,303	1,212
4220 BERKSHIRE BANK ETIC	2,500	833	2,215
4221 COMM FOUND WSFRC			200
4222 ESFRC NATIONAL GRID			
4223 ***M&T SUMMER FRC			1,705
4224 COMMUNITY FOUND FRC			63,208
4225 EITC UNITED WAY			10,000
4226 GLOBAL PARTNERS			25,000
4227 EITC ALLYN FOUND			1,000
4228 ESFRC AMERICAN HEART			
5105 ***DSRIP/VBP	69,071	23,024	17,126
5106 KRESGE FOUND			
5107 ***VBP FOOD PROD			
5109 ***CNYCC FPPP COVID			
5110 ***ARISE FOOD INSEC			
	1,806,869	602,289	979,070

NET

	ANNUAL BUDGET	YTD BUDGET	YTD ACTUAL
	(7,519)	(2,506)	(19,743)
	(8,842)	(2,947)	(1,639)
	(45,000)	(45,000)	(280)
	(22,588)	(7,529)	
	(89,709)	(29,903)	(25,368)

DONATIONS

9015 CEFRC	416
9260 FGP RECOGNITION	600
9500 MISC - HS	
9503 MISC - CWFRC XMAS & RENT	
9506 FOOD PANTRY	
10802 HS B'VILLE	
10804 HS JORDAN	
10805 HS LIVERPOOL	285
10807 HS GENESEE	200
10810 HS LAFAYETTE	

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PEACE, INC.
COMPARATIVE INFORMATION BY PROGRAM
AS OF MAY 31, 2023

CC	REVENUE			NET		
	ANNUAL BUDGET	YTD BUDGET	YTD ACTUAL	ANNUAL BUDGET	YTD BUDGET	YTD ACTUAL
10816 HS SUMNER						(1,400)
10823 CSFRC						(50)
10824 CWFRC						(5,300)
10829 BOWL BBBS						(5)
10830 EASTWOOD SENIOR CENTER						
10831 FGP						
10834 CS CROP WALK						
10835 CW EMERGENCY			510			510
10838 SENIOR SERVICES						
10839 SSFRC COORD SPECIAL						
10842 COUNTY WEST KIDZ RULE						
10844 ESFRC COORD SPECIAL						
10849 HS MERRICK			30			30
10850 EASTWOOD SENIOR CENTER			144			144
10854 BBBS OTHER			486			(268)
10855 BERSKSHIRE BANK TRAIN			1,174			(11,259)
10856 CSFRC			(2,000)			(2,536)
10857 IT TECH PROGRAM						
10860 GIVE A HOLIDAY			103			100
10861 CAMP FUND/SUMMER ACT						(860)
10864 DONATION PROG/KIDS						
10866 TRANSPORTATION						
10867 FSD LUNCH & LEARN						
10868 EMPLOYEE EMERG			500			(1,647)
10869 EITC PROGRAM						
10871 SSFRC YOUTH ADVISORY						
10875 SSFRC SENIORS						(4)
10876 HOLIDAY APPEAL						(123)
10877 BBBS COUNTRY RUN						(883)
10878 BBBS SCHOLARSHIP						
10879 CSFRC DOMESTIC VIOL			2,000			1,000

PEACE, INC.
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10880 CWFRC COORD SPECIAL
10881 A CAUSE TO CELEBRATE
10882 VOILL FOUND
10883 BBBS GOLF TOURN
10884 GEAR FOR GOOD F&CD

E&H FEE FOR SERVICE

9125 EMPPOWER
9310 DEHS FEE FOR SERVICE

EASTWOOD

3902 ECC OFA
3903 ECC OFA
3904 ECC OFA
4202 ECC DEFRANCISCO
4019-584 CSBG

FOSTER GRANDPARENTS

3328 FGP CNCS
3329 FGP CNCS
3495 NYS OFFICE FOR THE AGING
3496 NYS OFFICE FOR THE AGING
3499 NYS OFFICE FOR THE AGING

REVENUE

ANNUAL BUDGET	YTD BUDGET	YTD ACTUAL
		4,447
64,490	21,497	
145,403	48,468	
209,893	69,964	
		-
25,000	8,333	3,088
73,425	24,475	
231,492	77,164	63,596
329,917	109,972	66,684
461,186	153,729	121,759
5,778	1,926	
466,964	155,655	4,135
		125,894

NET

ANNUAL BUDGET	YTD BUDGET	YTD ACTUAL
		(3,053)
(2,706)	(902)	
27,069	9,073	111
24,363	8,121	111
73,425	24,475	
73,425	24,475	-

PEACE, INC.
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FOOD SERVICE

1700 FOOD SERVICES
3239 FSD OFA
3241 FSD OFA
4019-581 CSBG
9360 FOOD SERV - MEAL CONTR
9380 FSD CATERING

FUNDRAISING

100 FUNDRAISING

ENERGY & HOUSING

3101 HTFC - P PLUS
3102 NYS HEAP WX ARPA
3103 ONON CNTY AGING IN PLACE
3131 DHCR - LANDLORD CONTR
3189 HCR 3/1/22
3192 HCR 3/31/23
3193 HCR

HEAD START

2011 HS STABILIZATION
2012 HS STABILIZATION
2098 CACFP
2099 CACFP
2205 ***GRO MORE GARDEN

REVENUE

ANNUAL BUDGET	YTD BUDGET	YTD ACTUAL
474,973	158,324	5,334
204,948	68,316	216,246
68,880	22,960	53,289
		40,440
		30,908
748,800	249,600	346,217

NET

ANNUAL BUDGET	YTD BUDGET	YTD ACTUAL
(68,880)	(22,960)	37,965
68,880	22,960	40,440
	0	78,405

33,000		2,972
33,000		2,972

22,992	(1,040)	2,928
22,992	(1,040)	2,928

1,410,501	470,167	14,973
349,758	116,586	78,133
50,000	16,667	

66,541	22,181	
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2,611,001	870,334	590,305
4,421,260	1,473,753	86,566
		769,977

(12,701)	(4,233)	40,600
53,840	17,947	40,600

47,140	15,713	12,225
191,600	63,867	190,337
284,530	94,843	274,116

		7,864
		(338)

PEACE, INC.
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CC	REVENUE			NET		
	ANNUAL BUDGET	YTD BUDGET	YTD ACTUAL	ANNUAL BUDGET	YTD BUDGET	YTD ACTUAL
2208 HS/EHS COVID 19	111,324	37,108	105,121			
2209 HS/EHS ARP	430,646	143,549	537,731			
2408 HEAD START						
2410 HEAD START	17,705,144	5,901,715	4,321,056	1,270,394	423,465	3,000
2458 HS T&TA						
2460 HS T&TA	106,150	35,383	45,746			
2558 EHS T&TA						
2560 EHS T&TA	70,651	23,550	20,337			
2608 ***SYRACUSE UPK						
2609 ***SYRACUSE UPK	1,209,390	403,130	528,622			
2709 ***HS B'VILLE UPK	97,240	32,413	43,288			
2909 ***LIVERPOOL EPK	42,500	14,167	53,876			
2909 ***LIVERPOOL UPK						
	20,296,315	6,765,438	6,132,454	1,270,394	423,465	10,526
INDIRECT POOL						
1010 MAIN OFFICE			8,759	(207,738)	(69,246)	(67,382)
1014 SUPPLEMENTAL COSTS				(78,414)	(26,138)	
1020 EXECUTIVE OFFICE				(314,073)	(89,474)	(87,692)
1030 HR				(500,933)	(146,058)	(144,428)
1040 FISCAL				(855,929)	(242,482)	(254,913)
1070 MIS			1,631	(289,358)	(84,354)	(76,759)
1080 PROGRAM OVERSIGHT				(312,489)	(88,754)	(82,671)
1090 BOARD OF DIRECTORS				(18,620)	(3,275)	
1095 INDIRECT POOL ALLOCATION			10,390	2,577,553	749,780	713,845
NON-ALLOCABLE						
150 NON-ALLOCABLE			38	(6,850)	(2,283)	(7,060)
153 NON-ALLOCABLE DEPREC				(520,904)	(173,635)	(169,703)

PEACE, INC.
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CC	REVENUE			NET		
	ANNUAL BUDGET	YTD BUDGET	YTD ACTUAL	ANNUAL BUDGET	YTD BUDGET	YTD ACTUAL
			38	(527,754)	(175,918)	(176,764)
PROJECT CONNECTION						
3758 OPWDD	74,108	24,703	19,846			
3759 OPWDD	18,721	6,240	6,305			
4019-552 CSBG	92,829	30,943	26,151			
PROJECT ROSE						
3487 OFA N'HOOD ADV			6,584			
3497 OFA N'HOOD ADV	45,000	15,000	1,671			
3501 OFA N'HOOD ADV						
3488 OFA EISEP			9,843			
3498 OFA EISEP	59,000	19,667	6,175			
3502 OFA EISEP	5,352	1,784	1,545			
4019-311 CSBG	109,352	36,451	25,817			
RENTALS						
7020 TULLY	4,800	1,600	1,600	1,377	459	652
7042 TULLY - ARISE	6,528	2,176	2,176	4,868	1,623	1,720
7066 SSFRC TENANT	1,215	405	304	161	54	(103)
7067 WSFRC TENANT	1,215	405	304	161	54	94
7120 BASSETT						
	13,758	4,586	4,384	6,567	2,190	2,362
TRANSPORTATION AND MAINTENANCE						
1500 TRANSPORTATION						
1600 MAINTENANCE			15,751			

PEACE, INC.
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SALE AND PURCHASE PROPERTIES

3198 SALE OF 811 E. WASHINGTON
3199 PURCHASE 717 ERIE BLVD W

INSURANCE PROCEEDS

9951 INSURANCE PROCEEDS

YEAR END ACCRUALS

9820 YEAR END ACCRUALS

MINOR DIFF

REVENUE

ANNUAL BUDGET	YTD BUDGET	YTD ACTUAL
		15,751
		-
		8,717
		8,717
		14,398
		14,398
29,358,067	9,775,021	8,782,780

NET

ANNUAL BUDGET	YTD BUDGET	YTD ACTUAL
		-
		(1,632)
		(22,582)
		(24,214)
		(1,414)
		(1,414)
851,310	275,069	(84,747)