City of Harrisonburg
APPLICATION FOR TAX EXEMPTION

FOR OFFICE USE ONLY:
PAYMENT AMOUNT: _____
RECEIVED ON: _____
CHECK NUMBER: _____

The information requested on this application must be filled out completely and returned to the City Manager's office on or before January 30. Include a $50 application fee made payable to City of Harrisonburg. Applicant must pay the cost of the public hearing ad or their share if multiple applicants.

Please attach a copy of your current (1) 501(c)(3) certificate**; (2)** By-Laws**; (3)** Articles of Incorporation; **(4)** most recent financial statement (audited, if available); **(5)** most recently filed IRS Form 990 or 990EZ. COR KJR Treas FIN

ORGANIZATION NAME: Strength In Peers, Inc.

MAILING ADDRESS: 917 N Main St, Unit1, Harrisonburg, VA 22802

CONTACT PERSON AND PHONE: Nicky Fadley, 540-217-0869

Type of property for which request is made (circle applicable) **PERSONAL PROPERTY** **REAL ESTATE**

If requesting a personal property exemption, please attach a detailed itemized listing of the specific item(s) for which the exemption is sought.

If requesting a real estate exemption, complete the following on each parcel for which exemption is sought:

Name in which property is held: Strength In Peers, Inc.

Property address: 915 N Main St, Harrisonburg, VA 22802 (upstairs apartments)

Map identification number: 041 C 41-A

Taxes paid for the preceding three (3) years: $4912.64 $4469.91 $4016.04

Name in which property is held: _____

Property address: _____

Map identification number: _____

Taxes paid for the preceding three (3) years: _____ _____ _____

Name in which property is held: _____

Property address: _____

Map identification number: _____

Taxes paid for the preceding three (3) years: _____ _____ _____

If requesting a personal property exemption, complete the following for each account for which exemption is sought:

Name assessed: Van

Account number: 80284

Asset type and location address: Vehicle located at 917 N Main St, Harrisonburg

Taxes paid for the preceding three (3) years: $0 2025 tax $1055.63 assessment $30598
vehicle purchased 3/20/24

Name assessed: _____

Account number: _____

Asset type and location address: _____

Taxes paid for the preceding three (3) years: _____ _____ _____

Please complete the following questions as referenced in City Ordinance 4-2-17 (copy enclosed) and *Code of Virginia* § 58.1-3651.

1. Do you currently own property in the City that is already tax-exempt?

   ✓ Yes _____ No

   If yes, what is the property Map ID #? 041 C 41-A (main level of building - 917 N Main)

   On what date was the exemption granted? 6/26/2024

   How/By whom was the exemption granted? Commissioner of the Revenue

   Also business personal property in unit 1 and 1 van. Acct 89075 & 80284

2. Does the organization have any rule, regulation, policy, or practice that unlawfully discriminates on the basis of religious conviction, race, color, sex, or national origin? _____ Yes ✓ No

3. Does the organization hold a current annual alcoholic beverage license from the Virginia Alcoholic Beverage Control Board for serving alcoholic beverages on the property? If yes, please attach a copy.

   _____ Yes ✓ No

4. What compensation is paid to each director, officer, and employee of the organization?

   Members of the Board of Directors do not receive any compensation. Please see attached for a list of employees and their compensation

5. What services does each director, officer, and employee render?

   Members of the Board of Directors provide executive oversight, fiscal oversight, and strategic direction. Please see attached for a list of employees and their services.

6. Does any part of the net earnings of the organization benefit any individual? If so, please explain.

No. The organization operates as a nonprofit organization. All net earnings from the upstairs apartments is re-invested in the organization and/or used for nonprofit operations. In practice, net earnings from the upstairs apartments serves to reduce the organization's facility expenses for the bulding, which is where the organization operates the majority of its services.

7. What percentage of the services provided by this organization is generated by funds received from donations, contributions, or local, state, or federal grants or funds? For purposes of this question, donation may include the providing of personal services or the contribution of in-kind or other material services. 93.26 %

8. What specific services does the organization provide for the common good of the public?
The organization provides mental health and substance use recovery support services including peer support, case management, and outreach. It operates a community resource center that provides anyone in the community information and referrals to community services and assistance applying for public benefits, jobs, and rental housing. It also offers HIV and Hep C testing, comprehensive harm reduction services, a food pantry, homeless supplies, homeless outreach, and jail-based support groups and workshops.

9. What percentage of the activities of the organization involves carrying on propaganda or otherwise attempting to influence legislation?
0%

10. Does the organization participate or intervene in any political campaign on behalf of any candidate for public office?
_____ Yes ✓ No

I, Lisa "Nicky" Fadley **(printed name), do hereby certify that the information provided and/or attached to this Application for Tax Exemption, is true and accurate, to the best of my knowledge. I acknowledge that knowingly providing false information will result in criminal charges pursuant to *Code of Virginia* § 58.1-11. I acknowledge that the organization I represent may be subjected to audit by the Commissioner of the Revenue, or an appointed employee of the Commissioner of the Revenue, to ensure that all information provided is true and correct.**

[signature] 11/24/2025
Signature **Date**

Executive Director
Title

Ashley Kaplinger **My commission expires:** 05/31/2027
Notary

ASHLEY DAWN KAPLINGER NOTARY PUBLIC REG. #8093183 MY COMMISSION EXPIRES 05/31/2027 COMMONWEALTH OF VIRGINIA

INTERNAL REVENUE SERVICE
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: SEP 14 2017

STRENGTH IN PEERS INC
1112 SHIPWRECK DRIVE
NEW MARKET, VA 22844-3430

Employer Identification Number:
81-1604006
DLN:
17053249303007
Contact Person:
REGINA M PARKER ID# 31274
Contact Telephone Number:
(877) 829-5500
Accounting Period Ending:
June 30
Public Charity Status:
170(b)(1)(A)(vi)
Form 990/990-EZ/990-N Required:
Yes
Effective Date of Exemption:
December 17, 2015
Contribution Deductibility:
Yes
Addendum Applies:
No

Dear Applicant:

We're pleased to tell you we determined you're exempt from federal income tax under Internal Revenue Code (IRC) Section 501(c)(3). Donors can deduct contributions they make to you under IRC Section 170. You're also qualified to receive tax deductible bequests, devises, transfers or gifts under Section 2055, 2106, or 2522. This letter could help resolve questions on your exempt status. Please keep it for your records.

Organizations exempt under IRC Section 501(c)(3) are further classified as either public charities or private foundations. We determined you're a public charity under the IRC Section listed at the top of this letter.

If we indicated at the top of this letter that you're required to file Form 990/990-EZ/990-N, our records show you're required to file an annual information return (Form 990 or Form 990-EZ) or electronic notice (Form 990-N, the e-Postcard). If you don't file a required return or notice for three consecutive years, your exempt status will be automatically revoked.

If we indicated at the top of this letter that an addendum applies, the enclosed addendum is an integral part of this letter.

For important information about your responsibilities as a tax-exempt organization, go to www.irs.gov/charities. Enter "4221-PC" in the search bar to view Publication 4221-PC, Compliance Guide for 501(c)(3) Public Charities, which describes your recordkeeping, reporting, and disclosure requirements.

STRENGTH IN PEERS INC

We sent a copy of this letter to your representative as indicated in your power of attorney.

Sincerely,

Stephen a. Martin

Director, Exempt Organizations
Rulings and Agreements

BYLAWS

OF

STRENGTH IN PEERS, INC.,

A NONSTOCK CORPORATION

Article I – Name and Location

1.1 The name of the Corporation shall be Strength in Peers, Inc..

1.2 The principal office of the Corporation shall be located within Shenandoah County, Virginia.

Article II – Purposes

2.1 The Corporation is organized exclusively for charitable, educational. or scientific purposes within the meaning of § 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, including, without limitation, the purposes of promoting social welfare. The Corporation shall not be operated for the primary purpose of carrying on a trade or business for profit. The Corporation shall have all powers granted under Va. Code Ann. § 13.1-826 and any other applicable statute.

The mission for which the Corporation is formed is *to close gaps in services using community engagement and peer-to-peer approaches* and any and all services that the Board of Directors sees fit.

Article III - Limitations

3.1 At all times, the following shall operate as conditions restricting the operations and activities of the Corporation:

1. No part of the net earnings of the Corporation shall inure to the benefit of or be distributable to its directors, officers, or any private persons, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payment and distributions in furtherance of the purposes set forth in Article II hereof;

2. No substantial part of the activities of the Corporation shall consist of carrying on propaganda, or otherwise attempting to influence legislation, nor shall it in any manner or to any extent participate in or intervene in (including the publishing or distribution of statements), any political campaign on behalf of or in opposition to any candidate for public office; nor shall the Corporation engage in any activities that are unlawful under the applicable federal, state, or local laws; and

3. Notwithstanding any other provision of these Articles, the Corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from

federal income tax under § 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or (b) by a corporation, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

4. The Corporation does not and shall not discriminate in any of its activities or operations on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, military status, or with regard to the bases outline in the Veteran Readjustment Act, Americans with Disabilities Act, or other protected classes as required by State or Federal law. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. The Corporation is committed to providing an inclusive and welcoming environment for all members of our staff, volunteers, subcontractors, vendors, and clients.

Article IV – Board of Directors

4.1 Powers & Duties

4.1.1 General Powers
The business and affairs of the Corporation shall be conducted under the direction of, and the control and disposal of the Corporations' properties and funds shall be vested in, its Board of Directors except as otherwise provided in the nonprofit corporation law of the Commonwealth of Virginia, the Corporation's Articles of Incorporation, or these Bylaws.

4.1.2 Duties
The Board of Directors is charged with (3) three primary duties: the Duty of Care, the Duty of Loyalty, and the Duty of Obedience.

Duty of Care requires board members to act (1) in good faith; (2) with the care an ordinarily prudent person in a like position would exercise under similar circumstances; and (3) in a manner the director reasonably believes to be in the best interests of the Corporation.

Duty of Loyalty requires board members to pursue the Corporation's best interest, whether over money or politics. The Duty of Loyalty prohibits a director from engaging in self-dealing unless there is full disclosure to the board and the transaction is clearly in the corporation's best interest.

Duty of Obedience requires board members to ensure the Corporation obeys applicable laws and acts in accordance with ethical practices; that the Corporation adheres to its stated corporate purposes, and that its activities advance its mission.

4.2 Number, Election, Term, and Qualifications

4.2.1 Number

There shall be no fewer than three (3) and no more than nine (9) members of the Board.

4.2.2 Terms and Term Limits
Each board member shall be elected at a meeting of the full board to serve a three-year term. The term is once renewable such that a board member may serve two consecutive three-year terms. Board members shall be divided into three classes to achieve a staggered rotation of terms. A member who is filling out a partial term, may serve a further partial term but cannot exceed six years of continual service.

4.2.3 Eligibility for Renewal
A board member who has completed two consecutive terms shall remain off the Board for one full year before being considered for board membership again. At this time, the former board member turned candidate is eligible to serve two consecutive terms again.

4.2.4 Qualifications
The Board Development Committee shall propose a slate of members at the annual meeting of the Board upon giving due consideration the recommendations of such persons. The Board shall be comprised of members with consideration of, but not limited to, the following knowledge and skills: business, development, finance, health, mental health, human resources, legal, public relations and communications, and/or a general interest in social welfare. Paid staff of the Corporation cannot serve on the Board.

4.3 Attendance

4.3.1 In order to uphold the Duty of Care, it is expected that board members attend all regularly scheduled board meetings.

4.3.2 A board member who misses two consecutive meetings, unless excused, shall be deemed to have resigned. The office shall become vacant for the remainder of the term. The minutes should note any excused absences.

4.3.3 A board member may take a "leave of absence" for up to six months with approval from the Executive Committee. The board member must submit a request in writing with a justification for the leave. Examples of acceptable reasons for leave include but are not limited to: maternity, care for family members, personal health.

4.4 Board Development

4.4.1 Board members may be reviewed and proposed by a Board Development Committee appointed by the Chairperson of the Board. The Board Development Committee shall interview all board candidates and request a resume. When selecting candidates for presentation to the Board, the Board Development Committee shall give consideration to expertise, needs of the committees, demographics of the board, and other factors as deemed appropriate in addition to the candidate's commitment to the mission of the Corporation.

4.4.2 To ensure that prospective board members are fully prepared to assume their duties, board members shall receive copies of the following materials:

(1) the mission statement of the Corporation, (2) the Articles of Incorporation, (3) the Bylaws, (4) the most recent annual report, (5) financial statements including the budget and tax filings of form 990, (6) policies, (7) expectations for meeting attendance and committee work, and (8) a list of current board members with complete contact information and committee designations.

Board members will be required to sign statement indicating that they have read these documents and understand the expectations.

4.4.3 Upon election to the Board, new members shall have the opportunity to participate in a board member orientation.

4.4.4 The Board Development Committee shall be responsible for the on-going training and development of the Board including an annual assessment of board performance. As such, the committee shall give consideration to board structure (board size, committees, etc.), inputs (board member skills and time), and processes (common vision, clear roles, and meeting practices).

4.5 Resignation and Vacancies

4.5.1 Resignations
A board member may resign at any time by providing written notice to the Board Chair, Secretary, or Executive Director.

4.5.2 Board Vacancies
A director elected to fill a vacancy due to resignation shall be elected for the unexpired term of the predecessor. Vacancies may be filled at any time by the affirmative vote of a majority of the remaining directors then in office, even if it is less than a quorum.

4.6 Regular Meetings

4.6.1 Regular meetings
The Board of Directors shall meet no fewer than two (2) times per year, including an annual meeting.

4.6.2 Definition of Annual Meeting

The annual meeting of the Board shall be the regular board meeting that occurs in May. The purpose of the meeting shall be to elect officers, set the budget and calendar of meetings for the coming year, and any other business as set forth before the Board.

4.6.3 Special Meetings
The Board Chair may call a special meeting of the Board whenever deemed necessary or when requested to do so by two (2) or more directors or by the Executive Director. Notice of a special

meeting shall be provided in writing to each board member at least seven (7) days in advance of the meeting.

4.6.4 Meeting Notification
The Board of Directors shall set the schedule of meetings for the coming year at the annual meeting. The schedule of meetings shall serve as proper notice. Meeting materials shall be prepared and distributed not later than the Friday before the meeting.

4.6.5 Rules of Order
Meetings shall be guided by specific parliamentary procedure as adopted by the Board of Directors.

4.7 Quorum and Voting

4.7.1 Meeting quorum
A quorum exists if one-half (1/2) of the members of the Board are present for a meeting.

4.7.2 Voting
Each member of the Board shall have one (1) vote. An action may be passed by the Board at a meeting through an affirmative vote by the majority of those present.

4.7.3 Amendment to Bylaws
The bylaws may be amended with the vote of a supermajority (over two thirds) of the Board in two consecutive board meetings. Proposed amendments must be submitted in writing to the Board prior to the meeting in which the vote is to be held.

Article V – Officers and Agents

5.1 Number and qualifications

The board officers shall consist of a President, Recording Secretary, and Treasurer.

5.2 Election and Term of Office

5.2.1 The Board Development Committee shall present a slate of officers for the coming year for vote by the full board at the annual May meeting. Officers are elected annually by majority vote. The Executive Director cannot serve as President or Treasurer, but can serve as Recording Secretary.

5.2.2 President
The President is responsible for convening meetings and general oversight of board activities. The President creates committees and appoints committee chairs and committee members.

5.2.3 Recording Secretary
The Secretary of the Board shall ensure that proper notice is given for meetings, and is

responsible for recording and distributing minutes of meetings. In the absence of the Secretary, the President shall appoint a person to act as Secretary at a particular meeting.

5.2.4 Treasurer
The Treasurer shall be responsible for ensuring that the financial reporting is in compliance with current statutes. The Treasurer shall ensure that an annual audit is completed and that all tax forms are filed. Reports of the auditors and copies of tax forms shall be readily available to board members. In the event of the prolonged absence or disability of the President, the Treasurer shall have all the authority and duties vested in the President.

Article VI – Committees of the Board

6.1 The creation of committees shall be recommended by the President of the Board to the full Board. The President of the Board may appoint committee chairs. The President of the Board may designate an ad hoc committee to carry out special projects within certain time parameters.

6.1.1 Committee Chairs
The committee chair holds the responsibility for convening meetings and ensuring that communication is upheld with the Board. The committee chair shall be appointed by the President of the Board.

6.1.2 Board Development Committee
The Board Development Committee shall be appointed by the President of the Board. The Board Development Committee shall recruit, interview, and present candidates for election to the Board at the annual meeting of the Board. The Board Development Committee shall be responsible for maintaining a pool of potential board members, annual assessment of board performance, and board training.

Article VII – Indemnity of Officers and Directors

7.1 Each person now or hereafter a director or officer of the Corporation (and his or her heirs, executors and administrators) shall be indemnified by the Corporation to the fullest extent permitted by the laws of the Commonwealth of Virginia (See Va. Code Ann. § 13.1-702) against all claims, liabilities, judgments, settlements, costs and expenses, including all attorney's fees, imposed upon or reasonably incurred by him or her in connection with or resulting from any action, suit, proceeding or claim to which he or she is or may be made a party by reason of his or her being or having been a director or officer of the Corporation (whether or not he or she is a director or officer at the time such costs or expenses are incurred or imposed upon him or her), except in relation to matters as to which he or she shall have been finally adjudged in such action, suit or proceeding to be liable for gross negligence or willful misconduct in the performance of his or her duties as such director or officer.

7.2 Under Va. Code Ann. §13.1-697, the Corporation has the authority to indemnify an officer or director if 1) he/she conducted himself/herself in good faith, and 2) he/she believed in the case of conduct in his/her official capacity with the Corporation, that his/her conduct was in its best interests; and in all other cases, that his/her conduct was at least not opposed to its best interests;

and in the case of any criminal proceeding, he/she had no reasonable cause to believe his/her conduct was unlawful.

If the determination as to whether a director or officer was guilty of gross negligence or willful misconduct is to be made by the Board, it may rely as to all questions of law on the advice of independent counsel. Such right of indemnification shall not be deemed exclusive of any rights to which an officer or director may be entitled by any bylaw, agreement, vote of members, or otherwise. The Corporation shall have the authority to purchase suitable policies of indemnification insurance on behalf of its officers, directors, or agents, the premiums for which may be paid out of the assets of the Corporation

Article VIII – Account Books and Minutes

8.1 The Corporation shall keep correct and complete books and records of account and financial statements and shall also keep minutes of the proceedings of its Board of Directors and Committees. All books and records of the Corporation may be inspected by any director or his or her accredited agent or attorney, for any proper purpose at any reasonable time. The minutes will be entrusted to the Executive Director and will be kept at the Corporation's main office. In accordance with the IRS laws, the minutes will be made available to the public upon request. Additionally, the minutes will be emailed to all the Board of Directors to go over, so at the next meeting, the Board can agree to their accuracy.

Article IX – Fiscal Year and Review

9.1 The fiscal year of the Corporation shall be July 1 though June 30, inclusive. After the close of each fiscal year of the Corporation, financial transactions of the Corporation for the preceding fiscal year shall be reviewed by certified public accountants, as directed by the Board of Directors, and a report of the review shall be made to the Board of Directors within 180 days after the close of the fiscal year.

Article X – Loans to Directors and Officers

10.1 The law of the Commonwealth of Virginia prohibits any loans or advances, other than customary travel advances, to be made by the Corporation to any of its directors or officers.

Article XI – Amendment to Bylaws

11.1 These Bylaws may be amended or repealed in whole or in part by a supermajority vote (over two thirds) of the active members present and voting in two consecutive special or regular meetings of the Board of Directors of the Corporation, provided that 14 days notice of the proposed amendment or repeal be given in the call for such meeting.

Article XII – Dissolution

12.1 Upon the dissolution of the Corporation, assets shall be distributed for one or more exempt purposes within the meaning of § 501(c)(3) of the Internal Revenue Code, or the corresponding

section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Such determination must be made with vote of a supermajority (over two thirds) of the Board of Directors. Any such assets not so disposed of shall be disposed of by the Circuit Court of the city or county in which the principal office of the Corporation is then located, exclusively for such purposes or to such organization or organizations as said Court shall determine, which are organized and operated exclusively for such purposes.

Bylaws Certificate

The undersigned certifies that he/she is the Secretary of Strength in Peers, a Virginia nonprofit corporation, and that, as such he/she is authorized to execute this certificate on behalf of said Corporation, and further certifies that the foregoing Bylaws, consisting of eight (8) pages, including this page, constitute the Bylaws of the Corporation as of this date, duly adopted by the Directors of the Corporation at their May 8, 2017 annual meeting, as amended from time to time prior to the date hereof.

Dated: May 8, 2017

Lisa Nicole Fadley, Secretary

ARTICLES OF INCORPORATION

OF

STRENGTH IN PEERS, INC.,

A NONSTOCK CORPORATION

The undersigned persons, who are citizens of the United States, pursuant to Chapter 10 of Title 13.1 of the Code of Virginia of 1950, as amended, hereby adopt and set forth the following articles of incorporation:

Article I – Name

The name of the Corporation is Strength in Peers, Inc.

Article II – Purpose and Powers

The Corporation is organized exclusively for charitable, educational, and scientific purposes within the meaning of § 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, including, without limitation, the purposes of promoting social welfare. The Corporation shall not be operated for the primary purpose of carrying on a trade or business for profit. The Corporation shall have all powers granted under Va. Code Ann. § 13.1-826 and any other applicable statute.

Article III – Limitations

At all times, the following shall operate as conditions restricting the operations and activities of the Corporation:

1. No part of the net earnings of the Corporation shall inure to the benefit of or be distributable to its directors, officers, or any private persons, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payment and distributions in furtherance of the purposes set forth in Article II hereof;

2. No substantial part of the activities of the Corporation shall consist of carrying on propaganda, or otherwise attempting to influence legislation, nor shall it in any manner or to any extent participate in or intervene in (including the publishing or distribution of statements), any political campaign on behalf of or in opposition to any candidate for public office; nor shall the Corporation engage in any activities that are unlawful under the applicable federal, state, or local laws; and

3. Notwithstanding any other provision of these Articles, the Corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under § 501(c)(3) of the Internal Revenue Code, or the corresponding

section of any future federal tax code, or (b) by a corporation, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

4. The Corporation does not and shall not discriminate in any of its activities or operations on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, military status, or with regard to the bases outline in the Veteran Readjustment Act, Americans with Disabilities Act, or other protected classes as required by State or Federal law. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. The Corporation is committed to providing an inclusive and welcoming environment for all members of our staff, volunteers, subcontractors, vendors, and clients.

Article IV – Members

The Corporation is to have no members.

Article V - Registered Office and Registered Agent

The physical and mailing address of the initial registered office of the Corporation in the Commonwealth of Virginia is located at 1112 Shipwreck Drive, New Market, Virginia 22844. This office is located in Shenandoah County.

The name of its initial registered agent is Lisa Nicole Fadley who is a resident of Virginia and an initial director of the Corporation. The registered agent's business address also is 1112 Shipwreck Drive, New Market, Virginia 22844. This address is located in Shenandoah County.

Article VI - Principal Office

The address of the principal office of the Corporation is located at 139 South Main Street, Woodstock, Virginia 22664. This office is located in the County of Shenandoah.

Article VII - Directors

The Directors of the Corporation are to be elected by majority vote of the full Board of Directors. Directors terms are to be staggered. Directors are to be removed only for cause. The number of Directors constituting the initial Board of Directors is three (3). The initial Directors will serve three-year terms. Their successors shall be elected to three-year terms. The name and address of each initial Director is as follows:

NAME	ADDRESS
Lisa Nicole Fadley	1112 Shipwreck Drive New Market, Virginia 22844

Randal Brandt

55 Woodhaven Lane
Waynesboro, Virginia 22980

Pam Murphy

5967 Scotts Ford Road
Mt. Crawford, Virginia 22841

Article VIII – Dissolution

Upon the dissolution of the Corporation, assets shall be distributed for one or more exempt purposes within the meaning of § 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Such determination must be made with vote of a supermajority (over two thirds) of the Board of Directors. Any such assets not so disposed of shall be disposed of by the Circuit Court of the city or county in which the principal office of the Corporation is then located, exclusively for such purposes or to such organization or organizations as said Court shall determine, which are organized and operated exclusively for such purposes.

Executed this 2 day of December, 2015.

Lisa Nicole Fadley

Lisa Nicole Fadley, Incorporator

December 2, 2015

Forms 990 / 990-EZ Return Summary

For calendar year 2022, or tax year beginning 07/01/22 , and ending 06/30/23

81-1604006

STRENGTH IN PEERS, INC.

Net Asset / Fund Balance at Beginning of Year			217,080
Revenue			
Contributions	1,692,631		
Program service revenue			
Investment income			
Capital gain / loss			
Fundraising / Gaming:			
Gross revenue			
Direct expenses			
Net income			
Other income	3,810		
Total revenue		1,696,441	
Expenses			
Program services	1,408,123		
Management and general	191,579		
Fundraising			
Total expenses		1,599,702	
Excess / (deficit)			96,739
Changes			
Net Asset / Fund Balance at End of Year			313,819

Reconciliation of Revenue

Total revenue per financial statements	1,696,441
Less:	
Unrealized gains	
Donated services	
Recoveries	
Other	
Plus:	
Investment expenses	
Other	
Total revenue per return	1,696,441

Reconciliation of Expenses

Total expenses per financial statements	1,599,702
Less:	
Donated services	
Prior year adjustments	
Losses	
Other	
Plus:	
Investment expenses	
Other	
Total expenses per return	1,599,702

Balance Sheet

	Beginning	Ending	Differences
Assets	516,610	625,083	
Liabilities	299,530	311,264	
Net assets	217,080	313,819	96,739

Miscellaneous Information

Amended return	
Return / extended due date	05/15/24
Failure to file penalty	

Form **8879-TE**

Department of the Treasury
Internal Revenue Service

IRS *e-file* Signature Authorization for a Tax Exempt Entity

For calendar year 2022, or fiscal year beginning 7/01, 2022, and ending 6/30 20 23

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

OMB No. 1545-0047

2022

Name of filer

STRENGTH IN PEERS, INC.

EIN or SSN

81-1604006

Name and title of officer or person subject to tax LISA FADLEY
EXECUTIVE DIRECTOR

Part I Type of Return and Return Information

Check the box for the return for which you are using this Form 8879-TE and enter the applicable amount, if any, from the return. Form 8038-CP and Form 5330 filers may enter dollars and cents. For all other forms, enter whole dollars only. If you check the box on line **1a, 2a, 3a, 4a, 5a, 6a, 7a, 8a, 9a,** or **10a** below, and the amount on that line for the return being filed with this form was blank, then leave line **1b, 2b, 3b, 4b, 5b, 6b, 7b, 8b, 9b,** or **10b,** whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. **Do not** complete more than one line in Part I.

1a Form 990 check here	[X]	**b** Total revenue, if any (Form 990, Part VIII, column (A), line 12)	**1b**	1,696,441
2a Form 990-EZ check here	[ ]	**b** Total revenue, if any (Form 990-EZ, line 9)	**2b**	
3a Form 1120-POL check here	[ ]	**b** Total tax (Form 1120-POL, line 22)	**3b**	
4a Form 990-PF check here	[ ]	**b** Tax based on investment income (Form 990-PF, Part V, line 5)	**4b**	
5a Form 8868 check here	[ ]	**b** Balance due (Form 8868, line 3c)	**5b**	
6a Form 990-T check here	[ ]	**b** Total tax (Form 990-T, Part III, line 4)	**6b**	
7a Form 4720 check here	[ ]	**b** Total tax (Form 4720, Part III, line 1)	**7b**	
8a Form 5227 check here	[ ]	**b** FMV of assets at end of tax year (Form 5227, Item D)	**8b**	
9a Form 5330 check here	[ ]	**b** Tax due (Form 5330, Part II, line 19)	**9b**	
10a Form 8038-CP check here	[ ]	**b** Amount of credit payment requested (Form 8038-CP, Part III, line 22)	**10b**	

Part II Declaration and Signature Authorization of Officer or Person Subject to Tax

Under penalties of perjury, I declare that [X] I am an officer of the above entity or [ ] I am a person subject to tax with respect to (name of entity) _____, (EIN) _____ and that I have examined a copy of the 2022 electronic return and accompanying schedules and statements, and, to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the return to the IRS and to receive from the IRS **(a)** an acknowledgement of receipt or reason for rejection of the transmission, **(b)** the reason for any delay in processing the return or refund, and **(c)** the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the electronic return and, if applicable, the consent to electronic funds withdrawal.

PIN: check one box only

[X] I authorize BEACHY AREHART PLLC to enter my PIN 04006 as my signature
ERO firm name
Enter five numbers, but do not enter all zeros

on the tax year 2022 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen.

[ ] As an officer or person subject to tax with respect to the entity, I will enter my PIN as my signature on the tax year 2022 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen.

Signature of officer or person subject to tax _____ Date 04/26/23

Part III Certification and Authentication

ERO's EFIN/PIN. Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN. 54494193900
Do not enter all zeros

I certify that the above numeric entry is my PIN, which is my signature on the 2022 electronically filed return indicated above. I confirm that I am submitting this return in accordance with the requirements of **Pub. 4163,** Modernized e-File (MeF) Information for Authorized IRS *e-file* Providers for Business Returns.

ERO's signature R. SCOTT BEACHY Date 04/26/23

ERO Must Retain This Form — See Instructions
Do Not Submit This Form to the IRS Unless Requested To Do So

Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
Do not enter social security numbers on this form as it may be made public.
Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047
2022
Open to Public Inspection

A For the 2022 calendar year, or tax year beginning 07/01/22 , and ending 06/30/23

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

C Name of organization: STRENGTH IN PEERS, INC.

Doing business as:

Number and street (or P.O. box if mail is not delivered to street address): P.O. BOX 892

Room/suite:

City or town, state or province, country, and ZIP or foreign postal code: NEW MARKET VA 22844

D Employer identification number: 81-1604006

E Telephone number: 540-217-0869

G Gross receipts$ 1,696,441

F Name and address of principal officer:
LISA FADLEY
P.O. BOX 892
NEW MARKET VA 22844

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

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

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

J Website: WWW.STRENGTHINPEERS.ORG

H(c) Group exemption number

K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other

L Year of formation: 2015

M State of legal domicile:

Part I Summary

1 Briefly describe the organization's mission or most significant activities:
SEE SCHEDULE O

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	5
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	5
5	Total number of individuals employed in calendar year 2022 (Part V, line 2a)	5	31
6	Total number of volunteers (estimate if necessary)	6	0
7a	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

		Prior Year	Current Year
8	Contributions and grants (Part VIII, line 1h)	1,414,064	1,692,631
9	Program service revenue (Part VIII, line 2g)		0
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)		0
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,301	3,810
12	Total revenue – add lines 8 through 11 (must equal Part VIII, column (A), line 12)	1,415,365	1,696,441
13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	14,000	0
14	Benefits paid to or for members (Part IX, column (A), line 4)		0
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	748,573	954,769
16a	Professional fundraising fees (Part IX, column (A), line 11e)		0
b	Total fundraising expenses (Part IX, column (D), line 25) 0		
17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	619,168	644,933
18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	1,381,741	1,599,702
19	Revenue less expenses. Subtract line 18 from line 12	33,624	96,739

		Beginning of Current Year	End of Year
20	Total assets (Part X, line 16)	516,610	625,083
21	Total liabilities (Part X, line 26)	299,530	311,264
22	Net assets or fund balances. Subtract line 21 from line 20	217,080	313,819

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

LISA FADLEY EXECUTIVE DIRECTOR
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
R. SCOTT BEACHY	R. SCOTT BEACHY	06/03/24		P01293900

Firm's name: BEACHY AREHART PLLC — Firm's EIN: 54-1326200

Firm's address: 209 N HIGH ST HARRISONBURG, VA 22802 — Phone no. 540-433-2488

May the IRS discuss this return with the preparer shown above? See instructions ☒ Yes ☐ No

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission:

SEE SCHEDULE O

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 $ 1,408,123 including grants of$) (Revenue $)

SEE SCHEDULE O

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

N/A

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

N/A

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

(Expenses $ including grants of$) (Revenue $)

4e Total program service expenses 1,408,123

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1	X	
2	Is the organization required to complete *Schedule B, Schedule of Contributors?* See instructions	2		X
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		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? *If "Yes," complete Schedule C, Part II*	4		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? *If "Yes," complete Schedule C, Part III*	5		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? *If "Yes," complete Schedule D, Part I*	6		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? *If "Yes," complete Schedule D, Part II*	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		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? *If "Yes," complete Schedule D, Part IV*	9		X
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? *If "Yes," complete Schedule D, Part V*	10		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? *If "Yes," complete Schedule D, Part VI*	11a	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? *If "Yes," complete Schedule D, Part VII*	11b		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? *If "Yes," complete Schedule D, Part VIII*	11c		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? *If "Yes," complete Schedule D, Part IX*	11d	X	
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e	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)? *If "Yes," complete Schedule D, Part X*	11f	X	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a	X	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		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? *If "Yes," complete Schedule F, Parts I and IV*	14b		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? *If "Yes," complete Schedule F, Parts II and IV*	15		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? *If "Yes," complete Schedule F, Parts III and IV*	16		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? *If "Yes," complete Schedule G, Part I.* See instructions	17		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? *If "Yes," complete Schedule G, Part II*	18		X
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		X
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		X
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than $5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	21		X

Part IV Checklist of Required Schedules *(continued)*

			Yes	No
22	Did the organization report more than $5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22		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*	23		X
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a*	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	25a		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L, Part I*	25b		X
26	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? *If "Yes," complete Schedule L, Part II*	26		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*	27		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*	28a		X
b	A family member of any individual described in line 28a? *If "Yes," complete Schedule L, Part IV*	28b		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*	28c		X
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		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*	32		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*	33		X
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	34		X
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	35b		
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		X
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? **Note:** All Form 990 filers are required to complete Schedule O.	38	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

				Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	6		
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c			X

Part V 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 31			
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		
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		
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 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, 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		

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

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

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a	5		
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.				
b	Enter the number of voting members included on line 1a, above, who are independent	1b	5		
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?	10a		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?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	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*	12a	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	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*	12c	X	
13	Did the organization have a written whistleblower policy?	13		X
14	Did the organization have a written document retention and destruction policy?	14	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	15a		X
b	Other officers or key employees of the organization	15b		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?	16a		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?	16b		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed NONE

18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. 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

LISA FADLEY P.O. BOX 892

NEW MARKET VA 22844 540-217-0869

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, 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 dotted 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) LISA FADLEY	40.00									
EXECUTIVE DIRECTOR	0.00			X				83,360	0	0
(2) LAURA BLACK	1.00									
BOARD MEMBER	0.00	X						0	0	0
(3) GREG BRAY	1.00									
TREASURER	0.00	X		X				0	0	0
(4) JASON KIDD	1.00									
BOARD MEMBER	0.00	X						0	0	0
(5) JACQUELINE MAXWELL	1.00									
BOARD MEMBER	0.00	X						0	0	0
(6) PEGGY PLASS	1.00									
PRESIDENT	0.00	X		X				0	0	0
(7)										
(8)										
(9)										
(10)										
(11)										

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(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			
1b Subtotal								83,360		
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								83,360		

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 0

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

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

Part VIII Statement of Revenue

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

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e	1,673,841			
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	18,790			
	g	Noncash contributions included in lines 1a-1f	1g	$			
	h	**Total.** Add lines 1a–1f			1,692,631		
Program Service Revenue			Business Code				
	2a						
	b						
	c						
	d						
	e						
	f	All other program service revenue					
	g	**Total.** Add lines 2a–2f					
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)					
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
			(i) Real	(ii) Personal			
	6a	Gross rents 6a					
	b	Less: rental expenses 6b					
	c	Rental inc. or (loss) 6c					
	d	Net rental income or (loss)					
			(i) Securities	(ii) Other			
	7a	Gross amount from sales of assets other than inventory 7a					
	b	Less: cost or other basis and sales exps. 7b					
	c	Gain or (loss) 7c					
	d	Net gain or (loss)					
	8a	Gross income from fundraising events (not including $ ____ of contributions reported on line 1c). See Part IV, line 18 8a					
	b	Less: direct expenses 8b					
	c	Net income or (loss) from fundraising events					
	9a	Gross income from gaming activities. See Part IV, line 19 9a					
	b	Less: direct expenses 9b					
	c	Net income or (loss) from gaming activities					
	10a	Gross sales of inventory, less returns and allowances 10a					
	b	Less: cost of goods sold 10b					
	c	Net income or (loss) from sales of inventory					
Miscellaneous Revenue			Business Code				
	11a	MISCELLANEOUS		3,810	3,810		
	b						
	c						
	d	All other revenue					
	e	**Total.** Add lines 11a–11d		3,810			
	12	**Total revenue.** See instructions		1,696,441	3,810	0	0

Part IX Statement of Functional Expenses

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

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

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				
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	824,863	734,875	89,988	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	13,555	13,479	76	
9 Other employee benefits	58,847	57,338	1,509	
10 Payroll taxes	57,504	43,902	13,602	
11 Fees for services (nonemployees):				
a Management				
b Legal	3,143	3,143		
c Accounting	34,074		34,074	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)	255,970	234,610	21,360	
12 Advertising and promotion	21,506	19,918	1,588	
13 Office expenses	41,785	35,841	5,944	
14 Information technology	10,869	10,869		
15 Royalties				
16 Occupancy	128,227	127,292	935	
17 Travel	33,239	33,228	11	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	28,952	28,895	57	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	4,397		4,397	
23 Insurance	10,628		10,628	
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 OTHER	60,211	60,211		
b FEES	6,025	3,935	2,090	
c MEALS	3,357	587	2,770	
d BANK CHARGES & FEES	2,525		2,525	
e All other expenses	25		25	
25 **Total functional expenses.** Add lines 1 through 24e	1,599,702	1,408,123	191,579	0
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

				(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing		118,311	1	253,653
	2	Savings and temporary cash investments			2	
	3	Pledges and grants receivable, net		373,659	3	216,420
	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			8	
	9	Prepaid expenses and deferred charges		10,376	9	10,376
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 25,055			
	b	Less: accumulated depreciation	10b 10,687	14,264	10c	14,368
	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			15	130,266
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)		516,610	16	625,083
Liabilities	17	Accounts payable and accrued expenses		115,702	17	84,276
	18	Grants payable			18	
	19	Deferred revenue		183,828	19	146,722
	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			25	80,266
	26	**Total liabilities.** Add lines 17 through 25		299,530	26	311,264
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		212,116	27	308,855
	28	Net assets with donor restrictions		4,964	28	4,964
		Organizations that do not follow FASB ASC 958, check her ☐ **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		217,080	32	313,819
	33	Total liabilities and net assets/fund balances		516,610	33	625,083

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	1,696,441
2	Total expenses (must equal Part IX, column (A), line 25)	2	1,599,702
3	Revenue less expenses. Subtract line 2 from line 1	3	96,739
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	217,080
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	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	313,819

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? 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	2a		X
b	Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	2b	X	
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	2c		
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?	3a	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	3b	X	

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: STRENGTH IN PEERS, INC.

Employer identification number: 81-1604006

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 331/3% 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? Yes	(iv) No	(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
(A)						
(B)						
(C)						
(D)						
(E)						
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi) (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization 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.")	1,068,290	1,016,778	1,241,084	1,414,064	1,692,631	6,432,847
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	1,068,290	1,016,778	1,241,084	1,414,064	1,692,631	6,432,847
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						6,432,847

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	1,068,290	1,016,778	1,241,084	1,414,064	1,692,631	6,432,847
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 **Total support.** Add lines 7 through 10						6,432,847

12	Gross receipts from related activities, etc. (see instructions)	12	7,357
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	100.00 %
15	Public support percentage from 2021 Schedule A, Part II, line 14	15	100.00 %
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		☐

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations *(continued)*

			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
a	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?	11a		
b	A family member of a person described on line 11a above?	11b		
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.***	11c		

Section B. Type I Supporting Organizations

			Yes	No
1	Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? *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.*	1		
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? *If "Yes," explain in* ***Part VI*** *how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.*	2		

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

			Yes	No
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.*	2a		
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.*	2b		
3	Parent of Supported Organizations. ***Answer lines 3a and 3b below.***			
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? *If "Yes" or "No," provide details in* ***Part VI.***	3a		
b	Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? *If "Yes," describe in* ***Part VI*** *the role played by the organization in this regard.*	3b		

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

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

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

Section B – Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):			
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).

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

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

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

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

2022

Open to Public Inspection

Name of the organization

STRENGTH IN PEERS, INC.

Employer identification number

81-1604006

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 $

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

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

- a ☐ Public exhibition
- b ☐ Scholarly research
- c ☐ Preservation for future generations
- d ☐ Loan or exchange program
- e ☐ Other

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

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

Part IV Escrow and Custodial Arrangements.

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

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

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

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

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

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

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

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

Part VI Land, Buildings, and Equipment.

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment				
e Other		25,055	10,687	14,368
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10c.)*				14,368

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. *(Column (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. *(Column (b) must equal Form 990, Part X, col. (B) line 13.)*		

Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

	(a) Description	(b) Book value
(1)	OPERATING LEASE RIGHT-OF-USE ASSET	80,266
(2)	BUILDING DEPOSIT	50,000
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 15.)*		130,266

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)	LT OPERATING LEASE LIABILITIES	57,174
(3)	CURRENT PORTION OF OPER. LEASE LIAB	23,092
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 25.)*		80,266

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 X

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	1,696,441
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			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines **2a** through **2d**			2e	
3	Subtract line **2e** from line **1**			3	1,696,441
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	
5	Total revenue. Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 12.)*			5	1,696,441

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	1,599,702
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d			
e	Add lines **2a** through **2d**			2e	
3	Subtract line **2e** from line **1**			3	1,599,702
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	
5	Total expenses. Add lines **3** and **4c.** *(This must equal Form 990, Part I, line 18.)*			5	1,599,702

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 X - FIN 48 FOOTNOTE

THE ORGANIZATION IS EXEMPT FROM FEDERAL INCOME TAX UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE. HOWEVER, INCOME FROM CERTAIN ACTIVITIES NOT DIRECTLY RELATED TO THE ORGANIZATION'S TAX-EXEMPT PURPOSE IS SUBJECT TO TAXATION AS UNRELATED BUSINESS INCOME. THE ORGANIZATION BELIEVES THAT IT HAS APPROPRIATE SUPPORT FOR ANY TAX POSITIONS TAKEN, AND AS SUCH, DOES NOT HAVE ANY UNCERTAIN TAX POSITIONS THAT ARE MATERIAL TO THE FINANCIAL STATEMENTS. IN ADDITION, THE ORGANIZATION QUALIFIES FOR THE CHARITABLE CONTRIBUTION DEDUCTION UNDER SECTION 170(B)(1)(A) AND HAS BEEN CLASSIFIED AS AN ORGANIZATION OTHER THAN A PRIVATE FOUNDATION UNDER SECTION 509(A)(2).

Part XIII Supplemental Information *(continued)*

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

STRENGTH IN PEERS, INC.

Employer identification number

81-1604006

FORM 990 - ORGANIZATION'S MISSION

STRENGTH IN PEERS, INC. IS A NONPROFIT ORGANIZATION OF PEOPLE WHO HAVE LIVED-EXPERIENCE RECOVERING FROM MENTAL HEALTH CHALLENGES AND/OR SUBSTANCE ABUSE. THE ORGANIZATION STRIVES TO EMPOWER INDIVIDUALS DURING RECOVERY BY OFFERING SERVICES THAT ENCOURAGE CONNECTION, ACCESS TO RESOURCES, AND SELF-SUFFICIENCY. THE ORGANIZATION BELIEVES COMMUNITY MEMBERS CAN HELP ONE ANOTHER ACCESS SERVICES AND ADVOCATE FOR CHANGES THAT BETTER MEET THEIR NEEDS.

FORM 990, PART III, LINE 4A - FIRST ACCOMPLISHMENT

FROM 7/2021 TO 6/2022, STRENGTH IN PEERS SERVED 1,218 INDIVIDUALS. IT TARGETS POPULATIONS DISPROPORTIONATELY IMPACTED BY BEHAVIORAL HEALTH CHALLENGES THAT FACE BARRIERS TO TREATMENT, INCLUDING INDIVIDUALS WHO ARE EXPERIENCING HOMELESSNESS, HAVE EXPERIENCED INCARCERATION, AND LIVE IN RURAL COMMUNITIES. COMMON BARRIERS INCLUDE LACK OF TRUST IN PUBLIC SYSTEMS, REAL/PERCEIVED STIGMA, LACK OF KNOWLEDGE, PHYSICAL ISOLATION, LIMITED HEALTH LITERACY, TRANSPORTATION, AND COST/INSURANCE. OUTREACH PROGRAMS DEVELOP RELATIONSHIPS WITH AT-RISK INDIVIDUALS AND CONNECT THEM TO COMMUNITY SERVICES. THE STREET OUTREACH TEAM HELPED 123 HOMELESS INDIVIDUALS APPLY FOR HOUSING SERVICES. THE JAIL OUTREACH TEAM HELPED 135 INDIVIDUALS PLAN THEIR TRANSITIONS FROM INCARCERATION TO THE COMMUNITY. THE COMMUNITY RESOURCE CENTER PROVIDED 512 INDIVIDUALS ASSISTANCE CONNECTING TO COMMUNITY SERVICES, OBTAINING ID CARDS, APPLYING FOR JOBS AND HOUSING, AND ENROLLING IN PUBLIC BENEFITS. THE COMPREHENSIVE HARM REDUCTION PROVIDED 113 INDIVIDUALS NEEDLE EXCHANGE, NALOXONE, FENTANYL TEST STRIPS, HARM REDUCTION

Name of the organization: STRENGTH IN PEERS, INC.

Employer identification number: 81-1604006

EDUCATION, AND ASSISTANCE CONNECTING TO RECOVERY AND MEDICAL SERVICES. THE HIV AND HEPATITIS C TESTING PROVIDED 97 INDIVIDUALS RAPID TESTING, RISK REDUCTION EDUCATION, AND REFERRALS TO TREATMENT. THE SAFE & SECURE HEALING PROGRAM PROVIDED 34 INDIVIDUALS EXPERIENCING HOMELESSNESS SHORT-TERM HOTEL VOUCHERS, PEER SUPPORT AND RESOURCE CONNECTION FOLLOWING AN IN-PATIENT HOSPITALIZATION. RECOVERY PROGRAMS LEAD WITH PEER SUPPORT AND CASE MANAGEMENT, AND INTEGRATE COUNSELING AND TELEPSYCHIATRY PROVIDED BY PARTNERS. THE BACK ON TRACK RECOVERY PROGRAM SERVED 108 HOMELESS/UNSTABLY HOUSED INDIVIDUALS AND THE SIDE BY SIDE RECOVERY PROGRAM SERVED 84 RURAL LOW-INCOME INDIVIDUALS. THE RECOVERY CENTER HAD 71 PEOPLE PARTICIPATE IN ITS INDIVIDUAL PEER SUPPORT AND NINE WEEKLY GROUPS ON RECOVERY, WELLNESS, TRAUMA, AND ANGER MANAGEMENT. THE RECOVERY HOUSE PROVIDED 7 INDIVIDUALS SAFE, SOBER AND SUPPORTIVE HOUSING.

FORM 990, PART VI, LINE 11B - ORGANIZATION'S PROCESS TO REVIEW FORM 990

BEFORE FILING FORM 990, THE EXECUTIVE DIRECTOR PROVIDES FOR REVIEW A COPY OF THE FORM TO EACH BOARD MEMBER. UPON APPROVAL OF THE BOARD, FORM 990 IS THEN FILED.

FORM 990, PART VI, LINE 12C - ENFORCEMENT OF CONFLICTS POLICY

THE ORGANIZATION MONITORS ENFORCEMENT OF ITS CONFLICT OF INTEREST POLICY ON AN ONGOING BASIS AT REGULARLY SCHEDULED BOARD MEETINGS.

FORM 990, PART VI, LINE 19 - GOVERNING DOCUMENTS DISCLOSURE EXPLANATION

GOVERNING DOCUMENTS ARE MADE AVAILABLE UPON REQUEST, EITHER IN PERSON OR BY MAIL OR TELEPHONE.

Name of the organization: STRENGTH IN PEERS, INC.

Employer identification number: 81-1604006

FORM 990, PART IX, LINE 11G - OTHER FEES FOR SERVICES

DESCRIPTION	TOT/PROG SERVICE	MGT & GENERAL	FUNDRAISING
HR CONSULTANT	$ 1,440	$ 9,360	$ 0
CONSULTANTS & EVALUATORS	$ 233,170	$ 12,000	$ 0
TOTAL	$ 234,610	$ 21,360	$ 0

02289 Strength In Peers, Inc.
81-1604006
FYE: 6/30/2023

Federal Asset Report
Operations

06/03/2024 6:29 AM

Asset	Description	Date In Service	Cost	Bus %	Sec 179	Bonus	Basis for Depr	Per	Conv	Meth	Prior	Current
Prior MACRS:												
1	Desk & Chairs	5/19/20	890			X	0	7	MQ	200DB	890	0
2	Lease improvements	4/01/20	11,000				11,000	39	MM	S/L	623	282
			11,890				11,000				1,513	282
Other Depreciation:												
4	Canon Printer	1/24/23	4,500				4,500	5	MO	S/L	0	375
	Total Other Depreciation		4,500				4,500				0	375
	Total ACRS and Other Depreciation		4,500				4,500				0	375
Listed Property:												
3	Van	11/05/21	8,665			X	4,332	5	HY	200DB	8,665	0
			8,665				4,332				8,665	0
	Grand Totals		25,055				19,832				10,178	657
	Less: Dispositions and Transfers		0				0				0	0
	Less: Start-up/Org Expense		0				0				0	0
	Net Grand Totals		25,055				19,832				10,178	657

02289 Strength In Peers, Inc.
81-1604006
FYE: 6/30/2023

AMT Asset Report
Operations

06/03/2024 6:29 AM

Asset	Description	Date In Service	Cost	Bus %	Sec 179	Bonus	Basis for Depr	Per	Conv	Meth	Prior	Current
Prior MACRS:												
1	Desk & Chairs	5/19/20	890			X	0	7	MQ	200DB	890	0
2	Lease improvements	4/01/20	11,000				11,000	39	MM	S/L	623	282
			11,890				11,000				1,513	282
Other Depreciation:												
4	Canon Printer	1/24/23	4,500				4,500	5	MO	S/L	0	375
	Total Other Depreciation		4,500				4,500				0	375
	Total ACRS and Other Depreciation		4,500				4,500				0	375
Listed Property:												
3	Van	11/05/21	8,665			X	4,332	5	HY	200DB	8,665	0
			8,665				4,332				8,665	0
	Grand Totals		25,055				19,832				10,178	657
	Less: Dispositions and Transfers		0				0				0	0
	Net Grand Totals		25,055				19,832				10,178	657

02289 Strength In Peers, Inc.
81-1604006
FYE: 6/30/2023

Bonus Depreciation Report
Operations

06/03/2024 6:29 AM

Asset	Property Description	Date In Service	Tax Cost	Bus Pct	Tax Sec 179 Exp	Current Bonus	Prior Bonus	Tax - Basis for Depr
1	Desk & Chairs	5/19/20	890		0	0	890	0
3	Van	11/05/21	8,665	100	0	0	4,333	4,332
	Grand Total		9,555		0	0	5,223	4,332

02289 Strength In Peers, Inc. 06/03/2024 6:29 AM
81-1604006
FYE: 6/30/2023

Depreciation Adjustment Report
All Business Activities

Form	Unit	Asset	Description	Tax	AMT	AMT Adjustments/ Preferences
MACRS Adjustments:						
OP	1	1	Desk & Chairs	0	0	0
OP	1	2	Lease improvements	282	282	0
OP	1	3	Van	0	0	0
				282	282	0

Asset	Description	Date In Service	Cost	Tax	AMT
Prior MACRS:					
1	Desk & Chairs	5/19/20	890	0	0
2	Lease improvements	4/01/20	11,000	282	282
			11,890	282	282
Other Depreciation:					
4	Canon Printer	1/24/23	4,500	900	900
	Total Other Depreciation		4,500	900	900
	Total ACRS and Other Depreciation		4,500	900	900
Listed Property:					
3	Van	11/05/21	8,665	0	0
			8,665	0	0
	Grand Totals		25,055	1,182	1,182

Form **990**

Two Year Comparison Report

For calendar year 2022, or tax year beginning 07/01/22 , ending 06/30/23

2021 & 2022

Name

STRENGTH IN PEERS, INC.

Taxpayer Identification Number

81-1604006

			2021	2022	Differences
Revenue	1. Contributions, gifts, grants	1.	19,210	18,790	-420
	2. Membership dues and assessments	2.			
	3. Government contributions and grants	3.	1,394,854	1,673,841	278,987
	4. Program service revenue	4.			
	5. Investment income	5.			
	6. Proceeds from tax exempt bonds	6.			
	7. Net gain or (loss) from sale of assets other than inventory	7.			
	8. Net income or (loss) from fundraising events	8.			
	9. Net income or (loss) from gaming	9.			
	10. Net gain or (loss) on sales of inventory	10.			
	11. Other revenue	11.	1,301	3,810	2,509
	12. **Total revenue.** Add lines 1 through 11	12.	1,415,365	1,696,441	281,076
Expenses	13. Grants and similar amounts paid	13.	14,000		-14,000
	14. Benefits paid to or for members	14.			
	15. Compensation of officers, directors, trustees, etc.	15.			
	16. Salaries, other compensation, and employee benefits	16.	748,573	954,769	206,196
	17. Professional fundraising fees	17.			
	18. Other professional fees	18.	313,339	293,187	-20,152
	19. Occupancy, rent, utilities, and maintenance	19.	95,697	128,227	32,530
	20. Depreciation and Depletion	20.	3,444	4,397	953
	21. Other expenses	21.	206,688	219,122	12,434
	22. **Total expenses.** Add lines 13 through 21	22.	1,381,741	1,599,702	217,961
	23. **Excess or (Deficit).** Subtract line 22 from line 12	23.	33,624	96,739	63,115
Other Information	24. Total exempt revenue	24.	1,415,365	1,696,441	281,076
	25. Total unrelated revenue	25.			
	26. Total excludable revenue	26.	1,301	3,810	2,509
	27. Total assets	27.	516,610	625,083	108,473
	28. Total liabilities	28.	299,530	311,264	11,734
	29. Retained earnings	29.	217,080	313,819	96,739
	30. Number of voting members of governing body	30.	7	5	
	31. Number of independent voting members of governing body	31.	7	5	
	32. Number of employees	32.	21	31	
	33. Number of volunteers	33.			

Form **990**

Tax Return History

2022

Name

STRENGTH IN PEERS, INC.

Employer Identification Number

81-1604006

	2018	2019	2020	2021	2022	2023
Contributions, gifts, grants	1,068,290	1,016,778	1,241,084	1,414,064	1,692,631	
Membership dues						
Program service revenue						
Capital gain or loss						
Investment income						
Fundraising revenue (income/loss)						
Gaming revenue (income/loss)						
Other revenue	981	644	621	1,301	3,810	
Total revenue	1,069,271	1,017,422	1,241,705	1,415,365	1,696,441	
Grants and similar amounts paid			13,007	14,000		
Benefits paid to or for members						
Compensation of officers, etc.	66,154	67,308				
Other compensation	431,754	517,571	673,292	748,573	954,769	
Professional fees	286,449	242,693	295,573	313,339	293,187	
Occupancy costs	39,684	51,655	79,148	95,697	128,227	
Depreciation and depletion		557	2,289	3,444	4,397	
Other expenses	196,556	109,686	120,800	206,688	219,122	
Total expenses	1,020,597	989,470	1,184,109	1,381,741	1,599,702	
Excess or (Deficit)	48,674	27,952	57,596	33,624	96,739	
Total exempt revenue	1,069,271	1,017,422	1,241,705	1,415,365	1,696,441	
Total unrelated revenue						
Total excludable revenue	981	644	621	1,301	3,810	
Total Assets	165,509	179,815	276,028	516,610	625,083	
Total Liabilities	67,601	53,955	92,572	299,530	311,264	
Net Fund Balances	97,908	125,860	183,456	217,080	313,819	

Federal Statements

Form 990, Part IX, Line 11g - Other Fees for Service (Non-employee)

Description	Total Expenses	Program Service	Management & General	Fund Raising
HR CONSULTANT	$ 10,800	$ 1,440	$ 9,360	$
CONSULTANTS & EVALUATORS	245,170	233,170	12,000	
TOTAL	$ 255,970	$ 234,610	$ 21,360	$ 0

Form 990, Part IX, Line 24e - All Other Expenses

Description	Total Expenses	Program Service	Management & General	Fund Raising
TAXES & LICENSES	$ 25	$	$ 25	$
TOTAL	$ 25	$ 0	$ 25	$ 0

Federal Statements

Schedule A, Part II, Line 1(e)

Description	Amount
GOVERNMENT GRANTS OR CONTRIBUTIONS	$ 1,673,841
OTHER	18,790
TOTAL	$ 1,692,631

Schedule A, Part II, Line 12 - Current year

Description	Amount
MISCELLANEOUS	$ 3,810
TOTAL	$ 3,810

STRENGTH IN PEERS, INC.

FINANCIAL STATEMENTS

June 30, 2023 and 2022

STRENGTH IN PEERS, INC.

TABLE OF CONTENTS

	Page
INDEPENDENT AUDITOR'S REPORT	1
FINANCIAL STATEMENTS	
Statements of Financial Position	3
Statements of Activities	4
Statements of Functional Expenses	5
Statements of Cash Flows	6
Notes to Financial Statements	7
INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS	13
INDEPENDENT AUDITOR'S REPORT ON COMPLIANCE FOR EACH MAJOR PROGRAM AND ON INTERNAL CONTROL OVER ON COMPLIANCE REQUIRED BY THE UNIFORM GUIDANCE	15
SUPPLEMENTARY INFORMATION	
Schedule of Expenditures of Federal Awards	18
Notes to Schedule of Expenditures of Federal Awards	19
Summary Schedule of Prior Audit Findings	20
Schedule of Findings and Questioned Costs	21

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors
Strength in Peers, Inc.
New Market, Virginia

Report on the Audit of the Financial Statements

We have audited the accompanying financial statements of Strength in Peers, Inc. (a nonprofit organization), which comprise the statement of financial position as of June 30, 2023, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements present fairly, in all material respects, the financial position of Strength in Peers, Inc. as of June 30, 2023 and 2022 and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Strength in Peers, Inc. and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Strength in Peers, Inc.'s ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Strength in Peers, Inc.'s internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Strength in Peers, Inc.'s ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The schedule of expenditures of federal awards, as required by *Title 2 U.S. Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the schedule of expenditures of federal awards is fairly stated, in all material respects, in relation to the financial statements as a whole.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated March 22, 2024, on our consideration of Strength in Peers, Inc.'s internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Strength in Peers, Inc.'s internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering Strength in Peers, Inc.'s internal control over financial reporting and compliance.

Beachy Urehart, PLLC

March 22, 2024
Harrisonburg, Virginia

STRENGTH IN PEERS, INC.
STATEMENTS OF FINANCIAL POSITION
June 30, 2023 and 2022

	2023	2022
ASSETS		
CURRENT ASSETS		
Cash	$ 253,653	$ 118,311
Grant funds receivable	216,420	373,659
Prepaid expenses	10,376	10,376
TOTAL CURRENT ASSETS	480,449	502,346
PROPERTY AND EQUIPMENT		
At cost, less accumulated depreciation	14,367	14,264
OTHER LONG-TERM ASSETS		
Building deposit	50,000	-
Operating lease right-of-use asset	80,266	-
	130,266	-
	$ 625,082	$ 516,610
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable	$ 24,484	$ 49,410
Accrued expenses	52,532	66,244
Payroll taxes payable	7,259	48
Current portion of operating lease liabilities	23,092	-
Deferred revenue	146,722	183,828
TOTAL CURRENT LIABILITIES	254,089	299,530
LONG-TERM LIABILITIES		
Long-term operating lease liabilities	57,174	-
	311,263	299,530
NET ASSETS		
Without donor restrictions	308,855	212,116
With donor restrictions	4,964	4,964
	313,819	217,080
	$ 625,082	$ 516,610

See accompanying notes to financial statements.

STRENGTH IN PEERS, INC.
STATEMENTS OF ACTIVITIES
Years Ended June 30, 2023 and 2022

	2023	2022
CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS:		
REVENUE AND SUPPORT		
Federal grants	$ 1,354,254	$ 1,168,097
Other grants	319,587	221,757
Contributions	18,790	19,210
Other income	3,810	1,301
Net assets released from restrictions	-	36
TOTAL REVENUE AND SUPPORT	1,696,441	1,410,401
EXPENSES		
Program services	1,404,764	1,217,861
Management and general	194,938	163,880
TOTAL EXPENSES	1,599,702	1,381,741
INCREASE IN NET ASSETS WITHOUT DONOR RESTRICTIONS	96,739	28,660
CHANGES IN NET ASSETS WITH DONOR RESTRICTIONS:		
Other grants	-	5,000
Net assets released from restrictions	-	(36)
INCREASE IN NET ASSETS WITH DONOR RESTRICTIONS	-	4,964
TOTAL INCREASE IN NET ASSETS	96,739	33,624
NET ASSETS AT BEGINNING OF YEAR	217,080	183,456
NET ASSETS AT END OF YEAR	$ 313,819	$ 217,080

See accompanying notes to financial statements.

STRENGTH IN PEERS, INC.
STATEMENTS OF FUNCTIONAL EXPENSES
Years Ended June 30, 2023 and 2022

Year Ended June 30, 2023	Program Services	Management and General	Total
Salaries and wages	$ 734,875	$ 89,988	$ 824,863
Contracts	234,610	21,360	255,970
Benefits and payroll taxes	114,719	18,546	133,265
Other	72,245	11,807	84,052
Rent	63,600	-	63,600
Utilities and telephone	41,377	935	42,312
Professional fees	3,142	34,074	37,216
Supplies	28,606	5,545	34,151
Travel	33,226	11	33,237
Conferences and training	28,895	57	28,952
Repairs and maintenance	22,314	-	22,314
Marketing	19,918	1,588	21,506
Insurance	-	10,628	10,628
Participant incentives	7,237	399	7,636
	$ 1,404,764	$ 194,938	$ 1,599,702

Year Ended June 30, 2022	Program Services	Management and General	Total
Salaries and wages	$ 562,565	$ 81,029	$ 643,594
Contracts	251,583	9,000	260,583
Benefits and payroll taxes	103,121	1,856	104,977
Other	40,713	5,221	45,934
Rent	49,382	11,259	60,641
Utilities and telephone	49,146	3,223	52,369
Professional fees	19,104	32,873	51,977
Supplies	22,540	188	22,728
Travel	24,798	-	24,798
Conferences and training	52,126	-	52,126
Repairs and maintenance	12,719	2,041	14,760
Marketing	24,793	53	24,846
Insurance	941	16,698	17,639
Participant incentives	4,330	439	4,769
	$ 1,217,861	$ 163,880	$ 1,381,741

See accompanying notes to financial statements.

STRENGTH IN PEERS, INC.
STATEMENTS OF CASH FLOWS
Years Ended June 30, 2023 and 2022

	2023	2022
CASH FLOWS FROM OPERATING ACTIVITIES		
Cash received from contributors and grants	$ 1,816,574	$ 1,391,606
Cash paid to employees	(838,575)	(635,428)
Cash paid to suppliers	(662,103)	(614,770)
Cash paid for benefits and payroll taxes	(126,054)	(104,968)
NET CASH PROVIDED BY OPERATING ACTIVITIES	189,842	36,440
CASH FLOWS FROM INVESTING ACTIVITIES		
Payment for building deposit	(50,000)	-
Purchase of property and equipment	(4,500)	(8,665)
NET CASH USED BY INVESTING ACTIVITIES	(54,500)	(8,665)
NET INCREASE IN CASH	135,342	27,775
CASH AT BEGINNING OF YEAR	118,311	90,536
CASH AT END OF YEAR	$ 253,653	$ 118,311

See accompanying notes to financial statements.

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Nature of Organization

Strength In Peers, Inc. (the Organization) is a nonprofit, peer-run Recovery Community Organization that serves Harrisonburg City and Rockingham, Page, and Shenandoah Counties in Virginia. The organization is comprised of individuals who have overcome substance use, mental health, and trauma-related challenges. Grounded in their lived experiences, the Organization's mission is to offer hope, support, and advocacy for those seeking recovery so that they can build resilience and thrive in their lives and communities.

Nature of Activities

Strength In Peers offers free, voluntary, and confidential support to those who are experiencing substance use, mental health, and trauma-related challenges and seek to move forward in their recoveries.

Recovery Support Services: Strength In Peers, Inc. operates a variety of programs that provide one-on-one peer support, assistance navigating health and social services, peer support groups, and educational workshops. These services apply a flexible approach to recovery that honors everyone's unique journey and supports their choices without judgement. Strength In Peers, Inc. also partners with behavioral health treatment providers to offer counseling and telepsychiatry to its participants. Adult services are grant funded and eligibility is limited to vulnerable populations, such as individuals who reside in rural communities, are experiencing homelessness, are returning to the community from incarceration, or face barriers to accessing traditional treatment programs.

Community Resource Center: Strength In Peers, Inc. offers anyone in the community one-on-one support, referrals to community services, assistance applying for Medicaid and public benefits, and free computer usage. The Center has a small food pantry and emergency supplies for individuals experiencing homelessness such as toiletries, first aid supplies, camping supplies, blankets, and winter clothing. The Center is open Monday through Friday from 9 am – 2 pm at the organization's Harrisonburg office. Groups and workshops are held throughout the week.

Comprehensive Harm Reduction is a set of public health strategies to reduce the negative impact of drug use, including HIV, Hepatitis C, other infections, overdose, and death among people who are unable or not ready to stop using drugs. Strength In Peers provides needle exchange, naloxone, rapid HIV and Hepatitis C testing, fentanyl test strips, condoms, and wound care supplies. All services are provided by Peer Recovery Specialists who educate participants on recovery options, overdose prevention, and the prevention of bloodborne pathogens. Services are offered in the Harrisonburg office, as well as via a mobile program that serves Rockingham, Shenandoah, and Page. The program is authorized by the Virginia Commissioner of Health.

Homeless and Reentry Services: Strength In Peers, Inc. aims to serve the most vulnerable community members. It conducts homeless street outreach to identify and engage individuals who are living on the streets and in encampments. It also conducts jail outreach and provide weekly peer support groups and reentry workshops in three local jails. Additionally, the organization operates a homeless respite program that partners with the local hospital to support individuals experiencing homelessness following a hospitalization for physical, mental, and behavioral health crises. The program provides individuals hotel vouchers, peer recovery support, and help navigating follow up doctors' appointments and social services. The organization also operates a men's recovery house that provides safe, sober, and supportive housing for individuals seeking recovery from substance use challenges. The program primarily enrolls individuals experiencing homelessness and individuals returning to the community from incarceration.

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Nature of Activities (Continued)

Advocacy and Education: Strength In Peers, Inc. plays a critical role in improving access to community resources for vulnerable populations that experience health disparities. The organization engages in many forms of community outreach to build knowledge about wellness and available community services, including mailers, social media, and mass media. Staff advocate on behalf of participants to help them access local community services and resources. Staff also participate in community coalitions and regularly network with local organizations and agencies to educate them about the needs of vulnerable populations. The organization also offers workshops and training opportunities for area service providers to develop their knowledge and skills to better serve those struggling with substance use, mental health, and trauma-related challenges.

Financial Statement Presentation

The Organization reports information regarding its financial position and activities according to two classes of net assets that are based upon the existence or absence of restrictions on use that are placed by its donors: net assets without donor restrictions and net assets with donor restrictions.

Net assets without donor restrictions are resources available to support operations and not subject to donor restrictions. The only limits on the use of net assets without donor restrictions are the broad limits resulting from the nature of the Organization, the environment in which it operates, the purposes specified in its corporate documents and its application for tax-exempt status, and any limits resulting from contractual agreements with creditors and others that are entered into in the course of its operations.

Net assets with donor restrictions are resources that are subject to donor-imposed restrictions. Some restrictions are temporary in nature, such as those that are restricted by a donor for use for a particular purpose or in a particular future period. Other restrictions may be perpetual in nature; such as those that are restricted by a donor that the resources be maintained in perpetuity.

Cash

The Organization considers all unrestricted short-term investments with an original maturity of three months or less to be cash equivalents.

Grants Receivable

Grants receivable are reported at the amount management expects to collect according to the terms of each respective grant contract.

Compensated Absences

No liability is recorded for leave time as employees do not accrue any vested leave.

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. On an ongoing basis, management evaluates the estimates and assumptions based on new information. Management believes that the estimates and assumptions are reasonable in the circumstances; however, actual results could differ from those estimates.

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Property and Equipment

Property and equipment are recorded at cost. The costs of additions and betterments of one year or more and a cost of $500 or more are capitalized, and expenditures for repairs and maintenance are expensed in the period incurred. When items of property and equipment are sold or retired, the related costs and accumulated depreciation are removed from the accounts and any gain or loss is included in income. Contributions of property and materials are capitalized at their current fair values. Depreciation is computed by the straight-line method over the estimated useful lives of the assets.

Advertising

The Organization expenses advertising cost as they are incurred.

Expense Allocation

The costs of providing various programs and other activities have been summarized on a functional basis in the Statement of Activities. The Statement of Functional Expenses presents the natural classification of expenses by function. Accordingly, certain costs have been allocated among the programs and supporting services benefited. The expenses that are allocated along with the allocation methodology are as follows:

Expense	Methodology
Salaries and wages	Hours worked from timesheets
Benefits and payroll taxes	Proportion of hours worked
Rent	Location and percent of Full Time Employees

The office located in Harrisonburg, VA allocates rent to the Back on Track, and Community Resource and Recovery Center based on percent of FTEs. The two offices located in New Market, VA allocate rent to the two Side-by-Side Recovery Projects based on percent of FTEs.

Income Tax Status

The Organization is exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code. However, income from certain activities not directly related to the Organization's tax-exempt purpose is subject to taxation as unrelated business income. The Organization believes that it has appropriate support for any tax positions taken, and as such, does not have any uncertain tax positions that are material to the financial statements. In addition, the Organization qualifies for the charitable contribution deduction under Section 170(b)(1)(A) and has been classified as an organization other than a private foundation under Section 509(a)(2).

Subsequent Events

Subsequent events were evaluated through March 22, 2024, which is the date the financial statements were available to be issued.

NOTE B – OPERATING LEASES

The Organization has three office space operating leases. The Harrisonburg office lease expired in August 2024 when the Organization purchased the building. The remaining two leases expire at various dates through April 30, 2025.

The lease agreement does not include any material residual value guarantees or restrictive covenants.

Assets and liabilities from operating leases are stated separately in the balance sheet. The components of operating lease expenses that are included in "Rent" in the statement of functional expenses for the years ended June 30, 2023 and 2022 are as follows:

	2023	2022
Operating lease cost	$ 63,600	$ 60,641

Weighted average lease term and discount rate as of June 30, 2023:

	2023	2022
Weighted average remaining lease term	3.2 years	-
Weighted average discount rate	7.30%	0.00%

Maturities of operating lease liabilities are as follows:

Year Ended June 30,	
2024	$ 28,200
2025	28,800
2026	25,500
2027	7,800
Total lease payments	90,300
Less interest	(10,034)
Present Value	$ 80,266

NOTE C – MAJOR SOURCE OF REVENUE

For the years ended June 30, 2023 and 2022, the Organization received approximately 42% and 56%, respectively, of its revenue from two federal agencies.

NOTE D – PROPERTY AND EQUIPMENT

For financial reporting purposes, depreciation of property and equipment is provided on the straight-line method over the estimated useful life of the asset.

Property and equipment are summarized by major classifications as follows:

	2023	2022
Leasehold improvements	$ 11,000	$ 11,000
Vechicles	8,665	8,665
Computer equipment	4,500	-
Appliances, furniture and fixtures	890	890
	25,055	20,555
Accumulated depreciation	(10,688)	(6,291)
	$ 14,367	$ 14,264

NOTE E – RETIREMENT PLAN

The Organization offers its employees a SIMPLE IRA Plan. Employees are eligible to participate once they earn $5,000 in the current year and have earned at least $5,000 during any two prior calendar years. The Organization matches contributions equal to 2% of each eligible employee's compensation. Contributions made to the Plan by the Organization were $13,934 and $10,976 for the years ended June 30, 2023 and 2022, respectively.

NOTE F – NET ASSETS WITH DONOR RESTRICTIONS

For the years ended June 30, 2023 and 2022, net assets with donor restrictions are restricted for the following purposes or periods:

	2023	2022
Family youth support	$ 4,964	$ 4,964

Net assets were released from restrictions by incurring expenses or the passage of time, as follows:

	2023	2022
Purpose restrictions accomplished:		
Family youth support	$ -	$ 36

NOTE G – LIQUIDITY AND AVAILABILITY OF FINANCIAL ASSETS

The following table reflects the Organization's financial assets as of June 30, 2023 and 2022, respectively, reduced for amounts not available for general expenditure within one year. Financial assets are considered unavailable when illiquid or not convertible to cash within one year, assets held for others, or because the governing board has set aside the funds for a specific purpose. These board designations could be drawn upon if the board approves that action. The Organization considers general expenditures to be all expenditures related to its ongoing activities as well as the conduct of services undertaken to support those activities to be general expenditures.

The Organization's financial assets available within one year of the financial position date for general expenditures are as follows:

	2023	2022
Financial assets:		
Cash and cash equivalents	$ 253,653	$ 118,311
Grants funds receivable	216,420	373,659
Total financial assets	470,073	491,970
Less those unavailable for general expenditure within one year:		
Donor-restricted assets	4,964	4,964
Financial assets available to meet cash needs for general expenditures within one year	$ 465,109	$ 487,006

As part of the Organization's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due. In the event of an unanticipated liquidity need, the Organization could draw upon cash deposits.

NOTE H – RECLASSIFICATIONS

Certain accounts in the prior year financial statements have been reclassified for comparative purposes to conform to current year presentation. Such reclassifications had no impact on net assets or the change in net assets.

NOTE I – SUBSEQUENT EVENTS

On August 3, 2023, the Organization obtained a mortgage note in the amount of $657,000 from United Bank with an interest of 7.3%. The note was used to purchase the Harrisonburg office building.

INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS*

To the Board of Directors
Strength In Peers, Inc.

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of Strength in Peers, Inc. (a nonprofit organization), which comprise the statement of financial position as of June 30, 2023, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements, and have issued our report thereon dated March 22, 2024.

Report on Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered Strength in Peers, Inc.'s internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of Strength in Peers, Inc.'s internal control. Accordingly, we do not express an opinion on the effectiveness of the Strength in Peers, Inc.'s internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements, on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether Strength in Peers, Inc.'s financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

540.433.2488 209 N. High Street, Harrisonburg, Virginia 22802 www.BEACHYAREHART.com

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the organization's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the organization's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Beachy Urehart, PLLC

March 22, 2024
Harrisonburg, Virginia

INDEPENDENT AUDITOR'S REPORT ON COMPLIANCE FOR EACH MAJOR PROGRAM AND ON INTERNAL CONTROL OVER COMPLIANCE REQUIRED BY THE UNIFORM GUIDANCE

To the Board of Directors
Strength In Peers, Inc.

Report on Compliance for Each Major Federal Program

Opinion on Each Major Federal Program

We have audited Strength in Peers, Inc's compliance with the types of compliance requirements identified as subject to audit in the *OMB Compliance Supplement* that could have direct and material effect on each of Strength in Peers, Inc.'s major federal programs for the year ended June 30, 2023. Strength in Peers, Inc.'s major federal programs are identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs.

In our opinion, Strength in Peers, Inc.'s complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended June 30, 2023.

Basis for Opinion on Each Major Federal Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and the audit requirements of Title 2 U.S. Code of *Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditor's Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of Strength in Peers, Inc. and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination Strength in Peers, Inc.'s compliance with the compliance requirements referred to above.

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules, and provisions of contracts or grant agreements applicable to Strength in Peers, Inc.'s federal programs.

Auditor's Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on Strength in Peers, Inc.'s compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards, *Government Auditing Standards*, and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about Strength in Peers, Inc.'s compliance with the requirements of each major federal program as a whole.

540.433.2488 209 N. HIGH STREET, HARRISONBURG, VIRGINIA 22802 WWW.BEACHYAREHART.COM

In performing an audit in accordance with generally accepted auditing standards, *Government Auditing Standards*, and the Uniform Guidance, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding Strength in Peers, Inc.'s compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of Strength in Peers, Inc.'s internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of Strength in Peers, Inc.'s internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Report on Internal Control over Compliance

A *deficiency in internal control over compliance* exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. A *material weakness in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the Auditor's Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

Beachy Urehart, PLLC

March 22, 2024
Harrisonburg, Virginia

SUPPLEMENTARY INFORMATION

STRENGTH IN PEERS, INC.
SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
Year Ended June 30, 2023

Federal Grantor/Pass-Through Grantor/Program or Cluster Title	Assistance Listing Number	Pass-Through Entity Identifying Number	Passed Through to Subrecipients	Total Federal Expenditures
U.S. Department of Health and Human Services:				
Rural Health Care Services Outreach Program:				
Side by Side Recovery Project	93.912		$ -	$ 203,202
Substance Abuse and Mental Health Services:				
Back on Track Program	93.243		-	367,722
Recovery and Resource Center	93.243		-	134,549
Total Substance Abuse and Mental Health Services Programs			-	502,271
VDH: HIV Prevention Activities - Health Department Based Programs:				
Pathways to Wellness	93.940	NU62PS924552 & VDH45700	-	50,030
Comprehensive Harm Reduction	93.940	NU62PS924552	-	67,049
Total HIV Prevention Activities - Health Department Based Programs			-	117,079
VDH: Activities to Support State, Tribal, Local and Territorial Health Department Resources to Public Health or Healthcare Crisis:				
Youth and Family Support	93.391	NH75OT000101	-	21,074
DBHDS: Block Grants for Prevention and Treatment of Substance Abuse:				
Side by Side Recovery Project	93.959	B08TI083547 & 1B08TI083972-01	-	192,586
Resource Fair	93.959	H79TI083296	-	13,687
Total DBHDS: Block Grants for Prevention and Treatment of Substance Abuse			-	206,273
Total U.S. Department of Health and Human Services:			-	1,049,899
U.S. Department of Treasury:				
VDH: Coronavirus US State and Local Fiscal Recovery:				
COVID-19 - Comprehensive Harm Reduction	21.070	ALN21.07	-	67,538
Total Expenditures of Federal Awards			$ -	$ 1,117,437

See accompanying notes to financial statements.

STRENGTH IN PEERS, INC.
NOTES TO SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
Year Ended June 30, 2023

NOTE A – BASIS OF PRESENTATION

The accompanying schedule of expenditures of federal awards (the Schedule) includes the federal award activity of Strength in Peers, Inc. under programs of the federal government for the year ended June 30, 2023. The information in this Schedule is presented in accordance with the requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Because the Schedule presents only a selected portion of the operations of Strength in Peers, Inc. it is not intended to and does not present the financial position, changes in net assets, or cash flows of Strength in Peers, Inc..

NOTE B – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Expenditures reported on the Schedule are reported on the accrual basis of accounting. Such expenditures are recognized following the cost principles contained in the Uniform Guidance, wherein certain types of expenditures are not allowable or are limited as to reimbursement.

NOTE C – INDIRECT COST RATE

Strength in Peers, Inc. has elected to use the 10% de minimis indirect cost rate as allowed under the Uniform Guidance.

STRENGTH IN PEERS, INC.
SUMMARY SCHEDULE OF PRIOR AUDIT FINDINGS
Year Ended June 30, 2023

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES

No prior audit findings to report.

U.S. DEPARTMENT OF TREASURY

No prior audit findings to report.

STRENGTH IN PEERS, INC.
SCHEDULE OF FINDINGS AND QUESTIONED COSTS
Year Ended June 30, 2023

SUMMARY OF AUDITOR'S RESULTS

1. The auditor's report expresses an unmodified opinion on whether the financial statements of Strength in Peers, Inc. were prepared in accordance with GAAP.

2. No material weaknesses were identified during the audit of the financial statements.

3. No instances of noncompliance material to the financial statements of Strength in Peers, Inc., which would be required to be reported in accordance with *Government Auditing Standards*, were disclosed during the audit.

4. No material weaknesses were identified during the audit of major federal award programs.

5. The auditor's report on compliance for the major federal award programs for Strength in Peers, Inc. expresses an unmodified opinion on all major programs.

6. Audit findings that are required to be reported in accordance with 2 CFR section 200.516(a) are reported in this Schedule.

7. The programs tested as a major program were Back on Track Program, and Recovery and Resource Center, Assistance Listing Number No. 93.243; and Side by Side Recovery Project and Resource Fair, Assistance Listing Number No. 93.959.

8. The threshold for distinguishing Types A and B programs was $750,000.

9. Strength in Peers, Inc. was not determined to be a low risk auditee.

FINDINGS – FINANCIAL STATEMENT AUDIT

None

FINDINGS – MAJOR FEDERAL AWARD PROGRAMS AUDIT

None