

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form 990

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.

2024

Open to Public Inspection

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

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION		D Employer identification number 94-2260626
	Doing business as		E Telephone number 415-252-4788
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	
	401 VAN NESS AVE., SUITE 313		G Gross receipts \$ 39,265,838.
	City or town, state or province, country, and ZIP or foreign postal code SAN FRANCISCO, CA 94102		
F Name and address of principal officer: JULIE CANE SAME AS C ABOVE		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. See instructions H(c) Group exemption number	

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

J Website: **WWW.SWORDS-TO-PLOWSHARES.ORG**

K Form of organization: Corporation Trust Association Other **L** Year of formation: **1974** **M** State of legal domicile: **CA**

Part I Summary

Activities & Governance	1	Briefly describe the organization's mission or most significant activities: TO HEAL WOUNDS OF WAR, TO RESTORE DIGNITY, HOPE AND SELF-SUFFICIENCY TO ALL VETERANS IN NEED.
	2	Check this box <input type="checkbox"/> 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 17
	4	Number of independent voting members of the governing body (Part VI, line 1b) 4 17
	5	Total number of individuals employed in calendar year 2024 (Part V, line 2a) 5 256
	6	Total number of volunteers (estimate if necessary) 6 150
	7a	Total unrelated business revenue from Part VIII, column (C), line 12 7a 0.
7b	Net unrelated business taxable income from Form 990-T, Part I, line 11 7b 0.	
Revenue	8	Contributions and grants (Part VIII, line 1h) 28,796,709. 30,117,287.
	9	Program service revenue (Part VIII, line 2g) 6,275,375. 9,111,117.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d) 26,102. 29,673.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 541,691. -79,862.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) 35,639,877. 39,178,215.
	Expenses	13
14		Benefits paid to or for members (Part IX, column (A), line 4) 0. 0.
15		Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 18,118,338. 19,208,190.
16a		Professional fundraising fees (Part IX, column (A), line 11e) 0. 0.
b		Total fundraising expenses (Part IX, column (D), line 25) 575,976.
17		Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 10,003,999. 12,270,546.
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 36,263,194. 38,540,912.	
19	Revenue less expenses. Subtract line 18 from line 12 -623,317. 637,303.	
Net Assets or Fund Balances	20	Total assets (Part X, line 16) 39,124,767. 39,522,332.
	21	Total liabilities (Part X, line 26) 27,714,646. 27,476,825.
	22	Net assets or fund balances. Subtract line 21 from line 20 11,410,121. 12,045,507.

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		
	STEPHEN CHEN, CFO Type or print name and title				
Paid Preparer Use Only	Preparer's name	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed	PTIN
	LANCE SMITH				P00696626
Preparer Use Only	Firm's name	Firm's EIN		Phone no. (415) 223-6130	
	NOVOGRADAC & COMPANY LLP	94-3108253			
Firm's address					
1435 N MCDOWELL BLVD SUITE 350					
PETALUMA, CA 94954					

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

SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: SWORDS TO PLOWSHARES' MISSION IS TO HEAL THE WOUNDS OF WAR, TO RESTORE DIGNITY, HOPE AND SELF-SUFFICIENCY TO ALL VETERANS IN NEED, AND TO SIGNIFICANTLY REDUCE HOMELESSNESS AND POVERTY AMONG VETERANS.

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 [X] No If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No If "Yes," describe these changes on Schedule O.

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

4a (Code:) (Expenses \$ 17,585,841. including grants of \$ 1,210,248.) (Revenue \$ 9,118,878.) SUPPORTIVE HOUSING

SWORDS TO PLOWSHARES (SWORDS) CONTINUES TO EXPAND OUR INNOVATIVE AND AWARD-WINNING, EMERGENCY, TRANSITIONAL AND PERMANENT SUPPORTIVE HOUSING PROGRAMS THAT HELP HOMELESS VETERANS GAIN STABILITY AND LIVE INDEPENDENTLY IN THE COMMUNITY. WE CURRENTLY HOUSE NEARLY 500 VETERANS IN PERMANENT OR TRANSITIONAL HOUSING. SWORDS HAS THREE PROJECTS, ONE THAT'S FULLY COMPLETE AND THE OTHER TWO IN VARIOUS STAGES DURING THE CONSTRUCTION PROCESS. THESE PROJECTS WILL PROVIDE HOUSING ANOTHER 150 VETERANS IN THE NEAR FUTURE. FOR MORE DETAILS ON THE IMPACT OF OUR PROGRAMS PLEASE GO TO WWW.STP-SF.ORG/OUR-IMPACT

4b (Code:) (Expenses \$ 11,875,152. including grants of \$ 5,347,323.) (Revenue \$) HEALTH & SOCIAL SERVICES

MORE THAN 1,500 VETERANS SOUGHT SERVICES AND CASE MANAGEMENT AT SWORDS' DROP-IN CENTER, WHICH PROVIDES CRITICAL SERVICES TO HOMELESS AND AT-RISK VETERANS, INCLUDING: EMERGENCY SHELTER; MENTAL HEALTH AND SUBSTANCE ABUSE COUNSELING; HOMELESSNESS PREVENTION; RAPID RE-HOUSING AND REFERRALS TO A NUMBER OF COMMUNITY AGENCIES AND THE VETERANS ADMINISTRATION. WE PROVIDE ASSISTANCE TO STABILIZE VETERANS AND TO MEET THE FULL RANGE OF THEIR NEEDS AS THEY PREPARE TO ENTER A TREATMENT PROGRAM, START A NEW JOB OR EXIT HOMELESSNESS.

CASE MANAGERS ARRANGED FOR BRIEF EMERGENCY HOUSING FOR OVER 250

4c (Code:) (Expenses \$ 1,251,925. including grants of \$ 215,191.) (Revenue \$) EMPLOYMENT AND TRAINING SERVICES

SWORDS OFFERS COMPREHENSIVE SERVICES THAT HELP VETERANS OVERCOME BARRIERS TO EMPLOYMENT, STABILIZE THEIR LIVES AND BECOME JOB-READY. WE HELPED MORE THAN 350 VETERANS IN SAN FRANCISCO AND THE EAST BAY WITH PRE-EMPLOYMENT PREPARATION, CAREER COUNSELING, JOB TRAINING, JOB PLACEMENT AND FOLLOW-UP. WE SECURED JOB TRAINING FOR 280 VETERANS AND PLACED 264 VETERANS IN JOBS. 150 OF OUR CLIENTS WERE HOMELESS AT TIME OF ENROLLMENT. SWORDS ALSO HELPS VETERANS WITH TRAINING, TUITION, WORK CLOTHING, TOOLS, TRANSPORTATION AND OTHER NEEDS SO THEY CAN FIND AND MAINTAIN LONG-TERM EMPLOYMENT.

4d Other program services (Describe on Schedule O.) (Expenses \$ 2,451,765. including grants of \$ 289,414.) (Revenue \$)

4e Total program service expenses 33,164,683.

SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>	X	
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>	X	
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>	X	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i> See instructions		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	X	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	X	

SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION

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? <i>If "Yes," complete Schedule I, Parts I and III</i>	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? <i>If "Yes," complete Schedule J</i>	23 X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>	24a	X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
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? <i>If "Yes," complete Schedule L, Part I</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? <i>If "Yes," complete Schedule L, Part I</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? <i>If "Yes," complete Schedule L, Part II</i>	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? <i>If "Yes," complete Schedule L, Part III</i>	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? <i>If "Yes," complete Schedule L, Part IV</i>	28a	X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>	28b	X
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>	28c	X
29 Did the organization receive more than \$25,000 in noncash contributions? <i>If "Yes," complete Schedule M</i>	29	X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30	X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31	X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32	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? <i>If "Yes," complete Schedule R, Part I</i>	33 X	
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	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)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b	
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	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? <i>If "Yes," complete Schedule R, Part VI</i>	37	X
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?	38 X	

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	379
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	

SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION

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 256		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
b	If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation on Schedule O</i>		
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)?		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?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		
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?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
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?	X	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	X	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
d	If "Yes," indicate the number of Forms 8282 filed during the year 7d		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? ...		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
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?		
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966?		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
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?		
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.		
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?		X
b	If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i>		
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?		X
	If "Yes," see the instructions and file Form 4720, Schedule N.		
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?		X
	If "Yes," complete Form 4720, Schedule O.		
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953?		
	If "Yes," complete Form 6069.		

SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION

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

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

Section A. Governing Body and Management

			Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.	1a	17		
b Enter the number of voting members included on line 1a, above, who are independent	1b	17		
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		X	

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed CA, NY
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records
STEPHEN CHEN - 415-252-4788
401 VAN NESS AVE, SUITE 313, SAN FRANCISCO, CA 94102

SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION

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

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

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

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

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) TRAMECIA GARNER EXECUTIVE DIRECTOR/ COO	40.00			X			211,656.	0.	5,000.	
(2) MICHAEL BLECKER 2024 EXECUTIVE DIRECTOR	20.00			X			206,325.	0.	3,125.	
(3) STEPHEN CHEN CHIEF FINANCIAL OFFICER	40.00			X			180,885.	0.	4,500.	
(4) COLLEEN MURAKAMI CHIEF OF RESOURCE DEVELOPMENT AND CO	40.00			X			178,902.	0.	5,000.	
(5) MARK WALKER DEPUTY DIRECTOR FOR EAST BAY PROGRAM	40.00					X	159,688.	0.	4,000.	
(6) STEVEN CULBERTSON DEPUTY DIRECTOR FOR SF PROGRAMS & HO	40.00					X	154,447.	0.	4,000.	
(7) AMY FAIRWEATHER POLICY DIRECTOR	40.00					X	144,865.	0.	5,000.	
(8) MONIQUE CROSSLEY DIRECTOR OF PROPERTY MANagements	40.00					X	136,311.	0.	5,000.	
(9) MAUREEN SIEDOR DIRECTOR OF LEGAL SERVICES	40.00					X	135,108.	0.	4,000.	
(10) ELENA KIM CHIEF OPERATING OFFICER	40.00			X			88,915.	0.	1,000.	
(11) PLACIDO "JOE" ORDONA BOARD DIRECTOR	2.00	X					0.	0.	0.	
(12) MAILE YEATES-ROWE BOARD DIRECTOR	2.00	X					0.	0.	0.	
(13) DOTTIE GUY BOARD DIRECTOR	2.00	X					0.	0.	0.	
(14) CHRIS ADAME BOARD DIRECTOR	2.00	X					0.	0.	0.	
(15) MICHAEL THIEL BOARD CHAIR	4.00	X		X			0.	0.	0.	
(16) SETH STEWARD BOARD DIRECTOR	2.00	X					0.	0.	0.	
(17) DELEANO SEYMOUR BOARD DIRECTOR	2.00	X					0.	0.	0.	

SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) ERIK EDWARDS BOARD DIRECTOR	2.00	X					0.	0.	0.	
(19) PAUL COX BOARD DIRECTOR	2.00	X					0.	0.	0.	
(20) BARBARA SAAVEDRA SECRETARY	4.00	X		X			0.	0.	0.	
(21) MICAH SOLIT BOARD DIRECTOR	2.00	X					0.	0.	0.	
(22) MICHAEL DEKSHENIEKS BOARD DIRECTOR	2.00	X					0.	0.	0.	
(23) MICHAEL FASSLER BOARD DIRECTOR	2.00	X					0.	0.	0.	
(24) JULIE CANE VICE CHAIR/BOARD DIRECTOR	4.00	X		X			0.	0.	0.	
(25) DIANE WILLIAMSON BOARD DIRECTOR	2.00	X					0.	0.	0.	
(26) KATE RICHARDSON BOARD DIRECTOR	2.00	X					0.	0.	0.	
1b Subtotal							1,597,102.	0.	40,625.	
c Total from continuation sheets to Part VII, Section A							0.	0.	0.	
d Total (add lines 1b and 1c)							1,597,102.	0.	40,625.	

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 25

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	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? <i>If "Yes," complete Schedule J for such individual</i>	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? <i>If "Yes," complete Schedule J for such person</i>	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
EXPERIENCE JANITORIAL 435 LINDEN AVE, SAN FRANCISCO, CA 94080	JANITORIAL SERVICES FOR OFFICES AND HOUSING SITES	488,587.
PRECISION SECURITY SOLUTIONS P.O. BOX 410807, SAN FRANCISCO, CA 94141	SECURITY SERVICES AT HOUSING SITES	458,429.
THE JOB SHOP, 461 2ND ST STE C332, SAN FRANCISCO, CA 94107	TEMPORARY STAFFING FOR FRONT DESKS, HOUSING SITES	342,505.
PREFERRED TALENT SOLUTIONS, LLC 1111 BROADWAY STE 300, OAKLAND, CA 94607	TEMPORARY STAFFING FOR BUILDING MAINTENANCE	300,977.
SAIDA+SULLIVAN DESIGN PARTNERS, INC 77 VAN NESS AVE, SAN FRANCISCO, CA 94102	ARCHITECTURAL DESIGNS	294,883.

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 11

SEE PART VII, SECTION A CONTINUATION SHEETS

SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION

Part VIII Statement of Revenue

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

				(A)	(B)	(C)	(D)	
				Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a						
	b Membership dues	1b						
	c Fundraising events	1c	613,723.					
	d Related organizations	1d						
	e Government grants (contributions)	1e	26,101,458.					
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	3,402,106.					
	g Noncash contributions included in lines 1a-1f	1g	\$					
	h Total. Add lines 1a-1f							30,117,287.
Program Service Revenue	2 a PARTNERSHIP EXPENSE REIMBURSMENTS	Business Code	900099	8,361,967.	8,361,967.			
	b PROGRAM SERVICE REVENUE		900099	749,150.	749,150.			
	c							
	d							
	e							
	f All other program service revenue							
	g Total. Add lines 2a-2f			9,111,117.				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			29,673.			29,673.	
	4 Income from investment of tax-exempt bond proceeds							
	5 Royalties							
	6 a Gross rents	6a	(i) Real	(ii) Personal				
	b Less: rental expenses ...	6b						
	c Rental income or (loss)	6c						
	d Net rental income or (loss)							
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities	(ii) Other				
	b Less: cost or other basis and sales expenses	7b						
	c Gain or (loss)	7c						
	d Net gain or (loss)							
8 a Gross income from fundraising events (not including \$ 613,723. of contributions reported on line 1c). See Part IV, line 18	8a							
b Less: direct expenses	8b		87,623.					
c Net income or (loss) from fundraising events				-87,623.			-87,623.	
9 a Gross income from gaming activities. See Part IV, line 19	9a							
b Less: direct expenses	9b							
c Net income or (loss) from gaming activities								
10 a Gross sales of inventory, less returns and allowances	10a							
b Less: cost of goods sold	10b							
c Net income or (loss) from sales of inventory								
Miscellaneous Revenue	11 a OTHER REVENUE	Business Code	900099	8,033.	8,033.			
	b PARTNERSHIP FLOW THROUGH ACTIVITY		900099	-272.	-272.			
	c							
	d All other revenue							
	e Total. Add lines 11a-11d				7,761.			
12 Total revenue. See instructions				39,178,215.	9,118,878.	0.	-57,950.	

SWORDS TO PLOWSHARES: VETERANS RIGHTS

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 ...	281,773.	281,773.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	6,780,403.	6,780,403.		
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	781,795.	30,591.	593,801.	157,403.
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	14,127,251.	11,621,219.	2,295,046.	210,986.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	505,224.	422,432.	73,451.	9,341.
9 Other employee benefits	2,557,574.	2,063,610.	452,423.	41,541.
10 Payroll taxes	1,236,346.	972,682.	233,479.	30,185.
11 Fees for services (nonemployees):				
a Management	243,622.	16,561.	194,354.	32,707.
b Legal	67,601.	31,642.	35,959.	
c Accounting	118,820.	65,970.	52,850.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	1,878,132.	1,870,332.	7,800.	
12 Advertising and promotion	71,670.	19,715.	49,433.	2,522.
13 Office expenses	776,297.	622,895.	116,354.	37,048.
14 Information technology				
15 Royalties				
16 Occupancy	6,043,004.	5,908,733.	124,910.	9,361.
17 Travel	174,240.	133,503.	40,597.	140.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	47,136.	46,767.	369.	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	621,734.	399,676.	222,058.	
23 Insurance	1,803,223.	1,781,533.	17,387.	4,303.
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 EXPENSES	425,067.	94,646.	289,982.	40,439.
b _____				
c _____				
d _____				
e All other expenses _____				
25 Total functional expenses. Add lines 1 through 24e	38,540,912.	33,164,683.	4,800,253.	575,976.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION

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	2,087,933.	1		2,817,409.	
	2 Savings and temporary cash investments		2			
	3 Pledges and grants receivable, net	2,868,628.	3		3,789,862.	
	4 Accounts receivable, net	536,345.	4		81,483.	
	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	73,268.	9		23,046.	
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	24,296,125.	10a			
	b Less: accumulated depreciation	5,559,127.	10b			
	11 Investments - publicly traded securities	19,304,022.	11	10c	18,736,998.	
	12 Investments - other securities. See Part IV, line 11	295,905.	12		300,539.	
	13 Investments - program-related. See Part IV, line 11	1,290,835.	13		1,290,563.	
	14 Intangible assets		14			
	15 Other assets. See Part IV, line 11	12,667,831.	15		12,482,432.	
16 Total assets. Add lines 1 through 15 (must equal line 33)	39,124,767.	16		39,522,332.		
Liabilities	17 Accounts payable and accrued expenses	2,595,588.	17		2,981,447.	
	18 Grants payable		18			
	19 Deferred revenue	2,793.	19		2,793.	
	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	14,490,363.	24		15,123,900.	
	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	10,625,902.	25		9,368,685.	
	26 Total liabilities. Add lines 17 through 25	27,714,646.	26		27,476,825.	
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.					
	27 Net assets without donor restrictions	8,271,242.	27		7,838,411.	
	28 Net assets with donor restrictions	3,138,879.	28		4,207,096.	
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.					
	29 Capital stock or trust principal, or current funds		29			
	30 Paid-in or capital surplus, or land, building, or equipment fund		30			
	31 Retained earnings, endowment, accumulated income, or other funds		31			
	32 Total net assets or fund balances	11,410,121.	32		12,045,507.	
	33 Total liabilities and net assets/fund balances	39,124,767.	33		39,522,332.	

SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION

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	39,178,215.
2	Total expenses (must equal Part IX, column (A), line 25)	2	38,540,912.
3	Revenue less expenses. Subtract line 2 from line 1	3	637,303.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	11,410,121.
5	Net unrealized gains (losses) on investments	5	-1,917.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	12,045,507.

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: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> 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: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		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: <input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	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.	X	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F? _____	X	
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits _____	X	

SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION

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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	29526715.	26015612.	30114057.	28796709.	30117287.	144570380
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	29526715.	26015612.	30114057.	28796709.	30117287.	144570380
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.						144570380

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4	29526715.	26015612.	30114057.	28796709.	30117287.	144570380
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	4,410.	4,633.	12,173.	25,774.	29,673.	76,663.
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.)	3574381.	2327737.	4554337.	4369082.	5371966.	20197503.
11 Total support. Add lines 7 through 10						164844546
12 Gross receipts from related activities, etc. (see instructions)					12	13,056,805.
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						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f))	14	87.70	%
15 Public support percentage from 2023 Schedule A, Part II, line 14	15	89.22	%
16a 33 1/3% support test - 2024. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input checked="" type="checkbox"/>
b 33 1/3% support test - 2023. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2024. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
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			<input type="checkbox"/>

SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(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 2024 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2023 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

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

19a 33 1/3% support tests - 2024. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2023. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

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

SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION

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? <i>If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.</i>	11c	

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?	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? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>	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? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>	3	

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions) .		
a <input type="checkbox"/> The organization satisfied the Activities Test. <i>Complete line 2 below.</i>		
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. <i>Complete line 3 below.</i>		
c <input type="checkbox"/> The organization supported a governmental entity. <i>Describe in Part VI how you supported a governmental entity (see instructions).</i>		
2 Activities Test. Answer lines 2a and 2b below.		
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>	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? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>	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? <i>If "Yes" or "No," provide details in Part VI.</i>	3a	
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>	3b	

SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION

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 (<i>explain in detail in Part VI</i>):		
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		(A) Prior Year	(B) Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)		Current Year
2	Enter 0.85 of line 1.		
3	Minimum asset amount for prior year (from Section B, line 8, column A)		
4	Enter greater of line 2 or line 3.		
5	Income tax imposed in prior year		
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).		
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2024 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2024	(iii) Distributable Amount for 2024
1 Distributable amount for 2024 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2024 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2024			
a From 2019			
b From 2020			
c From 2021			
d From 2022			
e From 2023			
f Total of lines 3a through 3e			
g Applied to under distributions of prior years			
h Applied to 2024 distributable amount			
i Carryover from 2019 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2024 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2024 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2024, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2024. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2025. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2020			
b Excess from 2021			
c Excess from 2022			
d Excess from 2023			
e Excess from 2024			

Schedule B (Form 990)

(Rev. December 2024) Department of the Treasury Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

Table with 2 columns: Name of the organization (SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION) and Employer identification number (94-2260626)

Organization type (check one):

Filers of:

Section:

- Form 990 or 990-EZ: [X] 501(c)(3) (enter number) organization, [] 4947(a)(1) nonexempt charitable trust not treated as a private foundation, [] 527 political organization
Form 990-PF: [] 501(c)(3) exempt private foundation, [] 4947(a)(1) nonexempt charitable trust treated as a private foundation, [] 501(c)(3) taxable private foundation

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

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

General Rule

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

Special Rules

- [X] For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.
[] For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.
[] For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions exclusively for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an exclusively religious, charitable, etc., purpose. Don't complete any of the parts unless the General Rule applies to this organization because it received nonexclusively religious, charitable, etc., contributions totaling \$5,000 or more during the year \$ _____

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

Name of organization SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION	Employer identification number 94-2260626
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	<hr/> <hr/> <hr/>	\$ <u>691,152.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	<hr/> <hr/> <hr/>	\$ <u>3,465,049.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	<hr/> <hr/> <hr/>	\$ <u>13,609,928.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	<hr/> <hr/> <hr/>	\$ <u>1,198,052.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	<hr/> <hr/> <hr/>	\$ <u>2,271,724.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	<hr/> <hr/> <hr/>	\$ <u>610,175.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION	Employer identification number 94-2260626
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7		\$ <u>628,035.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
8		\$ <u>2,847,954.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION	Employer identification number 94-2260626
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Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

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

Name of organization SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION	Employer identification number 94-2260626
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Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) \$ _____
 Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

SCHEDULE C
(Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2024

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

For Organizations Exempt From Income Tax Under Section 501(c) and Section 527
Complete if the organization is described below. Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

If the organization answered "Yes" on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then:

- Section 501(c)(3) organizations: Complete Parts I-A and I-B. Do not complete Part I-C.
Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and I-C below. Do not complete Part I-B.
Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then:

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes" on Form 990, Part IV, line 5 (Proxy Tax) (see separate instructions), or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then:

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization: SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION
Employer identification number (EIN): 94-2260626

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

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.
2 Political campaign activity expenditures \$
3 Volunteer hours for political campaign activities

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

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 \$
2 Enter the amount of any excise tax incurred by organization managers under section 4955 \$
3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Yes No
4a Was a correction made? Yes No
b If "Yes," describe in Part IV.

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

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities \$
2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities \$
3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b \$
4 Did the filing organization file Form 1120-POL for this year? Yes No
5 Enter the names, addresses, and EINs of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

Table with 5 columns: (a) Name, (b) Address, (c) EIN, (d) Amount paid from filing organization's funds, (e) Amount of political contributions received and promptly and directly delivered to a separate political organization.

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

- A** Check if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B** Check if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)	5,000.													
b Total lobbying expenditures to influence a legislative body (direct lobbying)														
c Total lobbying expenditures (add lines 1a and 1b)	5,000.													
d Other exempt purpose expenditures	33,068,972.													
e Total exempt purpose expenditures (add lines 1c and 1d)	33,073,972.													
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000.													
<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:35%;">IF the amount on line 1e, column (a) or (b), is:</th> <th>THEN the lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>	IF the amount on line 1e, column (a) or (b), is:	THEN the lobbying nontaxable amount is:	not over \$500,000	20% of the amount on line 1e.	over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	over \$17,000,000	\$1,000,000.		
IF the amount on line 1e, column (a) or (b), is:	THEN the lobbying nontaxable amount is:													
not over \$500,000	20% of the amount on line 1e.													
over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.													
over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.													
over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.													
over \$17,000,000	\$1,000,000.													
g Grassroots nontaxable amount (enter 25% of line 1f)	250,000.													
h Subtract line 1g from line 1a. If zero or less, enter -0-	0.													
i Subtract line 1f from line 1c. If zero or less, enter -0-	0.													
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes <input type="checkbox"/> No												

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

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) Total
2a Lobbying nontaxable amount	1,000,000.	1,000,000.	1,000,000.	1,000,000.	4,000,000.
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000.
c Total lobbying expenditures	21,623.	14,283.	6,541.	5,000.	47,447.
d Grassroots nontaxable amount	250,000.	250,000.	250,000.	250,000.	1,000,000.
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000.
f Grassroots lobbying expenditures	21,623.	14,283.	6,541.	5,000.	47,447.

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

Table with 3 columns: (a) Yes, (a) No, (b) Amount. Rows include: 1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation...; 2a Did the activities in line 1 cause the organization to not be described in section 501(c)(3)?; 2b If "Yes," enter the amount of any tax incurred under section 4912; 2c If "Yes," enter the amount of any tax incurred by organization managers under section 4912; 2d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?

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

Table with 3 columns: Question, Yes, No. Rows include: 1 Were substantially all (90% or more) dues received nondeductible by members?; 2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?; 3 Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year?

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

Table with 3 columns: Question, Yes, No. Rows include: 1 Dues, assessments, and similar amounts from members; 2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid); 2a Current year; 2b Carryover from last year; 2c Total; 3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues; 4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditures next year?; 5 Taxable amount of lobbying and political expenditures. See instructions.

Part IV Supplemental Information

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

Blank lines for providing supplemental information as required by the instructions.

SCHEDULE D
(Form 990)

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

Attach to Form 990.

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization **SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION** Employer identification number **94-2260626**

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

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

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

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

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

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included on line 2a	2c
d Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d

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

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

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

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

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

8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

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 \$ _____

SWORDS TO PLOWSHARES: VETERANS RIGHTS

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 <input type="checkbox"/> Public exhibition | d <input type="checkbox"/> Loan or exchange program |
| b <input type="checkbox"/> Scholarly research | e <input type="checkbox"/> Other _____ |
| c <input type="checkbox"/> Preservation for future generations | |
- 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 | 99,071. |
| d Additions during the year | 2,078,937. |
| e Distributions during the year | 1,979,855. |
| f Ending balance | 198,153. |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b** If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	47,535.	47,535.	47,535.	47,535.	47,535.
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	47,535.	47,535.	47,535.	47,535.	47,535.

- 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? | | <input checked="" type="checkbox"/> |
| (ii) Related organizations? | | <input checked="" type="checkbox"/> |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | | |
- 4** Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		228,582.		228,582.
b Buildings		533,358.	430,019.	103,339.
c Leasehold improvements		22,958,889.	4,691,403.	18,267,486.
d Equipment		433,089.	334,588.	98,501.
e Other		142,207.	103,117.	39,090.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				18,736,998.

SWORDS TO PLOWSHARES: VETERANS RIGHTS

Part VII Investments - Other Securities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))		

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, line 13, col. (B))		

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 RESERVES	444,370.
(2) REPLACEMENT RESERVES	391,593.
(3) DEPOSITS	100,918.
(4) DUE FROM RELATED PARTY	1,323,519.
(5) ROU ASSET - LEASES	8,425,576.
(6) WORK IN PROGRESS	1,796,456.
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	12,482,432.

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) TENANT SECURITY DEPOSITS PAYABLE	313,693.
(3) LEASE LIABILITY	8,756,557.
(4) GRANTS PAYABLE	298,435.
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	9,368,685.

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 ...

SWORDS TO PLOWSHARES: VETERANS RIGHTS

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	39,176,298.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	-1,917.
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	-1,917.
3	Subtract line 2e from line 1	3	39,178,215.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	39,178,215.

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	38,540,912.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	0.
3	Subtract line 2e from line 1	3	38,540,912.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	38,540,912.

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 IV, LINE 1B:

VETERANS MAY ELECT SWORDS TO PLOWSHARES TO RECEIVE THEIR MONTHLY BENEFITS INCOME. FOR MOST VETERANS, THE ORGANIZATION PAYS THEIR RENT AND GIVES THE REMAINING FUNDS TO THE CLIENT. SEVERAL VETERANS MAINTAIN A BALANCE.

PART IV, LINE 2B:

VETERANS MAY ELECT SWORDS TO PLOWSHARES TO RECEIVE THEIR MONTHLY BENEFITS INCOME. FOR MOST VETERANS, THE ORGANIZATION PAYS THEIR RENT AND GIVES THE REMAINING FUNDS TO THE CLIENT. SEVERAL VETERANS MAINTAIN A BALANCE.

PART V, LINE 4:

THE ORGANIZATION'S ENDOWMENT FUND SUPPORTS THE VETERANS ACADEMY.

PART X, LINE 2:

THE PREPARATION OF FINANCIAL STATEMENTS IN ACCORDANCE WITH ACCOUNTING PRINCIPLES GENERALLY ACCEPTED IN THE UNITED STATES OF AMERICA REQUIRES THE ORGANIZATION TO REPORT INFORMATION REGARDING ITS EXPOSURE TO VARIOUS TAX POSITIONS TAKEN BY THE ORGANIZATION. THE ORGANIZATION HAS DETERMINED WHETHER ANY TAX POSITIONS HAVE MET THE RECOGNITION THRESHOLD AND HAS MEASURED THE ORGANIZATION'S EXPOSURE TO THOSE TAX POSITIONS. MANAGEMENT BELIEVES THAT THE ORGANIZATION HAS ADEQUATELY ADDRESSED ALL RELEVANT TAX POSITIONS AND THAT THERE ARE NO UNRECORDED TAX LIABILITIES. FEDERAL TAX AUTHORITIES GENERALLY HAVE THE RIGHT TO EXAMINE AND AUDIT THE PREVIOUS THREE YEARS OF TAX RETURNS FILED. CALIFORNIA TAX AUTHORITIES GENERALLY HAVE THE RIGHT TO EXAMINE AND AUDIT THE PREVIOUS FOUR YEARS OF TAX RETURNS

2024 DEPRECIATION AND AMORTIZATION REPORT

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Asset No.	Description	Date Acquired	Method	Life	Conv	Line No.	Unadjusted Cost Or Basis	Bus % Excl	Section 179 Expense	* Reduction In Basis	Basis For Depreciation	Beginning Accumulated Depreciation	Current Sec 179 Expense	Current Year Deduction	Ending Accumulated Depreciation
				.000		HY16									
1	LAND	04/01/93	L				228,582.				228,582.			0.	
	* 990 PAGE 10 TOTAL -						228,582.				228,582.	0.		0.	0.
2	DEMONTFORT BUILDING	04/01/93	SL	40.00		16	533,358.				533,358.	416,686.		13,334.	430,020.
	* 990 PAGE 10 TOTAL -						533,358.				533,358.	416,686.		13,334.	430,020.
14	PRESIDIO-ACADEMY	08/01/00	SL	20.00		16	2,084,930.				2,084,930.	2,084,930.		0.	2,084,930.
15	DEMONTFORT	05/21/07	SL	20.00		16	34,920.				34,920.	29,828.		1,746.	31,574.
16	DMNFT CONSTRUCTION/IMPROVEMENT	06/30/09	SL	30.00		16	363,521.				363,521.	181,757.		12,117.	193,874.
17	ACADE FIRE ALARM REPLACEMENT	06/10/10	SL	10.08		16	9,875.				9,875.	9,875.		0.	9,875.
19	ACADEMY 4 UNITS UPGRADE WORK	01/13/13	SL	7.42		16	6,640.				6,640.	6,640.		0.	6,640.
20	ACADE FIRE ALARM REPLACEMENT	10/13/13	SL	6.75		16	42,440.				42,440.	42,440.		0.	42,440.
21	ACADE KITCHEN TILE INSTALLATION	08/14/14	SL	5.92		16	10,230.				10,230.	10,230.		0.	10,230.
22	ACADE FIRE PROTECTION SYSTEM	08/14/14	SL	5.92		16	22,626.				22,626.	22,626.		0.	22,626.
23	ACADE SECURITY SYSTEM UPGRADE	09/01/14	SL	5.83		16	63,706.				63,706.	63,706.		0.	63,706.
24	ACADE FIRE SYSTEM ADDITIONAL COST	10/21/14	SL	5.75		16	3,178.				3,178.	3,178.		0.	3,178.
26	ACADE FIRE SYSTEM ADDITIONAL COST	11/21/14	SL	5.67		16	5,262.				5,262.	5,262.		0.	5,262.
27	ACADE LOBBY UPGRADED	08/15/15	SL	4.92		16	14,550.				14,550.	14,550.		0.	14,550.
32	ACADEMY GUTTERS REPAIR	06/16/16	SL	4.08		16	8,749.				8,749.	8,749.		0.	8,749.

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Asset No.	Description	Date Acquired	Method	Life	Conv	Line No.	Unadjusted Cost Or Basis	Bus % Excl	Section 179 Expense	* Reduction In Basis	Basis For Depreciation	Beginning Accumulated Depreciation	Current Sec 179 Expense	Current Year Deduction	Ending Accumulated Depreciation
33	TTI GUARDIAN W/PANIC BUTTON	11/01/16	SL	5.00		16	23,945.				23,945.	23,546.		0.	23,546.
60	FAIRFAX BASEMENT UPGRADE	11/01/18	SL	10.66		16	487,156.				487,156.	258,961.		45,699.	304,660.
62	ACADEMY RAD PROJECT	11/30/19	SL	17.67		16	1,426,702.				1,426,702.	370,220.		80,741.	450,961.
63	WMB CONSTRUCTION PROJECT	06/01/20	SL	13.67		16	1,658,654.				1,658,654.	492,262.		121,335.	613,597.
66	1060 HOWARD 3RD FLOOR REMODELING	06/01/20	SL	8.50		16	89,082.				89,082.	35,191.		10,480.	45,671.
67	ACADEMY ELEVATORS PROJECT	08/31/22	SL	15.83		16	2,572,412.				2,572,412.	297,892.		162,502.	460,394.
68	ACADEMY ELEVATORS PROJECT ADDITIONAL 1	11/01/22	SL	15.58		16	109,085.				109,085.	11,085.		7,002.	18,087.
69	ACADEMY ELEVATORS PROJECT ADDITIONAL 2	11/01/22	SL	15.58		16	233,344.				233,344.	23,712.		14,977.	38,689.
70	330 FRANKLIN EB OFFICE UPGRADE	07/31/22	SL	3.33		16	199,582.				199,582.	119,810.		59,935.	179,745.
71	1060 HOWARD VETERANS COMMUNITY CTR	04/30/23	SL	5.67		16	116,492.				116,492.	23,971.		20,990.	44,961.
72	ACADEMY ELEVATOR CML INTEREST CAPITALIZED	07/01/23	SL	15.00		16	104,818.				104,818.	6,988.		6,988.	13,976.
	* 990 PAGE 10 TOTAL -						9,691,899.				9,691,899.	4,147,409.		544,512.	4,691,921.
51	WIRELESS PANIC BUTTON SYSTEM 1060 HOWARD	02/28/16	SL	5.00		16	12,854.				12,854.	12,854.		0.	12,854.
53	ROBIN CONSULTING GRANT ALLOCATION UTLITY SOFTWARE*	06/30/09	SL	3.00		16	25,643.				25,643.	25,643.		0.	25,643.
57	DMT FIRE SPRINKLERS AND CAMER UPGRADED	07/01/18	SL	5.00		16	28,986.				28,986.	28,986.		0.	28,986.
58	27 DMT DOUBLE BACKFLOW PREVENTOR (SPRINKLER)	11/30/18	SL	5.00		16	5,370.				5,370.	5,370.		0.	5,370.
59	ALTERNATIVE TECHNOLOGIES - 1060 HOWARD	04/01/19	SL	5.00		16	18,422.				18,422.	18,422.		0.	18,422.
64	KRONOS INTOUCH MACHINE	09/03/19	SL	5.00		16	30,756.				30,756.	29,217.		1,025.	30,242.

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Asset No.	Description	Date Acquired	Method	Life	Conv	Line No.	Unadjusted Cost Or Basis	Bus % Excl	Section 179 Expense	* Reduction In Basis	Basis For Depreciation	Beginning Accumulated Depreciation	Current Sec 179 Expense	Current Year Deduction	Ending Accumulated Depreciation
65	CLIENT DATA SOFTWARE ECM	01/31/22	SL	5.00		16	311,057.				311,057.	150,343.		62,211.	212,554.
	* 990 PAGE 10 TOTAL -						433,088.				433,088.	270,835.		63,236.	334,071.
35	(D)2009 HONDA ODYSSEY VAN -DMT	05/09/12	SL	3.00		16	14,815.				14,815.	14,815.		0.	14,815.
36	*NEW 2012 HONDA ODYSSEY VAN-V#15981-TI	01/31/14	SL	5.00		16	62,999.				62,999.	62,999.		0.	62,999.
38	(D)*DONATED 2005 FORD F-150 PICKUP-V#1FTRF-ACAD	07/07/14	SL	5.00		16	7,639.				7,639.	7,639.		0.	7,639.
39	*USED 2014 TOYOTA SIENNA VAN-ACADEMY	06/09/16	SL	5.00		16	40,118.				40,118.	40,118.		0.	40,118.
54	(D)DONATED VAN*	12/31/00	SL	5.00		16	15,883.				15,883.	15,883.		0.	15,883.
73	USED-2022 TOYOTA TACOMA PICK-UP HOUSING	06/30/25	SL	5.00		16	39,090.				39,090.			0.	
	* 990 PAGE 10 TOTAL -						180,544.				180,544.	141,454.		0.	141,454.
	* GRAND TOTAL 990 PAGE 10 DEPR						11067471.				11067471.	4,976,384.		621,082.	5,597,466.
	CURRENT YEAR ACTIVITY														
	BEGINNING BALANCE						11028381.			0.	11028381.	4,976,384.			5,597,466.
	ACQUISITIONS						39,090.			0.	39,090.	0.			0.
	DISPOSITIONS/RETIRED						38,337.			0.	38,337.	38,337.			38,337.
	ENDING BALANCE						11029134.			0.	11029134.	4,938,047.			5,559,129.
	ENDING ACCUM DEPR LESS DISPOSITIONS											5,559,129.			
	ENDING BOOK VALUE											5,470,005.			

SWORDS TO PLOWSHARES: VETERANS RIGHTS

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

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))
		VETERANS DAY DINNER (event type)	(event type)	NONE (total number)	
Revenue	1	Gross receipts	613,723.		613,723.
	2	Less: Contributions	613,723.		613,723.
	3	Gross income (line 1 minus line 2)			
Direct Expenses	4	Cash prizes			
	5	Noncash prizes			
	6	Rent/facility costs			
	7	Food and beverages	47,017.		47,017.
	8	Entertainment	1,150.		1,150.
	9	Other direct expenses	39,456.		39,456.
	10	Direct expense summary. Add lines 4 through 9 in column (d)			87,623.
	11	Net income summary. Subtract line 10 from line 3, column (d)			-87,623.

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

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

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

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

b If "No," explain: _____

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

b If "Yes," explain: _____

SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION

Part IV Supplemental Information (continued)

Lined area for supplemental information.

**SCHEDULE I
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization **SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION** Employer identification number **94-2260626**

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No
- 2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

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

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
THE RAND CORPORATION PO BOX 2138 SANTA MONICA, CA 90407	95-1958142	501(C)(3)	237,217.	0.			GENERAL SUPPORT
VETERANS HEALTHCARE POLICY INSTITUTE - PO BOX 70641 - RICHMOND, CA 94807	82-0680624	501(C)(3)	25,000.	0.			GENERAL SUPPORT
NATIONAL COALITION FOR HOMELESS VETERANS - 1001 CONNECTICUT AVE NW STE 840 - WASHINGTON, DC 20036	52-1826860	501(C)(3)	11,010.	0.			SPONSORSHIP

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

3 Enter total number of other organizations listed in the line 1 table 0.

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

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

SWORDS TO PLOWSHARES: VETERANS RIGHTS

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

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
HOUSING ASSISTANCE	497	4,773,631.	0.		
TRAINING	52	141,368.	0.		
TRANSPORTATION	120	20,186.	0.		
TOOLS, CLOTHES FOR WORK, FOOD, OTHER	819	1,188,146.	0.		

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

PART I, LINE 2:

SWORDS TO PLOWSHARES INSURES PROPER USE OF ASSISTANCE FUNDS BY WRITING CHECKS DIRECTLY TO THE PROVIDERS OF SERVICES OR GOODS TO VETERANS, OR WE OBTAIN A RECEIPT TO SHOW GOODS OR SERVICES WERE RECEIVED.

**SCHEDULE J
(Form 990)**

(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization **SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION** Employer identification number **94-2260626**

Part I Questions Regarding Compensation

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

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

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

SWORDS TO PLOWSHARES: VETERANS RIGHTS

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

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

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

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) TRAMECIA GARNER EXECUTIVE DIRECTOR/ COO	(i)	211,656.	0.	0.	5,000.	0.	216,656.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) MICHAEL BLECKER 2024 EXECUTIVE DIRECTOR	(i)	206,325.	0.	0.	3,125.	0.	209,450.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) STEPHEN CHEN CHIEF FINANCIAL OFFICER	(i)	180,885.	0.	0.	4,500.	0.	185,385.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) COLLEEN MURAKAMI CHIEF OF RESOURCE DEVELOPMENT AND CO	(i)	178,902.	0.	0.	5,000.	0.	183,902.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(5) MARK WALKER DEPUTY DIRECTOR FOR EAST BAY PROGRAM	(i)	159,688.	0.	0.	4,000.	0.	163,688.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(6) STEVEN CULBERTSON DEPUTY DIRECTOR FOR SF PROGRAMS & HO	(i)	154,447.	0.	0.	4,000.	0.	158,447.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

**SCHEDULE O
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization

**SWORDS TO PLOWSHARES: VETERANS RIGHTS
ORGANIZATION**

Employer identification number

94-2260626

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

**HOMELESS VETERANS AND FINANCIAL ASSISTANCE TO 300 VETERAN FAMILIES
MOVING INTO PERMANENT HOUSING. WE WERE ALSO ABLE TO RETAIN HOUSING FOR
150 VETERAN FAMILIES FACED WITH EVICTION. SWORDS' REPRESENTATIVE PAYEE
SERVICES HELPED VETERANS WITH MENTAL ILLNESS AND/OR SUBSTANCE ABUSE
ISSUES MANAGE THEIR MONEY AND RETAIN HOUSING. CURRENTLY 145 VETERANS
PARTICIPATE IN THIS PROGRAM AND ARE THUS PROTECTED FROM EVICTION AND
OTHER CONSEQUENCES OF POOR MONEY MANAGEMENT. WE ALSO WORKED WITH THE
SAN FRANCISCO VETERANS ADMINISTRATION, THE CITY AND COUNTY OF SAN
FRANCISCO, THE DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT AND THE SAN
FRANCISCO HOUSING AUTHORITY TO STREAMLINE EFFORTS AND COLLABORATION TO
HOUSE THE "HARDEST TO SERVE" CHRONICALLY HOMELESS VETERANS.**

**OUR VA-FUNDED RAPID RE-HOUSING PROGRAM; SUPPORTIVE SERVICES FOR
VETERANS AND FAMILIES (SSVF), CONSISTS OF TIME-LIMITED, SHORT-TERM
PROGRESSIVE COMPONENTS OF INDIVIDUALIZED GOAL SETTING DESIGNED TO BUILD
UPON ONE ANOTHER FOR A SOLID APPROACH TO HOUSING STABILIZATION AND
RETENTION. THIS 'HOUSING FIRST" MODEL PROVIDES IMMEDIATE WRAP-AROUND
SUPPORT TO EACH PARTICIPANT, ESTABLISHING A SOLID PERMANENT HOUSING
FOUNDATION - FOLLOWED BY SUPPORTIVE SERVICES THAT HAVE BEEN UNIQUELY
DESIGNED TO HELP VETERANS MAINTAIN THEIR HOUSING. WE SERVED OVER 1,100
FAMILIES IS ALL BAY AREA COUNTIES.**

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

**SWORDS WORKS WITH WORKFORCE INVESTMENT BOARDS, EMPLOYERS, COMMUNITY
COLLEGES AND VOCATIONAL TRAINING INSTITUTIONS TO DEVELOP CUSTOMIZED JOB
TRAINING PROGRAMS IN GROWTH INDUSTRY SECTORS. THE TRAININGS ARE
TAILORED TO MEET THE NEEDS OF VETERANS, MANY OF WHOM SERVED IN IRAQ AND
AFGHANISTAN. WE OFFER SPECIALIZED CURRICULUM AND SMALL CLASS SIZES SO
THAT VETERANS CAN SECURE ACCELERATED CERTIFICATION TO MOVE QUICKLY INTO
JOBS. THESE SPECIALIZED TRAININGS ENABLE US TO EFFICIENTLY SERVE MORE
VETERANS AND TO HAVE A HIGHER JOB PLACEMENT PERCENTAGE. WE FORGED NEW
RELATIONSHIPS WITH EMPLOYERS TO PLACE VETERANS IN JOBS UPON PROGRAM
COMPLETION, AND WE ARE WORKING TO STRENGTHEN PARTNERSHIPS WITHIN THE
CORPORATE COMMUNITY THROUGH A STATEWIDE INITIATIVE.**

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

**POLICY DEVELOPMENT -INSTITUTE FOR VETERAN POLICY (IVP):
SWORDS' INSTITUTE FOR VETERAN POLICY ADVOCATES FOR IMPROVED SYSTEMS OF
CARE FOR VETERANS OF ALL ERAS, SPECIFICALLY IN THE AREAS OF ACCESS TO
BENEFITS, HOUSING, EMPLOYMENT, MENTAL HEALTH AND THE PREVENTION OF
POVERTY AND HOMELESSNESS. THE PROGRAM DELIVERS THE HIGHLY ACCLAIMED
COMBAT TO COMMUNITY TRAINING TO HUNDREDS EACH YEAR. IVP ALSO PROVIDES
TECHNICAL ASSISTANCE AND ADMINISTERS THE RE-GRANTING OF FUNDS TO
VETERAN-SERVING AGENCIES IN CALIFORNIA AND TEXAS WHICH DELIVER
EMPLOYMENT, TRAINING, AND WRAP AROUND SERVICES.**

LEGAL SERVICES:

**EACH YEAR, OUR ATTORNEYS PROVIDE FREE LEGAL ADVICE, ASSISTANCE, AND
REPRESENTATION TO MORE THAN 1,000 HOMELESS AND LOW-INCOME VETERANS
THROUGHOUT THE BAY AREA. BY ASSISTING VETERANS ATTAIN VA ELIGIBILITY
THROUGH THE VA CHARACTER OF DISCHARGE PROCESS AND APPLICATIONS FOR**

Name of the organization SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION	Employer identification number 94-2260626
--	--

RECORDS CORRECTIONS AND UPGRADES BEFORE THE DEPARTMENT OF DEFENSE CORRECTIONS BOARDS, WE FIGHT TO REMOVE BARRIERS ESSENTIAL TO VETERANS' STABILITY, INCLUDING ACCESS TO VA HOMELESSNESS PREVENTION SERVICES, BENEFITS, AND HEALTHCARE. WITH THE HELP OF OUR ROBUST PRO BONO PROGRAM, WE SECURED OVER \$11 MILLION IN LIFETIME BENEFITS AWARDS FOR VETERAN CLIENTS IN VA DISABILITY COMPENSATION, VHA MEDICAL SERVICES AND VA PENSION BENEFITS. MORE THAN NINETY PERCENT OF THE CASES ADJUDICATED WERE IN THE VETERAN'S FAVOR. EXPENSES \$ 2,451,765. INCLUDING GRANTS OF \$ 289,414. REVENUE \$ 0.

FORM 990, PART VI, SECTION B, LINE 11B:
REVIEWED IN DETAIL BY FINANCE AND AUDIT COMMITTEE. AVAILABLE TO ALL DIRECTORS.

FORM 990, PART VI, SECTION B, LINE 12C:
YES - UPON OR BEFORE ELECTION TO THE BOARD, A BOARD MEMBER WILL MAKE A FULL, WRITTEN DISCLOSURE OF INTERESTS, RELATIONSHIPS, AND HOLDINGS THAT COULD POTENTIALLY RESULT IN A CONFLICT OF INTEREST. THIS WRITTEN DISCLOSURE IS KEPT ON FILE AND IS UPDATED AS APPROPRIATE. ANNUALLY, EACH DIRECTOR WILL UPDATE THE CONFLICT OF INTEREST POLICY DECLARATION. IF A DIRECTOR IDENTIFIES A CONFLICT OF INTEREST, HE OR SHE IS ASKED TO LEAVE THE ROOM DURING THE DISCUSSION AND IS NOT PERMITTED TO VOTE ON THE QUESTION.

FORM 990, PART VI, SECTION B, LINE 15:
YES - THE COMPENSATION FOR THE CEO IS DETERMINED BY EXECUTIVE COMPENSATION REVIEW. THE BOARD (OR A COMMITTEE) SHALL REVIEW ANY COMPENSATION PACKAGES (INCLUDING ALL BENEFITS) OF THE EXECUTIVE DIRECTOR, THE CHIEF OPERATING OFFICER AND THE CHIEF FINANCIAL OFFICER, AND ANY OTHER OFFICER WHO RECEIVES COMPENSATION FROM THE CORPORATION, AND SHALL APPROVE SUCH COMPENSATION ONLY AFTER DETERMINING THAT THE COMPENSATION IS JUST AND REASONABLE, PROVIDED THAT IN THE CASE OF THE EXECUTIVE DIRECTOR SUCH REVIEW SHALL BE PERFORMED BY THE EXECUTIVE COMMITTEE. THIS REVIEW AND APPROVAL SHALL OCCUR ANNUALLY, AS WELL AS WHEN SUCH OFFICER IS HIRED, WHEN THE TERM OF EMPLOYMENT OF SUCH OFFICER IS RENEWED OR EXTENDED, AND WHEN THE COMPENSATION OF SUCH OFFICER IS MODIFIED, UNLESS THE MODIFICATION APPLIES TO SUBSTANTIALLY ALL OF THE EMPLOYEES OF THE CORPORATION. SALARY COMPARISONS FOR OFFICERS' POSITIONS ARE COMPILED ANNUALLY. THERE IS A RECORD OF THESE DECISIONS IN THE BOARD'S MINUTES. ALL OFFICERS' SALARIES WERE REVEIUED IN 2017 - 2023.

FORM 990, PART VI, SECTION C, LINE 19:
COPIES ARE AVAILABLE FOR INSPECTION AT OFFICE AND COPIES ARE PROVIDED UPON REQUEST. 990S, AUDITED FINANCIAL STATEMENTS AND POLICIES - CONFLICT OF INTEREST AND WHISTLEBLOWER - ARE AVAILABLE ON OUR OWN WEBSITE. 990S ARE POSTED ON WWW.GUIDESTAR.ORG.

FORM 990, PART XII, LINE 2C
THE ORGANIZATION RETAINS A PROFESSIONAL CPA FIRM TO CONDUCT AN INDEPENDENT AUDIT OF THE FINANCIAL STATEMENTS.

**SCHEDULE R
(Form 990)**

(Rev. January 2025)

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships
Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
Attach to Form 990.

OMB No. 1545-0047

**Open to Public
Inspection**

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

Name of the organization **SWORDS TO PLOWSHARES: VETERANS RIGHTS ORGANIZATION** Employer identification number **94-2260626**

Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
SWORDS - 150 OTIS LLC - 94-3450204 401 VAN NESS AVE., SUITE 313 SAN FRANCISCO, CA 94102	HOUSING DEVELOPMENT CONSTRUCTION	CALIFORNIA	-33.	364,029.	SWORDS TO PLOWSHARES
SWORDS - MB3E LLC 401 VAN NESS AVE., SUITE 313 SAN FRANCISCO, CA 94102	HOUSING DEVELOPMENT CONSTRUCTION	CALIFORNIA	-131.	-1,339.	SWORDS TO PLOWSHARES
SWORDS - MACEO MAY APTS LLC 401 VAN NESS AVE., SUITE 313 SAN FRANCISCO, CA 94102	HOUSING DEVELOPMENT CONSTRUCTION	CALIFORNIA	-108.	-2,127.	SWORDS TO PLOWSHARES

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No

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

Schedule R (Form 990) (Rev. 1-2025)

SWORDS TO PLOWSHARES: VETERANS RIGHTS

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	
150 OTIS ASSOCIATES, L.P. - 26-4034714, 615 GRANT AVENUE, SAN FRANCISCO, CA 94108	LOW INCOME HOUSING	CA	SWORDS-150 OTIS LLC	RELATED	-43.	583,202.		X	N/A		X	.01%
MB3E, L.P. - 81-1306376 615 GRANT AVENUE SAN FRANCISCO, CA 94108	LOW INCOME HOUSING	CA	SWORDS-MB3E LLC	RELATED	-145.	1,304,974.		X	N/A		X	.01%
MACEO MAY APTS, LP - 82-5192084, 615 GRANT AVENUE, SAN FRANCISCO, CA 94108	LOW INCOME HOUSING	CA	SWORDS-MACEO MAY APTS LLC	RELATED	-130.	1,813,115.		X	N/A		X	.01%

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No

SWORDS TO PLOWSHARES: VETERANS RIGHTS

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

	Yes	No
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity		X
b Gift, grant, or capital contribution to related organization(s)		X
c Gift, grant, or capital contribution from related organization(s)		X
d Loans or loan guarantees to or for related organization(s)		X
e Loans or loan guarantees by related organization(s)		X
f Dividends from related organization(s)		X
g Sale of assets to related organization(s)		X
h Purchase of assets from related organization(s)		X
i Exchange of assets with related organization(s)		X
j Lease of facilities, equipment, or other assets to related organization(s)		X
k Lease of facilities, equipment, or other assets from related organization(s)		X
l Performance of services or membership or fundraising solicitations for related organization(s)	X	
m Performance of services or membership or fundraising solicitations by related organization(s)		X
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)		X
o Sharing of paid employees with related organization(s)		X
p Reimbursement paid to related organization(s) for expenses		X
q Reimbursement paid by related organization(s) for expenses	X	
r Other transfer of cash or property to related organization(s)		X
s Other transfer of cash or property from related organization(s)		X

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) 150 OTIS ASSOCIATES, L.P.	Q	1,965,049.	CASH
(2) 150 OTIS ASSOCIATES, L.P.	L	114,610.	CASH
(3) MB3E, LP	Q	2,467,280.	CASH
(4) MB3E, LP	L	88,960.	CASH
(5) MACEO MAY APTS, L.P.	Q	2,662,289.	CASH
(6) MACEO MAY APTS, L.P.	L	92,119.	CASH

Part VII Supplemental Information

Provide additional information for responses to questions on Schedule R. See instructions.

Area with horizontal lines for providing supplemental information.