

# Return of Organization Exempt From Income Tax

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

- ▶ Do not enter social security numbers on this form as it may be made public.
- ▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

**2021**

**Open to Public Inspection**

Department of the Treasury  
Internal Revenue Service

|  |   |   |                          |  |                                     |  |   |  |  |                                  |                    |                          |                      |  |  |                     |  |                                     |
|--|---|---|--------------------------|--|-------------------------------------|--|---|--|--|----------------------------------|--------------------|--------------------------|----------------------|--|--|---------------------|--|-------------------------------------|
| <b>A</b> For the 2021 calendar year, or tax year beginning <u>7/1/2021</u> , and ending <u>6/30/2022</u>   |   |   |                          |  |                                     |  |   |  |  |                                  |                    |                          |                      |  |  |                     |  |                                     |
| <b>B</b> Check if applicable:<br><input type="checkbox"/> Address change<br><input type="checkbox"/> Name change<br><input type="checkbox"/> Initial return<br><input type="checkbox"/> Final return/terminated<br><input type="checkbox"/> Amended return<br><input type="checkbox"/> Application pending | <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td colspan="2"><b>C</b> Name of organization <u>Nonprofit Enterprise at Work, Inc.</u></td> <td rowspan="2"><b>D</b> Employer identification number<br/><u>38-2825019</u></td> </tr> <tr> <td colspan="2">Doing business as <u>NEW Center</u></td> </tr> <tr> <td colspan="2">Number and street (or P.O. box if mail is not delivered to street address)<br/><u>1100 North Main Street</u></td> <td rowspan="2"><b>E</b> Telephone number<br/><u>(734) 998-0160</u></td> </tr> <tr> <td>City or town<br/><u>Ann Arbor</u></td> <td>State<br/><u>MI</u></td> <td>Room/suite<br/><u>100</u></td> </tr> <tr> <td colspan="2">Foreign country name</td> <td>Foreign province/state/county<br/><u>MI</u></td> </tr> <tr> <td colspan="2">Foreign postal code</td> <td>Foreign postal code<br/><u>48104</u></td> </tr> </table> | <b>C</b> Name of organization <u>Nonprofit Enterprise at Work, Inc.</u>   |                          | <b>D</b> Employer identification number<br><u>38-2825019</u> | Doing business as <u>NEW Center</u> |  | Number and street (or P.O. box if mail is not delivered to street address)<br><u>1100 North Main Street</u> |  | <b>E</b> Telephone number<br><u>(734) 998-0160</u> | City or town<br><u>Ann Arbor</u> | State<br><u>MI</u> | Room/suite<br><u>100</u> | Foreign country name |  | Foreign province/state/county<br><u>MI</u> | Foreign postal code |  | Foreign postal code<br><u>48104</u> |
| <b>C</b> Name of organization <u>Nonprofit Enterprise at Work, Inc.</u>  |   | <b>D</b> Employer identification number<br><u>38-2825019</u>  |                          |  |                                     |  |   |  |  |                                  |                    |                          |                      |  |  |                     |  |                                     |
| Doing business as <u>NEW Center</u>  |   |   |                          |  |                                     |  |   |  |  |                                  |                    |                          |                      |  |  |                     |  |                                     |
| Number and street (or P.O. box if mail is not delivered to street address)<br><u>1100 North Main Street</u>  |   | <b>E</b> Telephone number<br><u>(734) 998-0160</u>  |                          |  |                                     |  |   |  |  |                                  |                    |                          |                      |  |  |                     |  |                                     |
| City or town<br><u>Ann Arbor</u>   | State<br><u>MI</u>  |   | Room/suite<br><u>100</u> |  |                                     |  |   |  |  |                                  |                    |                          |                      |  |  |                     |  |                                     |
| Foreign country name   |   | Foreign province/state/county<br><u>MI</u>  |                          |  |                                     |  |   |  |  |                                  |                    |                          |                      |  |  |                     |  |                                     |
| Foreign postal code  |   | Foreign postal code<br><u>48104</u>   |                          |  |                                     |  |   |  |  |                                  |                    |                          |                      |  |  |                     |  |                                     |
| <b>F</b> Name and address of principal officer:<br><u>Yodit Mesfin Johnson 1100 N Main St, STE 100, Ann Arbor, MI 48104</u>  |   | <b>G</b> Gross receipts \$ <u>2,790,200</u>   |                          |  |                                     |  |   |  |  |                                  |                    |                          |                      |  |  |                     |  |                                     |
| <b>I</b> Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) ( ) (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527   |   | <b>H(a)</b> Is this a group return for subsidiaries? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><b>H(b)</b> Are all subsidiaries included? <input type="checkbox"/> Yes <input type="checkbox"/> No<br>If "No," attach a list. See instructions |                          |  |                                     |  |   |  |  |                                  |                    |                          |                      |  |  |                     |  |                                     |
| <b>J</b> Website: <u>www.new.org</u>   |   | <b>H(c)</b> Group exemption number ▶  |                          |  |                                     |  |   |  |  |                                  |                    |                          |                      |  |  |                     |  |                                     |
| <b>K</b> Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶  |   | <b>L</b> Year of formation: <u>1988</u> <b>M</b> State of legal domicile: <u>MI</u>   |                          |  |                                     |  |   |  |  |                                  |                    |                          |                      |  |  |                     |  |                                     |

**Part I Summary**

|                                    |  |  |                                  |                     |
|------------------------------------|--|--|----------------------------------|---------------------|
| <b>Activities &amp; Governance</b> | <b>1</b>   | Briefly describe the organization's mission or most significant activities: <u>NEW inspires and equips mission-driven people, organizations and communities to realize their visions of a just and thriving society.</u> |                                  |                     |
|                                    | <b>2</b>   | Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.  |                                  |                     |
|                                    | <b>3</b>   | Number of voting members of the governing body (Part VI, line 1a)  | <b>3</b>                         | 10                  |
|                                    | <b>4</b>   | Number of independent voting members of the governing body (Part VI, line 1b)  | <b>4</b>                         | 9                   |
|                                    | <b>5</b>   | Total number of individuals employed in calendar year 2021 (Part V, line 2a)   | <b>5</b>                         | 25                  |
|                                    | <b>6</b>   | Total number of volunteers (estimate if necessary)   | <b>6</b>                         | 10                  |
|                                    | <b>7a</b>  | Total unrelated business revenue from Part VIII, column (C), line 12   | <b>7a</b>                        | 0                   |
| <b>b</b>                           | Net unrelated business taxable income from Form 990-T, Part I, line 11 | <b>7b</b>  | 0                                |                     |
| <b>Revenue</b>                     | <b>8</b>   | Contributions and grants (Part VIII, line 1h)  | <b>Prior Year</b>                | <b>Current Year</b> |
|                                    | <b>9</b>   | Program service revenue (Part VIII, line 2g)   | 1,288,933                        | 1,694,062           |
|                                    | <b>10</b>  | Investment income (Part VIII, column (A), lines 3, 4, and 7d)  | 997,474                          | 1,092,715           |
|                                    | <b>11</b>  | Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)   | 142                              | 208                 |
|                                    | <b>12</b>  | Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)   | 12,884                           | 3,215               |
| <b>Expenses</b>                    | <b>13</b>  | Grants and similar amounts paid (Part IX, column (A), lines 1–3)   | 2,299,433                        | 2,790,200           |
|                                    | <b>14</b>  | Benefits paid to or for members (Part IX, column (A), line 4)  | 55,252                           | 211,625             |
|                                    | <b>15</b>  | Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)  | 0                                | 0                   |
|                                    | <b>16a</b>   | Professional fundraising fees (Part IX, column (A), line 11e)  | 1,041,643                        | 1,314,981           |
|                                    | <b>b</b>   | Total fundraising expenses (Part IX, column (D), line 25) ▶ <u>74,122</u>  | 0                                | 0                   |
|                                    | <b>17</b>  | Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)   | 436,238                          | 637,652             |
|                                    | <b>18</b>  | Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)  | 1,533,133                        | 2,164,258           |
| <b>Net Assets or Fund Balances</b> | <b>19</b>  | Revenue less expenses. Subtract line 18 from line 12   | 766,300                          | 625,942             |
|                                    | <b>20</b>  | Total assets (Part X, line 16)   | <b>Beginning of Current Year</b> | <b>End of Year</b>  |
|                                    | <b>21</b>  | Total liabilities (Part X, line 26)  | 1,819,492                        | 2,248,572           |
|                                    | <b>22</b>  | Net assets or fund balances. Subtract line 21 from line 20   | 630,991                          | 434,129             |
|                                    |  |  | 1,188,501                        | 1,814,443           |

**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.

|                               |   |   |                          |   |                          |
|-------------------------------|---|---|--------------------------|---|--------------------------|
| <b>Sign Here</b>              | Signature of officer<br><u>Yodit Mesfin Johnson</u>             | Date<br><u>        </u>                             |                          |   |                          |
|                               | Type or print name and title<br><u>President and CEO</u>        |   |                          |   |                          |
| <b>Paid Preparer Use Only</b> | Print/Type preparer's name<br><u>James H Bennett, CPA</u>       | Preparer's signature<br><u>James H Bennett, CPA</u> | Date<br><u>2/22/2023</u> | Check <input type="checkbox"/> if self-employed | PTIN<br><u>P00447547</u> |
|                               | Firm's name ▶ <u>Bennett &amp; Associates CPAs PLLC</u>         |   |                          | Firm's EIN ▶ <u>27-3488128</u>                  |                          |
|                               | Firm's address ▶ <u>100 Huronview Blvd, Ann Arbor, MI 48103</u> |   |                          | Phone no. <u>(734) 622-8015</u>                 |                          |

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

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: NEW inspires and equips mission-driven people, organizations and communities to realize their visions of a just and thriving society.

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

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [ ] Yes [X] No

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 \$ 889,039 including grants of \$ 211,625 ) (Revenue \$ 404,817 ) Organizational Development - The program offers leadership and organizational development support to nonprofit leaders, Boards of Directors, and other key staff. This support includes beginning and advanced board governance training, strategic planning, customized facilitation and workshops, diversity, equity & inclusion consultation, executive coaching, comprehensive leadership development programs, and finance consultation and services. Financial services includes monthly bookkeeping service (using QuickBooks Online), financial assessments including chart of accounts, financial reports, budgets and cash flow, Board and staff training, and consultation on financial policies and procedures. See Schedule O for further details.

4b (Code: ) (Expenses \$ 481,543 including grants of \$ ) (Revenue \$ 473,672 ) IT Managed Services - The program provides strategic managed IT services to nonprofits. The program helps clients create and maintain a modern, secure, cloud-based technology environment. It lowers hardware, software, energy, and management costs, while enabling greater reliability, daily data backup, remote access to documents, and many other benefits. Nonprofits have access to on-call IT support during regular business hours for an affordable monthly fee. During fiscal year 2021-22, NEW provided IT support for 62 organizations. NEW also helped 13 nonprofit organizations strengthen their technology environment by moving their data storage and sharing to a cloud platform.

4c (Code: ) (Expenses \$ 373,245 including grants of \$ ) (Revenue \$ 217,441 ) Office & Meeting Space (The NEW Center) - The program provides office space, shared resources and meeting space for 501(c)(3) nonprofits. In the fiscal year 2021-22, the NEW Center provided a range of support to nonprofits: 18 organizations were tenants and 11 organizations were affiliate tenants. In addition, supported by a continuation grant from The Ralph C. Wilson Jr Foundation, NEW began making plans to renovate the NEW Center. The organization worked with consultants from Designing Justice + Designing Spaces, InTOTO Studios and InSite Design to create a community-centric plan to better meet the community's needs.

4d Other program services (Describe on Schedule O.) (Expenses \$ 0 including grants of \$ 0 ) (Revenue \$ 0 )

4e Total program service expenses 1,743,827

**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 <b>Section 501(c)(3) organizations.</b> 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   |    |

**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>  |     | 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>  |     | 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>   |     | X  |
| b   | Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?  |     |    |
| c   | Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?   |     |    |
| d   | Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?  |     |    |
| 25a | <b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> 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>  |     | 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>  |     | 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>   |     | 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> |     | 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>   |     | X  |
| b   | A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV.</i>  |     | 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>   |     | X  |
| 29  | Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M.</i>   |     | 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>   |     | X  |
| 31  | Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I.</i>   |     | 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>   |     | 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>   |     | 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>   |     | X  |
| 35a | Did the organization have a controlled entity within the meaning of section 512(b)(13)?  |     | X  |
| b   | If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2.</i>  |     |    |
| 36  | <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2.</i>  |     | 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>  |     | X  |
| 38  | Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? <b>Note:</b> All Form 990 filers are required to complete Schedule O.   | X   |    |

**Part V Statements Regarding Other IRS Filings and Tax Compliance**

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

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

| <b>Part V Statements Regarding Other IRS Filings and Tax Compliance</b> (continued) |  | Yes        | No |   |   |
|---|--|------------|----|---|---|
| <b>2a</b>   | 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 . . . . .  | <b>2a</b>  | 25 |   |   |
| <b>b</b>  | If at least one is reported on line 2a, did the organization file all required federal employment tax returns? . . . . .<br><b>Note:</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.                 | <b>2b</b>  |    | X |   |
| <b>3a</b>   | Did the organization have unrelated business gross income of \$1,000 or more during the year? . . . . .  | <b>3a</b>  |    |   | X |
| <b>b</b>  | If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O . . . . .  | <b>3b</b>  |    |   |   |
| <b>4a</b>   | 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)? . . . . .         | <b>4a</b>  |    |   | X |
| <b>b</b>  | If "Yes," enter the name of the foreign country ▶ _____<br>See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).   |            |    |   |   |
| <b>5a</b>   | Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? . . . . .  | <b>5a</b>  |    |   | X |
| <b>b</b>  | Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? . . . . .   | <b>5b</b>  |    |   | X |
| <b>c</b>  | If "Yes" to line 5a or 5b, did the organization file Form 8886-T? . . . . .  | <b>5c</b>  |    |   |   |
| <b>6a</b>   | 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? . . . . .  | <b>6a</b>  |    |   | X |
| <b>b</b>  | If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? . . . . .  | <b>6b</b>  |    |   |   |
| <b>7</b>  | <b>Organizations that may receive deductible contributions under section 170(c).</b>   |            |    |   |   |
| <b>a</b>  | 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? . . . . .  | <b>7a</b>  |    |   | X |
| <b>b</b>  | If "Yes," did the organization notify the donor of the value of the goods or services provided? . . . . .  | <b>7b</b>  |    |   |   |
| <b>c</b>  | Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282? . . . . .   | <b>7c</b>  |    |   | X |
| <b>d</b>  | If "Yes," indicate the number of Forms 8282 filed during the year . . . . .  | <b>7d</b>  |    |   |   |
| <b>e</b>  | Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? . . . . .  | <b>7e</b>  |    |   | X |
| <b>f</b>  | Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? . . . . .   | <b>7f</b>  |    |   | X |
| <b>g</b>  | If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? . . . . .   | <b>7g</b>  |    |   |   |
| <b>h</b>  | If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? . . . . .   | <b>7h</b>  |    |   |   |
| <b>8</b>  | <b>Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year? . . . . .   | <b>8</b>   |    |   |   |
| <b>9</b>  | <b>Sponsoring organizations maintaining donor advised funds.</b>   |            |    |   |   |
| <b>a</b>  | Did the sponsoring organization make any taxable distributions under section 4966? . . . . .   | <b>9a</b>  |    |   |   |
| <b>b</b>  | Did the sponsoring organization make a distribution to a donor, donor advisor, or related person? . . . . .  | <b>9b</b>  |    |   |   |
| <b>10</b>   | <b>Section 501(c)(7) organizations.</b> Enter:   |            |    |   |   |
| <b>a</b>  | Initiation fees and capital contributions included on Part VIII, line 12 . . . . .   | <b>10a</b> |    |   |   |
| <b>b</b>  | Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities . . . . .  | <b>10b</b> |    |   |   |
| <b>11</b>   | <b>Section 501(c)(12) organizations.</b> Enter:  |            |    |   |   |
| <b>a</b>  | Gross income from members or shareholders . . . . .  | <b>11a</b> |    |   |   |
| <b>b</b>  | Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them) . . . . .  | <b>11b</b> |    |   |   |
| <b>12a</b>  | <b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041? . . . . .  | <b>12a</b> |    |   |   |
| <b>b</b>  | If "Yes," enter the amount of tax-exempt interest received or accrued during the year . . . . .  | <b>12b</b> |    |   |   |
| <b>13</b>   | <b>Section 501(c)(29) qualified nonprofit health insurance issuers.</b>  |            |    |   |   |
| <b>a</b>  | Is the organization licensed to issue qualified health plans in more than one state? . . . . .<br><b>Note:</b> See the instructions for additional information the organization must report on Schedule O.   | <b>13a</b> |    |   |   |
| <b>b</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 . . . . .  | <b>13b</b> |    |   |   |
| <b>c</b>  | Enter the amount of reserves on hand . . . . .   | <b>13c</b> |    |   |   |
| <b>14a</b>  | Did the organization receive any payments for indoor tanning services during the tax year? . . . . .   | <b>14a</b> |    |   | X |
| <b>b</b>  | If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O . . . . .  | <b>14b</b> |    |   |   |
| <b>15</b>   | 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 . . . . .<br>If "Yes," see the instructions and file Form 4720, Schedule N.                        | <b>15</b>  |    |   | X |
| <b>16</b>   | Is the organization an educational institution subject to the section 4968 excise tax on net investment income? . . . . .<br>If "Yes," complete Form 4720, Schedule O.   | <b>16</b>  |    |   | X |
| <b>17</b>   | <b>Section 501(c)(21) organizations.</b> Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? . . . . .<br>If "Yes," complete Form 6069. | <b>17</b>  |    |   |   |

**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 |
|-----------|--|-----|----|
| <b>1a</b> | Enter the number of voting members of the governing body at the end of the tax year . . . . .<br>If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O. |     |    |
|           | <b>1a</b> 10   |     |    |
| <b>b</b>  | Enter the number of voting members included on line 1a, above, who are independent . . . . .   |     |    |
|           | <b>1b</b> 9  |     |    |
| <b>2</b>  | 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? . . . . .  |     | X  |
| <b>3</b>  | 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? . . . . .  |     | X  |
| <b>4</b>  | Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? . . . . .   |     | X  |
| <b>5</b>  | Did the organization become aware during the year of a significant diversion of the organization's assets? . . . . .   |     | X  |
| <b>6</b>  | Did the organization have members or stockholders? . . . . .   |     | X  |
| <b>7a</b> | 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? . . . . .   |     | X  |
| <b>b</b>  | Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? . . . . .  |     | X  |
| <b>8</b>  | Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:  |     |    |
| <b>a</b>  | The governing body? . . . . .  | X   |    |
| <b>b</b>  | Each committee with authority to act on behalf of the governing body? . . . . .  | X   |    |
| <b>9</b>  | 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 . . . . .   |     | X  |

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

|            |  | Yes | No |
|------------|--|-----|----|
| <b>10a</b> | Did the organization have local chapters, branches, or affiliates? . . . . .   |     | X  |
| <b>b</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? . . . . .   |     |    |
| <b>10b</b> |  |     |    |
| <b>11a</b> | Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? . . . . .  | X   |    |
| <b>b</b>   | Describe on Schedule O the process, if any, used by the organization to review this Form 990.  |     |    |
| <b>12a</b> | Did the organization have a written conflict of interest policy? If "No," go to line 13 . . . . .  | X   |    |
| <b>b</b>   | Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? . . . . .  | X   |    |
| <b>c</b>   | Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done . . . . .   | X   |    |
| <b>12c</b> |  | X   |    |
| <b>13</b>  | Did the organization have a written whistleblower policy? . . . . .  | X   |    |
| <b>14</b>  | Did the organization have a written document retention and destruction policy? . . . . .   | X   |    |
| <b>15</b>  | 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?   |     |    |
| <b>a</b>   | The organization's CEO, Executive Director, or top management official. . . . .  | X   |    |
| <b>b</b>   | Other officers or key employees of the organization . . . . .  |     | X  |
| <b>15b</b> |  |     | X  |
|            | If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.   |     |    |
| <b>16a</b> | Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? . . . . .  |     | X  |
| <b>b</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? . . . . . |     |    |
| <b>16b</b> |  |     |    |

**Section C. Disclosure**

|           |   |
|-----------|---|
| <b>17</b> | List the states with which a copy of this Form 990 is required to be filed ▶ MI   |
| <b>18</b> | 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.<br><input checked="" type="checkbox"/> Own website <input checked="" type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request <input type="checkbox"/> Other (explain on Schedule O) |
| <b>19</b> | 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.   |
| <b>20</b> | State the name, address, and telephone number of the person who possesses the organization's books and records ▶<br>Yodit Mesfin Johnson (734) 998-0160<br>1100 North Main Street, Ann Arbor, MI 48104  |

**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, 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)<br>Name and title  | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC/1099-NEC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC) | (F)<br>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) Yodit Mesfin Johnson<br>-----<br>President and CEO                 | 40.00<br>0.00  | X   |                       | X       |              |                              |        | 118,254   | 0  | 10,496  |
| (2) Linda Tam<br>-----<br>CFO  | 40.00<br>0.00  |   |                       | X       |              |                              |        | 42,308  | 0  | 439   |
| (3) Christopher Myers<br>-----<br>Secretary (term ended February 2022) | 1.00<br>0.00   | X   |                       | X       |              |                              |        | 0   | 0  | 0   |
| (4) Kristopher Wiljanen<br>-----<br>Chair                              | 2.00<br>0.00   | X   |                       | X       |              |                              |        | 0   | 0  | 0   |
| (5) Kimberly Hurns<br>-----<br>Trustee / Secretary                     | 1.00<br>0.00   | X   |                       | X       |              |                              |        | 0   | 0  | 0   |
| (6) Diane Kaplan Vinokur<br>-----<br>Trustee                           | 1.00<br>0.00   | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| (7) Kathleen Laird<br>-----<br>Treasurer (term ended February 2022)    | 2.00<br>0.00   | X   |                       | X       |              |                              |        | 0   | 0  | 0   |
| (8) Alok Sharma<br>-----<br>Trustee                                    | 1.00<br>0.00   | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| (9) Lila Asante-Appiah<br>-----<br>Vice Chair                          | 2.00<br>0.00   | X   |                       | X       |              |                              |        | 0   | 0  | 0   |
| (10) Matt Hylant<br>-----<br>Trustee                                   | 1.00<br>0.00   | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| (11) Claire Sheldon<br>-----<br>Trustee / Treasurer                    | 2.00<br>0.00   | X   |                       | X       |              |                              |        | 0   | 0  | 0   |
| (12) Nicole Cole<br>-----<br>Trustee                                   | 1.00<br>0.00   | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| (13) Perry Ohren<br>-----<br>Trustee                                   | 1.00<br>0.00   | X   |                       |         |              |                              |        | 0   | 0  | 0   |
| (14) -----<br>-----  |  |   |                       |         |              |                              |        |   |  |   |

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

| (A)<br>Name and title  | (B)<br>Average hours per week (list any hours for related organizations below dotted line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |         | (D)<br>Reportable compensation from the organization (W-2/1099-MISC/1099-NEC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC) | (F)<br>Estimated amount of other compensation from the organization and related organizations |
|--|--|---|-----------------------|---------|--------------|------------------------------|---------|---|--|---|
|  |  | Individual trustee or director  | Institutional trustee | Officer | Key employee | Highest compensated employee | Former  |   |  |   |
| (15)   |  |   |                       |         |              |                              |         |   |  |   |
| (16)   |  |   |                       |         |              |                              |         |   |  |   |
| (17)   |  |   |                       |         |              |                              |         |   |  |   |
| (18)   |  |   |                       |         |              |                              |         |   |  |   |
| (19)   |  |   |                       |         |              |                              |         |   |  |   |
| (20)   |  |   |                       |         |              |                              |         |   |  |   |
| (21)   |  |   |                       |         |              |                              |         |   |  |   |
| (22)   |  |   |                       |         |              |                              |         |   |  |   |
| (23)   |  |   |                       |         |              |                              |         |   |  |   |
| (24)   |  |   |                       |         |              |                              |         |   |  |   |
| (25)   |  |   |                       |         |              |                              |         |   |  |   |
| <b>1b Subtotal</b>   |  |   |                       |         |              |                              | 160,562 | 0   | 10,935   |   |
| <b>c Total from continuation sheets to Part VII, Section A</b> |  |   |                       |         |              |                              | 0       | 0   | 0  |   |
| <b>d Total (add lines 1b and 1c)</b>                           |  |   |                       |         |              |                              | 160,562 | 0   | 10,935   |   |

**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 1

|   | Yes | No |
|---|-----|----|
| <b>3</b> Did the organization list any <b>former</b> officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual.</i>  |     | X  |
| <b>4</b> 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> |     | X  |
| <b>5</b> 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>                       |     | 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)<br>Name and business address | (B)<br>Description of services | (C)<br>Compensation |
|----------------------------------|--------------------------------|---------------------|
|                                  |                                | 0                   |
|                                  |                                | 0                   |
|                                  |                                | 0                   |
|                                  |                                | 0                   |
|                                  |                                | 0                   |

**2** Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization 0



**Part VIII Statement of Revenue**

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

|  |   |                                  | (A)<br>Total revenue | (B)<br>Related or exempt<br>function revenue | (C)<br>Unrelated<br>business revenue | (D)<br>Revenue excluded<br>from tax under<br>sections 512-514 |  |
|--|---|----------------------------------|----------------------|--|--------------------------------------|---|--|
| Contributions, Gifts, Grants<br>and Other Similar Amounts                        | <b>1a</b> Federated campaigns . . . . .   | <b>1a</b>                        | 0                    |  |                                      |   |  |
|  | <b>b</b> Membership dues . . . . .  | <b>1b</b>                        | 0                    |  |                                      |   |  |
|  | <b>c</b> Fundraising events . . . . .   | <b>1c</b>                        | 0                    |  |                                      |   |  |
|  | <b>d</b> Related organizations . . . . .  | <b>1d</b>                        | 0                    |  |                                      |   |  |
|  | <b>e</b> Government grants (contributions) . . . . .  | <b>1e</b>                        | 189,339              |  |                                      |   |  |
|  | <b>f</b> All other contributions, gifts, grants, and<br>similar amounts not included above . . . . .  | <b>1f</b>                        | 1,504,723            |  |                                      |   |  |
|  | <b>g</b> Noncash contributions included in<br>lines 1a-1f . . . . .   | <b>1g</b>                        | \$ 0                 |  |                                      |   |  |
|  | <b>h Total.</b> Add lines 1a-1f . . . . .   |                                  |                      | 1,694,062                                    |                                      |   |  |
|  | Program Service<br>Revenue  |                                  |                      | Business Code                                |                                      |   |  |
|  |   | <b>2a</b> Program fees . . . . . | 900099               | 880,379                                      | 880,379                              |   |  |
| <b>b</b> Rental fees . . . . .   |   | 900099                           | 202,752              | 202,752                                      |                                      |   |  |
| <b>c</b> Tenant reimbursements . . . . .   |   | 900099                           | 9,584                | 9,584  |                                      |   |  |
| <b>d</b> . . . . .   |   |                                  | 0                    |  |                                      |   |  |
| <b>e</b> . . . . .   |   |                                  | 0                    |  |                                      |   |  |
| <b>f</b> All other program service revenue . . . . .                             |   |                                  | 0                    |  |                                      |   |  |
| <b>g Total.</b> Add lines 2a-2f . . . . .  |   |                                  |                      | 1,092,715                                    |                                      |   |  |
| Other Revenue  | <b>3</b> Investment income (including dividends, interest, and<br>other similar amounts) . . . . .  |                                  | 208                  |  |                                      | 208   |  |
|  | <b>4</b> Income from investment of tax-exempt bond proceeds . . . . .   |                                  | 0                    |  |                                      |   |  |
|  | <b>5</b> Royalties . . . . .  |                                  | 0                    |  |                                      |   |  |
|  | <b>6a</b> Gross rents . . . . .   | <b>6a</b>                        | (i) Real             |  |                                      |   |  |
|  |   |                                  | (ii) Personal        |  |                                      |   |  |
|  |   |                                  |                      | 0  | 0                                    |   |  |
|  | <b>b</b> Less: rental expenses . . . . .  | <b>6b</b>                        |                      |  |                                      |   |  |
|  | <b>c</b> Rental income or (loss) . . . . .  | <b>6c</b>                        | 0                    | 0  |                                      |   |  |
|  | <b>d</b> Net rental income or (loss) . . . . .  |                                  |                      | 0  |                                      |   |  |
|  | <b>7a</b> Gross amount from<br>sales of assets<br>other than inventory . . . . .  | <b>7a</b>                        | (i) Securities       | 0  | 0                                    |   |  |
|  |   |                                  | (ii) Other           |  |                                      |   |  |
|  |   |                                  |                      | 0  | 0                                    |   |  |
|  | <b>b</b> Less: cost or other basis<br>and sales expenses . . . . .  | <b>7b</b>                        | 0                    | 0  |                                      |   |  |
|  | <b>c</b> Gain or (loss) . . . . .   | <b>7c</b>                        | 0                    | 0  |                                      |   |  |
|  | <b>d</b> Net gain or (loss) . . . . .   |                                  |                      | 0  |                                      |   |  |
|  | <b>8a</b> Gross income from fundraising<br>events (not including \$<br>of contributions reported on line 1c).<br>See Part IV, line 18 . . . . . | <b>8a</b>                        |                      | 0  |                                      |   |  |
|  |   |                                  |                      | 0  |                                      |   |  |
|  |   |                                  |                      | 0  |                                      |   |  |
| <b>b</b> Less: direct expenses . . . . .   | <b>8b</b>   |                                  | 0                    |  |                                      |   |  |
| <b>c</b> Net income or (loss) from fundraising events . . . . .                  |   |                                  | 0                    |  |                                      |   |  |
| <b>9a</b> Gross income from gaming activities.<br>See Part IV, line 19 . . . . . | <b>9a</b>   |                                  | 0                    |  |                                      |   |  |
|  |   |                                  | 0                    |  |                                      |   |  |
|  |   |                                  | 0                    |  |                                      |   |  |
| <b>b</b> Less: direct expenses . . . . .   | <b>9b</b>   |                                  | 0                    |  |                                      |   |  |
| <b>c</b> Net income or (loss) from gaming activities . . . . .                   |   |                                  | 0                    |  |                                      |   |  |
| <b>10a</b> Gross sales of inventory, less<br>returns and allowances . . . . .    | <b>10a</b>  |                                  | 0                    |  |                                      |   |  |
|  |   |                                  | 0                    |  |                                      |   |  |
|  |   |                                  | 0                    |  |                                      |   |  |
| <b>b</b> Less: cost of goods sold . . . . .                                      | <b>10b</b>  |                                  | 0                    |  |                                      |   |  |
| <b>c</b> Net income or (loss) from sales of inventory . . . . .                  |   |                                  | 0                    |  |                                      |   |  |
| Miscellaneous<br>Revenue   |   |                                  | Business Code        |  |                                      |   |  |
|  | <b>11a</b> . . . . .  |                                  | 0                    |  |                                      |   |  |
|  | <b>b</b> . . . . .  |                                  | 0                    |  |                                      |   |  |
|  | <b>c</b> . . . . .  |                                  | 0                    |  |                                      |   |  |
|  | <b>d</b> All other revenue . . . . .  |                                  | 3,215                | 3,215  |                                      |   |  |
|  | <b>e Total.</b> Add lines 11a-11d . . . . .   |                                  |                      | 3,215  |                                      |   |  |
| <b>12 Total revenue.</b> See instructions . . . . .                              |   |                                  | 2,790,200            | 1,095,930                                    | 0                                    | 208   |  |

**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.  X

| <b>Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.</b> |   | (A)<br>Total expenses | (B)<br>Program service expenses | (C)<br>Management and general expenses | (D)<br>Fundraising expenses |
|---|---|-----------------------|---------------------------------|--|-----------------------------|
| 1   | Grants and other assistance to domestic organizations domestic governments. See Part IV, line 21 . . . . .  | 211,625               | 211,625                         |  |                             |
| 2   | Grants and other assistance to domestic individuals. See Part IV, line 22 . . . . .   | 0                     |                                 |  |                             |
| 3   | Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 . . . . .  | 0                     |                                 |  |                             |
| 4   | Benefits paid to or for members . . . . .   | 0                     |                                 |  |                             |
| 5   | Compensation of current officers, directors, trustees, and key employees . . . . .  | 212,669               | 69,297                          | 129,990                                | 13,382                      |
| 6   | Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) . . . . .  | 0                     |                                 |  |                             |
| 7   | Other salaries and wages . . . . .  | 933,284               | 816,445                         | 66,992                                 | 49,847                      |
| 8   | Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) . . . . .  | 14,372                | 9,984                           | 3,737                                  | 651                         |
| 9   | Other employee benefits . . . . .   | 63,209                | 41,107                          | 18,809                                 | 3,293                       |
| 10  | Payroll taxes . . . . .   | 91,447                | 66,174                          | 20,283                                 | 4,990                       |
| 11  | Fees for services (nonemployees):   |                       |                                 |  |                             |
| a   | Management . . . . .  | 0                     |                                 |  |                             |
| b   | Legal . . . . .   | 0                     |                                 |  |                             |
| c   | Accounting . . . . .  | 10,710                |                                 | 10,710                                 |                             |
| d   | Lobbying . . . . .  | 0                     |                                 |  |                             |
| e   | Professional fundraising services. See Part IV, line 17 . . . . .   | 0                     |                                 |  |                             |
| f   | Investment management fees . . . . .  | 0                     |                                 |  |                             |
| g   | Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Schedule O.) . . . . .   | 224,048               | 207,609                         | 16,439                                 |                             |
| 12  | Advertising and promotion . . . . .   | 3,850                 | 234                             | 3,068                                  | 548                         |
| 13  | Office expenses . . . . .   | 31,391                | 30,002                          | 1,351                                  | 38                          |
| 14  | Information technology . . . . .  | 28,175                | 22,664                          | 5,511                                  |                             |
| 15  | Royalties . . . . .   | 0                     |                                 |  |                             |
| 16  | Occupancy . . . . .   | 95,099                | 90,844                          | 4,255                                  |                             |
| 17  | Travel . . . . .  | 7,172                 | 7,172                           |  |                             |
| 18  | Payments of travel or entertainment expenses for any federal, state, or local public officials . . . . .  | 0                     |                                 |  |                             |
| 19  | Conferences, conventions, and meetings . . . . .  | 10,847                | 673                             | 9,529                                  | 645                         |
| 20  | Interest . . . . .  | 19,157                | 19,093                          | 64                                     |                             |
| 21  | Payments to affiliates . . . . .  | 0                     |                                 |  |                             |
| 22  | Depreciation, depletion, and amortization . . . . .   | 66,993                | 59,800                          | 7,193                                  | 0                           |
| 23  | Insurance . . . . .   | 8,514                 |                                 | 8,514                                  |                             |
| 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   | Miscellaneous program expenses  | 21,962                | 21,753                          | 209                                    |                             |
| b   | Dues and subscriptions  | 74,159                | 59,476                          | 14,683                                 |                             |
| c   |   | 0                     |                                 |  |                             |
| d   |   | 0                     |                                 |  |                             |
| e   | All other expenses  | 35,575                | 9,875                           | 24,972                                 | 728                         |
| 25  | <b>Total functional expenses.</b> Add lines 1 through 24e . . . . .   | 2,164,258             | 1,743,827                       | 346,309                                | 74,122                      |
| 26  | <b>Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720) . . . . . |                       |                                 |  |                             |

**Part X Balance Sheet**

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

|   |  | (A)<br>Beginning of year |           | (B)<br>End of year |
|---|--|--------------------------|-----------|--------------------|
| <b>Assets</b>   | <b>1</b> Cash—non-interest-bearing . . . . .   | 348,288                  | <b>1</b>  | 528,220            |
|   | <b>2</b> Savings and temporary cash investments . . . . .  | 520,273                  | <b>2</b>  | 520,481            |
|   | <b>3</b> Pledges and grants receivable, net . . . . .  | 365,000                  | <b>3</b>  | 667,917            |
|   | <b>4</b> Accounts receivable, net . . . . .  | 124,584                  | <b>4</b>  | 111,320            |
|   | <b>5</b> 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 . . . . . | 0                        | <b>5</b>  |                    |
|   | <b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) . . . . .   | 0                        | <b>6</b>  |                    |
|   | <b>7</b> Notes and loans receivable, net . . . . .   | 0                        | <b>7</b>  | 0                  |
|   | <b>8</b> Inventories for sale or use . . . . .   | 0                        | <b>8</b>  |                    |
|   | <b>9</b> Prepaid expenses and deferred charges . . . . .   | 15,362                   | <b>9</b>  | 14,066             |
|   | <b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D   | <b>10a</b> 1,354,950     |           |                    |
|   | <b>b</b> Less: accumulated depreciation . . . . .  | <b>10b</b> 948,382       | 445,985   | <b>10c</b> 406,568 |
|   | <b>11</b> Investments—publicly traded securities . . . . .   | 0                        | <b>11</b> | 0                  |
|   | <b>12</b> Investments—other securities. See Part IV, line 11 . . . . .   | 0                        | <b>12</b> | 0                  |
|   | <b>13</b> Investments—program-related. See Part IV, line 11 . . . . .  | 0                        | <b>13</b> | 0                  |
|   | <b>14</b> Intangible assets . . . . .  | 0                        | <b>14</b> | 0                  |
|   | <b>15</b> Other assets. See Part IV, line 11 . . . . .   | 0                        | <b>15</b> | 0                  |
| <b>16 Total assets.</b> Add lines 1 through 15 (must equal line 33) . . . . . | 1,819,492  | <b>16</b>                | 2,248,572 |                    |
| <b>Liabilities</b>  | <b>17</b> Accounts payable and accrued expenses . . . . .  | 65,931                   | <b>17</b> | 86,707             |
|   | <b>18</b> Grants payable . . . . .   | 0                        | <b>18</b> |                    |
|   | <b>19</b> Deferred revenue . . . . .   | 229,524                  | <b>19</b> | 38,070             |
|   | <b>20</b> Tax-exempt bond liabilities . . . . .  | 0                        | <b>20</b> |                    |
|   | <b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D . . . . .  | 0                        | <b>21</b> |                    |
|   | <b>22</b> 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 . . . . .     | 0                        | <b>22</b> |                    |
|   | <b>23</b> Secured mortgages and notes payable to unrelated third parties . . . . .   | 335,536                  | <b>23</b> | 309,352            |
|   | <b>24</b> Unsecured notes and loans payable to unrelated third parties . . . . .   | 0                        | <b>24</b> | 0                  |
|   | <b>25</b> 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 . . . . .  | 0                        | <b>25</b> | 0                  |
|   | <b>26 Total liabilities.</b> Add lines 17 through 25 . . . . .   | 630,991                  | <b>26</b> | 434,129            |
| <b>Net Assets or Fund Balances</b>  | <b>Organizations that follow FASB ASC 958, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27, 28, 32, and 33.</b>  |                          |           |                    |
|   | <b>27</b> Net assets without donor restrictions . . . . .  | 625,846                  | <b>27</b> | 932,665            |
|   | <b>28</b> Net assets with donor restrictions . . . . .   | 562,655                  | <b>28</b> | 881,778            |
|   | <b>Organizations that do not follow FASB ASC 958, check here</b> <input type="checkbox"/> <b>and complete lines 29 through 33.</b>   |                          |           |                    |
|   | <b>29</b> Capital stock or trust principal, or current funds . . . . .   | 0                        | <b>29</b> |                    |
|   | <b>30</b> Paid-in or capital surplus, or land, building, or equipment fund . . . . .   | 0                        | <b>30</b> |                    |
|   | <b>31</b> Retained earnings, endowment, accumulated income, or other funds . . . . .   | 0                        | <b>31</b> |                    |
| <b>32</b> Total net assets or fund balances . . . . .                         | 1,188,501  | <b>32</b>                | 1,814,443 |                    |
| <b>33</b> Total liabilities and net assets/fund balances . . . . .            | 1,819,492  | <b>33</b>                | 2,248,572 |                    |

**Part XI Reconciliation of Net Assets**

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

|           |  |           |           |
|-----------|--|-----------|-----------|
| <b>1</b>  | Total revenue (must equal Part VIII, column (A), line 12)  | <b>1</b>  | 2,790,200 |
| <b>2</b>  | Total expenses (must equal Part IX, column (A), line 25)   | <b>2</b>  | 2,164,258 |
| <b>3</b>  | Revenue less expenses. Subtract line 2 from line 1   | <b>3</b>  | 625,942   |
| <b>4</b>  | Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))                      | <b>4</b>  | 1,188,501 |
| <b>5</b>  | Net unrealized gains (losses) on investments   | <b>5</b>  |           |
| <b>6</b>  | Donated services and use of facilities   | <b>6</b>  |           |
| <b>7</b>  | Investment expenses  | <b>7</b>  |           |
| <b>8</b>  | Prior period adjustments   | <b>8</b>  |           |
| <b>9</b>  | Other changes in net assets or fund balances (explain on Schedule O)   | <b>9</b>  |           |
| <b>10</b> | Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B)) | <b>10</b> | 1,814,443 |

**Part XII Financial Statements and Reporting**

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

|   | Yes | No |
|---|-----|----|
| <b>1</b> Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other<br>If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.  |     |    |
| <b>2a</b> Were the organization's financial statements compiled or reviewed by an independent accountant?<br>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:<br><input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis |     | X  |
| <b>b</b> Were the organization's financial statements audited by an independent accountant?<br>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:<br><input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis                 | X   |    |
| <b>c</b> 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?<br>If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.  | X   |    |
| <b>3a</b> As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?  |     | X  |
| <b>b</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   |     |    |

**SCHEDULE A**  
**(Form 990)**

**Public Charity Status and Public Support**

OMB No. 1545-0047

**2021**

**Open to Public Inspection**

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ **Attach to Form 990 or Form 990-EZ.**

▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

Department of the Treasury  
Internal Revenue Service

|   |   |
|---|---|
| <b>Name of the organization</b><br>Nonprofit Enterprise at Work, Inc. | <b>Employer identification number</b><br>38-2825019 |
|---|---|

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

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

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

| (i) Name of supported organization | (ii) EIN | (iii) Type of organization (described on lines 1–10 above (see instructions)) | (iv) Is the organization listed in your governing document? |    | (v) Amount of monetary support (see instructions) | (vi) Amount of other support (see instructions) |
|------------------------------------|----------|---|---|----|---|---|
|                                    |          |   | Yes   | No |   |   |
| (A)                                |          |   |   |    |   |   |
| (B)                                |          |   |   |    |   |   |
| (C)                                |          |   |   |    |   |   |
| (D)                                |          |   |   |    |   |   |
| (E)                                |          |   |   |    |   |   |
| <b>Total</b>                       |          |   |   |    | 0   | 0   |

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Table with 7 columns: (a) 2017, (b) 2018, (c) 2019, (d) 2020, (e) 2021, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Tax revenues levied for the organization's benefit; 3 The value of services or facilities furnished by a governmental unit; 4 Total. Add lines 1 through 3; 5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f); 6 Public support. Subtract line 5 from line 4.

Section B. Total Support

Table with 7 columns: (a) 2017, (b) 2018, (c) 2019, (d) 2020, (e) 2021, (f) Total. Rows include: 7 Amounts from line 4; 8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 9 Net income from unrelated business activities, whether or not the business is regularly carried on; 10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.); 11 Total support. Add lines 7 through 10; 12 Gross receipts from related activities, etc. (see instructions); 13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here.

Section C. Computation of Public Support Percentage

Table with 2 columns: Line number, Percentage. Rows include: 14 Public support percentage for 2021 (line 6, column (f), divided by line 11, column (f)) - 0.00%; 15 Public support percentage from 2020 Schedule A, Part II, line 14 - 0.00%; 16a 33 1/3% support test—2021. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization; b 33 1/3% support test—2020. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization; 17a 10%-facts-and-circumstances test—2021. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization; b 10%-facts-and-circumstances test—2020. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization; 18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions.

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

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

**Section A. Public Support**

| Calendar year (or fiscal year beginning in)   | (a) 2017  | (b) 2018  | (c) 2019  | (d) 2020  | (e) 2021  | (f) Total |
|---|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")   | 403,094   | 433,111   | 973,715   | 1,288,933 | 1,694,062 | 4,792,915 |
| <b>2</b> 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 | 1,118,159 | 1,020,973 | 955,048   | 1,010,358 | 1,095,930 | 5,200,468 |
| <b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513   |           |           |           |           |           | 0         |
| <b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf  |           |           |           |           |           | 0         |
| <b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge  |           |           |           |           |           | 0         |
| <b>6 Total.</b> Add lines 1 through 5   | 1,521,253 | 1,454,084 | 1,928,763 | 2,299,291 | 2,789,992 | 9,993,383 |
| <b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons  | 6,700     | 3,920     | 1,740     | 380       | 1,763     | 14,503    |
| <b>b</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           | 208,794   | 184,839   | 129,271   | 72,196    | 34,780    | 629,880   |
| <b>c</b> Add lines 7a and 7b  | 215,494   | 188,759   | 131,011   | 72,576    | 36,543    | 644,383   |
| <b>8 Public support</b> (Subtract line 7c from line 6.)   |           |           |           |           |           | 9,349,000 |

**Section B. Total Support**

| Calendar year (or fiscal year beginning in)   | (a) 2017  | (b) 2018  | (c) 2019  | (d) 2020  | (e) 2021  | (f) Total                |
|---|-----------|-----------|-----------|-----------|-----------|--------------------------|
| <b>9</b> Amounts from line 6  | 1,521,253 | 1,454,084 | 1,928,763 | 2,299,291 | 2,789,992 | 9,993,383                |
| <b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources  | 11        | 11        | 23        | 142       | 208       | 395                      |
| <b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975  |           |           |           |           |           | 0                        |
| <b>c</b> Add lines 10a and 10b  | 11        | 11        | 23        | 142       | 208       | 395                      |
| <b>11</b> Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on   |           |           |           |           |           | 0                        |
| <b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)   |           |           |           |           |           | 0                        |
| <b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.)  | 1,521,264 | 1,454,095 | 1,928,786 | 2,299,433 | 2,790,200 | 9,993,778                |
| <b>14 First 5 years.</b> 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 <b>stop here</b> |           |           |           |           |           | <input type="checkbox"/> |

**Section C. Computation of Public Support Percentage**

|   |           |        |
|---|-----------|--------|
| <b>15</b> Public support percentage for 2021 (line 8, column (f), divided by line 13, column (f)) | <b>15</b> | 93.55% |
| <b>16</b> Public support percentage from 2020 Schedule A, Part III, line 15                       | <b>16</b> | 89.35% |

**Section D. Computation of Investment Income Percentage**

|  |           |       |
|--|-----------|-------|
| <b>17</b> Investment income percentage for 2021 (line 10c, column (f), divided by line 13, column (f)) | <b>17</b> | 0.00% |
| <b>18</b> Investment income percentage from 2020 Schedule A, Part III, line 17                         | <b>18</b> | 0.00% |

- 19a 33 1/3% support tests—2021.** 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—2020.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization
- 20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

**Part IV Supporting Organizations**

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

**Section A. All Supporting Organizations**

|     |  | Yes | No |
|-----|--|-----|----|
| 1   | Are all of the organization's supported organizations listed by name in the organization's governing documents? <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>   |     |    |
| 3b  | 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>  |     |    |
| 3c  | 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>  |     |    |
| 4b  | 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>   |     |    |
| 4c  | 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> |     |    |
| 5b  | <b>Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?   |     |    |
| 5c  | <b>Substitutions only.</b> 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>   |     |    |
| 9b  | 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>   |     |    |
| 9c  | 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>   |     |    |
| 10b | Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>  |     |    |



Part IV Supporting Organizations (continued)

Table with 3 columns: Question, Yes, No. Rows 11, 11a, 11b, 11c.

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Rows 1, 2.

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1.

Section D. All Type III Supporting Organizations

Table with 3 columns: Question, Yes, No. Rows 1, 2, 3.

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Rows 1, 2, 3, 3a, 3b.

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

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

| Section A - Adjusted Net Income  |  | (A) Prior Year | (B) Current Year<br>(optional) |
|----------------------------------|--|----------------|--------------------------------|
| 1                                | Net short-term capital gain  |                |                                |
| 2                                | Recoveries of prior-year distributions   |                |                                |
| 3                                | Other gross income (see instructions)  |                |                                |
| 4                                | Add lines 1 through 3.   | 0              | 0                              |
| 5                                | Depreciation and depletion   |                |                                |
| 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) |                |                                |
| 7                                | Other expenses (see instructions)  |                |                                |
| 8                                | <b>Adjusted Net Income</b> (subtract lines 5, 6, and 7 from line 4)  | 0              | 0                              |
| Section B - Minimum Asset Amount |  | (A) Prior Year | (B) Current Year<br>(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  |                |                                |
| b                                | Average monthly cash balances  |                |                                |
| c                                | Fair market value of other non-exempt-use assets   |                |                                |
| d                                | <b>Total</b> (add lines 1a, 1b, and 1c)  | 0              | 0                              |
| e                                | <b>Discount</b> claimed for blockage or other factors (explain in detail in Part VI):  |                |                                |
| 2                                | Acquisition indebtedness applicable to non-exempt-use assets   |                |                                |
| 3                                | Subtract line 2 from line 1d.  | 0              | 0                              |
| 4                                | Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).   | 0              | 0                              |
| 5                                | Net value of non-exempt-use assets (subtract line 4 from line 3)   | 0              | 0                              |
| 6                                | Multiply line 5 by 0.035.  | 0              | 0                              |
| 7                                | Recoveries of prior-year distributions   | 0              | 0                              |
| 8                                | <b>Minimum Asset Amount</b> (add line 7 to line 6)   | 0              | 0                              |
| Section C - Distributable Amount |  |                | Current Year                   |
| 1                                | Adjusted net income for prior year (from Section A, line 8, column A)  |                | 0                              |
| 2                                | Enter 0.85 of line 1.  |                | 0                              |
| 3                                | Minimum asset amount for prior year (from Section B, line 8, column A)   |                | 0                              |
| 4                                | Enter greater of line 2 or line 3.   |                | 0                              |
| 5                                | Income tax imposed in prior year   |                |                                |
| 6                                | <b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).  |                | 0                              |
| 7                                | <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).                                |                |                                |

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

| Section D - Distributions |  | Current Year |
|---------------------------|--|--------------|
| 1                         | Amounts paid to supported organizations to accomplish exempt purposes  | 1            |
| 2                         | Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity      | 2            |
| 3                         | Administrative expenses paid to accomplish exempt purposes of supported organizations  | 3            |
| 4                         | Amounts paid to acquire exempt-use assets  | 4            |
| 5                         | Qualified set-aside amounts (prior IRS approval required—provide details in Part VI)   | 5            |
| 6                         | Other distributions (describe in Part VI). See instructions.   | 6            |
| 7                         | <b>Total annual distributions.</b> Add lines 1 through 6.  | 7 0          |
| 8                         | Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions. | 8            |
| 9                         | Distributable amount for 2021 from Section C, line 6   | 9 0          |
| 10                        | Line 8 amount divided by line 9 amount   | 10 0.000     |

| Section E - Distribution Allocations (see instructions) | (i)<br>Excess Distributions   | (ii)<br>Underdistributions<br>Pre-2021 | (iii)<br>Distributable<br>Amount for 2021 |
|---|---|--|---|
| 1   | Distributable amount for 2021 from Section C, line 6  |  | 0   |
| 2   | Underdistributions, if any, for years prior to 2021 (reasonable cause required—explain in Part VI). See instructions.   |  |   |
| 3   | Excess distributions carryover, if any, to 2021   |  |   |
| a   | From 2016 . . . . . 0   |  |   |
| b   | From 2017 . . . . . 0   |  |   |
| c   | From 2018 . . . . . 0   |  |   |
| d   | From 2019 . . . . . 0   |  |   |
| e   | From 2020 . . . . . 0   |  |   |
| f   | <b>Total</b> of lines 3a through 3e   | 0                                      |   |
| g   | Applied to underdistributions of prior years  |  | 0   |
| h   | Applied to 2021 distributable amount  |  | 0   |
| i   | Carryover from 2016 not applied (see instructions)  |  |   |
| j   | Remainder. Subtract lines 3g, 3h, and 3i from line 3f.  | 0                                      |   |
| 4   | Distributions for 2021 from Section D, line 7: \$ 0   |  |   |
| a   | Applied to underdistributions of prior years  |  | 0   |
| b   | Applied to 2021 distributable amount  |  | 0   |
| c   | Remainder. Subtract lines 4a and 4b from line 4.  | 0                                      |   |
| 5   | Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions. |  | 0   |
| 6   | Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.                        |  | 0   |
| 7   | <b>Excess distributions carryover to 2022.</b> Add lines 3j and 4c.   | 0                                      |   |
| 8   | Breakdown of line 7:  |  |   |
| a   | Excess from 2017 . . . . . 0  |  |   |
| b   | Excess from 2018 . . . . . 0  |  |   |
| c   | Excess from 2019 . . . . . 0  |  |   |
| d   | Excess from 2020 . . . . . 0  |  |   |
| e   | Excess from 2021 . . . . . 0  |  |   |



Schedule B (Form 990)

Schedule of Contributors

OMB No. 1545-0047

2021

Department of the Treasury Internal Revenue Service

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

Table with 2 columns: Name of the organization (Nonprofit Enterprise at Work, Inc.) and Employer identification number (38-2825019)

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

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

Special Rules

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

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

|  |  |
|--|--|
| Name of organization<br>Nonprofit Enterprise at Work, Inc. | Employer identification number<br>38-2825019 |
|--|--|

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

| (a)<br>No. | (b)<br>Name, address, and ZIP + 4   | (c)<br>Total contributions | (d)<br>Type of contribution   |
|------------|---|----------------------------|---|
| 1          | United Way of Washtenaw County<br>2305 Platt Road<br>Ann Arbor MI 48104<br>Foreign State or Province: _____<br>Foreign Country: _____                   | \$ 125,000                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 2          | Ralph C Wilson Jr Foundation<br>3101 East Grand Boulevard, Ste 200<br>Detroit MI 48202<br>Foreign State or Province: _____<br>Foreign Country: _____    | \$ 600,000                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 3          | U.S. Small Business Administration<br>409 3rd St, SW<br>Washington DC 20416<br>Foreign State or Province: _____<br>Foreign Country: _____               | \$ 189,339                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 4          | Ann Arbor Area Community Foundation<br>301 N Main Street, Suite 300<br>Ann Arbor MI 48104<br>Foreign State or Province: _____<br>Foreign Country: _____ | \$ 60,000                  | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 5          | DTE Foundation<br>One Energy Plaza, 1978 WCB<br>Detroit MI 48226<br>Foreign State or Province: _____<br>Foreign Country: _____                          | \$ 45,000                  | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 6          | Kresge Foundation<br>3215 W Big Beaver Road<br>Troy MI 48084<br>Foreign State or Province: _____<br>Foreign Country: _____                              | \$ 300,000                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |

|  |  |
|--|--|
| Name of organization<br>Nonprofit Enterprise at Work, Inc. | Employer identification number<br>38-2825019 |
|--|--|

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

| (a)<br>No. | (b)<br>Name, address, and ZIP + 4  | (c)<br>Total contributions | (d)<br>Type of contribution   |
|------------|--|----------------------------|---|
| 7          | Community Foundation for Southeast Michigan<br>333 W Fort Street, Suite 2010<br>Detroit MI 48226<br>Foreign State or Province: _____<br>Foreign Country: _____             | \$ 51,915                  | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 8          | First Presbyterian<br>1432 Washtenaw Ave<br>Ann Arbor MI 48104<br>Foreign State or Province: _____<br>Foreign Country: _____   | \$ 5,000                   | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 9          | Song Foundation<br>8181 E Tufts Ave, Ste 600<br>Denver CO 80237<br>Foreign State or Province: _____<br>Foreign Country: _____  | \$ 15,000                  | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 10         | Gordon and Betty Moore Foundation<br>1661 Page Mill Road<br>Palo Alto CA 94304<br>Foreign State or Province: _____<br>Foreign Country: _____                               | \$ 18,750                  | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 11         | Howard Hughes Medical Institute<br>400 Jones Bridge Road<br>Chevy Chase MD 20815<br>Foreign State or Province: _____<br>Foreign Country: _____                             | \$ 7,500                   | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 12         | Andrew J Lurie / JP Morgan Charitable Giving Fund<br>165 Township Line Road, Ste 1200<br>Jenkintown PA 19046<br>Foreign State or Province: _____<br>Foreign Country: _____ | \$ 25,000                  | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |

|  |  |
|--|--|
| Name of organization<br>Nonprofit Enterprise at Work, Inc. | Employer identification number<br>38-2825019 |
|--|--|

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

| (a)<br>No. | (b)<br>Name, address, and ZIP + 4  | (c)<br>Total contributions | (d)<br>Type of contribution   |
|------------|--|----------------------------|---|
| 13         | Silicon Valley Community Foundation<br>2440 West El Camino Real, Ste 300<br>Mountain View CA 94040<br>Foreign State or Province: _____<br>Foreign Country: _____ | \$ 50,000                  | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 14         | Skillman Foundation<br>100 Talon Centre Dr, Ste 100<br>Detroit MI 48207<br>Foreign State or Province: _____<br>Foreign Country: _____                            | \$ 7,500                   | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 15         | Slow Food Huron Valley<br>PO Box 2237<br>Ann Arbor MI 48107<br>Foreign State or Province: _____<br>Foreign Country: _____  | \$ 5,000                   | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 16         | Trinity Health<br>20555 Victor Parkway<br>Livonia MI 48152<br>Foreign State or Province: _____<br>Foreign Country: _____   | \$ 50,000                  | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| -----      | _____<br>_____<br>_____<br>Foreign State or Province: _____<br>Foreign Country: _____  | \$ -----                   | Person <input type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.)            |
| -----      | _____<br>_____<br>_____<br>Foreign State or Province: _____<br>Foreign Country: _____  | \$ -----                   | Person <input type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.)            |



|  |  |
|--|--|
| Name of organization<br>Nonprofit Enterprise at Work, Inc. | Employer identification number<br>38-2825019 |
|--|--|

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

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

|  |  |
|--|--|
| Name of organization<br>Nonprofit Enterprise at Work, Inc. | Employer identification number<br>38-2825019 |
|--|--|

**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 information once. See instructions.) ▶ \$ \_\_\_\_\_ 0  
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 |
|---------------------|-------------------------|-------------------------|-------------------------------------|
| -----               | -----<br>-----<br>----- | -----<br>-----<br>----- | -----<br>-----<br>-----             |

| (e) Transfer of gift   |  |
|--|--|
| Transferee's name, address, and ZIP + 4                            | Relationship of transferor to transferee |
| -----<br>-----<br>-----<br>For. Prov.                      Country | -----<br>-----<br>-----                  |

| (a) No. from Part I | (b) Purpose of gift     | (c) Use of gift         | (d) Description of how gift is held |
|---------------------|-------------------------|-------------------------|-------------------------------------|
| -----               | -----<br>-----<br>----- | -----<br>-----<br>----- | -----<br>-----<br>-----             |

| (e) Transfer of gift   |  |
|--|--|
| Transferee's name, address, and ZIP + 4                            | Relationship of transferor to transferee |
| -----<br>-----<br>-----<br>For. Prov.                      Country | -----<br>-----<br>-----                  |

| (a) No. from Part I | (b) Purpose of gift     | (c) Use of gift         | (d) Description of how gift is held |
|---------------------|-------------------------|-------------------------|-------------------------------------|
| -----               | -----<br>-----<br>----- | -----<br>-----<br>----- | -----<br>-----<br>-----             |

| (e) Transfer of gift   |  |
|--|--|
| Transferee's name, address, and ZIP + 4                            | Relationship of transferor to transferee |
| -----<br>-----<br>-----<br>For. Prov.                      Country | -----<br>-----<br>-----                  |

| (a) No. from Part I | (b) Purpose of gift     | (c) Use of gift         | (d) Description of how gift is held |
|---------------------|-------------------------|-------------------------|-------------------------------------|
| -----               | -----<br>-----<br>----- | -----<br>-----<br>----- | -----<br>-----<br>-----             |

| (e) Transfer of gift   |  |
|--|--|
| Transferee's name, address, and ZIP + 4                            | Relationship of transferor to transferee |
| -----<br>-----<br>-----<br>For. Prov.                      Country | -----<br>-----<br>-----                  |

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization: Nonprofit Enterprise at Work, Inc. Employer identification number: 38-2825019

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.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two yes/no questions about donor advisement.

Part II Conservation Easements.

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

Form for Part II Conservation Easements. Includes questions about purpose of easements, total number and acreage, and monitoring requirements. Includes a table for 'Held at the End of the Tax Year' with rows 2a, 2b, 2c, 2d.

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.

Form for Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Includes questions about reporting requirements for art and historical treasures.

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

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):
- a  Public exhibition
  - b  Scholarly research
  - c  Preservation for future generations
  - d  Loan or exchange program
  - e  Other .....
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?  Yes  No

**Part IV Escrow and Custodial Arrangements.**

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

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?  Yes  No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- |                                 | Amount |
|---------------------------------|--------|
| c Beginning balance             | 0      |
| d Additions during the year     |        |
| e Distributions during the year |        |
| f Ending balance                | 0      |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?  Yes  No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

**Part V Endowment Funds.**

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

|  | (a) Current year | (b) Prior year | (c) Two years back | (d) Three years back | (e) Four years back |
|--|------------------|----------------|--------------------|----------------------|---------------------|
| 1a Beginning of year balance                     | 0                | 0              | 0                  | 0                    | 0                   |
| 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                            | 0                | 0              | 0                  | 0                    | 0                   |

- 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  |     |    |
| (ii) Related organizations   |     |    |
| 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  | 0                                    | 53,000                          |                              | 53,000         |
| b Buildings  | 0                                    | 1,135,782                       | 805,092                      | 330,690        |
| c Leasehold improvements   | 0                                    | 0                               | 0                            | 0              |
| d Equipment  | 0                                    | 105,346                         | 97,702                       | 7,644          |
| e Other  | 0                                    | 60,822                          | 45,588                       | 15,234         |
| <b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.) |                                      |                                 |                              | 406,568        |

**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<br>(including name of security)     | (b) Book value | (c) Method of valuation:<br>Cost or end-of-year market value |
|---|----------------|--|
| (1) Financial derivatives . . . . .   | 0              |  |
| (2) Closely held equity interests . . . . .                                 | 0              |  |
| (3) Other . . . . .   |                |  |
| (A) . . . . .   |                |  |
| (B) . . . . .   |                |  |
| (C) . . . . .   |                |  |
| (D) . . . . .   |                |  |
| (E) . . . . .   |                |  |
| (F) . . . . .   |                |  |
| (G) . . . . .   |                |  |
| (H) . . . . .   |                |  |
| <b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 12.) ▶ | 0              |  |

**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:<br>Cost or end-of-year market value |
|---|----------------|--|
| (1)   |                |  |
| (2)   |                |  |
| (3)   |                |  |
| (4)   |                |  |
| (5)   |                |  |
| (6)   |                |  |
| (7)   |                |  |
| (8)   |                |  |
| (9)   |                |  |
| <b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 13.) ▶ | 0              |  |

**Part IX Other Assets.**

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

| (a) Description   | (b) Book value |
|---|----------------|
| (1)   |                |
| (2)   |                |
| (3)   |                |
| (4)   |                |
| (5)   |                |
| (6)   |                |
| (7)   |                |
| (8)   |                |
| (9)   |                |
| <b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶ | 0              |

**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  | 0              |
| (2)   |                |
| (3)   |                |
| (4)   |                |
| (5)   |                |
| (6)   |                |
| (7)   |                |
| (8)   |                |
| (9)   |                |
| <b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶ | 0              |

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



**Part XIII** Supplemental Information *(continued)*

Electronic Filing Only

**SCHEDULE I  
(Form 990)**

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

OMB No. 1545-0047

**2021**

**Open to Public  
Inspection**

Department of the Treasury  
Internal Revenue Service

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](http://www.irs.gov/Form990) for the latest information.

Name of the organization

Employer identification number

Nonprofit Enterprise at Work, Inc.

38-2825019

**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 non-cash assistance | (f) Method of valuation (book, FMV, appraisal, other) | (g) Description of noncash assistance | (h) Purpose of grant or assistance |
|--|------------|---------------------------------|--------------------------|-----------------------------------|---|---------------------------------------|------------------------------------|
| (1) Black Men Read<br>1830 Norfolk Ave Ypsilanti, MI 48198                     | 85-2972266 |                                 | 25,116                   |                                   |   |                                       | Fiscal Sponsorship                 |
| (2) Black Microbiologists Association<br>15760 Glastonbury Ave Detroit, MI 482 | 86-2203945 | 501(c)(3)                       | 6,613                    |                                   |   |                                       | Fiscal Sponsorship                 |
| (3) Mentor2Youth<br>PO Box 980270 Ypsilanti, MI 48198                          | 38-3855138 | 501(c)(3)                       | 7,020                    |                                   |   |                                       | Fiscal Sponsorship                 |
| (4) Washtenaw Cty Black Farmers Fd<br>c/o NEW, 1100 N Main St, Ste 100 An      |            |                                 | 105,291                  |                                   |   |                                       | Fiscal Sponsorship                 |
| (5) Washtenaw Justice Project<br>200 N Main St, Ste 300 Ann Arbor, MI          | 87-0860065 |                                 | 14,900                   |                                   |   |                                       | Fiscal Sponsorship                 |
| (6) We The People Opportunity Farm<br>806 Hilyard Robinson Way Ypsilanti, M    | 83-1966370 | 501(c)(3)                       | 21,185                   |                                   |   |                                       | Fiscal Sponsorship                 |
| (7) Willis Patterson Our Own Thing Ch<br>1410 S Zeeb Rd Ann Arbor, MI 48103    | 38-3080501 | 501(c)(3)                       | 30,351                   |                                   |   |                                       | Fiscal Sponsorship                 |
| (8) -----  |            |                                 |                          |                                   |   |                                       |                                    |
| (9) -----  |            |                                 |                          |                                   |   |                                       |                                    |
| (10) -----   |            |                                 |                          |                                   |   |                                       |                                    |
| (11) -----   |            |                                 |                          |                                   |   |                                       |                                    |
| (12) -----   |            |                                 |                          |                                   |   |                                       |                                    |

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ▶ 4
- 3** Enter total number of other organizations listed in the line 1 table ▶ 3

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

Schedule I (Form 990) 2021



**Part III Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.

Part III can be duplicated if additional space is needed.

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

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

Part I Line 2 NEW provides "Model A" (Comprehensive) and "Model C" (Pre-approved Grant Relationship) Fiscal Sponsorship for entities or projects which align with NEW's mission. Fiscal sponsorship is generally utilized for a specific project, and all sponsorships have a defined timeline and budget. It allows an entity to evaluate support for their program before proceeding further. Fiscal sponsorships are approved by NEW's Finance Committee. A Fiscal Sponsorship Agreement is signed with the sponsored entity before any funds are received or disbursed. Donations are received by NEW and deposited to a separate NEW Fiscal Sponsor Checking Account. All donations and expenses are recorded on NEW's books as the Fiscal Sponsor. To request funds, the sponsored entity submits a Disbursement Request with supporting documentation. Funds are disbursed as directed and in accordance with the project budget. A "Donation and Disbursement Report" is provided to the sponsored entity regularly.

**SCHEDULE O  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990 or 990-EZ**

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

▶ Attach to Form 990 or Form 990-EZ.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2021**

**Open to Public  
Inspection**

Name of the organization

Nonprofit Enterprise at Work, Inc.

Employer identification number

38-2825019

Form 990, Part III, Line 4a continued: In fiscal year 2021-22, NEW served a wide range of

individuals and organizations, including serving 53 nonprofit organizations through customized

trainings for boards or nonprofit leaders; facilitating one session of Leadership DELI, of

which 28 individuals from 15 nonprofit organizations participated in; continuing the racial

justice focused leadership development program, Champions for Change, in which 25 individuals

participated; continuing the monthly dialogue series, Centering Justice, focused on uplifting

voices of leaders of color as central pillars in change making, in which 666 individuals

participated; continuing the monthly virtual learning community, Leading & Learning, focused

on adapting nonprofit leadership to emergent changes, in which 354 registrants participated;

developing and implementing Road to Resilience, a financial learning cohort with 16

participants; developing and implementing Beyond Board Basics, a learning community for

nonprofit leaders and board members with 58 participants across 3 cohorts; providing financial

services to 35 third party nonprofit bookkeeping clients; serving 18 nonprofit clients with

financial consulting and/or fiscal sponsorship services; selling 12 "Starting a Nonprofit"

Guidebooks, 1 "Fundraising in These Times" webinar, 8 "Finance Fundamentals" webinars, 4

"Board Governance, Recruitment and Engagement" webinars, and 3 "Nonprofit Strategy" webinars;

and providing regular updates and inspiring messages via NEWs Notes to over 3,500 email

subscribers.

Form 990, Part VI, Section B, Line 11b: The full board reviews the Form 990 prior to filing.

Form 990, Part VI, Section B, Line 12c: Each director is asked annually to disclose conflicts

and affirm their ongoing adherence to the conflict of interest policy.

Form 990, Part VI, Section B, Line 15a: The board reviews the compensation of the CEO

annually.

Form 990, Part VI, Section C, Line 19: The organization's governing documents, conflict of

interest policy, and financial statements are available to the public upon request.

Form 990, Part VII, Section A, Line 1a (2): Linda Tam, CFO started working for NEW in June

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

Schedule O (Form 990) 2021

Name of the organization

Employer identification number

Nonprofit Enterprise at Work, Inc.

38-2825019

2021.

Form 990, Part IX, Line 11g: Fees and stipends paid to external facilitators/speakers \$57,794;

Building improvements, including scoping work related to future construction project \$131,846;

HR services \$12,095; Consulting fees \$18,313; Video editing \$4,000

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